

Action plan to support collective bargaining

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1. Action plan

The action plan describes the individual steps (tools and activities) that must be carried out in order to achieve the set goal.

The submitted Action Plan to Support Collective Bargaining (hereinafter referred to as the "Action Plan"), which **the Czech Republic is obliged to elaborate**, as according to available statistical sources **the coverage rate by collective agreements is only about 35%**, is intended to set out **a clear timetable and specific measures to gradually increase the level of coverage by collective agreements and to support collective bargaining in general**, in particular in the context of wage negotiations, in full respect of the autonomy of the social partners on the basis of Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union (hereinafter referred to as the "Directive"). **This action plan is the first action plan to promote collective bargaining, which has the character of a so-called "living document". It is therefore envisaged that it should be reviewed regularly and at least every five years and, where appropriate, revised. For this purpose, a permanent expert working group will be established at the Ministry of Labour and Social Affairs, consisting of representatives of the Government (interested ministries), the Secretariat of the Council of Economic and Social Agreement of the Czech Republic and social partners who meet the criteria of representativeness of employers and trade unions in the Council of the Economic and Social Agreement of the Czech Republic** (hereinafter referred to as the "Expert Working Group").

2. EU legal framework for collective bargaining

I. Council recommendation on strengthening social dialogue in the EU

On 12 June 2023, the Council of the EU (the 'Council') adopted a document entitled 'Council Recommendation on strengthening social dialogue in the EU' (C/2023/1389) (the 'Recommendation').

This Recommendation **does not have an immediate impact on the legal order of the Czech Republic**, as it is a non-legally binding act. In accordance with the Recommendation, Member States (hereinafter also referred to as "MSs") should submit to the Commission by 7 December 2025 a list of measures that are being taken or have already been adopted in each Member State to implement the Recommendation, drawn up in consultation with the social partners.

The Council recommends that Member States, in accordance with national laws or practices, in consultation and in close cooperation with management and labour and while respecting their autonomy, in particular to:

- ensure a favourable environment for social dialogue, including collective bargaining;
- involve the social partners in a systematic, meaningful and timely manner in the formulation and implementation of employment and social policies and, where appropriate, economic and other public policies;

- ensure that the social partners have access to relevant information on the overall economic and social situation in their Member State and on the relevant situation and policies in the relevant sectors of activity, which is necessary for participation in social dialogue and collective bargaining;
- ensure that representative employers' organisations and trade unions are recognised for the purposes of social dialogue and collective bargaining;
- ensure that, when exercising their right to collective bargaining, workers, trade union members and their representatives are protected against any measure that could harm them or have a negative impact on their employment. Employers and their representatives should be protected from any unlawful measures when exercising their right to collective bargaining;
- strengthen trust between social partners;
- enable collective bargaining at all relevant levels and promote coordination between and across these levels;
- promote a higher level of coverage by collective agreements and enable effective collective bargaining;
- actively promote the benefits and added value of social dialogue and collective bargaining, in particular through targeted communication and other means, and encourage social partners to make collective agreements accessible to the general public;
- support the national social partners, at their request, in their effective involvement in social dialogue;
- mandate the social partners to implement the relevant parts of the recommendation, where appropriate.

The Recommendation also includes specific calls to support the social partners, such as building and strengthening their capacity, supporting social partners' projects, encouraging social partners to put forward initiatives and develop new approaches and strategies to increase their representativeness and broaden their membership base, support the social partners in adapting their activities to the digital age and in exploring new activities fit for the future of work; making the best use of national and Union funds, where available, including support under the ESF+ and the Technical Support Instrument, and supporting the social partners in the use of existing national and Union funds.

II. Legal basis for the adoption of the Action Plan

Article 4(2) of the Directive sets out an EU framework to support collective bargaining with a view to increasing the coverage rate of collective agreements.

Article 4

1. In order to achieve a higher level of coverage by collective agreements and to facilitate the exercise of the right to collective bargaining on wage-setting, Member States, with the involvement of the social partners and in accordance with national law and practice, shall:

- a) support the building and strengthening of the capacity of the social partners to engage in collective bargaining on wage-setting, in particular at sectoral or cross-sectoral level;
- b) promote constructive, meaningful and informed negotiations between the social partners on wages, on equal terms, where both parties have access to relevant information in order to fulfil their function with regard to collective bargaining on wage setting;
- c) take measures, where appropriate, to protect the exercise of the right to collective bargaining on wage-fixing and to protect workers and trade union representatives from conduct which, with regard to their employment, would discriminate against them on the grounds that they participate or wish to participate in collective bargaining on wage-setting;
- d) In order to promote collective bargaining on wage fixing, they shall, where appropriate, take measures to protect trade unions and employees' organisations participating or wishing to participate in collective bargaining against any interference by the other party or by the other party's representatives or members in their establishment, operation or administration.

2. In addition, each Member State in which the level of coverage by collective agreements does not reach the 80% threshold shall establish a framework that creates the conditions for collective bargaining, either by law in consultation with the social partners or by agreement with them. That Member State shall also draw up an action plan to promote collective bargaining. It shall do so in consultation with or agreement with the social partners, or at the joint request of the social partners in the form agreed between them. The action plan must set out a clear timetable and concrete measures to progressively increase the level of coverage by collective agreements, while fully respecting the independence of the social partners. The Member State shall regularly review its action plan and update it as necessary. The Member State shall update its action plan after consultation with the social partners, in agreement with them or at the joint request of the social partners, as agreed between them. In any case, such an action plan must be reviewed at least every five years. The action plan and any updates thereto shall be made public and notified to the Commission.

Commentary from the document on "Implementation of Directive (EU) 2022/2041 on adequate minimum wages in the European Union"

Rule 4(2) (commentary)

Article 4(2) requires Member States with a collective coverage rate of less than 80 % to establish a framework of enabling conditions for collective bargaining and to draw up an action plan. The 80 % threshold is an indicator triggering the obligations set out in Article 4(1). 2 and not a mandatory objective to be achieved. **The directive imposes an obligation of effort, not of result.**

The design **of the framework of the basic conditions** for collective bargaining is entirely up to the Member States. As regards the process of proposing a framework for the basic conditions for collective bargaining, Member States may establish such a

framework: (i) by law in consultation with the social partners; or (ii) in agreement with them.

As regards the action plan, the Directive does not prescribe its specific content, leaving it to the discretion of the Member States, in accordance with national traditions and customs, and respecting the autonomy of the social partners. However, the action plan should meet certain general minimum requirements, in particular it should provide **a clear timetable for the implementation of the relevant specific measures**.

