



UNITED NATIONS  
ECONOMIC  
AND  
SOCIAL COUNCIL



Distr.  
GENERAL

E/1978/8/Add.18  
8 June 1978

ORIGINAL: ENGLISH

IMPLEMENTATION OF THE INTERNATIONAL COVENANT  
ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS

Reports submitted by States Parties concerning rights covered  
by articles 6 to 9 of the Covenant in accordance with Council  
resolution 1988 (LX)

CZECHOSLOVAK SOCIALIST REPUBLIC

[26 May 1978]

The rights referred to in Articles 6-9 of the International Covenant on Economic, Social and Cultural Rights had been guaranteed in the Czechoslovak law even before the International Covenant on Economic, Social and Cultural Rights entered into force in respect of the Czechoslovak Socialist Republic. These rights are respected and also in practice fully observed in the CSSR. In a number of instances the legal and the political practice safeguard these rights at a broader extent than called for in the Covenant.

On Article 6 /the right to work/

The right of all citizens to work is guaranteed in the Czechoslovak Socialist Republic constitutionally /Section 21, Subsection 1, and Section 19, Subsection 2 of the Constitution of the CSSR of 11 July 1960, Constitutional Act No. 100/1960 of the Collection of Laws - hereafter referred as C. of L./ . This right is also safeguarded in Chapter I of The Labour Code /Act No. 65/1965 C. of L. as amended by No. 55/1975 C. of L./ . Full employment of all citizens who can work is secured primarily by the fact that the whole national economy is governed by a state plan of development of the national economy which, as a rule, is worked out for a period of five years. The plan of development is enacted as an Act and during its term of validity is a binding basis for planning by individual State bodies and economic organizations. / Section 10 of the Constitutional Act No. 143/1968 C. of L. on the Czechoslovak Federation, as amended by Constitutional Act No. 125/1970 C. of L. Act No. 145/1970 C. of L. on National Economic Planning Act No. 69/1976 C. of L. on the State Plan of Development of the National Economy of the Czechoslovak Socialist Republic for the Years 1976-1980 - The Sixth Five-Year Plan Act, and Act No. 70/1976 of the Czech National Council and Act No. 71/1976 of the Slovak National Council on the State Plan of Development of the National Economy of the Czech Socialist Republic and of the Slovak Socialist Republic, respectively.

The Czechoslovak system of law provides general and specific guarantees of the right to work, both before entering employment [the right to get a job] and its termination [the right to keep a job].

Among general guarantees of the right to work before entering employment is particularly the care of local State authorities for such citizens who seek employment. National Committees take care of securing the right to work to all citizens and of meeting the requirements of labour in the national economy. For that purpose they secure employment to citizens who seek it, especially by organizing free advisory service concerning working opportunities and recommending to enterprises and other organizations to engage persons taking into regard their capabilities and requirements of the national economy. Unless they have serious reasons, enterprises must not refuse signing a labour [apprentice] contract with persons who have been recommended by District National Committees and who have the necessary prerequisites for filling the existing vacancies [apprentice places]. These activities by National Committees in safeguarding the right to work are of a nature of subsidiary measures, since recruitment of the needed number of workers [up to the limit stipulated by the plan] is a matter of enterprises themselves in the first place [Act No. 70/1958 C. of L. on the tasks of enterprises and National Committees in the sphere of the care of labour, and Government Decree No. 92/1958 C. of L. in execution of Act No. 70/1958 C. of L. on the tasks of enterprises and National Committees in the sphere of the care of labour; Decree of the Government of the Czech Socialist Republic No. 121/1970 C. of L. and Decree of the Government of the Slovak Socialist Republic No. 152/1970 C. of L. on the obligations of organizations and citizens in securing work to citizens].

Among specific guarantees of the right to work, there is particularly the granting of assistance and material security to those seeking work in cases of their release from work in connexion with rationalization measures or as a result of prohibition of certain operations or places of work for women [Ordinance No. 74/1970 C. of L.], securing jobs and working conditions to disabled persons [especially in cases of invalidity], then taking care of the qualification of young people and their dislocation in employment [Government Decree No. 38/1967 C. of L.].

