



WORKING CONDITIONS INFORMATION SYSTEM

negotiated in collective agreements

2013

Copyright - MoLSA

Neither the publication nor any part thereof may be copied, distributed and included in information systems in any form (electronic, mechanical, optical, magnetic etc.) without written consent of the

Ministry of Labour and Social Affairs

Developed by: TREXIMA, spol. s r.o., tř. T. Bati 299, 764 21 Zlín - Louky

CONTENTS:

Introduction

Basic informations about ISPP	9
Description of published tables	10
Collective agreements in numbers for the year 2013	24

Table section A corporate area

Classification of tables by trade unions

A1a	Minimum wage and wage scales	31
A2a	Monthly wage scales - 12-scale tariff system	32
A3	Monthly wage scales - other tariff systems	33
A4a	Hourly wage scales (40 hours/week) - 12-scale tariff system	34
A5	Hourly wage scales (40 hours/week) - other tariff systems	35
A6a	Hourly wage scales (37.5 hours/week) - 12-scale tariff system	36
A7	Hourly wage scales (37.5 hours/week) - other tariff systems	37
A8a	Wage supplementary charges according to LC	38
A9a	Other supplementary charges I	39
A10a	Other supplementary charges II	40
A11a	Other wage components - 13th and 14th pay	41
A12a	Remunerations at work anniversaries and assistance in natural disasters	42
A13a	Remuneration at life anniversaries I	43
A14a	Remuneration at life anniversaries II	44
A15a	Wage development	45
A16a	Remuneration of employees I	46
A17a	Remuneration of employees II	47
A18a	Remuneration of employees III	48
A19a	Conditions governing the activities of trade union organizations	49
A20a	Plurality of trade unions, providing information and discussing	50
A21a	Compensation money	51
A22a	Working hours and holidays	52
A23a	Overtime, organization of working hours	53
A24a	Employment rate I	54
A25a	Employment rate II	55
A26a	Working conditions and benefits I	56
A27a	Working conditions and benefits II	57
A28a	Social fund (FSCR, stimulation fund) - creation	58
A29a	Social fund (FSCR, stimulation fund) - use	59
A30a	Obstacles to work	60
A31a	Personnel development, fair treatment, ISHPW, general agreements of European social partners	61

Classification of tables by higher territorial administration units – regions

A1b	Minimum wage and wage scales	63
A2b	Monthly wage scales - 12-scale tariff system	64
A4b	Hourly wage scales (40 hours/week) - 12-scale tariff system	65
A6b	Hourly wage scales (37.5 hours/week) - 12-scale tariff system	66
A8b	Wage supplementary charges according to LC	67
A9b	Other supplementary charges I	68
A10b	Other supplementary charges II	69
A11b	Other wage components - 13th and 14th pay	70
A12b	Remunerations at work anniversaries and assistance in natural disasters	71
A13b	Remuneration at life anniversaries I	72
A14b	Remuneration at life anniversaries II	73
A15b	Wage development	74
A16b	Remuneration of employees I	75
A17b	Remuneration of employees II	76
A18b	Remuneration of employees III	77
A19b	Conditions governing the activities of trade union organizations	78
A20b	Plurality of trade unions, providing information and discussing	79
A21b	Compensation money	80
A22b	Working hours and holidays	81
A23b	Overtime, organization of working hours	82
A24b	Employment rate I	83
A25b	Employment rate II	84
A26b	Working conditions and benefits I	85
A27b	Working conditions and benefits II	86
A28b	Social fund (FSCR, stimulation fund) - creation	87
A29b	Social fund (FSCR, stimulation fund) - use	88
A30b	Obstacles to work	89
A31b	Personnel development, fair treatment, ISHPW, general agreements of European social partners	90

Evaluation of wage scales, wage supplementary charges and bonuses

A32	Character of monthly wage scales	91
A33	Character of hourly wage scales - 40 hours/week	92
A34	Character of hourly wage scales 37.5 hours/week	93
A35	Year-on-year comparison of monthly wage scales	94
A36	Year-on-year comparison of hourly wage scales - 40 hours/week	95
A37	Year-on-year comparison of hourly wage scales 37.5 hours/week	96
A38	Year-on-year comparison of wage supplementary charges and bonuses	97
A39	Graf - Monthly wage scales - 12-scale tariff system	98
A40	Graf - Hourly wage scales - 12-scale tariff system	99
A41	Graf - Wage supplementary charges (overtime work)	100
A42	Graf - Wage supplementary charges (work on public holidays, night work)	101
A43	Graf - Wage supplementary charges (work in difficult conditions, work on Saturdays and Sundays)	102

Table section B public service and administration

Classification of tables by trade unions

B1a	Employee Wages	105
B2a	Remuneration at life anniversaries I	106
B3a	Remuneration at life anniversaries II	107
B4a	Conditions governing the activities of trade union organizations	108
B5a	Plurality of trade unions, providing information and discussing	109
B6a	Employment rate	110
B7a	Fund for social and cultural requirements	111
B8a	Care for employees	112
B9a	Obstacles to work	113
B10a	Personnel development, fair treatment, ISHPW, general agreements of European social partners	114

Classification of tables by higher territorial administration units – regions

B1b	Employee Wages	115
B2b	Remuneration at life anniversaries I	116
B3a	Remuneration at life anniversaries II	117
B4a	Conditions governing the activities of trade union organizations	118
B5a	Plurality of trade unions, providing information and discussing	119
B6a	Employment rate	120
B7a	Fund for social and cultural requirements	121
B8a	Care for employees	122
B9a	Obstacles to work	123
B10a	Personnel development, fair treatment, ISHPW, general agreements of European social partners	124

Table section C municipalities and regions

Classification of tables by trade unions

C1a	Social fund - creation	127
C2a	Social fund - use	128
C3a	Care for employees I	129
C4a	Care for employees II	130

Classification of tables by higher territorial administration units – regions

C1b	Social fund - creation	131
C2b	Social fund - use	132
C3b	Care for employees I	133
C4b	Care for employees II	134



Introduction

Basic informations about ISPP

The Working Conditions Information System (ISPP) is a regular annual survey of wage and working conditions negotiated in collective agreements for the relevant year. Under the auspices of the Ministry of Labour and Social Affairs, this survey has been conducted regularly since 1993. Its purpose is to map and analyse the content of collective bargaining in the Czech Republic. The aim of the survey is to provide the state and other institutions an overview of trends of collective bargaining and to provide contractual partners adequate information for further negotiations on a corporate level or for negotiations in respect of a higher-level collective agreement.

The Commission composed of the representatives of the Ministry of Labour and Social Affairs, the Czech Statistical Office, the Ministry of Finance, the Czech National Bank, the Czech-Moravian Confederation of Trade Unions, the Confederation of Industry of the Czech Republic, CERGE-EI, the University of Economics in Prague and other institutions comments on the course of the investigation and the outputs.

The survey focuses on agreements of social partners in the fields of:

- remuneration for employees
- cooperation of contracting parties
- length of working hours and increase of holiday, changes in employment
- employment rate
- working conditions and benefits
- obstacles to work
- employees' professional development, fair treatment, industrial safety and health protection at work

The ISPP survey monitors enterprise collective agreements and higher level collective agreements. The most important criterion for classification of results is whether the investigated economic entity belongs to a business or non-business sector. The business sector includes economic entities, which remunerate with a wage pursuant to Sec. 109 (2) of Act No. 262/2006, the Labour Code; the non-business sector includes entities, which remunerate with a salary pursuant to Sec. 109 (3) of the Labour Code, as amended. Input data are acquired into the system electronically by means of the acquisition programme "EKS", which is used by individual trade unions, or by direct collection of collective agreements.

The results of the ISPP survey are available for free at the Internet sites of the Ministry of Labour and Social Affairs (www.mpsv.cz/en/) in the section *Incomes and Standard of Living* or at the site www.kolektivnismlouvycz/indexEN.html.

The Ministry of Labour and Social Affairs thanks all respondents of the survey for having provided the enterprise collective agreement for the purposes of the survey. The dutiful approach of respondents and observance of terms for data submission enable regular issuance of this publication.

Description of published tables

In 2013 selected data about wage and working conditions were analyzed from 1,727 collective agreements from 26 different trade unions, of which:

- 1,324 collective agreements agreed in the entrepreneurial area
- 403 collective agreements agreed in public services and administration

Outputs are classified separately for:

- A. corporate area (Table section A)
- B. public services and administration (Table section B) including municipalities and regions from Tables Nos. B2a-b, B3a-b, B7a-b and B8a-b
- C. municipalities and regions (Table section C)

always according to:

- a. trade unions
- b. higher territorial administration units – regions

The number of collective agreements, which were subject to analysis, is shown in the column marked "NCA". Not all collective agreements contained the data agreed followed by the system, which appears in differing numbers of the presented participants of analysis at particular outputs.

Data representing outputs of less than 3 collective agreements are not given in the system (this does not concern data expressing the proportion of collective agreements, in which the appropriate value has been agreed for the total number of agreements in the file).

A. TABLE SECTION FOR THE CORPORATE AREA

1. Minimum wage and wage scales (Tables Nos. A1a, A1b)

The output is:

- The number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the minimum wage was negotiated. The minimum wage is reported only in cases when it was determined to be above the limit specified by Statutory Decree No. 567/2006 Coll. effective till July 31, 2013, i.e. in an amount exceeding 8000 CZK/month and 48.10 CZK/hour with a 40-hour working week.
- The number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the wage scales were negotiated.

2. Monthly wage scales - 12-scale tariff system (Tables Nos. A2a, A2b)

The analysis included collective agreements, in which the 12-scale tariff system was negotiated. The output is the average monthly wage negotiated for individual tariff scales. Upon the condition that the tariff scales were agreed with a margin, the analysis included the lowest tariff scale. The different number of analysis participants on the lowest tariff scales results from them not being used within the tariff system and from negotiating contractual wages on the highest tariff scales.

3. Monthly wage scales - other tariff systems (Tables Nos. A3)

The output is negotiated as average monthly wage scales within individual scales in a system other than the 12-scale tariff system.

4. Hourly wage scales (40 hours/week) - 12-scale tariff system (Tables Nos. A4a, A4b)

The output is the average hourly wage within individual scales of the 12-scale tariff system in the fund of working hours of 40 hours per week.

5. Hourly wage scales (40 hours/week) - other tariff systems (Tables Nos. A5)

The output is negotiated as average hourly wage scales within individual scales in a system other than the 12-scale tariff system in the fund of working hours of 40 hours per week.

6. Hourly wage scales (37.5 hours/week) - 12-scale tariff system (Tables Nos. A6a, A6b)

The output is the average hourly wage within individual scales of the 12-scale tariff system, calculated in the fund of working hours of 37.5 hours per week.

7. Hourly wage scales (37.5 hours/week) - other tariff systems (Tables Nos. A7)

The output is negotiated as average hourly wage scales within individual scales in a system other than the 12-scale tariff system in the fund of working hours of 37.5 hours per week.

8. Wage supplementary charges according to LC (Tables Nos. A8a, A8b)

The output is average wage supplement charges followed by a system, which are expressed in either percentages of average earnings, in CZK/hour or the percentage of the basic minimum wage tariff or by a combination of specified values with certain supplement charges.

The system follows:

- overtime bonuses for work on working days
- overtime bonuses for work on Saturdays and Sundays
- overtime bonuses for work without a difference
- bonuses for work on public holidays
- bonuses for night work
- bonuses for work in difficult conditions
- bonuses for work on Saturdays and Sundays.

9. Other supplementary charges I (Tables Nos. A9a, A9b)

The output is average wage supplement charges followed by a system, which are expressed in either percentages of average earnings, in CZK/hour, or in CZK/shift.

The system follows:

- bonuses for afternoon work
- bonuses for working in shift operation
- bonuses for team management
- bonuses for working at heights.

10. Other supplementary charges II (Tables Nos. A10a, A10b)

The output is average wage supplement charges followed by a system, which are expressed in either percentages of average earnings, in CZK/hour, or in CZK/ month.

The system follows:

- bonuses for working in hazardous conditions (where respirat. or other protective equip. is necessary)
- bonuses for the knowledge of foreign languages
- bonuses for substitution

- bonuses for training other people
- other premiums (for split shifts, car maintenance etc.).

11. Other wage components - 13th and 14th pay (Tables Nos. A11a, A11b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated:

- provision of the 13th and 14th pay (also described as holiday allowance, Christmas allowance, etc.)
- conditions describing the right to claim an additional pay
- conditions (criteria) describing the amount of additional pay
- rules governing the provision of incentives (awards, efficiency bonuses, team bonuses, discounts etc.).

12. Remunerations at work anniversaries and assistance in natural disasters (Tables Nos. A12a, A12b)

The output is:

- The average bonuses provided to employees for loyalty to the company, classified according to the length of employment with the same employer.
The varying number of analysis participants within individual five-year intervals was caused by awarding bonuses even after a longer duration of employment.
- The average bonuses provided to employees for assistance in natural disasters.

13. Remuneration at life anniversaries I (Tables Nos. A13a, A13b)

The output is the average bonuses provided to employees after reaching a life anniversary at the age of 50, classified according to the length of employment with the same employer.

14. Remuneration at life anniversaries II (Tables Nos. A14a, A14b)

The output is the average bonuses provided to employees at the first termination of employment following the granting of disability pension for third-class disability or old-age pension, classified according to the length of employment with the same employer.

15. Wage development (Tables Nos. A15a, A15b)

The output is:

- The number of organizations and their share in the overall number of collective agreements in the file, in which the wage development was negotiated in the collective agreement:
 - by maintaining the average wage
 - by an increase of wage tariffs in a fixed amount or in %
 - by an increase of the overall amount of wage funds, from this without management
 - by an increase of the average nominal wage in % or in an absolute amount, from this without management
 - by an increase of the average real wage in %, from this without management
 - by keeping the average real wage, from this without management
 - by a combination of the given issues.
- The number of collective agreements and their share in the total number of collective agreements, in the collective agreements in which wage development was negotiated in relation to economic indicators.

16. Remuneration of employees I (Tables Nos. A16a, A16b)

The output is:

- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the inclusion of working activities was negotiated in functions, positions and tariff scales while using
 - unified catalogue
 - occupational catalogue
 - own catalogue
- average wage refunds for idle time during an interruption of work caused by unfavourable climatic influences to an employee who was not transferred to another position, expressed in % of average earnings
- average amount of stand-by bonus expressed in % of average earnings or in CZK/hour.

17. Remuneration of employees II (Tables Nos. A17a, A17b)

The output is:

- the number of organizations and average length of the compensatory period, for which the possibility of work time account application has been negotiated
- the number of organizations and the average amount of fixed wages pertaining to an employee in a compensation period while applying a working hours account
- the number of organizations and the average amount of overtime worked by the working hours account
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the use of wage by task or procedures for implementing labour consumption standards was negotiated.

18. Remuneration of employees III (Tables Nos. A18a, A18b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which remuneration of employees was negotiated

- collective agreement
- internal wage regulation
- individual contract
- combination of the given possibilities.

19. Conditions governing the activities of trade union organizations (Tables Nos. A19a, A19b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated:

- the selection of membership contributions via deduction from the payroll based on an agreement between the employer and employee
- payment of medical and social insurance by the employer for long-term released officials
- stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage
- detailed conditions enabling trade unions to function properly
- activity of the committee for interpreting and fulfilling obligations from collective agreements (the parity committee, consensual group etc.).