Although the Directive does not set a specific deadline for the adoption of the action plan, Member States with a collective bargaining coverage rate of less than 80% are expected to adopt it **by the end of 2025**. This is in line with the obligation of the European Commission ('the Commission') to report on their content, as required by Article 10(3) of the Directive.

The Action Plan should be reviewed regularly , **no later than after five years**, and revised if necessary. The Action Plan and any updates thereto should be notified to the Commission and should be made public.

Each Member State should be able to decide on the appropriate form of its action plan.

An action plan adopted by a Member State before the entry into force of this Directive may be considered as an action plan under this Directive if it contains **measures to effectively promote collective bargaining and complies with the obligations under this Directive**. Each Member State should draw up such an action plan after consulting or in agreement with the social partners or at the joint request of the social partners, as agreed among themselves.

Article 4(2) of the Directive provides for **an obligation of effort**, not of result, and the Directive does not provide for penalties unless such efforts lead to an increase in the scope of collective bargaining.

Member States are required to review the action plans regularly, at least every five years, and **to update and, where necessary, revise them**.

The document "Report Expert Group Transposition of Directive (EU) 2022/2041 on adequate minimum wages in the European Union" can be found at <https://www.taxheaven.gr/attachment/18681>.

Article 17(1) 3

Member States shall take appropriate measures, in accordance with their national laws and practices, to ensure the effective involvement of the social partners for the implementation of this Directive. **To that end, they may entrust management and labour with this implementation, in whole or in part**, including with regard to the establishment of an action plan in accordance with Article 4(2), if jointly requested by the social partners. Member States shall take all necessary measures to ensure that the obligations laid down in this Directive are respected at all times.

3. Possible procedures for cooperation with the social partners

It follows from Article 4(2) of the Directive that the Member State is to draw up an action plan after consultation with, or in agreement with, the social partners or at the joint request of the social partners, as agreed between them. The action plan must set out a clear timetable and concrete measures to progressively increase the level of coverage by collective agreements, while fully respecting the independence of the social partners.

The Czech Republic had three options for **developing an action plan**:

1. the action plan may be drawn up by the Member State in consultation with the social partners;
2. it may also be drawn up jointly by the Member State and the social partners ('in agreement with them'); or
3. It can be drawn up by the social partners themselves at their joint request. The joint request of the social partners assumes that the social partners agree on the content of the action plan – i.e. the social partners create the content of the action plan.

The Ministry of Labour and Social Affairs (hereinafter referred to as the "Ministry of Labour and Social Affairs") preferred option No. 2, i.e. **joint development of an action plan in agreement with the social partners**. Therefore, the social partners were sent a letter from the Minister of Labour and Social Affairs to nominate their representatives to the expert group for the preparation of the action plan and to communicate their suggestions which, according to their professional knowledge and practical experience, could lead to an increase in the level of coverage of employees by collective agreements. At the first meeting of the expert group, it was agreed that only those suggestions on which all social partners agree will be included in the action plan.

4. Timetable for the preparation and approval of the action plan

The Directive does not set a specific deadline for the adoption of the action plan, but Member States with collective agreement coverage of less than 80% are expected to prepare an action plan **by the end of 2025 at the latest**. The action plan was prepared by the Ministry of Labour and Social Affairs in cooperation with the social partners.

The action plan must be **reviewed at least every five years**. The action plan and any updates thereof must be published in the territory of the CS and notified to the Commission.

Schedule for the preparation and approval of the action plan:

4-5/2024	preparation of the letter and addressing of the social partners (request for cooperation, request for sending suggestions to the action plan, information on negotiations/consultations, request for nomination of persons – members of the working group for the action plan)
8/2024 – 5/2025	Creation and subsequent activities of the Expert Group on the Action Plan internal analysis of suggestions from social partners, 7 meetings with representatives of social partners and the Ministry of Labour and Social Affairs Preparation of a draft action plan based on the results of the negotiations
4/2025	Final processing of the action plan
4/2025	Final negotiations/consultations with social partners and finalisation of the material
5/2025	internal comment procedure of the Ministry of Labour and Social Affairs
6/2025	Interdepartmental comment procedure
6/2025	Settlement of the inter-ministerial comment procedure
7/2025	Discussion of the Plenary Meeting of the Council of the Economic and Social Agreement of the Czech Republic (hereinafter referred to as the "RHSD")
8/2025	Submission of material at a government meeting
9/2025	publication of the action plan on the website of the Ministry of Labour and Social Affairs and notification to the Commission

5. Evaluation and outcomes of individual meetings of the social partners

Between August 2024 and April 2025, a total of 7 meetings of the expert group for the preparation of the action plan, consisting of representatives of the social partners and representatives of the Ministry of Labour and Social Affairs, took place.

The first meeting took place on 20 August 2024 and its subject was to familiarize the expert group with the suggestions that the social partners had submitted in writing, which were incorporated into the table and were supplemented by the initial opinion of the Ministry of Labour and Social Affairs.

The second meeting took place on 13 September 2024 and its subject was, in particular, the issue of tax deductibility of membership fees to trade unions or tax benefits for employers who have concluded a collective agreement, or an increase in the contribution to support social dialogue under Section 320a (a) of the Labour Code. a) of the Labour Code. Other topics were, for example, the presentation of OPZ+ call No. 03_23_058 - Support and strengthening of the dialogue of social partners and the presentation of the main theses of collecting data on the coverage of employees by collective agreements through the Uniform Monthly Report of Employers (hereinafter referred to as the "JMZH"), a discussion on the issue of the coverage of employees by higher-level collective agreements (hereinafter referred to as the "KSVS"), a discussion on the issue of obstacles to work related to the activities of trade unions.

The third meeting took place on 5 November 2024 and its subject was a recapitulation of the initiatives discussed so far and the approval of further steps, a discussion on the issue of obstacles to work related to trade union activities and a discussion on the issue of the Collective Bargaining Information Portal.

The fourth meeting took place on 22.11.2024 and its subject was mainly the presentation of the odbory.info web portal and a discussion on the issue of the usability of the odbory.info portal for the purposes of an information portal to support collective bargaining.