Among the guarantees of the right to work at the termination of employment in general, there is particularly the demand for giving reasons for a unilateral termination of the labour contract [which applies also to the cancellation of a contract on membership] by the employer's organization [enumerative description of the reasons for giving a notice and for an immediate cancellation of a labour contract - Sections 46 and 53 of The Labour Code], a preliminary approval of the Trade Union Committee, and also the obligation of the organization to offer the employee another suitable job before submitting the notice, with the exception of notice given for reasons that would permit cancellation of the labour contract immediately or in case the employee violated labour discipline in an especially grave manner [Section 46, Subsection I, letter f]. Specific guarantees include the prohibition to give a notice in certain situations of life and special protection of the labour contract of pregnant women, mothers and self-supporting young children, disabled persons, etc. [Section 48 of The Labour Code].

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Free choice of employment is guaranteed in Section III and in provisions of Section 27, Subsection 2 of The Labour Code under which the working employment is based on a contract between the organization [employer] and the worker, i.e. the consonant expression of will of participants. This applies also to the dislocation of graduates from universities, conservatories, secondary vocational and vocational schools [Government Decree No. 38/1967 C. of L.]. Apprenticeship is also negotiated in a form of written apprentice contract concluded between the apprentice and the organization [Section 220, Subsection 1 of The Labour Code].

The status of a member of a productive co-operative is established upon submitting an application for membership and admission by a meeting of members [Section 16 and 17 of the Model Statute of Productive Cooperatives of 1975 and Section 16, Subsection 1 of Act No. 122/1975 C. of L. on Agricultural Cooperative System].

Likewise, labour-law relations that under Section 27, Subsections 3 and 4 of The Labour Code are based on an appointment or election may not be established without consent of the citizen concerned [Chapter III, Sections 65 to 68 of the Labour Code].

Minor private economic activity, based on personal work and excluding exploitation of another's labour power, is admissible in Czechoslovakia within the limits of the socialist economic system [Section 9 of the Constitution].

The State provides an all-round support to creative work in science and art and strives for an active participation of the working people in this field [Section 16, Subsection 2 of the Constitution].

Therefore, citizens of Czechoslovakia have the right to freely decide about their employment [or join a co-operative as a member] or carry out activities connected with arts. They also have the right, to carry out under conditions laid down by the law, independent economic activities.

Under Section 24 of the Constitution, all citizens have the right to education [report on it will be submitted in connexion with Article 13 of the Covenant]. Forming part of this right is free technical training in factories. Under Chapter VIII of The Labour Code, young people have the right to prepare for a profession and under Chapter IV of the Code, socialist organizations are bound to create working conditions suitable to increase the qualification of employee.

Apprenticeship is regulated in detail by The Labour Code Chapter VIII and Sections 217 to 231 of The Labour Code and by Act No. 89/1958 C. of L. on the vocational training of young people under apprenticeship [Apprentice Act] as amended by Act No. 65/1965 C. of L.

Provisions contained in Sections 141 to 144 of The Labour Code regulate the care of the organization for the qualification of employees and its raising. The main tasks in this respect are: training of new employees who enter employment without special qualification, particularly young people, training of workers who go over to new places of work and to new types and methods of work and recommending

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and facilitating studies during employment. Some types of such care are stipulated as obligatory others may be effected gradually, depending on the requirements and financial means of the socialist organization. The care for the qualification of employees is specified in long-term and annual plans of care for employees in the form of concrete legal obligations of organizations, and/or in collective agreements. Young people who prepare themselves for workers' profession have open before them ever broader possibilities for acquiring complete secondary school education [e.g. apprentice specialization study finalized by a school-leaving examination - establishment of secondary vocational apprentice schools in which the four-year vocational studies are wound up by a school-leaving exam] and thus also university education.

In this connexion, reference should be made to Ordinance No. 140/1963 C. of L. concerning relief at work and economic security of persons who study while employed, and Ordinance No. 8/1967 C. of L. on granting time off and economic security to employees when attending professional training organized in the form of short-time, boarding-school-type courses.

The Czechoslovak Socialist Republic is bound by ILO conventions No. 122 on the policy of employment; No. 88 on services of labour exchange; No. 29 on forced labour and No. 140 concerning paid study leave.