20. Plurality of trade unions, providing information and discussing (Tables Nos. A20a, A20b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in which 1, 2, 3, 4, 5 and more trade unions operate, in the collective agreements of which the following was negotiated:

- the method for concluding a collective agreement in case 2 or more trade unions operate at the employer
- detailed conditions governing the provision of information to a trade union
- information provided to a trade union beyond the scope prescribed by the Labour Code
- detailed conditions governing the procedures for discussing materials with a trade union
- discussing information with a trade union beyond the scope prescribed by the Labour Code.

21. Compensation money (Tables Nos. A21a, A21b)

The output is:

- the number of organizations and average multiple of increased compensation money negotiated in collective agreements:
 - outside the scope of Section 67, Subsection 1 a) to c) of the Labour Code with specification of the minimum and maximum multiple
 - outside the scope of Section 67, Subsection 2 of the Labour Code with specification of the minimum and maximum multiple
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the minimum wage was negotiated under specific conditions for the provision of increased compensation.

22. Working hours and holidays (Tables Nos. A22a, A22b)

The output is:

- the number of organizations and the average length of working hours agreed in collective agreements generally for all employees
- the number of organizations and the average length of working hours agreed in collective agreements, in particular multishift operations
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which flexible organization of working hours was negotiated
- the number of organizations and their share in the overall number of collective agreements in the file, which prolonged the basic legal holiday entitlement by additional days or weeks.

23. Overtime, organization of working hours (Tables Nos. A23a, A23b)

The output is:

- the number of organizations and average number of hours of reduced overtime work per annum
- the number of organizations and average length of compensatory period, for which the average overtime work may not exceed 8 hours per week
- the number of organizations and average length of compensatory period with unevenly distributed work hours.

24. Employment rate I (Tables Nos. A24a, A24b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the following was negotiated:

- limitations of the scope of agency employment
- specific conditions (programmes)
 - for employment of people over 50

- for employment of people with disabilities
- for return to work for employees after termination of parental leave.

25. Employment rate II (Tables Nos. A25a, A25b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated:

- conditions of employment rate development, which are accompanied by
 - career plans
 - methodology of filling in vacancies
 - ensuring working conditions outside the company's premises
- conditions of specific forms and modes of work
 - home work
 - work with continuous work performance
 - shared jobs
 - work without a "fixed desk"
 - other forms of work and modes of work.

26. Working conditions and benefits I (Tables Nos. A26a, A26b)

The output is:

- the number of organizations and their share in the total number of collective agreements in the file, in the collective agreements of which contribution to corporate catering has been negotiated
- the average amount of the contribution to corporate catering is covered
 - from costs in CZK or in % of the amount per dish
 - from profit, social fund, FSCR in CZK or in % of the price of 1 meal
 - without distinguishing funds in CZK or in % of the price of 1 meal
 - without specification of the amount of allowance
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated provision of supported catering services
 - to ex-employees
 - to employees on holiday
 - to employees temporarily out of work.

27. Working conditions and benefits II (Tables Nos. A27a, A27b)

The output is:

- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which a temporary accommodation allowance was negotiated
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the allowance for transport to and from work in CZK per month or in % of the price of a fare was negotiated
- the number of organisations and their share in the overall number of collective agreements in the file, in the collective agreements in which the providing products and services for prices that are lower than the standard prices was negotiated
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to pension insurance was negotiated

- the average amount of the contribution to pension insurance in CZK per month or % of the monthly basis of assessment
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the conditions for provision of the contribution to pension insurance were negotiated
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to life insurance was negotiated
- the average amount of the contribution to life insurance in CZK per month
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the conditions for provision of the contribution to life insurance were negotiated.

28. Social fund (FSCR, stimulation fund) - creation (Tables Nos. A28a, A28b)

The output is:

- the number of organizations, in the collective agreements in which were negotiated
 - creation of a social fund
 - allotment specified in % of the planned volume of wage funds and other personnel costs and the average % of the allotment
 - allotment specified by the absolute amount per employee of the profit and the average allotment per employee
 - allotment of the volume of wages paid out and the average % of the allotment
 - allotment determined in a different manner
 - total additions to the Social Fund, including balance and average amount in thous. CZK
 - additions to other social programmes fulfilled through a social programme (undefined funding resources)
 - allotment specified in % of the planned volume of wage funds and other personnel costs and the average % of the allotment
 - allotment of the volume of wages paid out and the average % of the allotment
 - allotment determined in a different manner
 - total additions to other social programmes and average amount in thous. CZK.

29. Social fund (FSCR, stimulation fund) - use (Tables Nos. A29a, A29b)

The output is:

- the use of the social fund (FSCR, stimulation fund, etc.) for individual monitored areas in %:
 - A - contribution to employees and their family members for recreation
 - B - contribution to employees for medical services (spas, rehabilitation, etc.)
 - C - returnable interest-free loans to employees for solving their housing issues
 - D - contribution to corporate catering
 - E - social assistance, social loans to employers in order to solve their social difficulties
 - F - remunerations in cases of work and life anniversaries in the company in the form of financial bonuses or possibly material gifts
 - G - contribution to transport to and from work
 - H - contributions to sporting and cultural events
 - I - contribution to trade union organization
 - J - other use
 - K - balance of the fund

- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the right of co-decision of the trade union concerning use of the fund was negotiated
- the number of organizations and their share in the total number of collective agreements in the file, in the collective agreements of which the use of the social fund (FSCR, stimulation fund, etc.) via the personal accounts of employees was negotiated.

30. Obstacles to work (Tables Nos. A30a, A30b)

The output is:

- average amount of wage compensation for the first 3 days of temporary inability of an employee represented in % of average earnings or an absolute amount in CZK
- average amount of wage compensation provided to an employee from Day 4 of the temporary inability, above the amount stated in Section 192, Subsection 2 of the Labour Code, represented in % of average earnings
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the employer's requirements concerning time off with a wage compensation outside the framework given in the annex of Statutory Decree No. 590/2006, which stipulates the range and extent of other important personal impediments to work with specification of average days off with wage compensation provided to an employee, were increased:
 - A - for one's own wedding
 - B - in the case of the birth of a child to an employee's wife
 - C - in the case of the death of a direct relative
 - D - for escorting a disabled child to a health or social care provider
 - E - in the case of moving house
 - F - for searching for a new job before termination of employment by notice given by the employer or based on agreement due to reasons given in Section 52, Letters a) to e) of the Labour Code for the period corresponding to the notice period
 - G - to mothers, single women and single men, who care for a child aged up to 15 in the calendar year
 - H - due to care for a sick family member within the calendar year
 - I - in case of other impediments.

31. Personnel development, fair treatment, ISHPW, general agreements of European social partners (Tables Nos. A31a, A31b)

The output is the number of organizations and their share in the overall number of the collective agreements in the file, in the collective agreements in which the following have been negotiated:

- conditions of employees' professional development consisting of improving employee qualifications (such as material welfare and other conditions for training, courses)
- specific programmes for employee training with the number of employees involved
- specific regulation of equal treatment and a ban on discrimination contained in Sec. 16 of the Labour Code
- concrete measures limited by time (technical and organizational) to ensure ISHPW
- written evaluation of ISHPW status of employer
- implementation of general agreements of European social partners dealing with "work-related stress" and "harassment and violence at the workplace".

32. Character of monthly wage scales (Tables Nos. A32)

The output is the extent of the negotiated monthly wage scales from the lowest value (column D1) to the highest value (column D9). Extreme values (lowest and highest) are not taken into account.

33. Character of hourly wage scales - 40 hours/week (Tables Nos. A33)

The output is the extent of the negotiated hourly wage scales from the lowest value (column D1) to the highest value (column D9). Extreme values (lowest and highest) are not taken into account.

34. Character of hourly wage scales – 37.5 hours/week (Tables Nos. A34)

The output is the extent of the negotiated hourly wage scales from the lowest value (column D1) to the highest value (column D9). Extreme values (lowest and highest) are not taken into account.

Definition of statistic values for Tables Nos. A32, A33 and A34:

D1 first decile - wage scale in the place of the first decimal in ascending series of values

Q1 first quartile - wage scale in the place of the first quarter in ascending series of values

Median - wage scale lying in half in ascending series of values

Q3 third quartile - wage scale in the place of the third quarter in ascending series of values

D9 ninth decile - wage scale in the place of the ninth decimal in ascending series of values.

35. Year-on-year comparison of monthly wage scales (Tables Nos. A35)

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (07/06, 08/07, 09/08, 10/09, 11/10, 12/11, 13/12) of the negotiated monthly wage scales.

36. Year-on-year comparison of hourly wage scales - 40 hours/week (Tables Nos. A36)

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (07/06, 08/07, 09/08, 10/09, 11/10, 12/11, 13/12) of the negotiated hourly wage scales in the fund of working hours of 40 hours/week.

37. Year-on-year comparison of hourly wage scales – 37.5 hours/week (Tables Nos. A37)

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (07/06, 08/07, 09/08, 10/09, 11/10, 12/11, 13/12) of the negotiated hourly wage scales in the fund of working hours of 37,5 hours/week.

38. Year-on-year comparison of wage supplementary charges and bonuses (Tables Nos. A38)

The output is the year-on-year comparison (07/06, 08/07, 09/08, 10/09, 11/10, 12/11, 13/12) of negotiated wage supplementary charges and bonuses.

B. TABLE SECTION OF PUBLIC SERVICES AND ADMINISTRATION

1. Employee Wages (Tables Nos. B1a, B1b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated:

- year-on-year growth of the average earnings in %
- year-on-year increase of total amount of payroll funds in %

- reduction of total amount of payroll funds
 - reduction of a wage component
 - method of determination or arrangement of employees' wages
 - wage tariff determination according to the tenure pursuant to Section 4 of the Government Decree No. 564/2006 Coll.
 - special method of wage tariff determination pursuant to Section 6 of the Government Decree No. 564/2006 Coll.
 - contractual wage
- 3.1 - more detailed conditions for the provision of a personal supplementary charge
- 3.2 - more detailed conditions for the provision of bonuses
- 3.3 - proportion between provided non-claimable parts of the wage (personal supplementary charges, bonuses)
- 3.4 - creation of a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.) by municipality or regional authorities
- 3.5 - rules governing the allotment of resources to the reward funds and rules of granting rewards
- 3.6 - detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results
- 3.7 - rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 564/2006 Coll.)
- 3.8 - scope and detailed conditions for application of the contractual wage (Section 122, Subsection 2 of the Labour Code)
- 3.9 - regular term of the wage payment
- 3.10 - wage payment outside the work site or outside working hours.

2. Remuneration at life anniversaries I (Tables Nos. A2a, A2b) - **without municipalities and regions**

The output is the average bonuses provided to employees after reaching a life anniversary at the age of 50, classified according to the length of employment with the same employer.

3. Remuneration at life anniversaries II (Tables Nos. A3a, A3b) - **without municipalities and regions**

The output is the average bonuses provided to employees at the first termination of employment following the granting of disability pension for third-class disability or old-age pension, classified according to the length of employment with the same employer.

4. Conditions governing the activities of trade union organizations (Tables Nos. B4a, B4b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which was negotiated:

- the selection of membership contributions via deduction from the payroll based on an agreement between the employer and employee
- payment of medical and social insurance by the employer for long-term released officials
- stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage
- detailed conditions enabling trade unions to function properly.

5. Plurality of trade unions, providing information and discussing (Tables Nos. B5a, B5b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in which 1, 2, 3, 4, 5 and more trade unions operate, in the collective agreements of which the following was negotiated:

- the method for concluding a collective agreement in case 2 or more trade unions operate at the employer
- detailed conditions governing the provision of information to a trade union
- information provided to a trade union beyond the scope prescribed by the Labour Code
- detailed conditions governing the procedures for discussing materials with a trade union
- discussing information with a trade union beyond the scope prescribed by the Labour Code.

6. Employment rate (Tables Nos. B6a, B6b)

The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated:

- specific conditions (programmes)
 - for employment of people over 50
 - for employment of people with disabilities
 - for return to work for employees after termination of parental leave
- the number of organizations and the average multiple of increased compensation money negotiated in a collective agreement outside the scope specified in Section 67, Subsection 1 a) to c) of the Labour Code with specification of the minimal and maximal multiple
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the minimum wage was negotiated under specific conditions for the provision of increased compensation.

7. Fund for social and cultural requirements (Tables Nos. B7a, B7b) - **without municipalities and regions**

The output is:

- the number of organizations in which the rules of drawing of the FSCR represent a part of or an annex to the collective agreement
- number of organizations in which the FSCR budget is a part of or an annex to the collective agreement
- total additions to FSCR and average amount in thou. CZK
- the use of FSCR for individual areas followed in %:
 - A - contribution to operation costs of cultural, recreational, physical education and sport facilities, facilities of corporate preventive care, rehabilitation facility
 - B - contribution for equipment to improve working environment
 - C - contribution for physical education and sport equipment
 - D - contributions to sporting and cultural events
 - E - contribution for the procurement of working clothes, footwear or uniforms
 - F - funds for procurement of tangible property used for employee cult. and soc. development
 - G - loans to cover housing needs (procurement of a housing, procurement of interior equipment)
 - H - contribution to corporate catering
 - I - contribution to recreation (domestic, foreign, children's)
 - J - social assistance and social loans
 - K - contribution to contributory pension scheme
 - L - contribution to life insurance
 - M - contribution to trade union organization

N - gifts (for extraordinary activity, at working anniversaries, at life anniversaries, upon retirement or disability pension)

O - other uses

P - fund balance.

8. Care for employees (Tables Nos. B8a, B8b) - **without municipalities and regions**

The output is:

- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to corporate catering was negotiated
- the average amount of the contribution to the corporate catering covered
 - from the budget in CZK or % of the price of a meal
 - z FSCR in CZK or % of the price of a meal
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to pensioners for corporate catering is negotiated
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to pension insurance was negotiated
- the average amount of the contribution to pension insurance in CZK per month covered from the FSCR
- the number of organizations in which the conditions for provision of the contribution to pension insurance were agreed
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to life insurance was agreed
- the average amount of the contribution to life insurance in CZK per month covered from the FSCR
- the number of organizations in which the conditions for provision of the contribution to life insurance were agreed.

9. Obstacles to work (Tables Nos. B9a, B9b)

The output is:

- average amount of pay compensation for the first 3 days of temporary inability of an employee represented in % of average earnings or an absolute amount in CZK
- average amount of pay compensation provided to an employee from Day 4 of the temporary inability, above the amount stated in Section 192, Subsection 2 of the Labour Code, represented in % of average earnings
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the employer's requirements concerning time off with a wage compensation outside the framework given in the annex of Statutory Decree No. 590/2006, which stipulates the range and extent of other important personal impediments to work with specification of average days off with wage compensation provided to an employee, were increased:
 - A - for one's own wedding
 - B - in the case of the birth of a child to an employee's wife
 - C - in the case of the death of a direct relative
 - D - for escorting a disabled child to a health or social care provider
 - E - in the case of moving house

- F - for searching for a new job before termination of employment by notice given by the employer or based on agreement due to reasons given in Section 52, Letters a) to e) of the Labour Code for the period corresponding to the notice period
- G - to mothers, single women and single men, who care for a child aged up to 15 in the calendar year
- H - due to care for a sick family member within the calendar year
- I - in case of other impediments.
- the number of organizations and their share in the overall number of the collective agreements in the file, in the collective agreements of which were increased or specified requirements on time off without compensation of wage for activities of guides in children's and youth camps.

