
FINAL REPORT

ON ACTIVITIES OF THE EXPERT COMMITTEE ON PENSION REFORM

2014–2017

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Summary

The Expert Committee on Pension Reform has been set up based on the Coalition Agreement and the Policy Statement of the Government of the Czech Republic in 2014. The Committee worked under the auspices of the Ministry of Labour and Social Affairs. The Committee offered a platform for a wide-ranging discussion of experts, politicians, social partners and the general public. Debates on the pension reform have resulted in specific proposals for change.

The Expert Committee on Pension Reform has adopted ten proposals for adjusting the Czech pension system, referring to all three system pillars. Discussions of one proposal were terminated at the level of the Ministry of Labour and Social Affairs (MoLSA). The nine remaining proposals were approved by the Government and eight of them have been later adopted by the Parliament and transposed into statutory acts.

In addition to plenary meetings, the contents of which were disclosed by the Chairman at press conferences and briefings, the Committee's work concentrated mainly in three specialized task forces and permanent workshops; two working conferences were held in 2014 and 2016. The Committee's transparency was ensured through a regularly updated website, which also enabled the Committee to communicate with citizens.

The media have been interested in the Committee's activities throughout its term. In the public space, the media have also contributed to a significant change of approaches to the issue of suitability of the proposed solutions. The aspect of long-term fiscal sustainability has been supplemented with the criteria of a decent life for pensioners, reinforced principle of merit and a settlement of transfer between the family and the society.

In three and a half years of activity, the Committee has managed to define a number of problems of the Czech pension system at various levels of generality. For most of them it was possible to draft also proposed solutions. Identified problems of the pension system and proposals for their solution are summarized in the Thesaurus of Issues and Proposals for the Continuation of the Pension Reform.¹ These outputs will thus be available to successors, who will continue the work on the pension reform.

¹ See TEZAURUS PROBLÉMŮ A NÁVRHŮ K POKRAČOVÁNÍ DŮCHODOVÉ REFORMY (THESAURUS OF ISSUES AND PROPOSALS FOR THE CONTINUATION OF THE PENSION REFORM) (2017).

1 Establishment of the Expert Committee and its Mission

The Coalition Agreement between the ČSSD, the ANO 2011 Movement and the KDU-ČSL anticipated *“the establishment of an expert committee, coordinated by the Ministry of Labour and Social Affairs and the Ministry of Finance, composed of representatives of the coalition parties, the opposition, representatives of the tripartite and expert economists, demographers and sociologists, to prepare changes in the taxation of labour and in the pension system with effect from 2017 in order to ensure the payment of decent pensions, reinforcement of the principle of merit, the reconciliation of the transfer between the family and the society, and the capping of the retirement age”* (Coalition Agreement 2014: 17).

The form and the mission of the Committee were specified in the Policy Statement of the Government of the Czech Republic adopted at the Government meeting on 14 February 2014: *“The Government (...) shall establish expert committees both to terminate Pillar II and propose changes to the pension system, and to draft a long-term systemic solution to the family policy in the Czech Republic. The Government shall prepare a detailed proposal to close retirement savings schemes while respecting the ownership rights of the participants, and shall draw up a comprehensive and coherent summary of specific proposals for changes in the pension system that will establish a long-term stable structure and the proportionality of benefits granted.”* (Policy Statement of the Government 2014: 6)

During the subsequent preparatory negotiations, the founding permanent members of the Committee (i.e. political representatives of all seven political parties and movements represented in the Chamber of Deputies of the Parliament of the Czech Republic) expressed their opinions on the submitted working drafts of the Mandate, the Statute and the Rules of Procedure and selected ten additional permanent expert members. The seventeen permanent members of the Committee were supplemented by four representatives of the social partners. Representatives of the public administration and public institutions and other experts were regularly invited to the Committee’s sessions.

At the meeting of the Committee on 22 May 2014, for the first time attended by all the Committee members, the members commented on the draft versions of the Mandate, Statute and the Rules of Procedure, which had already reflected comments by political leaders. Following the inclusion of further comments, the final versions of all three documents were published by Order of the Minister of Labour and Social Affairs No. 9/2014. These have become the basic documents to govern the work of the Committee. Since May 2014, the work of the Expert Committee has been supported by its Secretariat and since June of the same year, the Committee’s activities have divided into three thematically profiled task forces.