#### On Article 7 [working conditions]

Under Section 21 of the Constitution, all citizens without distinction are guaranteed the right to remuneration for work performed according to its amount, quality and social importance.

The Labour Code regulates this right as well, particularly in Chapter IV which imposes upon the employer the duty to establish such working conditions that facilitate the best possible performance by employees according to their abilities and knowledge. In detail, the matter is elaborated in The Labour Code in Part Two, Chapter Four, Five and Six safety and protection at work care of employees and in some other provisions [e.g. Sections 35, 74 and 170] touching upon the subject of establishing conditions for successful fulfilment of working tasks.

A similar provision is contained in Act No. 122/1975 C. of L. on agricultural co-operative system with respect to the remuneration for work to co-operative farmers. As in the case of the right to work referred to in Article 6, this right is also safeguarded by the socialist economic system [Sections 7-15 of the Constitution and Section 10 of Constitutional Act No. 143/1968 C. of L. on the Czechoslovak Federation] which knows neither crises nor unemployment and guarantees constant growth of real wages for work. The state orientates its policy in such a way as to bring about, through development of production and growth of labour efficiency, gradual shortening of working hours without reducing wages [Chapter IV, and Sections 111 to 131 of The Labour Code].

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All wages and remunerations for work are fixed by legal regulations [Ordinance No. 157/1957 C. of L. on measures of directing wage development and remuneration for work]. Wage tariffs are regulated in wage regulations. The lowest wage tariffs [primarily time wages] are minimum wages, in practice, however, these lowest tariffs are applied only exceptionally [there are no wages in Czechoslovakia which would not earn a living]. Some wage terms are also set in collective agreements [Section 20, Subsection 2 of The Labour Code and point No. 14 of Principles No. 103/1975 C. of L. for conclusion, contents and control of collective agreements].

The legal regulation of the remuneration for work in the CSSR proceeds from the assumption that such a remuneration meets four fundamental functions:

- (a) social function [ensuring the standard of living of the employee and his family];
- (b) stimulative function [dependence of earnings on the quality and quantity of work];
- (c) compensational function [compensating for disadvantages connected with the performance of certain works];
- (d) regulative function [influencing the stabilization and movement of labour].

Women have the right to an equal position at work as men [Section 20, Subsection 3 and Section 27 of the Constitution and Chapter VII of The Labour Code]. Women are guaranteed working conditions facilitating to them participating in work not only with respect to their physiological prerequisites, but also to their social function in maternity, education of children and the care of them [Section 149 to 152 of The Labour Code on working conditions of women: prohibitions of certain operations; time of leisure between two shifts, night work]. Wage regulations do not differentiate between women and men. Further details will be given in a subsequent report on the implementation of Article 10, paragraph 2 of the Covenant.

Section 23 of the Constitution guarantees the right of the working people to health protection which is, *inter alia*, secured through organized care of safety at work. Chapter IV of The Labour Code stipulates, first, the right of workers to safety and protection at work, second, the obligation of organizations to establish working conditions facilitating the employees the best possible performance, corresponding to their abilities and knowledge.

These provisions are amended in The Labour Code, in Section 132 and the following [safety and health protection at work], in Section 139 and the following [care of employees] and in other provisions, e.g., in Sections 35, 74 and 171 [on the establishment of conditions for successful implementation of working targets]. Provisions contained in The Labour Code that concern safety and health protection at work are generally valid [they relate also to legal and labour relations of members of productive co-operatives].

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Working conditions facilitating young people successfully to develop their physical and mental abilities are regulated in Sections 163 to 169 of The Labour Code which elaborate in detail Section 26, Subsection 3 of the Constitution and Section VIII of the Labour Code.

The obligation of organizations to secure to employees with changed working ability such conditions that made it possible for them to assert their capabilities at work with respect to their health condition follows from Section IX of the Labour Code /c.g. Section 148 of The Labour Code and Section 88 and the following of Act No. 121/1975 C. of L. on social security/.

State professional supervision over the safety of work is regulated by Act No. 174/1968 C. of L.; in addition, bodies of the Revolutionary Trade Unions conduct social control over safety and health protection at work in individual organizations /Section 136 of The Labour Code/.