10. Personnel development, fair treatment, ISHPW, general agreements of European social partners (Tables Nos. B10a, B10b)

The output is the number of organizations and their share in the overall number of the collective agreements in the file, in the collective agreements in which the following have been negotiated:

- conditions of employees' professional development consisting of improving employee qualifications (such as material welfare and other conditions for training, courses)
- specific programmes for employee training with the number of employees involved
- specific regulation of equal treatment and a ban on discrimination contained in Sec. 16 of the Labour Code
- concrete measures limited by time (technical and organizational) to ensure ISHPW
- written evaluation of ISHPW status of employer
- implementation of general agreements of European social partners dealing with "work-related stress" and "harassment and violence at the workplace".

C. TABLE SECTION FOR MUNICIPALITIES AND REGIONS

1. Social fund - creation (Tables Nos. C1a, C1b)

The output is:

- the number of municipalities, in the collective agreements of which the creation of a social fund was agreed, of this:
 - allotment specified in % of the planned volume of resources allotted of pay
 - allotment specified of an absolute amount per 1 employer
 - allotment specified in % of annual volume of pay related costs
 - allotment determined in a different manner
- total additions to the Social Fund and average amount in thou. CZK
- the number of municipalities where conditions for pooling of social fund resources were agreed
- the number of municipalities where rules for use of the pooled social fund were agreed.

2. Social fund - use (Tables Nos. C2a, C2b)

The output is the structure of planned use of the social fund giving the average % of use for the followed areas:

- A - contribution for equipment to improve working environment
- B - contribution for physical education and sport equipment
- C - contributions to sporting and cultural events

- D - contribution for the procurement of working clothes, footwear or uniforms
 - E - clothing allowance
 - F - contribution to transport to and from work
 - G - loans to cover housing needs (procurement of a housing, procurement of interior equipment)
 - H - contribution to corporate catering
 - I - contribution to recreation (domestic, foreign, children's)
 - J - social assistance and social loans
 - K - contribution to contributory pension scheme
 - L - contribution to life insurance
 - M - contribution to trade union organization
 - N - gifts (for extraordinary activity, at working anniversaries, at life anniversaries, upon retirement or disability pension)
 - O - other uses
 - P - fund balance.
- the number of municipalities, in the collective agreements of which the right of co-decision of the trade union concerning use of the fund was agreed

3. Care for employees I (Tables Nos. C3a, C3b)

The output is:

- the number of municipalities and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to corporate catering was agreed
- average amount of the contribution for the corporate catering paid from:
 - from the budget in CZK or in % of the amount per dish
 - from the social fund in CZK or in % of the price of 1 meal
 - without distinguishing resources in CZK or in % of the price of 1 meal
- the number of municipalities and their share in the overall number of collective agreements in the file, in the collective agreements of which the provision of supported catering services was agreed
 - to ex-employees
 - to employees on holiday
 - to employees temporarily out of work.

4. Care for employees II (Tables Nos. C4a, C4b)

The output is:

- the number of municipalities and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to pension insurance was agreed
- the average amount of the contribution to pension insurance in CZK per month or % of the monthly basis of assessment
- the number of municipalities and their share in the overall number of collective agreements in the file, in the collective agreements of which the conditions for provision of the contribution to pension insurance were agreed
- the number of municipalities and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to life insurance was agreed
- the average amount of the contribution to life insurance in CZK per month
- the number of municipalities and their share in the overall number of collective agreements in the file, in the collective agreements of which the conditions for provision of the contribution to life insurance were agreed.

Collective agreements in numbers – agreed for the corporate area in the Czech Republic for the year 2013
(based on the sample of 1,324 collective agreements)

1. Wage agreements

Minimum monthly and hourly salary

The minimum monthly and hourly salary are followed in the system on the condition that they have been agreed beyond the framework given by Statutory Decree 567/2006 Coll. effective till July 31, 2013, i.e. in an amount above CZK 8,000.00/month and CZK 48.10/hour with a working hour fund of 40 hours/week.

The average minimum monthly salary has been agreed in the amount of.....CZK **9,889.00**/month

The average minimum hourly salary at a working hour fund of 40 hours/week has been agreed in the amount of..... CZK **56.52**/hour

Wage scales

For monthly and hourly wage scales the lowest tariff scales agreed within the collective agreement are included in the analysis in the case of the tariff scale span.

Average monthly wage scales agreed in the 12-scale tariff system:

1 st tariff scale.....	CZK 8,905.00
2 nd tariff scale.....	CZK 9,531.00
3 rd tariff scale.....	CZK 10,245.00
4 th tariff scale.....	CZK 11,092.00
5 th tariff scale.....	CZK 12,164.00
6 th tariff scale.....	CZK 13,305.00
7 th tariff scale.....	CZK 14,680.00
8 th tariff scale.....	CZK 16,214.00
9 th tariff scale.....	CZK 18,109.00
10 th tariff scale.....	CZK 20,215.00
11 th tariff scale.....	CZK 22,659.00
12 th tariff scale.....	CZK 25,529.00

Average wage scales in the working hour fund of 40 and 37.5 hours/week agreed in the 12-scale tariff system:

	<u>40 hours/week</u>	<u>37.5 hours/week</u>
1 st tariff scale.....	CZK 52.34	CZK 54.19
2 nd tariff scale.....	CZK 55.20	CZK 57.79
3 rd tariff scale.....	CZK 59.63	CZK 62.47
4 th tariff scale.....	CZK 65.21	CZK 67.38
5 th tariff scale.....	CZK 71.03	CZK 73.68
6 th tariff scale.....	CZK 77.56	CZK 80.69
7 th tariff scale.....	CZK 86.28	CZK 88.73
8 th tariff scale.....	CZK 83.98	CZK 95.70
9 th tariff scale.....	CZK 87.27	CZK 100.61
10 th tariff scale.....	CZK 96.30	CZK 112.46
11 th tariff scale.....	CZK 99.72	CZK 125.19
12 th tariff scale.....	CZK 110.39	CZK 139.17

Wage development

Number of collective agreements regulating wage development ...**786** (i.e. 59.4% of the total amount of collective agreements in the file).

The wage increases is agreed in 56.1% collective agreements, of which:

- 20.4% collective agreements, offering a year-on-year increase of wage scales by **2.8%**
- 22.1% collective agreements offering a year-on-year increase of the average nominal wage by **2.8%**
- 1.7% collective agreements offering an increase of the average real wage by **1.8%**

Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day	25.9% AE
overtime bonus for work on Saturdays and Sundays	48.3% AE
overtime bonus for work undistinguished	26.5% AE
overtime bonus for work on public holidays	101.7% AE
bonus for night work	CZK 13.43 /hour
.....	11.5% AE
bonus for work in difficult conditions	CZK 7.51 /hour
.....	10.3% AE
.....	10.5% MM
bonus for work on Saturdays and Sundays	CZK 20.41 /hour
.....	23.4% AE
bonus for afternoon work	CZK 6.73 /hour
.....	7.6% AE
bonus for working in shift operation.....	CZK 98.64 /shift
.....	15.2% AE
bonus for team management	CZK 4.77 /hour
.....	7.7% AE
bonus for working at heights	CZK 6.01 /hour
bonus for working in hazardous conditions	CZK 24.74 /hour
bonus for the knowledge of foreign languages	CZK 486.67 /month
bonus for substitution	CZK 1,935.29 /month
.....	31.7% AE
bonus for training other people	CZK 746.89 /month
.....	10.1% AE
remuneration for standby duty.....	CZK 15.09 /hour
.....	17.3% AE

Explanatory note: AE average earnings

MM basic tariff of minimum wage

2. Claims of employees beyond the framework of valid legal regulations

Refund of wages in the case of personal obstacles at work

Average number of days of time off with refund of wages in the case of personal obstacles on the employee's part provided beyond the framework of a Schedule to Statutory Decree No. 590/2006, which stipulates the type and scope of other important personal impediments to work:

one's own wedding.....	1.2 days
birth of a child to the wife of an employee.....	1.2 days
death of a direct relative	2.0 days
escorting a disabled child to a health or social care provider.....	6.1 days
moving house.....	1.2 days
looking for a new job	3.7 days
for mothers caring for a child (per year).....	3.8 days
care for a family member (per year).....	2.3 days

3. Benefits and working conditions to employees

Company catering

Average amount of the employer's contribution to company catering paid from:

costs.....	CZK 34.30
.....	54.6% of the price of a meal
profit, social fund, FSCR.....	CZK 13.17
.....	26.2% of the price of a meal
without distinguishing sources	CZK 35.70
.....	55.6% of the price of a meal

Additional pension fund

Average amount of the employer's monthly contribution to the additional pension fund in compliance with Act No. 42/94 Coll.:

min. average value of the contribution	CZK 407.22 /month
max. average value of the contribution	CZK 657.72 /month

Life insurance

Average amount of the employer's monthly contribution to the life insurance:

min. average value of the contribution	CZK 432.91 /month
max. average value of the contribution	CZK 622.79 /month

**Recapitulation of agreements
classification based on trade unions**

Trade union	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1,727	1,324	403	128
Agriculture and Nutrition	48	43	5	
Banking and Insurance	20	19	1	
Catering, Hotels and Tourism	16	16		
Civilian Employees of the Army	4	4		
Commerce	16	16		
Culture and Nature Preservation	27		27	
Education	105		105	
ECHO	45	45		
Fire Fighters	13		13	
Food Industry and Allied Trade	75	73	2	
Glass, Ceramic & Porcelain	29	29		
Health Service and Social Care	106	32	74	
KOVO	540	530	10	
Mines, Geology and Oil Industry	31	28	3	
Postal, Telecom. and Newspaper Services	5	5		
Railway Trade Unions	27	24	3	
Science and Research	32	32		
State Bodies and Organisations	126		126	126
STAVBA	133	124	9	
Textile, Clothing and Leather Industry	43	43		
Transport	47	45	2	
Transport, Road Economy and Repair Vehicles	16	16		
Union of Aviation Employees	7	7		
UNIOS	136	118	18	2
Universities Trade Union	9	9		
Wood.Industry, Forestry and Manag.of Water	71	66	5	

Recapitulation of agreements classification based on regions

Region NUTS 3	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1,727	1,324	403	128
CZ010 Capital Prague	254	228	26	4
CZ020 Středočeský	137	82	55	25
CZ031 Jihočeský	104	83	21	7
CZ032 Plzeňský	96	72	24	11
CZ041 Karlovarský	51	36	15	6
CZ042 Ústecký	120	80	40	15
CZ051 Liberecký	66	55	11	3
CZ052 Královéhradecký	93	75	18	7
CZ053 Pardubický	93	65	28	8
CZ061 Vysočina	93	62	31	7
CZ062 Jihomoravský	170	130	40	13
CZ071 Olomoucký	125	102	23	7
CZ072 Zlínský	119	91	28	5
CZ080 Moravskoslezský	206	163	43	10



Table section A

Corporate area

**Minimum wage and wage scales
classification based on trade unions**

Trade union	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
Total	160	12.1	9,889	20	1.5	56.52	42	3.2	61.46	335	25.3	395	29.8	87	6.6	108	8.2	160	12.1	209	15.8
Agriculture and Nutrition	3	7.0	8,878	1	2.3		1	2.3		3	7.0	13	30.2	1	2.3	11	25.6	2	4.7	5	11.6
Banking and Insurance	4	21.1	13,000							1	5.3	1	5.3							1	5.3
Catering, Hotels and Tourism												5	31.3								
Civilian Employees of the Army												1	25.0								
Commerce	1	6.3										2	12.5			2	12.5				
ECHO	8	17.8	10,744				2	4.4		27	60.0	11	24.4					5	11.1	6	13.3
Food Industry and Allied Trade	3	4.1	9,339							11	15.1	28	38.4	5	6.8	12	16.4	5	6.8	14	19.2
Glass, Ceramic & Porcelain							1	3.4		11	37.9	7	24.1					8	27.6	9	31.0
Health Service and Social Care										9	28.1	9	28.1			1	3.1				
KOVO	51	9.6	10,151	8	1.5	58.52	36	6.8	61.55	132	24.9	172	32.5	13	2.5	36	6.8	86	16.2	116	21.9
Mines, Geology and Oil Industry	4	14.3	8,563				1	3.6		6	21.4	10	35.7			3	10.7	6	21.4	2	7.1
Postal, Telecom. and Newspaper Services	1	20.0		1	20.0					1	20.0										
Railway Trade Unions	14	58.3	9,324							4	16.7	13	54.2								
Science and Research																					
STAVBA	63	50.8	9,692	9	7.3	54.83				71	57.3	26	21.0	52	41.9	23	18.5	14	11.3	3	2.4
Textile, Clothing and Leather Industry	2	4.7								15	34.9	10	23.3	1	2.3	1	2.3	11	25.6	19	44.2
Transport	2	4.4								10	22.2	10	22.2	5	11.1	3	6.7	4	8.9	4	8.9
Transport, Road Economy and Repair Vehicles										4	25.0	6	37.5					3	18.8	8	50.0
Union of Aviation Employees										1	14.3	3	42.9					1	14.3		
UNIOS	2	1.7								6	5.1	54	45.8	2	1.7	11	9.3	1	0.8	11	9.3
Universities Trade Union										3	33.3			3	33.3	1	11.1				
Wood.Industry, Forestry and Manag.of Water	2	3.0		1	1.5		1	1.5		20	30.3	14	21.2	5	7.6	4	6.1	14	21.2	11	16.7

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of the monthly minimum wage
 CZK/h average value of the hourly minimum wage
 TS tariff system