The mission of the Committee has been specified in its Mandate: *“The Expert Committee on Pension Reform shall undertake to conduct an assessment of the state of the Czech pension system in an interdisciplinary perspective and prepare a widely shared proposal on the continuation of pension reform in the Czech Republic so as to ensure a dignified income to pensioners and ensure long-term stable structure and financial sustainability of the pension system in the outlook of future decades. (...) The Expert Committee shall propose, assess and subsequently recommend changes to the pension system, which shall ensure adequate and*

dignified pensions, strengthening of the principle of merit, settlement of transfer between the family and the society and principles of setting the retirement age.” (Mandate 2014: 1)

2 Proposals Submitted by the Expert Committee

2.1 Proposals reflected in adopted acts

Proposals implemented under the basic pension insurance (Pillar I)

1. Proposal of the revision system for setting the retirement age threshold.
2. Stipulating the minimum adjustment of percentage assessments of pensions according to consumer price index (living costs) of households. Should this index have a value lower than the consumer price growth index (living costs) of pensioner households, the minimum adjustment of the percentage assessment of pensions will use the consumer price growth index of pensioner households.
3. The determined minimum adjustment of an average old-age pension represents the amount, by which the basic assessment of pension will increase, plus the amount, by which the percentage assessment of pension will increase, amounting to the sum of the determined consumer price growth plus one half of the real wage growth.

Implementation: Reflected in Act No. 203/2017 Coll., amending Act No. 155/1995 Coll., Pension Insurance Act, as amended, and other related acts; published in the Collection of Laws on 12 July 2017.

First indent:

- s. 29 (4), s. 32 (2), s. 32 (3), s. 38 and s. 61a (1) of Act No. 155/1995 Coll., Pension Insurance Act, as amended (hereinafter referred to as "PIA") + new wording of Annex to PIA;
- amendment to the title of Part II, new s. 4a and s. 10b of Act No. 582/1991 Coll., on the organisation and implementation of social security, as amended;
- s. 271b (6) and s. 271h (1) of Act No. 262/2006 Coll., Labour Code.

Second and third indents: s. 67 (6) and (8) of PIA: "The determination of the amount of the increase in pensions shall reflect not only the rise in prices for households in total, but also the rise in prices for households of pensioners, provided that the more favourable option shall be applied (so far only the rise in prices for households in total has been considered); the increase in pensions shall reflect one half of the real wage growth (so far one third of real wage growth has been considered)."

Proposals implemented under the pension savings system (Pillar II)

- Proposal of a method to end the pension savings system in order to minimise both the risk of litigation and the cost and administrative burden for the state administration, pension companies and participants in the scheme.

Implementation: Reflected in Act No. 376/2015 Coll., on Termination of the pension savings system; published in the Collection of Laws on 28 December 2015.

Proposals implemented under the supplementary pension savings system (Pillar III)

- Extending the income tax exemption to include also pensions paid out for a period of at least 10 years.
- Reducing the minimum age for the participation from 18 to 0 years.
- Increasing the limit for collective investment in standard funds from 35 to 40 % (finally increased to 60%) and in special funds from 5 to 10 % (finally increased to 20 %) of the value of assets in the participation fund.
- Obligation of banks to hold funds disbursed to participants separated from other funds. These funds do not belong to the bankruptcy estate in case of insolvency of the pension company.

Implementation: Reflected in Act No. 377/2015 Coll., amending certain Acts in relation to the adoption of the Act on termination of the pension savings system; published in the Collection of Laws on 28 December 2015.

First indent: Part V, Amendment to the Income Tax Act, Article V. s. 4 (1)(l),

Second indent: Part XXVI, Amendment to the Act on Supplementary Pension Savings, Article XXIX (2),

Third indent: Part XXVI, Amendment to the Act on Supplementary Pension Savings, Article XXIX s. 105 (2) and (3),

Fourth indent: Part XXVI, Amendment to the Act on Supplementary Pension Savings, Article XXIX s. 47a.