Hygiene at work is taken care of by hygienic service /Section 4 of Act No. 20/1966 C. of L. concerning the care of the health of the people, and Ordinance No. 45/1966 of the Collection on the establishment and protection of healthy living conditions, particularly in its Section 35 and the following/.

The equality of rights and obligations of all citizens is stipulated in Section 20 of the Constitution. The Labour Code, regulations on social security and other legal regulations proceed from this constitutional principle.

The equality in the right to promotion follows from this civic equality which is guaranteed in Section 20 of the Constitution. Promotion to higher functions relies primarily on proven abilities, education and experience. In order that such qualities of the employee might be judged in an objective manner, the provision of Section 75 of The Labour Code imposes on the superiors to make, together with Trade Union organs, regular evaluations of the working achievements of individual working teams and workers. No regulation in the Czechoslovak law binds promotion to higher functions with other conditions than those referred to above.

Section 22 of the Constitution stipulates that all working people have the right to leisure after work; this right shall be secured by the legal regulation of working hours and paid annual leave, as well as by the attention paid by the State and social organizations to ensuring the most fruitful use of the free time of the working people for recreation and cultural life. In this connexion, reference should be made also to Section 21, Subsection 3 of the Constitution under which the state directs its policies in such a way that gradual shortening of working hours without reduction of wages might be brought about through development of production and growth of labour productivity. The last amendment within the meaning of the above provision was made in Decree No. 63/1968 C. of L. on the principles for shortening weekly working hours and for introducing operational and working regimes of a five-day working week.

Pursuant to that regulation, the weekly working hours were gradually shortened /depending on the urgency of work performed and health conditions/

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to 40-42.5 hours a week. The working week [with the exception of branches where operation on a continuous basis is necessary such as health service, transport etc.] lasts five days, Saturdays and Sundays are days of rest.

Of considerable importance for spending leisure are recreational facilities owned by Trade Union organizations, co-operatives, care in spas provided under advantageous terms within the framework of sickness insurance [in case, however, that health care in spas is a part of medical treatment, it is provided free of charge, in addition to the paid annual leave]. Among facilities serving the spending of leisure are cultural, physical culture, sport and tourist establishments built, equipped, maintained and improved by employers' organizations in co-operation with the Trade Unions, and/or other social organizations [Section 140, Subsection 3 of The Labour Code].

The Labour Code regulates in detail the working hours, breaks during work, uninterrupted rest between two shifts, days of rest, overtime work, night work, leave of absence for recreation [Chapter IV, Sections 83 to 110 of The Labour Code] and wages and compensation of wages for public holidays [Section 118 of The Labour Code].

The Czechoslovak Socialist Republic is bound by the following ILO conventions relating to Article 7:

- No. 1 Hours of Work [Industry], 1919
- No. 13 White Lead [Painting], 1921
- No. 14 Weekly Rest [Industry], 1921
- No. 26 Minimum Wage-Fixing Machinery, 1928
- No. 27 Marking of Weight [Packages Transported by Vessels], 1929
- No. 43 Sheet-Glass Works, 1934
- No. 49 Reduction of Hours of Work [Glass-Bottle Works], 1935
- No. 52 Holidays with Pay, 1936
- No. 89 Night Work [Women] [Revised], 1948
- No. 90 Night Work of Young Persons [Industry] [Revised], 1948
- No. 99 Minimum Wage-Fixing Machinery [Agriculture], 1951
- No. 100 Equal Remunerations, 1951
- No. 111 Discrimination [Employment and Occupation], 1958
- No. 115 Radiation Protection, 1960

On Article 8 [Trade Unions]

The Czechoslovak Socialist Republic is bound by ILO Convention No. 87 [Convention concerning Freedom of Association and Protection of the Right to

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Organise<sup>7</sup>; accordingly, it finds practicable provisions of Article 8, paragraph 3 of the Covenant. The CSSR is also bound by ILO Convention No. 98 of 1949.

With respect to Section 5 of the Constitution and Act No. 74/1973 C. of L. containing amendments to Act No. 68/1951 C. of L. concerning voluntary organizations and associations, Trade Unions may come into existence freely and no consent of a state authority is needed for their establishment.