**Monthly wage scales - 12-scale tariff system
classification based on trade unions**

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	306	8,905	307	9,531	312	10,245	315	11,092	322	12,164	322	13,305	324	14,680	333	16,214	323	18,109	320	20,215	319	22,659	317	25,529
Agriculture and Nutrition	3	8,333	3	8,767	3	9,200	3	10,033	3	10,733	3	11,683	3	12,803	3	14,333	3	15,833	3	17,700	3	20,000	3	22,733
Banking and Insurance	1		1		1		1		1		1		1		1		1		1		1		1	
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	24	10,293	24	11,326	26	12,329	27	13,589	27	15,301	27	17,050	27	19,021	27	21,256	27	23,754	27	26,516	27	29,704	27	33,562
Food Industry and Allied Trade	11	8,163	11	8,696	11	9,236	11	9,845	11	10,771	11	11,626	11	12,667	11	13,949	8	14,421	8	16,199	8	19,136	8	23,852
Glass, Ceramic & Porcelain	11	9,428	11	9,987	11	10,504	11	11,120	11	11,852	11	12,755	11	13,788	11	14,920	11	16,218	11	17,755	11	19,698	11	21,665
Health Service and Social Care	9	8,868	9	9,306	9	9,931	9	10,684	9	11,494	9	12,750	9	14,192	9	15,499	9	18,328	9	21,613	9	24,718	9	27,934
KOVO	121	8,778	123	9,379	125	10,041	126	10,794	130	11,828	130	12,853	131	14,135	131	15,493	125	17,060	125	18,793	125	20,759	123	23,054
Mines, Geology and Oil Industry	4	9,725	4	10,283	4	11,288	4	12,348	6	12,667	6	13,732	6	15,127	6	16,652	6	18,483	6	20,942	6	23,870	6	27,417
Postal, Telecom. and Newspaper Services	1		1		1		1		1		1		1		1		1		1		1		1	
Railway Trade Unions	4	8,338	4	8,913	4	9,725	4	10,538	4	11,525	4	12,625	4	13,588	4	14,713	4	15,720	4	17,738	4	19,313	4	21,368
Science and Research																								
STAVBA	61	9,232	61	9,890	61	10,755	61	11,815	61	13,154	61	14,554	61	16,274	71	17,939	71	20,564	71	23,596	71	26,810	71	30,405
Textile, Clothing and Leather Industry	15	7,654	15	8,033	15	8,517	15	9,033	15	9,742	15	10,581	15	11,504	15	12,533	15	13,869	15	15,472	15	17,461	15	19,846
Transport	10	7,810	9	8,187	10	8,703	9	9,004	10	9,858	9	10,594	10	11,694	9	12,595	9	13,409	8	14,106	8	15,901	8	18,276
Transport, Road Economy and Repair Vehicles	2		2		2		4	12,179	4	13,369	4	14,906	4	16,330	4	17,592	4	19,328	4	21,454	4	24,139	4	26,490
Union of Aviation Employees	1		1		1		1		1		1		1		1		1		1		1		1	
UNIOS	6	9,705	6	10,484	6	11,023	6	11,832	6	12,960	6	14,364	6	15,852	6	17,569	6	19,699	6	21,879	5	24,230	5	26,696
Universities Trade Union	3	7,523	3	8,257	3	9,193	3	10,367	3	11,363	3	13,023	3	15,047	3	17,373	3	20,437	2		2		2	
Wood.Industry, Forestry and Manag.of Water	19	8,546	19	9,122	19	9,675	19	10,278	19	10,933	20	11,571	20	12,558	20	13,853	19	14,944	18	15,835	18	17,558	18	19,624

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
CZK/m average value of the monthly scale

**Hourly wage scales (40 hours/week) - 12-scale tariff system
classification based on trade unions**

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	86	52.34	86	55.20	86	59.63	86	65.21	85	71.03	85	77.56	84	86.28	27	83.98	19	87.27	19	96.30	18	99.72	18	110.39
Agriculture and Nutrition	1		1		1		1		1		1		1											
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO																								
Food Industry and Allied Trade	5	46.40	5	47.56	5	48.98	5	51.58	5	55.46	5	59.92	5	64.96	5	70.58	4	74.20	4	81.95	4	91.58	4	101.90
Glass, Ceramic & Porcelain																								
Health Service and Social Care																								
KOVO	12	46.90	12	49.46	12	52.52	12	56.69	11	60.56	11	66.24	11	72.95	5	86.15	4	97.49	4	108.16	4	121.06	4	135.58
Mines, Geology and Oil Industry																								
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	52	55.83	52	58.73	52	64.08	52	70.84	52	77.58	52	84.84	52	94.45	8	91.70	2		2		2		2	
Textile, Clothing and Leather Industry	1		1		1		1		1		1		1		1		1		1		1		1	
Transport	5	44.44	5	46.36	5	48.74	5	50.86	5	54.10	5	58.46	4	68.05	1		1		1		1		1	
Transport, Road Economy and Repair Vehicles																								
Union of Aviation Employees																								
UNIOS	2		2		2		2		2		2		2		2		2		2		1		1	
Universities Trade Union	3	47.13	3	50.87	3	56.43	3	61.90	3	65.47	3	71.30	3	77.43										
Wood.Industry, Forestry and Manag.of Water	5	48.78	5	53.00	5	55.26	5	57.96	5	61.00	5	65.18	5	70.12	5	74.76	5	81.62	5	88.56	5	96.88	5	107.54

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 CZK/h average value of the hourly scale

**Hourly wage scales (37.5 hours/week) - 12-scale tariff system
classification based on trade unions**

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	148	54.19	151	57.79	157	62.47	160	67.38	160	73.68	158	80.69	153	88.73	93	95.70	66	100.61	58	112.46	49	125.19	47	139.17
Agriculture and Nutrition	2		2		2		2		2		2		2		2		1		1		1		1	
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	5	61.07	5	70.23	5	77.00	5	84.37	5	93.76	5	102.76	5	110.94	2		1		1		1			
Food Industry and Allied Trade	5	54.04	5	57.80	5	62.34	5	68.95	5	75.33	5	82.91	4	96.86	3	93.90	1		1		1		1	
Glass, Ceramic & Porcelain	8	55.20	8	57.23	8	59.69	8	63.08	8	67.54	8	72.68	8	78.51	8	85.20	8	92.58	8	101.55	8	112.09	8	124.03
Health Service and Social Care																								
KOVO	78	53.97	80	57.52	84	62.77	86	67.59	86	73.79	85	80.79	84	88.67	48	99.51	32	103.78	29	114.11	22	127.59	22	139.56
Mines, Geology and Oil Industry	5	56.08	5	58.28	6	62.87	6	68.12	6	74.57	6	83.10	6	92.53	4	103.35	3	100.83	3	109.73	3	119.93	3	131.00
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	13	56.60	13	61.15	14	66.40	14	73.14	14	81.56	14	91.30	13	103.74	3	98.90	1		1					
Textile, Clothing and Leather Industry	11	47.31	11	49.88	11	52.49	11	55.50	11	59.36	11	64.31	11	70.05	7	79.39	5	96.12	5	107.20	5	121.50	5	137.54
Transport	3	52.50	3	54.50	3	57.50	4	63.85	4	71.15	3	71.87	2		2		2		2		2		1	
Transport, Road Economy and Repair Vehicles	2		3	70.20	3	75.83	3	82.47	3	90.47	3	99.43	3	108.83	2		1		1					
Union of Aviation Employees	1		1		1		1		1		1		1		1		1		1		1		1	
UNIOS	1		1		1		1		1		1		1		1		1		1		1		1	
Universities Trade Union																								
Wood.Industry, Forestry and Manag.of Water	14	52.27	14	54.81	14	57.47	14	60.52	14	64.63	14	69.96	13	74.35	10	79.92	9	84.07	4	95.15	4	105.35	4	118.60

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 CZK/h average value of the hourly scale

**Wage supplementary charges according to LC
classification based on trade unions**

Trade union	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE	% AE																
Total	1111	83.9	25.9	48.3	26.5	985	74.4	101.7	1089	82.3	13.43	11.5	819	61.9	7.51	10.3	10.5	1033	78.0	20.41	23.4
Agriculture and Nutrition	36	83.7	25.4	47.8	25.8	36	83.7	104.2	33	76.7	12.71	11.9	24	55.8	7.87		10.8	32	74.4	34.00	18.7
Banking and Insurance	11	57.9	28.9	45.8	30.0	12	63.2	102.5	8	42.1	27.50	10.7	1	5.3				9	47.4		35.6
Catering, Hotels and Tourism	16	100.0	25.0		31.5	16	100.0	100.0	15	93.8	8.50	10.0	3	18.8	7.00	10.0		16	100.0	25.00	10.0
Civilian Employees of the Army	2	50.0				1	25.0		2	50.0			2	50.0				2	50.0		
Commerce	8	50.0	25.0	35.0	25.0	9	56.3	102.8	8	50.0	9.00	13.0	5	31.3	6.00	10.0	10.0	8	50.0	40.00	10.0
ECHO	41	91.1	26.2	48.6	26.8	41	91.1	104.6	39	86.7	16.02	10.0	31	68.9	7.79		10.0	38	84.4	18.80	22.3
Food Industry and Allied Trade	63	86.3	25.9	51.6	25.8	60	82.2	102.1	64	87.7	12.32	10.7	41	56.2	6.79	10.0	10.0	61	83.6	15.56	25.3
Glass, Ceramic & Porcelain	27	93.1	30.0	50.0	29.6	22	75.9	101.4	26	89.7	11.38	15.3	20	69.0	8.06		10.0	22	75.9		25.6
Health Service and Social Care	26	81.3	25.0	47.1	26.7	26	81.3	100.0	28	87.5	16.10	15.8	18	56.3	6.00	10.0	10.0	29	90.6	22.50	24.9
KOVO	468	88.3	25.9	48.3	26.0	426	80.4	101.4	466	87.9	14.51	11.4	347	65.5	7.00	10.1	10.1	429	80.9	24.16	27.1
Mines, Geology and Oil Industry	26	92.9	25.0	50.0	26.4	23	82.1	100.0	26	92.9	15.12	11.3	23	82.1	6.60		14.0	27	96.4	16.04	18.8
Postal, Telecom. and Newspaper Services	4	80.0	25.0	50.0	25.0	4	80.0	100.0	4	80.0	20.00	10.0	4	80.0	10.00		25.0	4	80.0	38.33	10.0
Railway Trade Unions	20	83.3	25.0	49.2	25.0	18	75.0	100.0	20	83.3	13.40	10.8	16	66.7	8.92	10.0	10.0	20	83.3	13.00	15.5
Science and Research	5	15.6			25.0	4	12.5	100.0	5	15.6		12.0	7	21.9		10.0	10.0	5	15.6		13.0
STAVBA	111	89.5	25.6	48.2	26.0	109	87.9	101.4	105	84.7	11.53	10.2	100	80.6	8.89	12.5	10.0	101	81.5	28.57	15.9
Textile, Clothing and Leather Industry	39	90.7	26.0	48.9	26.0	31	72.1	103.2	38	88.4	12.44	11.7	24	55.8	6.80		10.0	36	83.7	10.22	14.6
Transport	44	97.8	27.9	55.0	29.5	36	80.0	100.0	44	97.8	7.96	10.0	33	73.3	9.92	10.0	11.7	45	100.0		31.6
Transport, Road Economy and Repair Vehicles	16	100.0	26.3	45.0	25.9	14	87.5	100.0	16	100.0	10.25	10.0	15	93.8	6.74	10.0		16	100.0	45.00	31.1
Union of Aviation Employees	5	71.4	25.0		25.8	5	71.4	100.0	6	85.7	16.00	11.0	3	42.9	7.20	10.0		6	85.7		26.1
UNIOS	82	69.5	25.7	48.9	25.0	34	28.8	108.5	75	63.6	11.46	11.5	49	41.5	7.01	10.8	12.5	70	59.3	10.70	18.8
Universities Trade Union	5	55.6	25.0	50.0	25.0	5	55.6	100.0	6	66.7	8.00	16.0	7	77.8	21.33		10.0	5	55.6		25.0
Wood.Industry, Forestry and Manag.of Water	56	84.8	25.9	44.8	25.0	53	80.3	100.8	55	83.3	10.22	14.6	46	69.7	7.29	10.0	13.3	52	78.8	16.59	16.5

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of the supplementary charge specified as a percentage of the average earnings
 CZK/h average value of the supplementary charge in CZK per hour
 % MM average value of the supplementary charge specified as a percentage of the basic tariff of minimum wage

**Other supplementary charges I
classification based on trade unions**

Trade union	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
Total	10	7.6	612	6.73	3	21	15.2	47	98.64	87	3	7.7	164	4.77	39	2		217	6.01	1
Agriculture and Nutrition			19	5.67				1		1			2							
Banking and Insurance			3	21.67				1							1					
Catering, Hotels and Tourism													1							
Civilian Employees of the Army			1																	
Commerce			1																	
ECHO			29	8.10		1				12			3	2.67				20	10.52	
Food Industry and Allied Trade			49	5.54	1	2		4	151.00	8	1		6	3.67				1		
Glass, Ceramic & Porcelain			25	6.74				1					4	3.63	1			3	3.00	
Health Service and Social Care	1		1					1		8					3					
KOVO	7	7.6	338	7.21	1	8	15.5	26	99.56	42	1		76	4.66	10	1		132	5.20	
Mines, Geology and Oil Industry			7	4.57		1				2			5	5.10	3			13	5.08	
Postal, Telecom. and Newspaper Services																		1		
Railway Trade Unions			6	6.83				5	75.00	2			4	10.75	3			5	8.40	
Science and Research															2					
STAVBA			42	5.00						4			29	4.91	8			22	5.66	
Textile, Clothing and Leather Industry	1		37	6.68				2		2			5	2.74	2			1		
Transport			3	5.50									3	7.17						
Transport, Road Economy and Repair Vehicles			7	2.83									10	4.47				1		
Union of Aviation Employees													3	11.00	1			1		
UNIOS	1		23	5.38	1	8	15.0	6	96.50	2			9	3.83	4			10	8.60	1
Universities Trade Union										2			1		1					
Wood, Industry, Forestry and Manag. of Water			21	6.38		1				2	1		3	3.33		1		7	7.14	

Explanatory notes: NCA
% AE
CZK/h
CZK/shift

number of collective agreements, in which the appropriate indicator has been agreed
average value of the supplementary charge specified as a percentage of the average earnings
average value of the supplementary charge in CZK per hour
average value of the supplementary charge in CZK per shift

**Other supplementary charges II
classification based on trade unions**

Trade union	Supplementary charge																				
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)				for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge	
	% of aver. earnings		paid by the hour	other form	% of aver. earnings		paid by the month	other form	% of aver. earnings		paid by the month	other form	% of aver. earnings		paid by the month	other form	NCA		CZK/month	NCA	
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA
Total	3	10.0	171	24.74	10			15	487	2	45	31.7	17	1,935	81	22	10.1	27	747	34	501
Agriculture and Nutrition								1							3						10
Banking and Insurance					2					1	1		1								7
Catering, Hotels and Tourism								1			2							1			2
Civilian Employees of the Army																					2
Commerce											1				2			2			6
ECHO			7	98.46									12	2,000	5			2			27
Food Industry and Allied Trade											3	25.0			1						22
Glass, Ceramic & Porcelain			5	9.30							1									1	15
Health Service and Social Care					4			2		1	2				7						20
KOVO	2		99	13.91	1			7	486		7	53.6	1		17	6	12.2	17	736	16	209
Mines, Geology and Oil Industry			5	55.00											11					7	20
Postal, Telecom. and Newspaper Services															1						4
Railway Trade Unions	1		9	32.56				2			1				2	3	8.3	1		3	13
Science and Research															1						3
STAVBA			29	40.34											5	1					31
Textile, Clothing and Leather Industry			1					1			1		1		8	2		3	367	3	16
Transport																1					1
Transport, Road Economy and Repair Vehicles			3	18.33	2									1	1					3	14
Union of Aviation Employees											1										2
UNIOS			3	8.00				1			25	25.8	1		12	9	10.0	1		1	55
Universities Trade Union															3						5
Wood.Industry, Forestry and Manag.of Water			10	29.40	1										2						17

Explanatory notes: NCA

% AE

CZK/h

CZK/month

number of collective agreements, in which the appropriate indicator has been agreed

average value of the supplementary charge specified as a percentage of the average earnings