2.2 Proposal approved by the Government and referred for discussion to the Parliament of the CR

Proposal under the basic pension insurance (Pillar I):

- Differentiation of rates of insurance payments for families with children.

Implementation: On 5 April 2017, the Government approved the Bill to amend Act No. 589/1992 Coll., on social security insurance and state employment policy contributions, as amended, Act No. 582/1991 Coll., on the organisation and implementation of social security, as amended, and other related acts. The Bill has been referred to the Chamber of Deputies of the Parliament of the Czech Republic for discussion as the Parliament document no. 1096.

2.3 A proposal, the negotiation of which was interrupted at the level of the Ministry of Labour and Social Affairs (MoLSA)

A proposal under the basic pension insurance (Pillar I):

- Sharing the assessment bases of spouses for the exercise of pension entitlements through halving the combined assessment base between both spouses.

The Ministry of Labour and Social Affairs made a very detailed analysis of the factual proposal with respect to the suggested introduction of an institute of sharing of the assessment bases within the basic pension insurance. However, the implementation of the plan would require solving some fundamental problems and situations, which upon the present form of processes and information systems would make this plan rather complicated. Substantive issues include, for example, the issue of certain situations that could occur during the treatment of substitute insurance periods, which are excluded at the same time. Solving such situations would be very complex or impossible even under the current set up of processes and information systems and the resulting effect would bring only partial limited effects without further system changes. Therefore the work on this project was interrupted in October 2015. However, this plan as such has not been abandoned fully. Future considerations could be focused on either some partial and simpler options or, on the other hand, an option involving more complex changes related to the optimisation and electronisation of administrative processes and further developments of the information systems.

2.4 A proposal elaborated and submitted to the Prime Minister of the Czech Republic based on his request on 15 May 2017

Proposal under the basic pension insurance (Pillar I):

Implementation: The document “Finding a more balanced way of adjusting pensions”, which contained two options for reducing the dependence of the absolute amount of the adjustment on the current pension amount.²

² The proposal was prepared by the task force 2, see <http://www.duchodova-komise.cz/wp-content/uploads/2017/06/Hledání-vyváženějšího-způsobu-valorizace-19.-dubna-2017.pdf>.

Table 1: Summary of proposals submitted by the Expert Committee

Proposal	Pillar	Implementation	Act
revision system for setting the retirement age threshold	I.	reflected in the adopted Act	<i>Act No. 203/2017 Coll., amending Act No. 155/1995 Coll., Pension Insurance Act, as amended, and other related acts; published in the Collection of Laws on 12 July 2017</i>
amended determination of the minimum adjustment of the percentage assessment of pensions	I.	reflected in the adopted Act	
amended determination of the minimum adjustment of the average pension	I.	reflected in the adopted Act	
method of ending the pension savings system	II.	reflected in the adopted Act	<i>Act No. 376/2015 Coll., on termination of the pension savings system; published in the Collection of Laws on 28 December 2015</i>
extending the income tax exemption to include also pensions paid out for a period of at least 10 years	III.	reflected in the adopted Act	<i>Act No. 377/2015 Coll., amending certain Acts in relation to the adoption of the Act on termination of the pension savings system; published in the Collection of Laws on 28 December 2015</i>
reducing the minimum age for the participation from 18 to 0 years	III.	reflected in the adopted Act	
increasing the limit for collective investment in standard funds	III.	reflected in the adopted Act	
obligation of banks to hold funds disbursed to participants separately	III.	reflected in the adopted Act	
differentiation of rates of insurance payments for families with children	I.	adopted by the Government, referred to the Chamber of Deputies of the Parliament of the CR	<i>Bill (amending Act No. 589/1992 Coll. and Act No. 582/1991 Coll.) has been referred to the Chamber of Deputies of the Parliament of the Czech Republic for discussion as the Parliament document no. 1096.</i>
sharing the assessment bases of spouses for the exercise of pension entitlements	I.	the discussion was interrupted at the level of the	-

		Ministry of Labour and Social Affairs (MoLSA)	
two options for reducing the dependence of the absolute amount of the adjustment on the current pension amount	I.	submitted to the Prime Minister	-

3 Review of the Fulfilment of Specific Objectives and Tasks Set by the Mandate

Objective 1: Propose a specific mechanism, whereby regular evaluation of the setting of the retirement age shall be performed.