The fifth meeting took place on 12.12.2024 and its subject matter was the individual suggestions of the social partners to amend the Act on Collective Bargaining, such as:

- the relationship of the Act on Collective Bargaining to the Code of Administrative Procedure – improvement of its interconnection with the Code of Administrative Procedure, the question of the appropriateness of the application of the Code of Administrative Procedure in the resolution of collective disputes, removal of the possibility of blocking the procedure under the Act on Collective Bargaining in the resolution of collective disputes
- Agreement on the principles of collective bargaining
- Provisions of Section 7 of the Act on Collective Bargaining - Simplification of the Process of Enlargement of the Collective Bargaining Act

- Section 7a of the Collective Bargaining Act – an exception to the extended KSVS for an employer employing fewer than 5 employees
- Provisions of Section 8 of the Collective Bargaining Act – improvement of its interconnection with Section 24 of the Labour Code
- the provisions of Section 8 par. 2 of the Act on Collective Bargaining - extension of the maximum time for a written response to a draft collective agreement
- the provisions of Section 8 par. 2 of the Collective Bargaining Act – sanctions for breach of the obligation of a contracting party to respond to a draft collective agreement
- presumption of consent of the other party to the draft collective agreement in the event of failure to respond to the proposal within the maximum period stipulated by law
- the provisions of Section 8 par. 4 of the Act on Collective Bargaining – extension of the period for the commencement of mandatory renegotiation before the end of the collective agreement
- Section 8 (4) of the Collective Bargaining Act - enabling the automatic extension of the effectiveness of sectoral collective agreements in the event of failure of collective bargaining
- the provisions of Section 8 par. 5 of the Act on Collective Bargaining – the issue of assessing the negotiation of the possibility of amending a collective agreement at the same time as the need to agree on the scope of such a change in connection with the possibility of applying the institutes of the Act on Collective Bargaining
- Provision of Section 10 of the Collective Bargaining Act – its link to Section 24 of the Labour Code (addressing the plurality of trade unions at one employer)
- provisions of Section 11 of the Collective Bargaining Act – its link to Section 24 of the Labour Code, extension of the period from the submission of the draft collective agreement after which it is possible to request the appointment of an intermediary by the Ministry of Labour and Social Affairs, increase in the intermediary's remuneration
- Provisions of Section 12 of the Collective Bargaining Act – extension of deadlines in proceedings before an intermediary and the need to increase the intermediary's remuneration
- Provisions of Section 13 of the Collective Bargaining Act - extension of deadlines in proceedings before an arbitrator and the need to increase the arbitrator's remuneration
- Provision of Section 20 of the Act on Collective Bargaining – specification of the definition of employees of the operation and operation of nuclear power plant equipment, fissile material equipment and oil or gas pipeline equipment contained in Section 20 (a) of the Act on Collective Bargaining h) of the Act on Collective Bargaining.

The sixth meeting took place on 3 February 2025 and its subject was the evaluation of the previous meetings of the expert group and the presentation of the conclusions of these meetings as a basis for the preparation of the action plan.

The seventh meeting took place on 25 April 2025 and its subject was to clarify the last details with the aim of finalizing the action plan and its subsequent submission to the internal and inter-ministerial comment procedure in a compromise version supported by all participating social partners.

6. Measures implemented to promote collective bargaining

I. Act No. 230/2024 Coll., amending Act No. 262/2006 Coll., the Labour Code, as amended, and certain other acts

On 1 August 2024, an amendment to the Labour Code entered into force, transposing the directive. In addition to a fundamental change in the form of the introduction of the minimum wage indexation mechanism into the Czech legal system, this amendment also introduced several measures to support collective bargaining. In particular, it presented a new legislative solution in the case of a plurality of trade unions operating at the employer with the aim of removing the blockage of collective bargaining by small trade unions in connection with negotiations on the conclusion of a collective agreement (Section 24 of the Labour Code). Another amendment aimed at increasing the coverage of employees by collective agreements is the complete removal or change of the parameters of certain exceptions for certain groups of employers listed in Section 7a of the Collective Bargaining Act, which exclude the possibility of applying the KSVS for these employers, the binding nature of which has been extended to other employers within the sector pursuant to Section 7 of the Collective Bargaining Act. In connection with the removal of one of such exceptions, it was also necessary to re-set the rules in the event of a collision of two types of collective agreements, namely the KSVS and the extended KSVS in the relevant sector (Section 27 of the Labour Code). The possibility of providing a State contribution to social partners conducting negotiations at sectoral level has also been introduced, which also aims to increase the level of collective agreement coverage of employees, as this contribution is expected to lead to both an increase in the number of higher-tier collective agreements negotiated and an increase in the number of higher-tier extended collective agreements. These measures are presented in detail below.

a) Procedure for unblocking collective bargaining under Section 24 of the Labour Code

According to the previous legislation (Section 24 of the Labour Code), a trade union also concluded a collective agreement on behalf of employees who are not unionized. If there were more than one trade union at the employer, the employer had to negotiate the conclusion of a collective agreement with all trade unions. Trade unions acted and acted with legal consequences for all employees jointly and in mutual agreement, unless they agreed otherwise between themselves and the employer. This legislation was based on the judgment of the Constitutional Court published in the Collection of Papers under No. 116/2008, which, among other things, with reference to Article 27 of the Charter of Fundamental Rights and Freedoms, states that "The principle of freedom of trade union association also implies equality of trade unions in such a way that no trade union organization operating at an employer may be favoured over others, even with regard to the fact that no trade union operating at an employer may be favoured over others, even with regard to the fact that what kind of employees it associates, even with regard to the number of its members." The Constitutional Court

thus abolished the previously enshrined possibility of using the so-called majority principle in the Labour Code in the event that several trade unions operating at the employer were not able to agree on joint action in mutual agreement towards the employer within the collective bargaining process, thus confirming the equality of all trade unions without any exceptions.

As a result of the change in the rules of collective bargaining, according to the conclusions of the Constitutional Court's ruling, situations have arisen in practice where the employer had to negotiate with all trade unions on the conclusion of a collective agreement and could not disadvantage any of them. All trade unions operating at the employer therefore had to agree to act and act towards the employer in the so-called mutual agreement on the part of the trade unions within the collective bargaining process on the collective agreement. A negative effect of this legislation, reflecting the principle of mandatory agreement on one side of the table, was the fact that any trade union operating at the employer could relatively easily block collective bargaining. The Labour Code (Section 24 or any other provision) thus did not provide an opportunity to resolve a situation where trade unions do not agree on a uniform procedure. Therefore, procedural rules have been added to Section 24 of the Labour Code to unblock collective bargaining using the modified principle of the majority of possibilities of expressing the will of employees.

Negotiations with all trade unions operating at the employer remain the primary starting point (Section 24 (2) of the Labour Code). If no agreement is reached on one side of the table within 30 days of the commencement of mutual negotiations between trade unions, the employer is entitled to conduct collective bargaining with the most representative trade union organization operating in the Labour Code (Section 24 (3) of the Labour Code), provided that all the conditions specified therein in letter (a) are met cumulatively. (a) to (c)). The participation of other trade unions in the negotiations is not excluded. The primary criterion for the representativeness of a trade union organisation is the number of trade union members who are employed by the employer, i.e. the representativeness of the trade union in relation to the employer (Section 24 (3) of the Labour Code). In the event that there is no agreement on the other side of the table, the employer has the option to initiate collective bargaining with such a trade union or more trade unions that should be entitled to conclude a collective agreement on the basis of the principle of representativeness after the expiry of a period of 30 days from the date of designation of the trade union or more trade unions that should be entitled to conclude a collective agreement on the basis of the principle of representativeness.