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per month

**Other wage components - 13th and 14th pay
classification based on trade unions**

Trade union	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	574	43.4	192	14.5	327	24.7	213	16.1	84	6.3	108	8.2	132	10.0	97	7.3	720	54.4
Agriculture and Nutrition	18	41.9	4	9.3	9	20.9	9	20.9	1	2.3	3	7.0	6	14.0	3	7.0	26	60.5
Banking and Insurance	14	73.7	1	5.3	4	21.1	4	21.1	8	42.1					9	47.4	3	15.8
Catering, Hotels and Tourism	9	56.3	2	12.5	5	31.3	1	6.3	1	6.3	2	12.5	2	12.5	2	12.5	11	68.8
Civilian Employees of the Army																	2	50.0
Commerce	5	31.3	1	6.3	2	12.5	2	12.5							1	6.3	7	43.8
ECHO	26	57.8	7	15.6	18	40.0	12	26.7	13	28.9	1	2.2	17	37.8	4	8.9	34	75.6
Food Industry and Allied Trade	57	78.1	13	17.8	29	39.7	12	16.4	6	8.2	19	26.0	9	12.3	5	6.8	58	79.5
Glass, Ceramic & Porcelain	10	34.5	4	13.8	1	3.4	5	17.2	1	3.4			2	6.9	2	6.9	4	13.8
Health Service and Social Care	7	21.9	2	6.3	6	18.8	1	3.1	1	3.1	1	3.1			2	6.3	24	75.0
KOVO	224	42.3	94	17.7	132	24.9	74	14.0	15	2.8	25	4.7	49	9.2	40	7.5	292	55.1
Mines, Geology and Oil Industry	19	67.9	7	25.0	9	32.1	9	32.1	7	25.0	4	14.3	5	17.9	5	17.9	24	85.7
Postal, Telecom. and Newspaper Services	2	40.0			2	40.0	1	20.0									3	60.0
Railway Trade Unions	11	45.8			6	25.0	3	12.5	3	12.5	5	20.8	3	12.5			17	70.8
Science and Research																	3	9.4
STAVBA	46	37.1	10	8.1	36	29.0	20	16.1	25	20.2	13	10.5	16	12.9	7	5.6	27	21.8
Textile, Clothing and Leather Industry	21	48.8	9	20.9	13	30.2	16	37.2					5	11.6	7	16.3	12	27.9
Transport	4	8.9	2	4.4	3	6.7					1	2.2	1	2.2			30	66.7
Transport, Road Economy and Repair Vehicles	8	50.0	1	6.3	2	12.5	3	18.8			2	12.5	2	12.5	1	6.3	14	87.5
Union of Aviation Employees																	6	85.7
UNIOS	61	51.7	24	20.3	34	28.8	33	28.0			23	19.5	9	7.6	4	3.4	86	72.9
Universities Trade Union	1	11.1	1	11.1											1	11.1	4	44.4
Wood.Industry, Forestry and Manag.of Water	31	47.0	10	15.2	16	24.2	8	12.1	3	4.5	9	13.6	6	9.1	4	6.1	33	50.0

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed

% CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

* Incentive components - bonuses, performance rewards, team rewards etc.

**Remunerations at work anniversaries and assistance in natural disasters
classification based on trade unions**

Trade union	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years		NCA	% CA	CZK
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK					
Total	682	51.5	62	2,490	221	2,745	454	4,167	517	5,291	632	6,442	677	7,321	681	8,606	681	9,699	682	10,899	7	0.5	8,571
Agriculture and Nutrition	19	44.2	3	1,000	9	2,222	13	3,885	14	4,643	19	4,674	19	5,316	19	5,989	19	6,447	19	6,858			
Banking and Insurance	12	63.2	2		2		12	5,917	12	8,125	12	10,042	12	11,208	12	12,375	12	13,875	12	14,708	2	10.5	
Catering, Hotels and Tourism	8	50.0	2		3	4,833	8	5,563	8	6,688	8	9,688	8	10,938	8	11,688	8	12,313	8	12,938			
Civilian Employees of the Army	1	25.0					1		1		1		1		1		1		1				
Commerce	11	68.8	1		7	2,143	10	5,150	11	5,691	11	6,745	11	7,436	11	7,955	11	8,064	11	8,173			
ECHO	15	33.3			7	3,429	10	3,870	13	5,058	13	6,808	15	7,643	15	8,910	15	10,347	15	12,180			
Food Industry and Allied Trade	45	61.6	2		13	2,700	31	3,397	38	4,547	43	5,814	45	6,942	45	8,358	45	9,362	45	10,709			
Glass, Ceramic & Porcelain	15	51.7	1		1		9	5,222	12	6,767	13	8,908	14	11,271	15	12,860	15	15,947	15	19,553			
Health Service and Social Care	10	31.3	1		3	4,000	5	5,200	5	6,900	9	6,444	10	7,380	10	9,050	10	10,100	10	10,350			
KOVO	296	55.8	28	2,936	112	3,019	204	4,352	232	5,533	275	6,631	295	7,624	295	8,902	295	10,290	296	11,763	1	0.2	
Mines, Geology and Oil Industry	19	67.9	6	1,167	10	2,570	12	4,517	12	6,092	16	7,113	19	7,837	19	8,921	19	9,926	19	10,984			
Postal, Telecom. and Newspaper Services																							
Railway Trade Unions	8	33.3	1		2		6	3,667	6	4,333	7	5,300	7	5,886	8	6,813	8	7,313	8	8,438			
Science and Research	1	3.1									1		1		1		1		1		3	9.4	10,000
STAVBA	76	61.3	3	2,500	9	2,544	51	3,962	58	5,520	72	7,244	76	8,207	76	9,840	76	10,611	76	11,491			
Textile, Clothing and Leather Industry	21	48.8			4	1,813	12	2,838	12	3,638	18	4,383	21	4,376	21	5,314	21	5,695	21	6,762			
Transport	22	48.9	3	1,000	4	1,625	5	2,140	10	3,410	20	3,315	22	4,014	22	4,655	22	5,268	22	5,791			
Transport, Road Economy and Repair Vehicles	11	68.8			4	2,125	6	2,417	10	3,300	11	4,205	11	5,091	11	5,909	11	6,227	11	6,636			
Union of Aviation Employees	1	14.3									1		1		1		1		1				
UNIOS	55	46.6	2		13	2,485	34	4,194	37	4,641	47	6,215	53	6,421	55	7,936	55	8,809	55	9,836			
Universities Trade Union	1	11.1									1		1		1		1		1		1	11.1	
Wood.Industry, Forestry and Manag.of Water	35	53.0	7	3,529	18	1,906	25	3,406	26	4,313	34	5,818	35	6,564	35	8,171	35	8,780	35	9,409			

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

**Remunerations at life anniversaries I - reaching the age of 50
classification based on trade unions**

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	788	59.5	345	3,456	718	3,945	766	4,952	775	5,852	788	6,739	788	7,194
Agriculture and Nutrition	30	69.8	14	2,614	28	3,161	30	3,663	30	4,100	30	4,553	30	4,743
Banking and Insurance	9	47.4	5	9,600	8	9,375	9	9,167	9	9,167	9	9,167	9	9,167
Catering, Hotels and Tourism	15	93.8	15	3,900	15	5,100	15	5,233	15	5,367	15	5,567	15	5,567
Civilian Employees of the Army	2	50.0	2		2		2		2		2		2	
Commerce	6	37.5	4	1,400	6	1,683	6	1,933	6	2,017	6	2,267	6	2,517
ECHO	29	64.4	5	2,120	27	9,902	28	18,079	28	25,877	29	32,790	29	33,991
Food Industry and Allied Trade	51	69.9	18	3,306	42	3,245	50	4,088	51	4,663	51	5,618	51	6,157
Glass, Ceramic & Porcelain	17	58.6	10	3,670	17	5,365	17	5,618	17	5,929	17	6,300	17	7,159
Health Service and Social Care	13	40.6	4	3,000	12	3,100	13	4,238	13	4,577	13	4,962	13	5,154
KOVO	293	55.3	96	3,342	250	3,515	275	4,457	281	5,297	293	6,024	293	6,619
Mines, Geology and Oil Industry	22	78.6	6	6,167	20	3,815	22	4,605	22	5,664	22	6,936	22	8,073
Postal, Telecom. and Newspaper Services	3	60.0	1		3	7,667	3	8,333	3	9,333	3	10,000	3	11,667
Railway Trade Unions	18	75.0	10	4,410	18	6,378	18	8,067	18	8,928	18	9,622	18	10,122
Science and Research	12	37.5	7	4,929	12	4,308	12	4,767	12	4,917	12	5,167	12	5,167
STAVBA	69	55.6	29	3,614	64	3,633	69	4,416	69	5,042	69	5,561	69	5,742
Textile, Clothing and Leather Industry	31	72.1	12	2,183	31	2,905	31	3,648	31	4,105	31	4,495	31	4,781
Transport	33	73.3	21	2,110	32	2,548	32	2,956	33	3,335	33	3,600	33	3,891
Transport, Road Economy and Repair Vehicles	11	68.8	3	1,500	10	3,170	10	3,320	11	3,809	11	4,036	11	4,691
Union of Aviation Employees	1	14.3	1		1		1		1		1		1	
UNIOS	83	70.3	60	3,733	83	3,929	83	4,459	83	5,080	83	5,640	83	5,719
Universities Trade Union	5	55.6	4	4,500	5	4,600	5	4,600	5	4,600	5	4,600	5	4,600
Wood, Industry, Forestry and Manag. of Water	35	53.0	18	2,972	32	3,400	35	4,077	35	4,794	35	5,943	35	6,346

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

Remunerations at life anniversaries II - 1st quitting of the working relation following the granting of disability pension for third-class disability or the old-age pension classification based on trade unions

Trade union	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	864	65.3	332	4,592	760	5,315	840	6,711	855	8,029	862	9,284	863	10,170	864	10,870	864	11,430	864	11,920
Agriculture and Nutrition	29	67.4	15	3,113	26	3,788	29	4,490	29	5,079	29	5,676	29	6,010	29	6,303	29	6,562	29	6,821
Banking and Insurance	10	52.6	4	4,750	7	9,357	10	14,300	10	14,550	10	14,800	10	14,800	10	14,800	10	14,800	10	15,300
Catering, Hotels and Tourism	15	93.8	15	3,867	15	5,133	15	5,333	15	5,467	15	5,667	15	5,667	15	5,667	15	5,667	15	5,667
Civilian Employees of the Army	2	50.0	2		2		2		2		2		2		2		2		2	
Commerce	9	56.3	4	2,475	9	3,156	9	3,878	9	4,489	9	5,211	9	5,878	9	6,433	9	6,989	9	7,544
ECHO	24	53.3	11	3,464	22	6,511	24	9,015	24	11,681	24	14,856	24	18,621	24	20,556	24	21,425	24	22,715
Food Industry and Allied Trade	49	67.1	18	4,600	41	4,237	48	5,269	49	6,363	49	7,635	49	8,627	49	9,176	49	9,647	49	10,167
Glass, Ceramic & Porcelain	20	69.0	9	2,300	17	5,329	19	6,479	19	7,716	20	9,755	20	11,735	20	13,235	20	14,485	20	15,985
Health Service and Social Care	23	71.9	4	3,500	22	4,848	23	5,791	23	6,359	23	6,933	23	7,400	23	7,628	23	7,726	23	7,824
KOVO	342	64.5	92	5,140	286	4,946	330	6,623	338	8,264	342	9,585	342	10,578	342	11,512	342	12,349	342	13,016
Mines, Geology and Oil Industry	22	78.6	5	13,200	18	8,100	20	9,290	21	11,590	22	13,386	22	14,932	22	16,682	22	17,818	22	18,227
Postal, Telecom. and Newspaper Services	3	60.0	3	7,000	3	61,000	3	61,667	3	62,667	3	63,333	3	65,000	3	65,000	3	65,000	3	65,000
Railway Trade Unions	20	83.3	8	9,113	17	10,406	17	13,435	19	16,179	19	17,679	20	18,545	20	19,045	20	19,845	20	20,095
Science and Research	12	37.5	7	5,643	12	4,750	12	5,125	12	5,375	12	5,542	12	5,542	12	5,542	12	5,542	12	5,542
STAVBA	91	73.4	33	6,639	85	6,442	90	8,481	91	9,653	91	11,765	91	12,410	91	13,042	91	13,390	91	13,776
Textile, Clothing and Leather Industry	32	74.4	12	1,717	29	2,874	32	3,550	32	4,119	32	4,586	32	4,989	32	5,200	32	5,348	32	5,466
Transport	35	77.8	20	2,890	32	3,416	35	4,300	35	4,914	35	5,429	35	5,836	35	6,093	35	6,350	35	6,607
Transport, Road Economy and Repair Vehicles	12	75.0	2		10	6,000	11	8,864	12	14,375	12	15,667	12	18,417	12	19,417	12	20,167	12	20,917
Union of Aviation Employees	6	85.7	1		6	11,000	6	12,333	6	13,333	6	14,833	6	15,833	6	18,333	6	20,833	6	23,333
UNIOS	69	58.5	47	3,847	67	4,181	68	4,465	68	4,775	69	5,199	69	5,322	69	5,365	69	5,365	69	5,365
Universities Trade Union	5	55.6	3	6,000	5	4,320	5	4,460	5	5,040	5	5,220	5	6,000	5	6,200	5	6,200	5	6,200
Wood.Industry, Forestry and Manag.of Water	34	51.5	17	2,871	29	3,655	32	4,563	33	5,327	33	6,842	33	7,386	34	7,778	34	7,875	34	7,978

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

**Wage development
classification based on trade unions**

Trade union	Wage development contracted																														Wage development is bound to economic indicators						
	NCA	% CA	of this																																		
			by maintaining the aver. wage				by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage				by increasing the average real wage				by keeping real wage				by combination of given issues										
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	without manag.	NCA	% CA	without manag.		NCA	% CA				
Total	786	59.4	43	3.2	270	20.4	23	484	247	2.8	90	6.8	6	0.5	292	22.1	273	2.8	19	488	5	2.3	22	1.7	22	1.8	7	0.9	185	14.0	10	0.8	110	8.3	186	14.0	
Agriculture and Nutrition	17	39.5			4	9.3			4	2.2	1	2.3			7	16.3	7	2.2					1	2.3	1				5	11.6	1	2.3	1	2.3	9	20.9	
Banking and Insurance	15	78.9			3	15.8			3	1.8	10	52.6			7	36.8	7	2.1											7	36.8			11	57.9	8	42.1	
Catering, Hotels and Tourism	14	87.5			1	6.3			1		5	31.3			7	43.8	7	2.5											1	6.3					5	31.3	
Civilian Employees of the Army	1	25.0													1	25.0			1																		
Commerce	4	25.0													1	6.3	1												3	18.8							
ECHO	38	84.4	1	2.2	11	24.4			11	2.1	1	2.2			18	40.0	18	2.9											9	20.0	1	2.2	2	4.4	7	15.6	
Food Industry and Allied Trade	33	45.2			11	15.1	1		10	3.2	11	15.1	1	1.4	11	15.1	11	3.2					2	2.7	2				3	4.1			5	6.8	8	11.0	
Glass, Ceramic & Porcelain	10	34.5			3	10.3			3	2.5	1	3.4			6	20.7	6	2.3																		3	10.3
Health Service and Social Care	10	31.3	4	12.5	1	3.1			1		3	9.4			2	6.3	2				1															4	12.5
KOVO	364	68.7	8	1.5	140	26.4	12	516	128	2.8	25	4.7	4	0.8	147	27.7	133	2.9	14	462	2		6	1.1	6	2.3			96	18.1	7	1.3	53	10.0	105	19.8	
Mines, Geology and Oil Industry	22	78.6	1	3.6	7	25.0	4	568	3	1.8	5	17.9			3	10.7	3	3.3					7	25.0	7	0.9	7	0.9	3	10.7			4	14.3	3	10.7	
Postal, Telecom. and Newspaper Services	1	20.0													1	20.0	1																			1	20.0
Railway Trade Unions	11	45.8			2	8.3			2						5	20.8	5	1.8											5	20.8	1	4.2	1	4.2	3	12.5	
Science and Research	4	12.5	1	3.1																									3	9.4					2	6.3	
STAVBA	71	57.3	27	21.8	29	23.4	3	400	26	1.9	1	0.8			10	8.1	8	2.7	2				1	0.8	1			3	2.4			1	0.8	8	6.5		
Textile, Clothing and Leather Industry	24	55.8			3	7.0	1		2		5	11.6			7	16.3	7	4.0					1	2.3	1			9	20.9			1	2.3	7	16.3		
Transport	23	51.1			19	42.2			19	5.6													1	2.2	1			5	11.1			2	4.4	1	2.2		
Transport, Road Economy and Repair Vehicles	13	81.3	1	6.3	7	43.8			7	2.6	1	6.3			2	12.5	2											6	37.5			4	25.0	2	12.5		
Union of Aviation Employees																																					
UNIOS	76	64.4			18	15.3	2		16	2.3	14	11.9			41	34.7	40	2.4	1				2	1.7	2			21	17.8			19	16.1	4	3.4		
Universities Trade Union																																					
Wood,Industry, Forestry and Manag.of Water	35	53.0			11	16.7			11	3.1	7	10.6	1	1.5	16	24.2	15	3.0	1		2		1	1.5	1			6	9.1			6	9.1	6	9.1		