***Implementation:** Proposal of the revision system for setting the retirement age threshold, adopted by the Expert Committee on 11 December 2014 and reflected in the amendment to the Pension Insurance Act No. 155/1995 Coll.*

Objective 2: Propose such a form of indexation mechanism that ensures a proportional and dignified amount of pension for the entire duration of its payment.

Implementation:

- *The adjustment of the indexation of pensions, improving the ratio of the development of disbursed pensions to the development of labour income and better matching the real structure of expenditure of pensioners' households, adopted by the Expert Committee on 1 December 2016, was reflected in the amendment to the Pension Insurance Act No. 155/1995 Coll.*
- *The document "Finding a more balanced way of adjusting pensions", which contained two options for reducing the dependence of the absolute amount of the adjustment on the current pension amount, requested by the Prime Minister (15 May 2017).*

Objective 3: Propose a specific way to end the system of pension savings.

***Implementation:** Proposal of a method to end the pension savings system (Pillar II), approved by the Expert Committee on 31 July 2014 and reflected in Act No. 376/2015 Coll., on termination of the pension savings system.*

Objective 4: Propose such a setting of system parameters, that will lead to strengthening the principle of merit without having a negative impact on protection against poverty among the population of retirees.

***Implementation:** Proposals to consider the merits of families with children by taking greater account of the merits in the form of costs and work in families related to the upbringing of prospective payers of contributions: a proposal to share the assessment bases of spouses for the exercise of pension entitlements and a proposal to differentiate the insurance contribution rates for families with children (for more details on both proposals see objective 6).*

Objective 5: Propose changes to the parameters of supplementary retirement systems, mainly in the provision of state aid with the objective of motivating towards the creation of long-term savings for retirement and to use for the payment of regular pensions, and with regard to the possibilities of individual types of families and households.

Implementation of Objective 5: *Proposal for a series of measures to support supplementary pension savings (Pillar III), approved by the Expert Committee on 22 December 2014 and reflected in Act No. 377/2015 Coll., amending certain Acts in relation to the adoption of Act No. 376/2015 Coll.*

Objective 6: Propose such a form of transfer between citizens, families and the state mediated by the pension system, which shall ensure a balanced and generally accepted position of all types of households.

Implementation:

- *The proposal for sharing the assessment bases of spouses for the exercise of pension entitlements through halving the combined assessment base between both spouses was approved by the Expert Committee on 11 December 2014. The discussion on the proposal was interrupted by the management of the Ministry of Labour and Social Affairs.*
- *Proposal for differentiation of rates of insurance payments for families with children approved by the Expert Committee on 21 May 2015, adopted by the Government and referred to the Chamber of Deputies of the Parliament for discussion.*

4 Bodies of the Expert Committee

4.1 The plenary session

Soon after the adoption of the basic documents the Committee of Experts' plenary session strived to define the way, in which the Committee would carry out its mission. In June 2014, three task forces specialized in relatively comprehensive thematic parts of the overall pension reform solution (see below) began their work. Most of the work of the Expert Committee have been gradually moved to the task forces. The follow-up plenary sessions of the Expert Committee were devoted mainly to the recapitulation of the activities, discussions, subsequent approvals of proposals submitted by the task forces and specification of the activities for the next period.

The Expert Committee met at seventeen sessions. The decision-making process was influenced by the risk of non-acceptance or rejection of the pending proposals due to the low participation of permanent members with voting rights (mainly belonging to the political representation)³.

4.2 Task forces

The form of the task forces made it possible to conduct more structured and more targeted discussions with the participation of stakeholders directly concerned with and most interested in the relevant issue.