The employer is obliged to inform the employee that he intends to apply the above procedure and also to inform them about with whom he intends to conduct collective bargaining. However, the employer must wait for another 30 days for the opportunity to initiate collective bargaining using the given principle, as the above-mentioned principle of determining representativeness is modified by the secondary principle, which is the expression of the will of employees. An absolute majority of all employees of an employer may, within 30 days of the employer's notification to employees of their intention to conduct collective bargaining with the largest trade union, declare that they do not agree with such a procedure. The wording and constitution of such a statement

is up to the employees, while any administrative support from the employer or trade unions is permissible. The employee declaration is binding for the employer. The declaration may also be constitutive in nature, i.e. it may also designate the most representative trade union.

In the event that employees designate the most representative trade union organisation as part of the declaration, the employer is entitled to conduct collective bargaining with this trade union, regardless of its size in terms of the number of its members employed by the employer. However, it must be a trade union that operates for the employer. The principle of expressing the will of employees can thus overcome the principle of majority, and every trade union, regardless of its size, can be the most "representative" trade union organization in terms of the will of employees. In the event that employees only express their disagreement with collective bargaining with the largest trade union in their statement, the principle of mandatory agreement on one side of the table applies.

In the event that collective bargaining is not conducted with all trade unions operating at the employer, either on the basis of the application of the majority principle or the principle of expression of the will of employees, other trade unions have the right to be informed about the course of collective bargaining and for the employer to discuss with them the initial draft of the collective agreement at the beginning of the collective bargaining, when their possible expression may affect collective bargaining and further to discuss with them The employer discussed the outcome of the collective bargaining, i.e. the final draft of the collective agreement, before the conclusion of the collective agreement, when any statement of another trade union with which the employer did not conduct collective bargaining may still affect its outcome.

In the event that the most representative trade union is designated for a specific collective bargaining, either according to the principle of majority or according to the expression of the will of employees, the mandate for concluding a collective agreement will be limited in time to a period of 6 months, during which the collective agreement should be concluded.

b) The contribution to support social dialogue pursuant to Section 320a (a) of the Act on Social Dialogue a) of the Labour Code

The provisions of Section 320a of the Labour Code provide trade unions and employers' organisations with a state contribution to support mutual negotiations at the national or regional level that relate to important interests of workers, in particular economic, production, labour, wage and social conditions. The activities supported by the contribution are subject to agreement between the social partners at the RHSD level. The RHSD is a joint voluntary negotiation and initiative body of trade unions, employers and the Government of the Czech Republic. Its aim is to reach an agreement on fundamental issues of economic and social development through a mutually respected form of dialogue and to maintain social peace as a basic prerequisite for the positive development of the economy and the standard of living of citizens.

The wording of Section 320a of the Labour Code before the amendment by Act No. 230/2024 Coll. did not explicitly regulate the support of collective bargaining at the sectoral level, as required by the Directive. Therefore, an amendment had to be made to extend the possibility of supporting mutual negotiations between the social partners at sectoral level.

At the sectoral level, it is possible to conclude CPCs, the binding nature of which can be extended to other employers with a predominant activity in the sector by promulgating a communication from the Ministry of Labour and Social Affairs in the Collection of Laws and International Agreements, subject to the conditions of Section 7 of the Collective Bargaining Act.

II. Changes to the contribution to support social dialogue under Section 320a (a) of the Act on Social Dialogue a) of the Labour Code

a) New clues

Also in connection with the preparation of the action plan, the Ministry of Labour and Social Affairs replaced the previous Minister's Order No. 29/2024 "Methodology of the Ministry of Labour and Social Affairs for the Procedure for Negotiating the Agreement of the Council of the Economic and Social Agreement of the Czech Republic on the Provision of a Contribution to the Support of Social Dialogue" (hereinafter referred to as the "Minister's Order") with effect from 1 January 2025 replaced the previous Minister's Order No. 17/2019 "Methodology of the Ministry of Labour and Social Affairs for the procedure for negotiating the agreement of the Council of the Economic and Social Agreement of the Czech Republic and the provision of contributions to social partners pursuant to Section 320a (a) of the Act. a) of Act No. 262/2006 Coll., the Labour Code, as amended".

The new Minister's Order was created in response to the amendment to Section 320a (a) of the Act. a) of the Labour Code, which entered into force on 1 August 2024 (Act No. 230/2024 Coll.). It reflected the updated "Methodological Procedure for the Payment and Drawing of the Contribution to Support Social Dialogue", which was approved at the 176th meeting of the Presidium of the RHSD CR on 16 December 2024 (hereinafter referred to as the "Methodological Procedure").

The updated methodological procedure imposes an obligation on the social partners to use the contribution in order to meet the objectives defined in Section 320a(a) of the Act. a) of the Labour Code, directives and recommendations, while one third of the allocated funds must be allocated by the social partners to activities leading to the promotion of collective agreements at the sectoral level.

The thematic focus of the contribution as well as the amount and structure of the use of the contribution funds are approved by agreement of the social partners at the RHSD after their prior discussion at the ministerial, professional and government levels. The RHSD Presidium will discuss the list of priorities of the social partners. The priorities are then elaborated by the social partners into proposals for activities, which are

submitted to the Ministry of Labour and Social Affairs for an inter-ministerial comment procedure as annexes to the draft agreement on the provision of a contribution, then to the Government of the Czech Republic for discussion and then for discussion and approval by representatives from the delegations of the Government of the Czech Republic, trade unions and employers at the Plenary Meeting of the RHSD.

The wording of Section 320a (a) of the Civil Code. a) of the Labour Code, the Commission extended the support for mutual negotiations at the regional and national level of trade unions and employers' organisations concerning important interests of workers, in particular economic, production, labour, wage and social conditions, to support these mutual negotiations also at the sectoral level, which is very important especially from the point of view of efforts to increase the level of coverage by collective agreements.