The Revolutionary Trade Unions /ROH<sup>7</sup> is currently the only Trade Union organization in the Czechoslovak Socialist Republic since the working people have not constituted any other Trade Union organization. A Trade Union organization other than the ROH would come into existence as a legal entity as soon as a constitutional meeting would adopt the Statute of the organization and elect its organs under such a Statute. The right to strike is not specifically regulated in the Czechoslovak Socialist Republic, it is not, however, prohibited by law.

#### On Article 9 /social security<sup>7</sup>

Section 23 of the Constitution stipulates that the working people have the right to health protection and to care in spas as well as the right to material security in old age and in cases of incapacity to work.

These rights are secured through the care of the state and social organizations in the sphere of prevention of diseases, the whole organization of health service, a network of medical and social facilities, free medical care as well as organized care of the safety at work, sickness insurance and pension insurance schemes.

The right to social security in the CSSR includes:

- security in cases of temporary incapacity due to sickness and injury
- security to mothers in pregnancy and maternity
- assistance in the education of children within the family
- security in cases of invalidity
- security in the old age
- security to surviving members of family

There is no unemployment in Czechoslovakia and therefore there has been no need to regulate social security for such cases /Rare cases under exceptional circumstances should anyone fail to get a job immediately upon terminating the preceding employment are taken care of by Ordinance No. 74/1970 C. of L.<sup>7</sup>.

#### Sickness insurance

Under provisions of Act No. 54/1956 C. of L. concerning sickness insurance of employees /as amended by Act No. 16/1959, Act No. 58/1964, Act No. 65/1965, Act No. 87/1966, Act No. 88/1968 and Act No. 99/1972 C. of L.<sup>7</sup>, all persons who are

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employed and others referred to in Sections 2 and 3 of the Act are insured in the Czechoslovak Socialist Republic.

Sickness insurance benefits include:

1. material benefits:

- (a) care in spas
- (b) selective recreation of the Trade Unions
- (c) children's recreation of the Trade Unions

2. cash benefits:

- (a) sickness benefits
- (b) financial support in attending a sick member of family
- (c) monetary assistance during maternity
- (d) compensatory contribution during pregnancy and maternity
- (e) financial support at birth of child
- (f) funeral expenses

3. children's allowances /Section 11 of Sickness Insurance Act/

The volume of sickness benefits amounts to 60 to 90 per cent of net daily wages, depending on the length of employment. Details are contained in Ordinance 143/1965 C. of L. /as amended by Ordinances No. 95/1968 and 113/1975 C. of L./ . Sickness insurance is regulated by the working people associated in the Revolutionary Trade Unions and they themselves decide on it /Section 52 of Act No. 54/1956 C. of L./.

The security of co-operative farmers in sickness and the security of mother and child are stipulated by law passed in 1964 which, after amendments, was promulgated once again under No. 51/1976 C. of L.

Ordinance No. 88/1967 C. of L. governs the sickness insurance of members of productive co-operatives and Act No. 32/1957 C. of L. /as amended by Acts No. 58/1964 and 87/1968 C. of L. governs sickness care in the armed forces.

Liability for damages in case of employment accidents and occupational diseases

Is regulated in particular in Sections 190 to 203 of The Labour Code.

Any worker who has suffered an employment accident or who has been found to suffer from an occupational disease shall be given compensation by his employer /organization/ for:

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- (a) a loss in earnings and/or pension benefits
- (b) pain and aggravated social assertion
- (c) purposefully expended costs for treatment
- (d) material damage [Section 193 of The Labour Code].

In case of death of employee due to employment accident or occupational disease, the employer is liable to pay:

- (a) compensation for purposefully expended costs connected with his treatment.
- (b) compensation for adequate costs connected with the funeral
- (c) compensation for costs for the maintenance of survivors
- (d) a lump-sum in damages to the survivors
- (e) compensation for material damage [Section 197 of The Labour Code].

#### Security of mothers during pregnancy and maternity

Fundamental provisions governing this matter are contained in Sections 26 and 27 of the Constitution and in Section V of Act No. 94/1963 C. of L. on the family, The Labour Code, Act No. 88/1968 C. of L. on prolonged maternity leave, on maternity benefits and children's allowances covered by sickness insurances, as amended by Act No. 99/1972 C. of L., and in Act No. 107/1971 C. of L. on the maternity allowance.