Table 2: Summary of task forces of the Expert Committee and their respective topics

Abbreviation	Task force title	Implementation of the objectives of the ECPR's Mandate	Head of the task force
TF1	Termination of Pillar II and setting parameters of Pillar III	No. 3: Termination of Pillar II No. 5: Form of supplementary pension systems	Vít Samek
TF2	Retirement age and adjustment of pensions	No. 1: Setting the retirement age No. 2: Mechanism of pension adjustments	Tomáš Kučera
TF3	Comprehensive system analyses, merit and transfers	General objective: Comprehensive system analyses No. 4: Strengthening the principle of merit No. 6: Settlement of transfer between citizens, families and the state č. 5 (partially): Form of supplementary pension systems	Otakar Hampl

4.3 Working conferences and permanent workshops

³ See http://www.duchodova-komise.cz/?page_id=57.

Issues of a more general nature were discussed at two workshops held on 13 November 2014 and 30 November 2016. From May 2015 to January 2017, discussions took place also in scope of thirteen permanent workshops⁴.

4.4 Secretariat

The Secretariat of the Expert Committee was mostly composed of three people (students with part-time contracts), primarily charged with organisational and communication matters. The Secretariat organised individual meetings, booked meeting rooms, sent invitations, provided refreshments, settled relevant bills and made meeting minutes. At the same time, the Secretariat was responsible for all internal and external communication activities including the website management. From time to time the Secretariat performed any tasks that occurred during the Committee's work (for example, the management of trainees).

⁴ See http://www.duchodova-komise.cz/?page_id=1033.

5 Cooperation with the Ministry of Labour and Social Affairs and the Ministry of Finance

The Ministry of Labour and Social Affairs established the following environment for the work of the Expert Committee:

- a. political support to the Committee's activities;
- b. setting organisational and legal conditions for the Committee's activities in the form of the Mandate, the Statute and the Rules of Procedure;
- c. the possibility to continuously cooperate with the management of the Ministry and its staff, especially with the management and employees of the social insurance systems section;
- d. financing the Committee's activities on the basis of an annually approved budget;
- e. using the available infrastructure of the Ministry (meeting rooms, connection to the information system, etc.).

The individual workers of the Ministry of Finance consulted on the forthcoming proposals at meetings of the Committee and the task forces.

6 Political Consultations

A weakness gradually emerged in the institutional design of the Expert Committee. The founding permanent members, i.e. representatives of political entities represented in the Chamber of Deputies, participated in the preparation of proposals in the task forces only sporadically. Gradually, the expert and administrative discussions within the task forces got separated from the political debates in the plenary of the Committee itself. The implementation of the original concept of functioning of the Expert Committee on Pension Reform, as specified in the Policy Statement of the Government, i.e. developing a productive dialogue between politicians, experts and officials, has thus been significantly weakened in practice. Instead of an initiative of the whole Government, the Committee's work constituted only a part of the agenda of the Ministry of Labour and Social Affairs. Delays in the process of approving proposals were among the consequences of this situation.

The basic barrier to a consistent performance of the tasks assigned to the Expert Committee by the Policy Statement of the Government was an insufficient political agreement on the nature and form of the further direction of the pension reform. While there was a political consensus on the need of a reform to pension system, there was no consensus on how the reforms should make the pension system adequate to the current demand and demands to come in the predictable future.

Therefore, by the end of 2015, the chairman of the Expert Committee elaborated and submitted a document called "*Roadmap of the Czech Pension Reform*",⁵ the conclusions of which formulated seven questions for the representatives of political parties working in the Chamber of Deputies of the Parliament of the Czech Republic. Their replies have been summarised in a document called "*Review of Positions of Political Parties and Movements to the Roadmap of the Czech Pension Reform as at 30 November 2016*".⁶ This document was submitted for discussion to political representatives (permanent members of the Expert Committee), the chairman of the Committee and heads of the task forces, assisted by the Ministry of Labour and Social Affairs (MoLSA) officials, on 1 December 2016.

The answers to the mentioned questions, as well as the subsequent discussions imply, that consensus is being achieved better at a general level than on more specific topics. All the political entities are ready to adjust the parameters of the pension system. Except for the TOP 09, which did not respond to the question, all the political actors also wanted to reform the tax and pension systems simultaneously to ensure a sufficient income for the pension system while boosting the economic growth. With the exception of the KSČM, all the political movements and parties are ready to change the position of insurance and non-insurance benefits within the social system. The idea of increasing the share of expenditures on the pension system in the gross domestic product is clearly supported by the left-wing parties and the KDU-ČSL, responses of other political subjects are more cautious. Parties from the right-

⁵ See <http://www.duchodova-komise.cz/wp-content/uploads/2015/12/Cestovni-mapa-ceske-duchodove-reformy-1.-prosince-2015.pdf>.