In accordance with the government's requirements for the digitization of state administration, the allowance is newly managed in the web application of the Ministry of Labour and Social Affairs, in which its complete administration takes place from the creation of the initial list of priorities to the final accounting and communication between the administrator, social partners and other stakeholders (Office of the Government of the Czech Republic – RHSD Secretariat, Ministry of Finance and others).

b) An increase in the total amount for the financial contribution pursuant to Section 320a (a) of the Act. a) of the Labour Code

Financial support for social partners was incorporated into the Labour Code through the provisions of Section 320a on the basis of Act No. 205/2015 Coll., with effect from 1 October 2015. At the time of the introduction of financial support, the concept of support for social partners was based on the reimbursement of the "costs" of the social partners, as follows from the then wording of Section 320a of the Labour Code: *"The costs incurred by the activities of trade unions and employers' organisations supporting mutual negotiations at the national or regional level, which relate to the important interests of workers, in particular economic, production, labour, wage, cultural and social conditions, are borne by the state on the basis of an agreement in the Council economic and social agreements."*

After that, there was a change in financial support in the form of a contribution to support social dialogue. This has been paid to the social partners since 2018, as a result of the adoption of Act No. 206/2017 Coll. Section 320a of the Labour Code at the time read: *"The contribution to trade unions and employers' organisations to support mutual negotiations at the national or regional level that relate to important interests of workers, in particular economic, production, labour, wage and social conditions, is paid by the state on the basis of an agreement in the Council of the Economic and Social Agreement."*

Between 2016 and 2017, the social partners were supported to the extent of the costs incurred, i.e. in 2016 in the amount of CZK 31 million (Government Resolution No. 358 of 27 April 2016 approved an increase in funds from the original CZK 20 million by CZK

11 million), and in 2017 in the amount of CZK 38 million. In the following years 2018 to 2024, the total amount of contributions provided ranged from CZK 32 to 38 million.

In 2024 and for 2025, only CZK 32 million was allocated to the social partners for their activities as part of the required savings of the state budget.

Following the amendment to the Labour Code implemented by Act No. 230/2024 Coll., which also introduces financial support for sectoral social dialogue, the Ministry of Labour and Social Affairs has requested the allocation of CZK 40 million in the state budget to support the activities of social partners on the basis of Section 320a(a) of the Labour Code. a) of the Labour Code. The aim of supporting sectoral social dialogue is to increase the coverage of the CPVS both in the number of agreed CPVs and in the number of extended CPVCs, through a fixed one-third of the contribution to building and strengthening the capacity of the social partners to engage in collective bargaining on wage setting, in particular at sectoral or inter-sectoral level, and in activities leading to an increase in the number of agreed or extended CPVS.

In 2025, as part of an internal meeting at the Ministry of Labour and Social Affairs on the state budget, the Ministry of Labour and Social Affairs asked for an increase in the total amount of the contribution back to CZK 40 million. This increase was successful. The social partners can already count on this amount and take it into account when preparing activities for 2026.

III. Increase in funds from the Call Support and Strengthening of Social Partners' Dialogue

Following the preparation and implementation of the Action Plan and on the basis of the document entitled Joint Background Material of the National Social Partners, which summarizes the arguments for increasing the financial allocation of Call No. 03_23_058, the Ministry of Labour and Social Affairs implemented an increase in Call No. 03_23_058 - Support and Strengthening of Social Partner Dialogue (2). The social partners considered it the most appropriate tool to use the already announced call 03_23_058 Promoting and strengthening the dialogue of the social partners (2) to fulfil the commitment of the Action Plan.

As a necessary prerequisite for the implementation of activities leading to the implementation of the action plan, the social partners requested an increase in the allocation of call No. 03_23_058 by a total of CZK 300 million. The previous parameters and the amount of allocation of the call did not allow for the support of a sufficient number of projects with the involvement of activities to support the action plan, which reduced the effectiveness of the implementation of measures leading to a gradual increase in the level of coverage by collective agreements and support for collective bargaining.

There is a strong consensus on the appropriateness of involving EU funds in the implementation of the action plan on the part of the Ministry of Labour and Social Affairs, as call No. 03_23_058 has already been announced and it is therefore possible to start fulfilling the obligations arising from the Directive very quickly. Increasing the allocation of the call and supporting the projects of the social partners will enable the social partners to immediately fulfil their obligations under the Directive in the form of concrete efforts to increase the coverage of collective agreements. This step also strengthened the position of the call as a relevant tool for promoting collective bargaining.

The requested funds (CZK 300 million) for the increase in the call will be used from the predictions of unused free funds from Specific Objective 1.3 OPZ+. The social partners expect to submit at least 4 projects with the inclusion of activities to support the Action Plan during the period 2025-2028.

Specific change of call 03_23_058 with the original allocation of CZK 100 million. CZK, consisting of an increase of CZK 300 million. CZK, so it now has a total allocation of CZK 400 million. (of which the EU's share is CZK 306,940,000, the share from the state budget is CZK 73,060,000 and the share of social partners is CZK 20,000,000). The call remains ongoing and open from 13.3.2024 to 30.6.2026 with the main goal of supporting the level of social dialogue in the Czech Republic.

The proposed allocation is divided into two parts for the listed types of eligible applicants as follows:

- social partners, who are defined by the Council of the Economic and Social Agreement of the Czech Republic - CZK 300,000,000,

- employers' organisations and trade unions that have concluded the KSVS at least one month before the announcement of the call and its validity is at least until the end of the same calendar year in which the application for support is submitted - CZK 100,000,000.

According to the substantive focus of the call, the supported activities are divided into:

- activities leading to the fulfilment of the commitment of the Action Plan,
- other activities leading to the strengthening of social dialogue.

Eligible applicants defined in point 3.3 a) of the call must implement at least one of the above activities in order to fulfil the commitment of the action plan within the project.

7. Measures to be implemented

The discussed suggestions of the social partners, for which there was a common agreement of the social partners that they would be incorporated into the action plan, were classified into individual headings.

Tour No. 1

Title of the measure: Improving the availability of data on collective bargaining for the purpose of reporting the coverage of employees by collective agreements and for the focus of the sub-activities of the action plan

Description of the current state:

The coverage of employees through collective agreements is currently monitored within the Information System on Average Earnings (hereinafter referred to as the "ISPV"). It is a sample survey on a sample of respondents, while the resulting values are calculated using statistical methods. Resulting data are not available by industry. This investigation is sufficient to assess whether the Czech Republic achieves 80% coverage by collective agreements within the meaning of Article 4 of the Directive and whether it is thus obliged to prepare an action plan.

The social partners expressed their interest in having a complete dataset available for the purpose of effective targeting of collective bargaining support activities, especially at sectoral level, which would provide information on the coverage of employees by collective agreements, including information on the type of collective agreement to which employees are subject, and also that this information be available in relation to individual sectors according to the CZ-NACE classification.

