

Country fiche CZECH REPUBLIC
Implementation of the Council Recommendation on a Quality Framework for Traineeships
(2014/C 88/01)

General description

The Czech Republic has not introduced any new legislation to implement the Quality Framework for Traineeships. There is no relevant legislation in the pipeline, and no specific cooperation is foreseen with the social partners to make traineeships QFT compatible. Existing legislation only partly complies with the QFT.

Open market traineeships

Companies frequently employ interns using the “agreement on work”, a general type of contract stipulated by the Labour Code. Although contracts for traineeships contain a job description, this is in general rather vague and hardly sets any learning objectives. There are no quality checks to monitor whether an intern is acquiring “practical experience and relevant skills” as there is no supervisory body outside the employers. The “agreement on work” does not require the intern to have a mentor. Duration can exceed 6 months. There is no certificate after the traineeship, in general a letter of recommendation is provided.

Open market traineeships are QFT compatible to the extent that there is a written traineeship agreement, and that rights, obligations and working conditions are governed by the common rules of the labour law.

ALMP-type traineeships

ESF funded traineeship programmes (e.g. the “Traineeships in companies”¹ under the OP Education and Competitiveness 2007-13) are much more aligned to the QFT stipulations. Trainees within these ALMP programmes are assisted by a trained mentor, and learning/training goals are set. Most ALMP-type traineeships take place in small and medium sized firms because administrative costs savings are more notable there, while larger employers prefer offering open market traineeships through the “agreements on work”.

Remaining challenges

Existing legislation for open market traineeships complies only to a limited extent with the QFT regarding

- Learning content (clarification of objectives and assignment of mentor)
- Duration (not limited to 6 months)
- Recognition of traineeships
- Transparency regarding hiring practices

¹ Stáže ve firmách – vzdělávání praxí <http://fdv.mpsv.cz/cz/p/cinnosti-fdv/ukoncene-projekty-a-cinnosti/staze-ve-firmach-vzdelavani-praxi-2>

Assessment of open market as well as ALMP-type traineeships in terms of compliance with QFT

	Open market traineeships	ALMP-type traineeships
Written traineeship agreement		
Written traineeship agreement concluded		
Learning and training objectives		
Objectives clarified		
Mentor/supervisor assigned		
Working conditions applicable to trainees		
Health/accident insurance and sick leave clarified		
Allowance/compensation and amount clarified		
Reasonable duration		
Duration limited to 6 months		
Conditions of longer duration clarified		
Termination allowed		
Proper recognition of traineeship		
Proper recognition through certificate		
Transparency requirements		
Allowance/compensation		
Health/accident insurance		
Hiring practices in recent years		
Employment services on financial conditions		

	Fully compliant
	Partly compliant
	Not compliant