⁶ See <http://www.duchodova-komise.cz/wp-content/uploads/2016/12/P%C5%99ehled-pozic-politick%C3%BDch-stran-a-hnut%C3%AD-k-Cestovn%C3%AD-map%C4%9B-%C4%8Desk%C3%A9-d%C5%AFchodov%C3%A9-reformy-30.-listopadu-2016.pdf>.

wing spectrum, the KDU-ČSL and the ANO movement promote more substantial structural reforms, the ČSSD sees this possibility in a more distant future, the KSČM does not see any need for such reforms at all.

7 Activities of the Expert Committee in the Public Sphere

One of the main benefits of the Expert Committee's work consisted in the support to the public debate on the pension system and its reforms across the expert and political domains, the media and the general public. In scope of raising topics to be discussed and drawing attention to problems the Committee used findings of its members and co-workers and often also motions submitted by citizens. During its term the Expert Committee managed to re-frame the value basis of the public debate on the pension reform, by promoting more strongly the criteria derived from the Committee's Mandate, which had been given less attention in the previous period, namely the criterion of ensuring adequate and decent pensions.

7.1 Website

The Expert Committee placed a great emphasis on transparency and openness and throughout its term used the www.duchodova-komise.cz website, which documented all the Committee's activities. The web has been divided into several sections. The first section, "News", always presented the most recent and most important reports on the Committee's activities across the other sections. The "Work of the Committee" section contained, in particular, the working papers discussed and the meeting minutes. This section also included information on planned future meetings and annual activity reports. The section entitled "About the Committee" included the Mandate, the Statute and the Rules of Procedure and information on members and collaborating institutions. The "Media" section presented all press releases and records on interesting appearances of the Expert Committee on Pension Reform and its members in various media, including links to specific media content. The section "The Public" covered interesting stories received from citizens and answers to the most frequently asked questions. The last section ("English version") presented all the basic documents and outputs in English.

7.2 Communicating with citizens

The Expert Committee tried to accommodate also needs of individual citizens. Therefore, the above mentioned website has been created, where we published selected life stories or motions and recommendations. The chairman, heads of task forces and other members of the Committee have often been involved in informal discussions on relevant problems of the pension system and proposed solutions.

7.3 Cooperation with the media

The Expert Committee held regular press briefings to communicate the progress of its work. These briefings were often broadcast live on the Czech TV and the Czech Radio. The Committee has always tried to help the media and to explain current discussions and working papers. The high willingness of members, including the chairman, to communicate with the media is documented by the website section "Committee in the Media"⁷.

⁷ See http://www.duchodova-komise.cz/?page_id=12.

8 Conclusions and Recommendations on the Continuation of the Pension Reform

The attempt to institutionalise the dialogue among politicians, experts and officials (as well as representatives of stakeholder groups and the general public) on the pension reform, represented by the creation and operation of the Expert Committee, has achieved a partial success only (for information on the fulfilment of specific objectives and tasks set by the Mandate see Chapter 3 Review of the Fulfilment of Specific Objectives and Tasks Set by the Mandate). The experience derived from the Committee's work can thus be used to find a form of continuation of the work on pension reform that will be more effective and will soon result in finding and implementing the necessary professional and political agreement.

In particular, a strong and sustained support to the reform efforts from the part of the Government is needed. The pension system cannot be reformed without a permanent and close cooperation of several ministries, especially the ministries of labour and social affairs and finance, under the direct auspices of the Office of the Government.

There is a huge gap between the cost of pensions in the order of hundreds of billions of crowns a year and the negligible funding of relevant research efforts, necessary analyses and forecasts, collection and evaluation of necessary data and managing a public discourse, which reaches the order of several million crowns only. The research and cooperation of relevant actors should be conceived as a long-term, interdisciplinary and inclusive activity with an emphasis on its application outputs.