Description of the measure:

a) JMHZ – implementation of the system and legislative measures

The intention of the Ministry of Labour and Social Affairs is to ensure **that full monitoring of** coverage by collective agreements is carried out through the Single Monthly Report of Employers (hereinafter referred to as the "JMHZ") in a structure that would allow the monitoring of both coverage, in terms of **the type of collective agreement** that applies to the economic entity (and thus also to its employees), and **coverage within a specific sector** (relevant CZ-NACE code). Within the JMHZ, the data of all employers should be monitored, regardless of their size or other parameters.

Within the JMHZ data sentence, a requirement has been incorporated for employers to **report once a month** whether their employees are subject to a company collective agreement, the KSVS, the binding nature of which has not been extended to the entire industry, the KSVS, the binding nature of which has been extended to the entire industry, or a combination of the above options.

The JMHZ legislation is planned to come into effect on 1 January 2026, with employers having regular reports from 1 April 2026, so the first data set should be processed for 2026 and available in the 1st quarter of 2027.

An amendment to the Act on Collective Bargaining has been incorporated as part of the prepared accompanying act to the draft Act on Public Collective Bargaining, which will enable monthly data collection on collective bargaining to the extent required by the social partners.

b) Analysis of data from the JMHZ (for 2026 from ISPV) and proposal of priorities and activities

The social partners will carry out an analysis of the coverage of employees by collective agreements on the basis of available data. Based on the findings resulting from the analysis, the social partners will propose priorities and follow-up activities for drawing the financial contribution to support social dialogue pursuant to Section 320a(a) of the Act. a) of the Labour Code. These priorities and activities will have to be justified according to the information found from the analysis.

Realization:

- ASO – in 2026, it will provide an analysis of the coverage of employees by collective agreements.
- The Ministry of Labour and Social Affairs – will provide extended data on the coverage of employees by collective agreements for 2026 through the JMHZ and provide this data to the social partners.
- From 2027, the social partners will carry out an analysis of the coverage of employees by collective agreements and as part of their activities pursuant to Section 320a (a) of the Act. a) of the Labour Code, in connection with this analysis, they will formulate the priorities of social dialogue and activities according to Section 320a (a) of the Labour Code. a) of the Labour Code.

Date of implementation:

- ASO will perform the first analysis according to ISPV data for 2025 in 2026 and the outputs from the analysis will be submitted to an expert working group.
- From 2027 onwards, the other social partners will continuously analyse the coverage of employees by collective agreements, i.e. the extended KSVS, KSVS as well as company collective agreements.

Expectation:

According to the findings made, the social partners will formulate the priorities and activities of the social dialogue for drawing the contribution to support social dialogue according to Section 320a (a) of the Act. a) of the Labour Code

Heading No. 2

Title of the measure: Increasing financial support to social partners to increase their capacity to support collective bargaining

Description of the current state:

Financial support for the social partners in the field of collective bargaining is implemented through two legal titles:

- a) contribution to the support of social dialogue at the national, sectoral or regional level pursuant to Section 320a (a) of the Act; a) of the Labour Code (for more information, see Chapter 6)
- b) OPZ+ - Call No. 03_23_058 – Supporting and strengthening the dialogue of social partners (more information in Chapter 6)

Description of the measure:

Ad a) Contribution to the support of social dialogue at the national, sectoral or regional level pursuant to Section 320a (a) of the Act. a) of the Labour Code

In the case of the contribution to support social dialogue at the national, sectoral or regional level under Section 320a of the Labour Code, the allocation of funds has been increased to CZK 40 million for 2026 and the following year. The social partners within the RHSD CR will conduct further negotiations with the Ministry of Finance on a further increase in the financial allocation in the coming years in the direction of the social partners' request for an increase to CZK 80 million.

Ad b) OPZ+ - Call No. 03_23_058 – Support and strengthening of the dialogue of social partners

In the case of call No. 03_23_058 – Support and strengthening of the dialogue of social partners, the Ministry of Labour and Social Affairs has prepared an amendment to this call at the request of the social partners, consisting in increasing the financial allocation of this call by CZK 300 million. for social partners who participate in the RHSD CR for the purpose of implementing activities leading to the fulfilment of the commitment of the Action Plan and strengthening the dialogue of social partners.

- Applications for support will be accepted until 30.6.2026
- Maximum project length – 4 years
- Completion of projects – by 31/12/2028

Realization:

- The social partners will discuss a further increase in the contribution to support social dialogue at the national, sectoral or regional level according to Section 320a(a) of the Act. a) of the Labour Code.
- The social partners will negotiate on increasing the capacities of the social partners thanks to the contribution to support social dialogue at

the national, sectoral or regional level according to Section 320a (a) of the Act. a) of the Labour Code.

- The social partners will implement an increase in the capacities of the social partners thanks to the call No. 03_23_058 – Promotion and strengthening of the dialogue of the social partners.

Due date:

- Continuously.
- According to the above activities.

Expectation:

Thanks to the new financial resources, which will be targeted at activities related to the promotion of social dialogue and collective bargaining, the level of coverage of employees by collective agreements is expected to increase.

Tour No. 3

Name of the measure: Information web portal to support collective bargaining

Description of the current state:

Currently, there is no single source of information on social dialogue or collective bargaining. The information is located in different places in the virtual environment without being linked to each other.

Description of the measure:

During the meeting of the working group, the social partners agreed on the appropriateness of preparing a joint information web portal of the social partners, within which the social partners would jointly inform the public about the advantages of collective bargaining. In this way, they would improve the social image of this institute, provide useful information about collective bargaining to the user public and also share good practice.

The social partners agreed that a new web portal to support collective bargaining is a suitable platform that could be further developed for this purpose.

Until the social partners create a joint information web portal, information on the action plan will be added to the web portal of the Ministry of Labour and Social Affairs in the section "Social Dialogue and Collective Bargaining", including the provision of links to the web portals of all four largest social partners and the RHSD.

Realization:

- After the approval of the action plan, the Ministry of Labour and Social Affairs will supplement the information about this action plan on the MoLSA's web portal in the section "Social Dialogue and Collective Bargaining", publish its wording and at the same time provide links to the web portals of all four largest social partners and the RHSD.
- The social partners will also jointly discuss the parameters of the information web portal to support collective bargaining.
- The social partners will ensure the development and development of an information web portal to support collective bargaining.
- The Ministry of Labour and Social Affairs will then ensure the connection of the information web portal to support collective bargaining to the existing information channels of the Ministry of Labour and Social Affairs.
- The RHSD Secretariat will then ensure the connection of the information web portal to support collective bargaining to the existing information channels of the Central Committee of the Czech Republic.

Due date:

Continuously.

Expectation:

The purpose of this measure would be to increase the level of coverage of employees by collective agreements by promoting collective bargaining.