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver.% average percentage
 aver.CZK average value in CZK

**Remuneration of employees I
classification based on trade unions**

Trade union	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences			NCA	% CA	% AE	CZK/h
			unified catalogue	occupational catalogue	own catalogue	NCA	% CA	% AE	NCA	% CA	% AE							
NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h	
Total	781	59.0	142	10.7	52	3.9	661	49.9	263	19.9	97.1	242	18.3	86.9	363	27.4	17.3	15.09
Agriculture and Nutrition	10	23.3	2	4.7	1	2.3	10	23.3	9	20.9	100.0	5	11.6	92.0	8	18.6	16.0	11.67
Banking and Insurance	12	63.2	6	31.6	1	5.3	10	52.6				5	26.3	93.0	1	5.3		
Catering, Hotels and Tourism	8	50.0					8	50.0	9	56.3	100.0	10	62.5	98.0	6	37.5	15.0	
Civilian Employees of the Army												1	25.0					
Commerce	5	31.3	1	6.3			4	25.0	4	25.0	100.0	3	18.8	93.3	3	18.8	30.0	
ECHO	37	82.2	1	2.2			36	80.0	23	51.1	91.1	24	53.3	78.1	23	51.1	14.2	12.74
Food Industry and Allied Trade	27	37.0	1	1.4			26	35.6	10	13.7	100.0	9	12.3	88.3	7	9.6	17.3	13.00
Glass, Ceramic & Porcelain	20	69.0	2	6.9	1	3.4	18	62.1	2	6.9		4	13.8	80.0	3	10.3	19.3	
Health Service and Social Care	23	71.9					23	71.9	1	3.1		2	6.3		13	40.6	17.7	22.50
KOVO	327	61.7	54	10.2	28	5.3	272	51.3	102	19.2	96.0	83	15.7	86.1	109	20.6	19.7	14.48
Mines, Geology and Oil Industry	18	64.3					18	64.3	13	46.4	100.0	16	57.1	97.5	15	53.6	15.0	15.17
Postal, Telecom. and Newspaper Services	4	80.0					4	80.0				2	40.0					
Railway Trade Unions	12	50.0	2	8.3	1	4.2	9	37.5	7	29.2	92.9	6	25.0	86.7	6	25.0	16.3	16.00
Science and Research	5	15.6					5	15.6	2	6.3		2	6.3		1	3.1		
STAVBA	87	70.2	47	37.9	9	7.3	53	42.7	33	26.6	100.0	3	2.4	76.7	90	72.6	15.6	19.36
Textile, Clothing and Leather Industry	26	60.5	8	18.6	6	14.0	20	46.5	1	2.3		2	4.7		6	14.0	13.5	15.00
Transport	42	93.3	1	2.2			41	91.1	21	46.7	99.5	17	37.8	94.7	26	57.8	19.7	22.92
Transport, Road Economy and Repair Vehicles	15	93.8					15	93.8	6	37.5	98.3	2	12.5		5	31.3	15.0	11.67
Union of Aviation Employees	2	28.6					2	28.6	1	14.3		1	14.3					
UNIOS	63	53.4	5	4.2	2	1.7	58	49.2	12	10.2	95.0	35	29.7	83.7	24	20.3	16.8	12.72
Universities Trade Union	4	44.4					4	44.4							2	22.2		
Wood.Industry, Forestry and Manag.of Water	34	51.5	12	18.2	3	4.5	25	37.9	7	10.6	98.6	10	15.2	77.5	15	22.7	16.8	13.70

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of the refund (of remuneration) specified as a percentage of the average earnings
 CZK/h average value of remuneration in CZK per hour

**Remuneration of employees II - working hours account, wage by the task
classification based on trade unions**

Trade union	Applying the working hours account under Section 86 LC								Applying the working hours account in overtime under Subsec. 4,LC			Use of wage by the task			
	agreed in CA		compensatory period weeks	The amount of fixed wages beyond the scope of Section 120, subsec. 1,LC			agreed in CA			extent hours	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		NCA	% CA	% AE	NCA	% CA	NCA		% CA	NCA	% CA	NCA	% CA
Total	91	6.9	48.3	12	0.9	97.0	2	0.2	7	0.5	98.6	215	16.2	106	8.0
Agriculture and Nutrition	5	11.6	46.8									13	30.2	3	7.0
Banking and Insurance															
Catering, Hotels and Tourism															
Civilian Employees of the Army	1	25.0										2	50.0	2	50.0
Commerce	2	12.5		1	6.3										
ECHO	4	8.9	52.0									17	37.8	1	2.2
Food Industry and Allied Trade	4	5.5	39.0	1	1.4							14	19.2	4	5.5
Glass, Ceramic & Porcelain	1	3.4										7	24.1	4	13.8
Health Service and Social Care												1	3.1		
KOVO	28	5.3	48.2	7	1.3	97.0	2	0.4	3	0.6	93.3	93	17.5	59	11.1
Mines, Geology and Oil Industry	6	21.4	47.7									3	10.7	3	10.7
Postal, Telecom. and Newspaper Services	1	20.0										1	20.0	1	20.0
Railway Trade Unions	8	33.3	52.0						1	4.2		6	25.0	3	12.5
Science and Research												1	3.1	1	3.1
STAVBA	10	8.1	52.0						1	0.8		15	12.1	11	8.9
Textile, Clothing and Leather Industry	5	11.6	52.0	2	4.7							11	25.6	6	14.0
Transport												7	15.6	3	6.7
Transport, Road Economy and Repair Vehicles	2	12.5							1	6.3		5	31.3	2	12.5
Union of Aviation Employees	1	14.3													
UNIOS	10	8.5	52.0									3	2.5		
Universities Trade Union	2	22.2		1	11.1				1.0	11.1		2	22.2	2	22.2
Wood.Industry, Forestry and Manag.of Water	1	1.5										14	21.2	1	1.5

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of permanent wage specified as a percentage of the average earnings

**Remuneration of employees III
classification based on trade unions**

Trade union	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1274	96.2	1151	86.9	663	50.1	665	50.2	886	66.9
Agriculture and Nutrition	41	95.3	38	88.4	22	51.2	10	23.3	26	60.5
Banking and Insurance	19	100.0	18	94.7	19	100.0	6	31.6	19	100.0
Catering, Hotels and Tourism	15	93.8	14	87.5	1	6.3	11	68.8	10	62.5
Civilian Employees of the Army	3	75.0	2	50.0	3	75.0			2	50.0
Commerce	16	100.0	11	68.8	13	81.3	10	62.5	12	75.0
ECHO	44	97.8	40	88.9	27	60.0	31	68.9	34	75.6
Food Industry and Allied Trade	68	93.2	59	80.8	14	19.2	16	21.9	21	28.8
Glass, Ceramic & Porcelain	29	100.0	28	96.6	27	93.1	27	93.1	27	93.1
Health Service and Social Care	31	96.9	26	81.3	14	43.8	18	56.3	22	68.8
KOVO	507	95.7	476	89.8	271	51.1	301	56.8	392	74.0
Mines, Geology and Oil Industry	28	100.0	27	96.4	15	53.6	19	67.9	22	78.6
Postal, Telecom. and Newspaper Services	5	100.0	4	80.0	3	60.0	2	40.0	2	40.0
Railway Trade Unions	23	95.8	17	70.8	10	41.7	9	37.5	11	45.8
Science and Research	27	84.4	3	9.4	27	84.4	1	3.1	4	12.5
STAVBA	123	99.2	114	91.9	57	46.0	42	33.9	67	54.0
Textile, Clothing and Leather Industry	42	97.7	40	93.0	18	41.9	23	53.5	34	79.1
Transport	45	100.0	45	100.0	1	2.2			1	2.2
Transport, Road Economy and Repair Vehicles	16	100.0	15	93.8	2	12.5	13	81.3	13	81.3
Union of Aviation Employees	7	100.0	3	42.9	7	100.0	2	28.6	4	57.1
UNIOS	117	99.2	117	99.2	70	59.3	87	73.7	109	92.4
Universities Trade Union	9	100.0	2	22.2	9	100.0	6	66.7	6	66.7
Wood.Industry, Forestry and Manag.of Water	59	89.4	52	78.8	33	50.0	31	47.0	48	72.7

Explanatory notes: NCA
% CA
*

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
agreements combining more methods of contracting remunerations are included even in the sum total for individual contracting methods

**Conditions governing the activities of trade union organizations
classification based on trade unions**

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
Total	1174	88.7	237	17.9	664	50.2	1158	87.5	1027	395	702	527	219	447	33.8
Agriculture and Nutrition	40	93.0	3	7.0	7	16.3	36	83.7	34	10	18	4	6	4	9.3
Banking and Insurance	16	84.2	1	5.3	11	57.9	19	100.0	19	9	18	14	5	1	5.3
Catering, Hotels and Tourism	14	87.5					15	93.8	14	12	8	11			
Civilian Employees of the Army	4	100.0	1	25.0	2	50.0	4	100.0	4	1	4	1		1	25.0
Commerce	15	93.8	1	6.3	6	37.5	15	93.8	13	8	7	7	10	7	43.8
ECHO	43	95.6	9	20.0	21	46.7	43	95.6	42	19	37	20	26	11	24.4
Food Industry and Allied Trade	58	79.5	2	2.7	61	83.6	61	83.6	54	15	14	36	10	7	9.6
Glass, Ceramic & Porcelain	26	89.7	2	6.9	17	58.6	15	51.7	13	1	6	1		16	55.2
Health Service and Social Care	25	78.1	1	3.1	16	50.0	29	90.6	29	1	24	7	11	1	3.1
KOVO	485	91.5	157	29.6	286	54.0	474	89.4	396	197	302	257	60	313	59.1
Mines, Geology and Oil Industry	21	75.0	11	39.3	10	35.7	25	89.3	23	6	21	12	9	13	46.4
Postal, Telecom. and Newspaper Services	4	80.0	3	60.0	2	40.0	5	100.0	5	2	5	1	4		
Railway Trade Unions	21	87.5	11	45.8	17	70.8	22	91.7	21	12	19	11	10		
Science and Research	28	87.5			8	25.0	25	78.1	22	3	21	3	9	6	18.8
STAVBA	112	90.3	7	5.6	38	30.6	112	90.3	100	37	49	67	9	13	10.5
Textile, Clothing and Leather Industry	35	81.4	6	14.0	7	16.3	28	65.1	27	7	17	8		6	14.0
Transport	33	73.3	10	22.2			36	80.0	36	15	22	35		8	17.8
Transport, Road Economy and Repair Vehicles	12	75.0	6	37.5	6	37.5	16	100.0	16	4	6	8	2	9	56.3
Union of Aviation Employees	7	100.0	1	14.3	3	42.9	5	71.4	3	2	4	2		1	14.3
UNIOS	107	90.7	5	4.2	95	80.5	103	87.3	92	22	54	17	13	17	14.4
Universities Trade Union	9	100.0			7	77.8	8	88.9	8		8			1	11.1
Wood.Industry, Forestry and Manag.of Water	59	89.4			44	66.7	62	93.9	56	12	38	5	35	12	18.2

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 A use of the employer's premises (or compensation of maintenance and operation costs)
 B employer's allowances for the activities of trade unions
 C room equipment (PC, copier, internet connection, phone, fax etc)
 D costs of necessary materials (professional literature)
 E other conditions

**Plurality of trade unions, providing information and discussing
classification based on trade unions**

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1019	77.0	141	10.6	69	5.2	24	1.8	71	5.4	293	96.1	12	3.9	1017	76.8	318	24.0	885	66.8	246	18.6
Agriculture and Nutrition	36	83.7	6	14.0					1	2.3	7	100.0			6	14.0	2	4.7	9	20.9	7	16.3
Banking and Insurance	10	52.6	8	42.1	1	5.3					8	88.9	1		18	94.7	8	42.1	19	100.0	4	21.1
Catering, Hotels and Tourism	11	68.8							5	31.3	5	100.0			13	81.3			13	81.3	1	6.3
Civilian Employees of the Army	2	50.0	1	25.0	1	25.0					2				4	100.0	3	75.0	4	100.0	3	75.0
Commerce	7	43.8	1	6.3	2	12.5			6	37.5	9	100.0			11	68.8	3	18.8	8	50.0	3	18.8
ECHO	25	55.6	5	11.1	2	4.4	2	4.4	11	24.4	20	100.0			41	91.1	30	66.7	30	66.7	31	68.9
Food Industry and Allied Trade	53	72.6	11	15.1	5	6.8	2	2.7	2	2.7	20	100.0			55	75.3	26	35.6	40	54.8	2	2.7
Glass, Ceramic & Porcelain	19	65.5	6	20.7	3	10.3	1	3.4			8	80.0	2		22	75.9	12	41.4	3	10.3	6	20.7
Health Service and Social Care	16	50.0	9	28.1	4	12.5	1	3.1	2	6.3	16	100.0			27	84.4	8	25.0	10	31.3	5	15.6
KOVO	456	86.0	43	8.1	16	3.0	9	1.7	6	1.1	69	93.2	5	6.8	430	81.1	159	30.0	403	76.0	123	23.2
Mines, Geology and Oil Industry	24	85.7	2	7.1					2	7.1	4	100.0			15	53.6	12	42.9	19	67.9	15	53.6
Postal, Telecom. and Newspaper Services	3	60.0							2	40.0	2				5	100.0	4	80.0	4	80.0	1	20.0
Railway Trade Unions	11	45.8	4	16.7	4	16.7	1	4.2	4	16.7	13	100.0			21	87.5	6	25.0	16	66.7	3	12.5
Science and Research	30	93.8	2	6.3									2		19	59.4	7	21.9	10	31.3	11	34.4
STAVBA	80	64.5	10	8.1	15	12.1	2	1.6	17	13.7	44	100.0			89	71.8	18	14.5	76	61.3	4	3.2
Textile, Clothing and Leather Industry	42	97.7	1	2.3							1				11	25.6	3	7.0	7	16.3	3	7.0
Transport	36	80.0	1	2.2	3	6.7	1	2.2	4	8.9	9	100.0			34	75.6			34	75.6		
Transport, Road Economy and Repair Vehicles	8	50.0	5	31.3			2	12.5	1	6.3	7	87.5	1		11	68.8	1	6.3	12	75.0	9	56.3
Union of Aviation Employees	1	14.3	2	28.6	1	14.3			3	42.9	6	100.0			6	85.7	2	28.6	5	71.4	2	28.6
UNIOS	94	79.7	18	15.3	5	4.2			1	0.8	24	100.0			117	99.2	4	3.4	117	99.2	6	5.1
Universities Trade Union	7	77.8	1	11.1					1	11.1	1		1		7	77.8	1	11.1	7	77.8	1	11.1
Wood, Industry, Forestry and Manag. of Water	48	72.7	5	7.6	7	10.6	3	4.5	3	4.5	18	100.0			55	83.3	9	13.6	39	59.1	6	9.1