The institutional basis of the work on the pension reform should no longer be dependent on ad hoc decisions of individual governments. The creation and implementation of the pension reform is, by its very nature, a continuous process, which is often substantially impaired by interruptions and uncertainties caused by political turbulences.

Preparations of the pension reform must place greater emphasis on promoting a sustained dialogue among the political representation across the political spectrum. Representatives of political entities should be advised on the relevant issues on an ongoing basis and should have the authority and responsibility to express binding opinions on each topic upon joint negotiations and be motivated to seek and find shared options – even at the cost of partial compromises.

In the course of work of the Expert Committee, many important pieces of knowledge about problems and dysfunctions of the existing and unchanged future forms of the pension system, as well as suggested solutions thereto, have been gathered. Only a part of them could be projected into drafts approved and referred for assessment and finalisation to the executive and the legislature (see Chapter 2 Proposals Submitted by the Expert Committee). The remaining findings, after careful selection and assessment, are reflected in the *Thesaurus of Issues and Proposals for the Continuation of the Pension Reform*⁸, so that they are not lost

⁸ See TEZaurus PRoblémů a Návrhů k Pokračování Důchodové Reformy (Thesaurus of Issues and Proposals for the Continuation of the Pension Reform) (2017).

and can be used in the next phase of work on the essentially never-ending reform of the Czech pension system.

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Annex 1: Summary of Members and Co-Workers of the Expert Committee

Introductory note: The membership period constitutes a formal expression of the assignment to the Expert Committee. The intensity of the individuals' participation in the Committee's work ranged from participation in a single negotiation to an intensive ongoing cooperation.

name	surname	organisation	alternate	membership period
Political representation – permanent membership				
Jan	Bartošek	KDU-ČSL	Jan Kasal, Pavla Golasowská	2014–2017
Adolf	Beznoska	ODS	Lenka Kohoutová	2014–2017
Jana	Hnyková	ÚSVIT	Olga Havlová	2014–2017
Miroslav	Kalousek	TOP 09	Jitka Chalánková	2014–2017
Radka	Maxová	ANO 2011	Jaroslava Jermanová	2014–2017
Miroslav	Opálka	KSČM		2014–2017
Roman	Sklenák	ČSSD		2014–2017
Experts – permanent membership				
Martin	Potůček	Charles University, Faculty of Social Sciences		2014–2017
Otakar	HAMPL	Ministry of Agriculture		2014–2017
Tomáš	Fiala	Prague School of Economics, Department of Demography		2014–2017
Vladimír	Špidla	Office of the Government	Marek Ondroušek	2014–2017
Jaroslav	Vostatek	University of Finance and Administration		2014–2017
Jaroslav	Šulc	Czech–Moravian Confederation of Trade Unions		2014–2017
Lucie	Kozlová	South Bohemia University, Health and Social Department		2014–2017
Jiří	Dolejš	KSČM		2014–2017
Daniel	Münich	CERGE-EI	Jiří Šatava	2014–2017
Tomáš	Kučera	Charles University, Faculty of Natural Sciences		2014–2017
Social partners – permanent membership				
Pavel	Juříček	Association of Industry and Transport of the Czech Republic	Jitka Hejduková	2014–2016

Jan	Rafaj	Association of Industry and Transport of the Czech Republic	Jitka Hejduková	2016–2017
Vít	Samek	Czech–Moravian Confederation of Trade Unions	Hana Popelková	2014–2017
Jitka	Vítková	Confederation of Employers and Entrepreneurs' Associations of the Czech Republic	Jiří Horecký	2014–2017
Vladislav	Vokoun	Association of Independent Trade Unions	Miroslav Jára	2014–2017
Interest groups, professional organizations – associated membership				
Vladimír	Bezděk	Association of Pension Companies Czech Republic		2014–2016
Aleš	Poklop	Association of Pension Companies Czech Republic	Tomáš Vystrčil	2016–2017
Pavla	Břečková	AMSP ČR		2015–2017
Jan	Hutař	Czech National Disability Council		2014–2017
Filip	Král	Czech Insurance Association		2014–2017
Marie	Oujezdská	National Family Centre	Petra Michalová	2014–2017
Zdeněk	Pernes	Council of Seniors of the CR		2014–2017
Radka	Dudová	Czech Women's Lobby	Lada Wichterlová	2014–2016
Jana	Brodani	Czech Capital Market Association		2015–2017
Representatives of public administration and public institutions				
Iva	Merhautová	Ministry of Labour and Social Affairs (MoLSA)		2015–2017
Tomáš	Machanec	Ministry of Labour and Social Affairs (MoLSA)		2014–2017
Jan	Škorpík	Ministry of Labour and Social Affairs (MoLSA)		2014–2016
Zdeněk	Fidler	Ministry of Labour and Social Affairs (MoLSA)	Lubomír Jokel	2015–2017
Hana	Končelová	Ministry of Labour and Social Affairs (MoLSA)	Jana Ryšánková	2016–2017
Martin	Pros	Ministry of Finance		2014–2015
Lenka	Jurošková	Ministry of Finance		2015–2017
Radek	Urban	Ministry of Finance		2014–2015