It is expected that the creation of the information portal to support collective bargaining will improve public awareness of the importance of collective bargaining. The portal would provide useful information on collective bargaining to the user public and would also share good practice. All relevant information will be concentrated in one place. The portal should help not only with education, but also with the dissemination of expert opinions and case law in the field of collective labour law.

Tour No. 4

Name of the measure: Elaboration of an analysis of obstacles to work for the performance of trade union activities

Description of the current state

In its complaints, CMKOS points out that the current regulation of obstacles to work in Section 203 of the Labour Code does not allow trade unions to properly fulfil their role, as trade union officials are not provided with adequate time off for these purposes for the purposes of employee representation and collective bargaining, which limits the capacity of trade unions.

In its complaints, CMKOS also points out that the legal regulation in Section 203 of the Labour Code is largely unclear and considers it beneficial to increase legal certainty on the part of both employers and trade unions (officials and members of trade unions) regarding the emergence of specific obstacles to work for trade union activities.

Description of the measure:

The expert group did not agree on specific legislative measures or specific substantive principles for the regulation of obstacles to work for the performance of trade union activities. Nevertheless, the expert group agreed that it is beneficial to analyse the issue thoroughly within the framework of the action plan.

Implementation of measures:

- Social partners – prepare their proposals for research tasks for the purpose of analysing obstacles to work for the performance of trade union activities and propose research methods for the processing of the analysis.
- CMKOS will carry out an analysis of this issue in the second half of 2025 as part of the OPZ+ project of Call No. 58 and subsequently in the first half of 2026 it will prepare substantive theses of changes in the legal regulation of obstacles to work related to the activities of the trade union and its justification.
- In 2027, the SPCR will prepare an analysis of this legal issue as part of the contribution to support social dialogue under Section 320a (a) of the Act. a) of the Labour Code.

Due date:

- CMKOS will prepare substantive theses of changes to the legal regulation of obstacles to work related to the activities of the trade union, including justifications, by 30.6.2026.
- The SPCR will carry out an analysis of obstacles to work related to the activities of the trade union in 2027.

Expectation:

In the light of the outputs of the analyses carried out by CMKOS and the SP CR, the possibilities of appropriate legislative and non-legislative ways of solving obstacles to work related to the activities of the trade union will be assessed.

Tour No. 5

Title of the measure: Analysis of the practical functioning of the Collective Bargaining Act

Description of the current state:

In their complaints, the social partners point to a number of procedural, factual and practical shortcomings in the application of the Collective Bargaining Act. They point out, among other things, the impracticality of the existence of a proper remedy in the procedure for the appointment of an intermediary, the low remuneration of the designated intermediary, which makes this activity unattractive, the problematic interconnection of the Act on Collective Bargaining with the Labour Code in a situation where there is a plurality of trade unions, and the inappropriate setting of procedural deadlines.

Description of the measure:

At its meeting, the expert group agreed that the Act on Collective Bargaining needs to be modernized and adapted to the current needs of collective bargaining in the current reality of collective labor law. The functioning of the Collective Bargaining Act should be subject to a thorough analysis that would outline specific measures to amend the Collective Bargaining Act. The social partners expressed agreement on specific measures that should be comprehensively analysed and possibly implemented. However, these measures must be examined comprehensively and in mutual relationships, not in isolation, so that a possible amendment to the Collective Bargaining Act has a uniform concept. Specifically, these areas are, for example

- the possibility of excluding an ordinary remedy under administrative law in the procedure for the appointment of an intermediary;
- clarification of the link between the institutes of the Act on Collective Bargaining and the situation of trade union pluralism addressed by the Labour Code (especially in connection with the issue of initiating collective bargaining),
- extension of selected procedural deadlines and specification of specific obligations of the parties to collective bargaining,
- an increase in the remuneration of the designated intermediary (or the introduction of an indexation mechanism for increasing this remuneration) and the transfer of the obligation to pay the remuneration of the designated intermediary from the parties to the collective dispute to the state.

Implementation of measures:

- The social partners will supplement their proposals for research tasks for the purpose of analysing the practical functioning of the Collective Bargaining Act and propose research methods for the analysis process.

- The KZPS will prepare an analysis of the practical functioning of the Act on Collective Bargaining in all agreed areas. It will start this activity in 2026 and the results will be available by the end of 2027. It will be an activity of the project, which will be prepared and submitted to the evaluation process of the application for support from OPZ+ by the end of 2025 at the latest.

Due date:

- The KZPS will carry out an analysis of this issue in 2026 and submit its results (subject to the conditions for the implementation of the measures) to the working group by the end of 2027 at the latest.

Expectation:

The analysis of the Act on Collective Bargaining and its possible modernization should lead to the establishment of an effective collective bargaining process.

Tour No. 6

Name of the measure: Ensuring the permanent functioning of the expert working group

Description of the current state:

Already in the introduction to the action plan, it is stated that this is the first action plan that has the character of a so-called "living document". It was formulated by an expert working group that was created for this purpose.

Description of the measure:

The social partners agreed that this expert working group will be established as a permanent one and will meet regularly or as needed, in order to update the adopted first action plan and to evaluate its implementation.

Already during the creation of the first action plan, other relevant topics were discussed, on which, however, there was no agreement within the expert working group, especially among the social partners, in the context of their implementation. These topics were:

- the creation of the FKSP and its mandatory amount,
- support for collective bargaining in the form of a contribution from the FKSP,
- Integrating the theme of "Social dialogue and collective bargaining" into school curricula;
- the minimum representativeness required for the authorisation to bargain collectively;
- the "black passenger" and the various forms of collective bargaining obligations also on the part of non-trade union workers;
- barriers to collective bargaining for employers;
- taking into account the collective agreement concluded in the context of public procurement,
- practical problems of collective bargaining in the plurality of trade unions implemented on the basis of the amended Section 24 of the Labour Code,
- amendments to the Decree on the Remuneration of Mediators and Arbitrators, the amount of the fee for a copy of a higher-level collective agreement and the amount and method of payment of the costs of proceedings before an arbitrator.

Implementation of measures

The above and other topics may again be discussed and discussed within the activities of the expert working group to update the action plan.

Due date:

- Continuously

List of abbreviations

Action Plan - Action Plan to Promote Collective Bargaining

ASO – Association of Independent Trade Unions

CMKOS – Czech-Moravian Confederation of Trade Unions

MS – Member State

Expert working group – a working group composed of representatives of the government (interested ministries), the RHSD secretariat and social partners who meet the criteria of representativeness of employers and trade unions in the RHSD

Recommendation - Council Recommendation on strengthening social dialogue in the EU' (C/2023/1389)

ISPV – Information and statistics on average earnings

JMHZ – Uniform Monthly Report of Employers

Commission – European Commission

KSVS – Higher-Level Collective Agreement

KZPS – Confederation of Employers' and Entrepreneurs' Associations of the Czech Republic

methodological procedure - Methodological procedure for the payment and drawing of the contribution to support social dialogue

Ministry of Labour and Social Affairs – Ministry of Labour and Social Affairs

OPZ+ - The Operational Programme called Employment Plus (OPZ+) is a key instrument for the use of funds from the European Social Fund Plus in the field of employment and social inclusion in the 2021-2027 programming period, while it builds on the Operational Programme Employment implemented in the 2014-2020 programming period.