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 TU Trade union
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % CA* share in collective agreements, in which the appropriate value has been agreed as compared to the number of agreements with several TU

**Compensation money
classification based on trade unions**

Trade union	Increase of compensation money beyond the framework of Section 67 of the LC																									
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	employment up to 1 year				employment up to 2 years				employment over 2 years				agreed in CA		increase in multiples of AE		agreed in CA	depending on the length of the working relation	depending on shortening a notice period	depending on the employee's age	other dependences					
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE						NCA		% CA		NCA	
	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	377	28.5	1.6	2.5	386	29.2	1.2	2.1	645	48.7	1.4	4.4	77	5.8	1.1	2.4	616	46.5	423	31.9	418	31.6	74	5.6	97	7.3
Agriculture and Nutrition	7	16.3	1.9	2.1	7	16.3	1.0	1.3	7	16.3	1.0	2.3					7	16.3	5	11.6	2	4.7	1	2.3		
Banking and Insurance	2	10.5			3	15.8	1.7	1.7	17	89.5	1.9	4.6	1	5.3			17	89.5	14	73.7	13	68.4	2	10.5	2	10.5
Catering, Hotels and Tourism	8	50.0	1.0	2.0	8	50.0	1.0	2.0	10	62.5	1.0	2.1					10	62.5	1	6.3	10	62.5				
Civilian Employees of the Army	1	25.0			1	25.0			4	100.0	1.0	2.8	1	25.0			4	100.0	4	100.0	2	50.0			1	25.0
Commerce	3	18.8	1.7	1.7	3	18.8	1.0	1.0	5	31.3	1.2	2.2					4	25.0	3	18.8					1	6.3
ECHO	38	84.4	1.3	2.6	38	84.4	1.1	2.4	41	91.1	1.6	11.7	4	8.9	1.3	2.3	41	91.1	39	86.7	37	82.2	16	35.6	17	37.8
Food Industry and Allied Trade	7	9.6	1.2	2.3	9	12.3	1.2	1.9	23	31.5	1.5	4.1					23	31.5	17	23.3	11	15.1	2	2.7	4	5.5
Glass, Ceramic & Porcelain	7	24.1	2.0	2.0	7	24.1	1.0	1.5	20	69.0	1.1	3.4	1	3.4			20	69.0	20	69.0	8	27.6	1	3.4	3	10.3
Health Service and Social Care	8	25.0	1.8	2.0	8	25.0	1.4	1.6	6	18.8	1.7	2.2	2	6.3			6	18.8	2	6.3	5	15.6				
KOVO	126	23.8	1.7	2.2	127	24.0	1.2	1.8	229	43.2	1.6	3.5	16	3.0	1.5	3.5	226	42.6	149	28.1	144	27.2	24	4.5	41	7.7
Mines, Geology and Oil Industry	21	75.0	1.6	2.9	21	75.0	1.4	2.7	22	78.6	1.4	4.6	1	3.6			21	75.0	11	39.3	16	57.1			2	7.1
Postal, Telecom. and Newspaper Services	4	80.0	1.5	2.5	4	80.0	1.8	3.0	4	80.0	1.8	8.8					4	80.0	4	80.0	4	80.0	3	60.0	1	20.0
Railway Trade Unions	10	41.7	0.9	2.1	12	50.0	1.1	2.1	16	66.7	1.0	3.9	2	8.3			17	70.8	11	45.8	14	58.3	5	20.8	5	20.8
Science and Research	4	12.5	2.0	2.8	4	12.5	2.0	2.8	6	18.8	1.8	2.5					3	9.4	2	6.3	2	6.3			1	3.1
STAVBA	98	79.0	1.6	3.0	97	78.2	1.1	2.5	98	79.0	1.0	3.5	42	33.9	1.0	2.0	100	80.6	44	35.5	96	77.4	2	1.6	9	7.3
Textile, Clothing and Leather Industry	3	7.0	2.3	3.0	3	7.0	2.7	3.3	3	7.0	2.0	3.7					3	7.0	3	7.0	1	2.3			1	2.3
Transport									19	42.2	1.7						6	13.3	6	13.3						
Transport, Road Economy and Repair Vehicles	5	31.3	1.6	3.0	5	31.3	1.0	2.4	8	50.0	1.0	3.7	4	25.0	1.0	2.3	9	56.3	4	25.0	7	43.8				
Union of Aviation Employees					1	14.3			3	42.9	3.5	4.3					3	42.9	3	42.9			1	14.3		
UNIOS	17	14.4	1.7	2.4	20	16.9	1.4	2.0	63	53.4	1.8	7.1	3	2.5	1.3	2.0	56	47.5	50	42.4	31	26.3	8	6.8	9	7.6
Universities Trade Union	4	44.4	1.3	2.0	4	44.4	1.0	1.8	5	55.6	1.0	2.0					5	55.6	1	11.1	4	44.4				
Wood, Industry, Forestry and Manag. of Water	4	6.1	1.8	2.3	4.0	6.1	1.5	2.0	36.0	54.5	1.3	3.5					31	47.0	30	45.5	11	16.7	9	13.6		

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 min. average minimum multiple of the increased compensation money
 max. average maximum multiple of the increased compensation money
 AE average earning

**Working hours and holidays
classification based on trade unions**

Trade union	Length of working hours											Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes								agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
								hours/week	hours/week	hours/week	hours/week									
Total	1241	93.7	862	65.1	38.1	379	28.6	39.6	38.27	37.4	37.3	310	23.4	1137	85.9	7.5	3.5	77.0	1.4	
Agriculture and Nutrition	39	90.7	29	67.4	38.4	10	23.3	39.8	38.38	37.5	37.5	8	18.6	37	86.0	11.6	3.0	74.4		
Banking and Insurance	19	100.0	11	57.9	39.8	8	42.1	39.8	38.14	37.5	37.3	12	63.2	17	89.5	5.3	8.0	78.9	5.3	
Catering, Hotels and Tourism	16	100.0	1	6.3		15	93.8	40.0	38.70	37.4	37.5	1	6.3	7	43.8			43.8		
Civilian Employees of the Army	4	100.0	3	75.0	37.5	1	25.0					2	50.0	4	100.0	50.0	5.0	50.0		
Commerce	13	81.3	6	37.5	39.6	7	43.8	40.0	38.75	37.5	37.5	5	31.3	10	62.5	18.8	4.0	37.5	6.3	
ECHO	43	95.6	34	75.6	37.6	9	20.0	37.8	37.16	37.0	36.7	20	44.4	45	100.0	4.4	3.0	93.3	2.2	
Food Industry and Allied Trade	72	98.6	41	56.2	38.0	31	42.5	39.8	38.53	37.4	37.4	12	16.4	60	82.2	6.8	4.6	74.0	1.4	
Glass, Ceramic & Porcelain	29	100.0	23	79.3	37.5	6	20.7	39.6	38.49	37.5	37.5	6	20.7	23	79.3	6.9	5.0	72.4		
Health Service and Social Care	24	75.0	5	15.6	38.5	19	59.4	39.7	38.68	37.5	37.5	3	9.4	30	93.8			93.8		
KOVO	505	95.3	380	71.7	37.8	125	23.6	39.7	38.17	37.4	37.2	119	22.5	463	87.4	11.5	3.1	75.5	0.4	
Mines, Geology and Oil Industry	26	92.9	24	85.7	37.8	2	7.1					16	57.1	28	100.0			82.1	17.9	
Postal, Telecom. and Newspaper Services	5	100.0				5	100.0	38.5	37.06	36.0	36.3	3	60.0	5	100.0			100.0		
Railway Trade Unions	23	95.8	13	54.2	38.3	10	41.7	38.9	38.39	37.2	36.4	14	58.3	18	75.0			62.5	12.5	
Science and Research	16	50.0	16	50.0	40.0							15	46.9	27	84.4			84.4		
STAVBA	116	93.5	48	38.7	38.5	68	54.8	40.0	38.40	37.5	37.5	20	16.1	104	83.9	1.6	3.5	82.3		
Textile, Clothing and Leather Industry	41	95.3	37	86.0	37.5	4	9.3	39.1	37.75	37.5	37.1	8	18.6	31	72.1	9.3	4.0	62.8		
Transport	43	95.6	36	80.0	38.8	7	15.6	39.3	38.38	37.5	36.8	7	15.6	31	68.9	4.4	2.5	64.4		
Transport, Road Economy and Repair Vehicles	16	100.0	9	56.3	37.5	7	43.8	37.3	37.32	37.3	38.1	7	43.8	16	100.0			100.0		
Union of Aviation Employees	5	71.4	5	71.4	38.0							2	28.6	6	85.7	14.3	5.0	71.4		
UNIOS	114	96.6	81	68.6	38.4	33	28.0	39.4	38.32	37.5	37.0	7	5.9	113	95.8	5.9	4.4	89.0	0.8	
Universities Trade Union	6	66.7	1	11.1		5	55.6	40.0	38.75	37.5	37.5	6	66.7	8	88.9			44.4	44.4	
Wood.Industry, Forestry and Manag.of Water	66	100.0	59	89.4	38.1	7	10.6	39.3	37.68	37.1		17	25.8	54	81.8	3.0	3.0	78.8		

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 hours/week average length of working hours
 days average number of days added to a holiday (unless indicated in weeks)

**Overtime, organization of working hours
classification based on trade unions**

Trade union	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
Total	4	0.3	81	879	66.4	50.2	522	39.4	47.8
Agriculture and Nutrition				22	51.2	52.0	11	25.6	49.6
Banking and Insurance				7	36.8	41.0	5	26.3	52.0
Catering, Hotels and Tourism				14	87.5	29.7	14	87.5	40.9
Civilian Employees of the Army				4	100.0	45.5	2	50.0	
Commerce				14	87.5	48.3	10	62.5	39.1
ECHO				36	80.0	51.3	35	77.8	52.0
Food Industry and Allied Trade	1	1.4		61	83.6	49.9	24	32.9	48.8
Glass, Ceramic & Porcelain				23	79.3	50.9	20	69.0	50.2
Health Service and Social Care	1	3.1		25	78.1	51.0	14	43.8	47.3
KOVO				343	64.7	50.9	136	25.7	47.4
Mines, Geology and Oil Industry				25	89.3	49.9	24	85.7	48.8
Postal, Telecom. and Newspaper Services				5	100.0	52.0	5	100.0	52.0
Railway Trade Unions				19	79.2	52.0	18	75.0	45.8
Science and Research				4	12.5	45.5	5	15.6	32.9
STAVBA	2	1.6		107	86.3	49.7	86	69.4	49.9
Textile, Clothing and Leather Industry				14	32.6	47.4	15	34.9	50.3
Transport				30	66.7	52.0	20	44.4	49.4
Transport, Road Economy and Repair Vehicles				13	81.3	52.0	12	75.0	25.9
Union of Aviation Employees				5	71.4	52.0	6	85.7	52.0
UNIOS				68	57.6	51.6	29	24.6	48.3
Universities Trade Union				7	77.8	52.0	5	55.6	44.2
Wood.Industry, Forestry and Manag.of Water				33	50.0	49.6	26	39.4	50.0

Explanatory notes: NCA

% CA

hours/year

weeks

number of collective agreements, in which the appropriate indicator has been agreed

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

Employment rate I
classification based on trade unions

Trade union	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	29	2.2	34	2.6	50	3.8	93	7.0
Agriculture and Nutrition	1	2.3			1	2.3		
Banking and Insurance							4	21.1
Catering, Hotels and Tourism							8	50.0
Civilian Employees of the Army			1	25.0				
Commerce			1	6.3	1	6.3	1	6.3
ECHO	1	2.2	1	2.2	3	6.7		
Food Industry and Allied Trade	1	1.4	1	1.4			12	16.4
Glass, Ceramic & Porcelain	3	10.3						
Health Service and Social Care			1	3.1			3	9.4
KOVO	21	4.0	17	3.2	9	1.7	38	7.2
Mines, Geology and Oil Industry					7	25.0	3	10.7
Postal, Telecom. and Newspaper Services								
Railway Trade Unions			1	4.2	3	12.5	5	20.8
Science and Research					1	3.1	3	9.4
STAVBA			3	2.4	6	4.8	6	4.8
Textile, Clothing and Leather Industry			1	2.3	1	2.3		
Transport								
Transport, Road Economy and Repair Vehicles			2	12.5	1	6.3	8	50.0
Union of Aviation Employees								
UNIOS			2	1.7	15	12.7	1	0.8
Universities Trade Union			1	11.1	1	11.1		
Wood.Industry, Forestry and Manag.of Water	2	3.0	2	3.0	1	1.5	1	1.5

Explanatory notes: NCA
% CA

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

**Employment rate II
classification based on trade unions**

Trade union	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work							
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	435	32.9	13	1.0	427	32.3	7	0.5	7	0.5	7	0.5						
Agriculture and Nutrition	8	18.6			8	18.6												
Banking and Insurance	12	63.2			12	63.2												
Catering, Hotels and Tourism	1	6.3			1	6.3												
Civilian Employees of the Army	2	50.0			2	50.0												
Commerce	8	50.0			8	50.0												
ECHO	31	68.9	1	2.2	30	66.7	1	2.2										
Food Industry and Allied Trade	44	60.3	3	4.1	43	58.9			1	1.4	1	1.4						
Glass, Ceramic & Porcelain									1	3.4	1	3.4						
Health Service and Social Care	5	15.6			5	15.6												
KOVO	145	27.4	6	1.1	142	26.8	1	0.2	1	0.2	1	0.2						
Mines, Geology and Oil Industry	12	42.9			12	42.9												
Postal, Telecom. and Newspaper Services	4	80.0			4	80.0												
Railway Trade Unions	14	58.3	1	4.2	13	54.2	2	8.3										
Science and Research	3	9.4			3	9.4			2	6.3	2	6.3						
STAVBA	29	23.4			29	23.4	1	0.8										
Textile, Clothing and Leather Industry	1	2.3			1	2.3			1	2.3	1	2.3						
Transport	5	11.1	2	4.4	3	6.7												
Transport, Road Economy and Repair Vehicles	7	43.8			7	43.8	2	12.5										
Union of Aviation Employees	2	28.6			2	28.6												
UNIOS	63	53.4			63	53.4			1	0.8	1	0.8						
Universities Trade Union	6	66.7			6	66.7												
Wood.Industry, Forestry and Manag.of Water	33	50.0			33	50.0												