Michal	Franěk	Ministry of Finance		2014
Jiří	Beran	Ministry of Finance		2014–2017
Jana	Herboczková	Ministry of Finance		2014–2015
Irena	Kubátová	Ministry of Finance		2014–2017
Aneta	Karlíková	Ministry of Finance		2014–2016
Marcel	Pitterling	Ministry of Finance		2014–2017
Marie	Bílková	Ministry of Finance		2015–2017
Radmila	Malá	Ministry of Finance		2015–2017
Petr	Vrána	GTD		2014–2017
Radim	Bláha	GTD		2014–2017
Vilém	Kahoun	Czech Social Security Association		2014–2015
Jiří	Biskup	Ministry of Labour and Social Affairs (MoLSA), Czech Social Security Association		2014–2017
Pavel	Krejčí	Czech Social Security Association		2014–2015
Jana	Laumannová	Czech Social Security Association		2014–2017
Eliška	Volfová	Czech Social Security Association		2014–2017
Kryštof	Zrcek	Czech Social Security Association		2014–2017
Anna	Šabatová	Ombudswoman	Jitka Černá	2014–2017
Martin	Zelený	Czech Statistical Office		2016–2017
Terezie	Štyglerová	Czech Statistical Office	Josef Škrabal	2014–2017
Petr	Staněk	Czech National Bank		2014–2016
Pavel	Hollmann	Czech National Bank	Petr Jíška	2016–2017
Zdeněk	Čech	The EC representation in the Czech Republic		2014–2017
Invited experts				
Petr	Hedbávný	Charles University, Faculty of Social Sciences		2014–2017
Jan	Kaisrlík			2014–2017
Vojtěch	Krebs	Prague School of Economics		2016–2017
Zdeněk	Linhart	adviser to Michaela Marksová, Minister		2014–2017
Jaromír	Baxa	The Green Party		2014–2016

Štěpán	Mairovský	The Green Party		2016–2017
Patrik	Nacher	Bankovní poplatky.com		2014–2017
Karel	Pelán			2014–2017
Jiří	Pešta	Association of Military Veterans		2016–2017
Veronika	Rudolfová	Charles University, Faculty of Social Sciences		2014–2017
Pavel	Rusý			2014–2017
Jiří	Schlanger			2014–2017
Radim	Valenčík	University of Finance and Administration		2014–2017
Miroslav	Zámečník	Boston Venture		2014–2017
Secretariat of the Expert Committee				
Markéta	Havelková			2014–2017
Petra	Beránková			2014–2015
Markéta	Ročejdlová			2014
Radovan	Svoboda			2014–2015
Veronika	Finková/ Zápotocká			2015–2017
Helena	Morozová			2015–2017
Helena	Ježková			2015–2016
Tereza	Chmelíková			2016

Annex 2: Summary of Meetings of the Expert Committee Bodies

Number of meetings of the Expert Committee on Pension Reform

	Year 2014	Year 2015	Year 2016	Year 2017
Plenary	10	4	2	1
Task force 1	11	11	10	5
Task force 2	12	21	14	11
Task force 3	14	12	2	0
Permanent Workshop	0	7	5	1
Working Conference	1	0	1	0