Any employed woman [irrespective of whether married or not] is entitled to benefit especially from:

- (a) maternity leave of a 26-week duration and, in case she has given birth to two or more children at one time, of a 35-week duration [Section 157, Subsection 1 of The Labour Code and Sections 1 and 10 of Act No. 88/1968 C. of L.]. For the purposes of promoting mother's child care, the organization is liable to meet the request of the mother who submits an application to that effect and grant her additional maternity leave, without pay, up to two years of the child's age [Section 157, Subsections 2 and 3 of The Labour Code].
- (b) monetary assistance in maternity amounting basically to 90 per cent of net daily wages of the woman worker [Section 6 a of Act No. 88/1968 C. of L., in particular Section 9 of the Act referred to].
- (c) a lump-sum at birth of child. Eligible to this assistance is also wife or common-law wife of an employee [Section 13 of the Act quoted above and Government Decree No. 98/1971 C. of L.].

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- (d) compensatory contribution during pregnancy and maternity in case the woman worker hitherto performed work prohibited to pregnant women or endangering, according to a medical report, her pregnancy and for these reasons had to be transferred to another job where, through no fault of hers, she has lower earnings than before. This applies analogically to mothers until the 9th month after delivery [Sections 4 and 5 of the Act quoted above].

Pursuant to Act No. 107/1971 C. of L. on the maternity allowance, any woman [irrespective of whether employed or not] who takes an all-day and orderly care of her child under two years of age and, in addition, takes a regular care of another child or children until they finish obligatory school attendance, is entitled to receive an allowance graded according to the number of children under two years of age, unless she is entitled to receive wages, remuneration for work or other income from wage-earning activity.

In addition, The Labour Code codifies a number of other rights of employed pregnant women and mothers; these will be dealt with in a subsequent report on the implementation of Article 10 of the Covenant.

#### Assistance in education of children in family

Pursuant to Act No. 88/1968 C. of L. concerning the prolongation of maternity leave, maternity benefits and children's allowances covered by sickness insurance [as amended by Act No. 99/1972 C. of L. concerning raised children's allowances and education benefits], children's allowances are granted to employees whose children are not wage earners. For each child who is not a wage-earner [including children who study at universities, etc.] parents [father or mother] are granted the allowance, tax-free, as a supplementary benefit payable with the wages, or education allowance, as a tax-free benefit payable with the pension benefits. Such an allowance is granted in respect of each child and is substantially increased in respect of every subsequent child [e.g. the amount of the allowance payable in respect of three children is almost ten times as high as for one child].

In this connexion it should be noted that there is a wide system of scholarships granted to students on social grounds or on the grounds of excellent achievements in studies, awarded on the basis of special legal regulations.

To make it easier for young married couples to start a family, state savings banks grant advantageous long-term loans designed partly to cover the costs for procuring a flat [in a housing co operative], for construction or purchase of their own family house, etc. and for furnishing the flat. In respect of each child born to such a couple after the loan was granted, the State makes available to the parents, for re-payment of the loan granted, an allowance amounting to a maximum of 6.6 per cent of the loan in the case of the first child and double the amount, i.e. 13.3 per cent, in case of every subsequent child; in case of three children, e.g., the allowances add up to one-third of the loan of a maximum degree [Legislative measure of the Presidium of the Federal Assembly of the CSSR No.14/1973 C. of L.].

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Security in case of invalidity, in old age and of survivors

The basic regulation governing this field is Act No. 121/1975 C. of L. on social security and the regulations issued in execution of the Act, namely:

- Ordinance No. 128/1975 C. of L. in execution of The Social Security Act;
- Act No. 129/1975 C. of L. of the Czech National Council on the field of action of the authorities of the Czech Socialist Republic in social security;
- Ordinance No. 130/1975 C. of L. in execution of The Social Security Act and of the Act of the Czech National Council on the field of action of the authorities of the Czech Socialist Republic in social security;
- Act No. 132/1975 of the Slovak National Council on the field of action of the authorities of the Slovak Socialist Republic in social security;
- Ordinance No. 134/1975 C. of L. in execution of The Social Security Act and of the Act of the Slovak National Council on the field of action of the authorities of the Slovak Socialist Republic in social security;
- Decree of the Government of the Czechoslovak Socialist Republic No 135/1975 C. of L. on the exceptional granting of pension benefits to certain pensioners who work.