Minister's Order - Minister's Order No. 29/2024 "Methodology of the Ministry of Labour and Social Affairs for the procedure for negotiating the agreement of the Council of the Economic and Social Agreement of the Czech Republic on the provision of a contribution to support social dialogue"

Council - Council of the EU

RHSD – Council of the Economic and Social Agreement of the Czech Republic

Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union

SPCR – Confederation of Industry of the Czech Republic

Labour Code – Act No. 262/2006 Coll., the Labour Code, as amended

Act on Collective Bargaining – Act No. 2/1991 Coll., on Collective Bargaining, as amended

Annex-Table of deadlines for the implementation of the action plan

Table of deadlines for the implementation of the action plan to promote collective bargaining		
Task description:	Who will ensure that the task is completed:	Due date:
Preparation of an analysis of the coverage of employees by collective agreements for 2026 (i.e. at a time when data from the JMHZ will not yet be available)	ASO will carry out the first analysis of the coverage of employees by collective agreements according to data from ISPV.	31. 12. 2026
Amendment to the Act on Collective Bargaining - JMHZ As part of the prepared accompanying act to the draft Act on Uniform Monthly Employer Reporting (JMHZ), an amendment to the Act on Collective Bargaining has been incorporated, which will enable the monthly collection of data on collective bargaining to the extent required by the social partners.	The Ministry of Labour and Social Affairs will provide extended data on the coverage of collective agreements through the JMHZ and will pass them on in anonymized form to the social partners for further use.	31. 12. 2027
Preparation of an analysis of the coverage of employees by collective agreements for 2027 and subsequent years (based on the JMHZ)	From 2027, the social partners will carry out an analysis of the coverage by collective agreements based on the anonymized data output provided from the JMHZ and as part of their activities pursuant to Section 320a (a) of the Act. a) of the Labour Code, in connection with this analysis, they will formulate the priorities of social dialogue and activities according to Section 320a (a) of the Labour Code. a) of the Labour Code.	31. 12. 2027 annually

<p>Increase in funding for the contribution to support social dialogue</p> <p>pursuant to Section 320a (a) of the Civil Code. a) of the Labour Code for 2026</p>	<p>The Ministry of Labour and Social Affairs shall ensure that the contribution to the support of social dialogue at the national, sectoral or regional level pursuant to Section 320a (a) of the Act on Social Dialogue is not to be paid to the Labour Code. a) of the Labour Code was increased to CZK 40 million.</p> <p>The Ministry of Labour and Social Affairs will ensure that one third of the allocated funds are allocated to activities leading to the promotion of collective agreements.</p>	<p>31. 12. 2026</p>
<p>Increase in funds for the contribution to support social dialogue under Section 320a(a) of the Labour Code for 2027 and following</p>	<p>The social partners will negotiate a further increase in the contribution to support social dialogue at the national, sectoral or regional level according to Section 320a (a) of the Act. a) of the Labour Code.</p>	<p>31. 12. 2026 annually</p>
<p>Increasing the capacity of social partners</p>	<p>Social partners – increasing the capacities of social partners thanks to a contribution to support social dialogue at national, sectoral or regional level according to Section 320a (a) of the Act. a) of the Labour Code.</p>	<p>31. 12. 2026</p>
<p>Financial support of social partners in the field of collective bargaining – OPZ+</p>	<p>The Ministry of Labour and Social Affairs will ensure an increase in OPZ+ funds – already launched call No. 03_23_058 – Support and strengthening of dialogue between social partners and will ensure that the increased funds are used only for supported activities leading to the fulfilment of the commitment of the Action Plan to support collective bargaining and strengthen dialogue between social partners and other activities leading to the strengthening of social dialogue.</p> <p>The social partners will apply for funds and implement activities leading to the fulfilment of the commitment of the Action Plan to support collective bargaining and strengthen the dialogue of the social partners and other activities leading to the strengthening of social dialogue.</p>	<p>Continuously:</p> <p>Individual steps related to the application:</p> <p>a) Applications for support will be accepted until 30.6.2026</p> <p>b) Maximum project length – 4 years</p> <p>c) Completion of projects – by 31/12/2028</p>
<p>Increasing the capacity of social partners through Call No. 03_23_058 – Supporting</p>	<p>Social partners</p>	<p>31. 12. 2028</p>

and strengthening the dialogue of social partners		
Information Portal to Support Collective Bargaining – Negotiations of the social partners on the parameters of the information web portal to support collective bargaining	Social partners	Continuously: 31. 12. 2026
Information portal to support collective bargaining – creation and launch of a web portal of social partners to support collective bargaining	Social partners	31. 12. 2027
Information portal to support collective bargaining – modification of the website of the Ministry of Labour and Social Affairs	After the approval of the action plan, the Ministry of Labour and Social Affairs will supplement the information about this action plan on the MoLSA's web portal in the section "Social Dialogue and Collective Bargaining", publish its wording and at the same time provide links to the web portals of all four largest social partners and the RHSD.	Continuously
Obstacles to Work for the Performance of Trade Union Activities – Analysis and Theses for Changing the Legislation with Justification	CMKOS	30. 6. 2026
Obstacles to work for the performance of trade union activities – project design and analysis	SPCR	31. 12. 2027
Obstacles to work for the performance of trade union activities – assessment of the possibility of appropriate legislative and non-legislative ways of solving obstacles to work related to the activities of the trade union	Ministry of Labour and Social Affairs, social partners	31. 12. 2027
Analysis of the Practical Functioning of the Collective Bargaining Act – Research Questions	The social partners will supplement their proposals for research tasks for the purpose of analysing the practical functioning of the Collective Bargaining	31. 12. 2027

	Act and propose research methods for the analysis process.	
Analysis of the Practical Functioning of the Collective Bargaining Act – Project Proposal	The KZPS will prepare an analysis of the practical functioning of the Act on Collective Bargaining in the agreed areas.	31. 12. 2027
Ensuring the permanent functioning of the expert working group	The social partners agreed that a permanent expert working group would be established. It will meet regularly or as needed, in order to update the adopted first action plan and to evaluate its implementation. It will discuss other topics that have not yet been included in the action plan.	Continuously