Under Section 2, Subsection 1 of Act No. 121/1975 C. of L., social security covers, inter alia, also pension security and social care.

Social security benefits and services are provided by the State, pursuant to Section 1 of the Act referred to above the working people pay no social security contributions on account of pension security.

Under Act No. 121/1975 C. of L., subject to pension security are workers who are employed, apprentices and members of productive co-operatives, members of unified agricultural co-operative farms and other persons specified in Sections 3 and 6 of the Act.

Eligibility for receiving pension security benefits depends on the time of employment laid down by law and/or as the case may be work in a unified agricultural co-operative or other wage-earning activity and, in case of old-age pension benefits, also on reaching a certain age. Eligible for full old-age pension are persons who have been working for at least 25 years and who have reached the age of 60 in case of men, the age of 57 in case of women who had no children and in case of women who had been taking care of one or more children, the said age limit is lowered according to the number of children down to 53 years.

The following benefits are paid out on account of pension security [Section 8 of the Act].

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- (a) pension benefits, especially old-age pension benefits, possibly for the years the person worked, invalidity and partial invalidity pension benefits, widow's, surviving children's special and social pension benefits;
- (b) educational allowance to pension benefits;
- (c) increased pension benefits and increased educational allowance on account of incapacity.

The above benefits are regulated in detail in Sections 15 to 72 of the Act.

The lowest amounts of old-age, invalidity or widow's pensions being the only source of income are fixed in Section 42 and/or Section 45 of the Act.

Under Sections 80 to 99 of the Act, social care includes care of the family and child, care of citizens with changed working ability; care of citizens with severe injury to health; care of old citizens and care of citizens requiring special assistance and of citizens socially unadapted.

Pension security of private farmers and other persons who are self-employed is regulated in Section 7 of the Act and in Sections 98 to 125 of Ordinance No. 128/1975 C. of L.

The persons who are not eligible for a legitimate pension of their own or for a pension as survivors [these are rare cases and their numbers are constantly lowered], pension benefits may be granted through decision of the competent state authority.

If an employee, member of a unified agricultural co-operative, member of a productive co-operation or a self-employed farmer dies, surviving members of the family are entitled to get funeral expenses paid; this applies also in case of death of a member of the family of the person so insured [Section 29 of Act No. 54/1956 C. of L., Section 17 of Ordinance No. 51/1976 C. of L., Ordinance No. 88/1967 C. of L. and Section 116 of Ordinance 126/1975 C. of L.].

The pension security scheme was extensively revised by Act No. 121/1975 C. of L., in force from 1 January 1976; pension benefits were raised substantially and pensioners can also enjoy other preferences [particularly in the field of social services].

The following ILO Conventions, ratified by the Czechoslovak Socialist Republic, relate to Article 9 of the Covenant:

- No. 12 - Workmen's Compensation [Agriculture], 1921
- No. 17 - Workmen's Compensation [Accidents], 1925
- No. 18 - Workmen's Compensation [Occupational Diseases], 1925
- No. 24 - Sickness Insurance [Industry], 1927
- No. 25 - Sickness Insurance [Agriculture], 1927
- No. 35 - Old-Age Insurance [Industry, etc.], 1933

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- No. 35 - Old-Age Insurance /Agriculture/, 1933
- No. 37 - Invalidity Insurance /Industry, etc./, 1933
- No. 38 - Invalidity Insurance /Agriculture/, 1933
- No. 39 - Survivors' Insurance /Industry, etc./, 1933
- No. 40 - Survivors' Insurance /Agriculture/, 1933
- No. 42 - Workmen's Compensation /Occupational Diseases/ /Revised/, 1934
- No. 130 - Medical Care and Sickness Benefits, 1969

Note: Medical preventive care will be dealt with in a subsequent report on the implementation of Article 12 of the Covenant.

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