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

**Working conditions and benefits I
classification based on trade unions**

Trade union	Employer's contribution to corporate catering									Provision of supported catering services						
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work		
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	1244	94.0	34.30	54.6	13.17	26.2	35.70	55.6	289	187	14.1	25	1.9	22	1.7	
Agriculture and Nutrition	42	97.7	39.67	54.7	9.75		48.22	55.0	9	2	4.7	1	2.3	1	2.3	
Banking and Insurance	19	100.0	46.75	55.0	19.25		38.00		16	1	5.3					
Catering, Hotels and Tourism	16	100.0	24.00	55.0	13.33			100.0		2	12.5	1	6.3			
Civilian Employees of the Army	4	100.0	17.50	54.4	14.33	18.1				2	50.0					
Commerce	14	87.5	30.67	52.5	5.00		33.00	53.3								
ECHO	44	97.8	37.50	55.0	12.44		39.34	54.6	14	14	31.1					
Food Industry and Allied Trade	66	90.4	34.75	54.6	10.69		11.00		22	6	8.2					
Glass, Ceramic & Porcelain	24	82.8		55.0	9.67		31.00	55.0	12	12	41.4					
Health Service and Social Care	27	84.4		55.0	9.25		26.25	52.5	16	4	12.5	1	3.1	2	6.3	
KOVO	509	96.0	33.19	54.6	13.96	45.0	34.05	56.2	143	82	15.5	11	2.1	9	1.7	
Mines, Geology and Oil Industry	27	96.4		55.0	10.80		30.75	55.0	5	3	10.7	1	3.6	1	3.6	
Postal, Telecom. and Newspaper Services	5	100.0	33.50	55.0	13.00		48.67			1	20.0					
Railway Trade Unions	24	100.0	32.00	53.5	8.00			53.3		1	6	25.0	3	12.5	1	4.2
Science and Research	30	93.8	24.32	50.0	22.34				8	5	15.6					
STAVBA	115	92.7	37.17	55.0	8.55	22.5	41.12	55.2	4	9	7.3	4	3.2	4	3.2	
Textile, Clothing and Leather Industry	31	72.1	31.50	51.3	4.00	55.0	27.61	53.8	10	4	9.3	1	2.3	1	2.3	
Transport	43	95.6	27.60	54.8	11.40	13.0										
Transport, Road Economy and Repair Vehicles	15	93.8	36.10	55.0	20.50		27.00		1	9	56.3	2	12.5	1	6.3	
Union of Aviation Employees	7	100.0	48.00	55.0	12.00					3	42.9					
UNIOS	115	97.5	38.86	54.6	12.63	15.0			8	10	8.5			2	1.7	
Universities Trade Union	8	88.9					32.33	55.0	3	1	11.1					
Wood.Industry, Forestry and Manag.of Water	59	89.4	49.72	54.8	15.11		28.50	51.5	17	11	16.7					

Explanatory notes: NCA

% CA

aver. CZK

aver.% of price

number of collective agreements, in which the appropriate indicator has been agreed

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

average contribution in CZK

average contribution specified as a percentage of the price of a meal

Working conditions and benefits II classification based on trade unions

Trade union	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices		Contribution to pension insurance					Contribution to life insurance							
			agreed in CA		amount allowed				agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision	
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	32	2.4	49	3.7	489	65.4	282	21.3	766	57.9	407	658	2.9	559	42.2	288	21.8	433	623	235	17.7
Agriculture and Nutrition			1	2.3			16	37.2	24	55.8	319	497	3.4	16	37.2	11	25.6	437	609	10	23.3
Banking and Insurance	2	10.5	1	5.3			12	63.2	14	73.7	508	944	3.0	11	57.9	11	57.9	517	563	11	57.9
Catering, Hotels and Tourism	1	6.3					13	81.3	13	81.3	400	450	3.0	11	68.8	7	43.8	400	400	7	43.8
Civilian Employees of the Army	1	25.0					2	50.0	1	25.0				1	25.0	1	25.0			1	25.0
Commerce			1	6.3			2	12.5	8	50.0	252	281	3.0	6	37.5	3	18.8	283	283	2	12.5
ECHO	1	2.2					21	46.7	38	84.4	717	1,167	3.1	36	80.0	26	57.8	622	768	22	48.9
Food Industry and Allied Trade	1	1.4	1	1.4			16	21.9	37	50.7	377	602	3.2	27	37.0	15	20.5	434	750	10	13.7
Glass, Ceramic & Porcelain			2	6.9			2	6.9	23	79.3	319	476		22	75.9	7	24.1	367	517	5	17.2
Health Service and Social Care	1	3.1	1	3.1			11	34.4	17	53.1	264	546	2.5	15	46.9	5	15.6	450	470	4	12.5
KOVO	4	0.8	30	5.7	529	63.8	80	15.1	297	56.0	407	622	2.9	213	40.2	90	17.0	377	541	72	13.6
Mines, Geology and Oil Industry	2	7.1					5	17.9	25	89.3	424	675	3.1	25	89.3	11	39.3	358	504	11	39.3
Postal, Telecom. and Newspaper Services							2	40.0	2	40.0				2	40.0	1	20.0			1	20.0
Railway Trade Unions	3	12.5					12	50.0	20	83.3	423	814	2.5	20	83.3	14	58.3	454	556	10	41.7
Science and Research							6	18.8	12	37.5	324	426		8	25.0	4	12.5	259	517	2	6.3
STAVBA	13	10.5	3	2.4	180	75.0	26	21.0	67	54.0	341	787	2.5	57	46.0	23	18.5	257	734	23	18.5
Textile, Clothing and Leather Industry	1	2.3	1	2.3			5	11.6	12	27.9	275	569	3.0	4	9.3	4	9.3	300	725	2	4.7
Transport	1	2.2							33	73.3	355	404	2.9	1	2.2	4	8.9	400	400		
Transport, Road Economy and Repair Vehicles							1	6.3	11	68.8	576	604	2.9	10	62.5	5	31.3	400	480	4	25.0
Union of Aviation Employees	1	14.3					4	57.1	7	100.0	350	917	2.0	3	42.9	1	14.3			1	14.3
UNIOS			6	5.1	600	50.0	22	18.6	70	59.3	418	664	2.9	48	40.7	36	30.5	585	854	29	24.6
Universities Trade Union							4	44.4	2	22.2				1	11.1						
Wood.Industry, Forestry and Manag.of Water			2	3.0			20	30.3	33	50.0	429	630	2.3	22	33.3	9	13.6	460	602	8	12.1

Explanatory notes: NCA
% CA
CZK/month
aver. % of price
average % MBA

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
average contribution in CZK per month
average contribution specified as a percentage of the price of a fare
average contribution specified as a percentage of the monthly basis of assessment

**Social fund (FSCR, stimulation fund) - creation
classification based on trade unions**

Trade union	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
Total	426	32.2	65	2.0	34	2,528	78	1.8	230	129	3,173	227	17.1	61	6,036	6	2.8	121	87	1,807	
Agriculture and Nutrition	14	32.6	2		2				9	3	2,750	2	4.7	1				1	1		
Banking and Insurance	12	63.2	4	2.4			4	2.3	2	2		1	5.3	1							
Catering, Hotels and Tourism	4	25.0	1						1	4	440	9	56.3					3	9	46	
Civilian Employees of the Army	4	100.0	1				2		1	3	7,408										
Commerce	4	25.0					1		3	2											
ECHO	17	37.8			1		2		10	10	5,262	18	40.0	14	10,007			2	4	3,513	
Food Industry and Allied Trade	35	47.9	1		4	1,663	7	1.9	23	3	220	5	6.8	2				3	1		
Glass, Ceramic & Porcelain	10	34.5	8	2.7					2	2		13	44.8	2		5	2.9	7	5	3,237	
Health Service and Social Care	13	40.6					1		12	1		2	6.3					2			
KOVO	103	19.4	4	2.5	11	1,339	15	2.2	69	33	1,612	91	17.2	16	1,384			66	33	1,741	
Mines, Geology and Oil Industry	13	46.4	2				3	1.5	8	2		4	14.3	1		1		2	1		
Postal, Telecom. and Newspaper Services	2	40.0	1						1	1											
Railway Trade Unions	17	70.8	1		2		3	1.6	10	9	1,607	2	8.3					2			
Science and Research	27	84.4	5	2.0			19	1.9	1	13	1,700										
STAVBA	28	22.6	3	2.5	2		12	1.0	9	13	601	44	35.5	18	5,986			7	26	1,389	
Textile, Clothing and Leather Industry	8	18.6	1		4	1,600			3	1		4	9.3					3	3	1,847	
Transport	16	35.6	11	2.0					4	2		2	4.4	1				1			
Transport, Road Economy and Repair Vehicles	5	31.3	1				3	1.3	1	3	3,267	3	18.8						3	7,396	
Union of Aviation Employees												1	14.3					1			
UNIOS	67	56.8	11	1.8	8	6,150	1		47	16	627	22	18.6	4	9,925			18			
Universities Trade Union	2	22.2					1		1												
Wood.Industry, Forestry and Manag.of Water	25	37.9	8	1.7			4	2.6	13	6	2,740	4	6.1	1				3	1		

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 PVWR planned volume of wage resources and other personnel costs
 aver.% average percentage of the allotment to the fund
 aver.CZK average absolute amount of the allotment to the fund in CZK per employee per year

**Social fund (FSCR, stimulation fund) - use
classification based on trade unions**

Trade union	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	12.96	6.59	2.06	24.41	2.31	3.10	0.60	7.11	2.35	33.64	4.86	387	29.2	132	10.0
Agriculture and Nutrition	44.97	3.26	3.31	29.98	0.93	4.65		2.64		2.12	8.15	3	7.0		
Banking and Insurance												18	94.7	8	42.1
Catering, Hotels and Tourism	11.48		2.30	13.50	0.92	4.59			20.62	13.32	33.26	3	18.8		
Civilian Employees of the Army	29.03			24.96	3.01	3.05		20.64	0.61	8.21	10.49	4	100.0		
Commerce												2	12.5		
ECHO	20.31	12.51	0.64	30.16	5.98	4.50	0.52	3.42	0.48	20.59	0.87	14	31.1	22	48.9
Food Industry and Allied Trade	0.92	13.15	2.63	57.59		12.24				13.02	0.45	14	19.2	8	11.0
Glass, Ceramic & Porcelain	3.80	5.40		20.62	0.06	7.39		1.36		61.38		12	41.4	4	13.8
Health Service and Social Care												8	25.0		
KOVO	9.34	2.40	3.32	28.59	1.56	4.03	1.08	4.07	3.84	39.92	1.85	127	24.0	18	3.4
Mines, Geology and Oil Industry	10.63	3.48		13.03	0.94	0.17		18.88	1.75	43.78	7.33	12	42.9	6	21.4
Postal, Telecom. and Newspaper Services												1	20.0		
Railway Trade Unions	13.90	41.54		24.00	2.72	2.03		4.09	4.49	7.11	0.14	16	66.7	1	4.2
Science and Research	4.63	0.20	10.59	30.26	13.74	3.20		0.84		29.87	6.67	21	65.6	6	18.8
STAVBA	26.96	1.89	4.55	13.47	0.45	4.93		1.53	9.18	31.49	5.55	29	23.4	17	13.7
Textile, Clothing and Leather Industry	2.48	4.07	11.04	33.08	0.14	11.14	25.22	2.02	2.46	0.48	7.87	9	20.9		
Transport												1	2.2		
Transport, Road Economy and Repair Vehicles	6.53	15.13		36.89	0.70	6.60		1.68	0.55	31.92		8	50.0		
Union of Aviation Employees															
UNIOS	6.85	3.19	17.79	23.54	2.64	3.74		4.66	0.77	8.30	28.52	68	57.6	33	28.0
Universities Trade Union												2	22.2		
Wood.Industry, Forestry and Manag.of Water	4.85	0.84	1.43	15.31	0.31	3.75		4.57	1.31	22.33	45.30	15	22.7	9	13.6

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver. % average percentage of use for this purpose of the total creation of the fund
A recreation - contribution to employees and family members
B medical services - spas, rehabilitation
C loans to employees to cover their housing needs
D contribution to corporate catering
E social assistance, social loans
F remunerations for work and life anniversaries
G contribution to transport to and from work
H contributions to sporting and cultural events
I contribution to trade union organization
J other use
K balance

**Obstacles to work
classification based on trade unions**

Trade union	Employee's inability to work										Average number of days of leave with compensation for wage above the requirement of the LC																										
	wage compensation for the first 3 days of the inability						wage compensation from the fourth day of inability exceeding the level stated in LC				Type of personal obstacle																										
	agreed in CA		compensation amount		other form of compensation		agreed in CA		compensation amount		A			B			C			D			E			F			G			H			I		
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA															
Total	90	6.8	57.0	257	25	1.9	3	0.2		71.7	520	39.3	1.2	456	34.4	1.2	722	54.5	2.0	283	21.4	6.1	355	26.8	1.2	154	11.6	3.7	264	19.9	3.8	85	6.4	2.3	535	40.4	
Agriculture and Nutrition											11	25.6	1.5	12	27.9	1.3	15	34.9	1.5	9	20.9	6.6	8	18.6	1.1	5	11.6	2.6	4	9.3	9.0	2	4.7		14	32.6	
Banking and Insurance	3	15.8			3	15.8					3	15.8	1.3	1	5.3		1	5.3		2	10.5					1	5.3		5	26.3	4.0	1	5.3		13	68.4	
Catering, Hotels and Tourism	7	43.8	71.4								2	12.5		12	75.0	1.0	14	87.5	1.7	8	50.0	7.3					1	6.3		6	37.5	1.0	7	43.8			
Civilian Employees of the Army											1	25.0		2	50.0		2	50.0					1	25.0			1	25.0							2	50.0	
Commerce	1	6.3									3	18.8	2.0	9	56.3	1.2	7	43.8	1.4	5	31.3	8.2	1	6.3			1	6.3						4	25.0		
ECHO	15	33.3	60.0	200							31	68.9	1.2	28	62.2	1.8	34	75.6	2.0	24	53.3	6.6	7	15.6	1.3	22	48.9	5.0	22	48.9	3.3			30	66.7		
Food Industry and Allied Trade	5	6.8	56.3		4	5.5	1	1.4			9	12.3	1.4	22	30.1	1.2	14	19.2	1.6	3	4.1	11.7	14	19.2	1.1		1	1.4						34	46.6		
Glass, Ceramic & Porcelain	1	3.4									24	82.8	1.5	2	6.9		26	89.7	2.3	25	86.2	13.8	15	51.7	1.5		6	20.7	2.0	23	79.3	1.4	23	79.3			
Health Service and Social Care											1	3.1		2	6.3		4	12.5	1.8	1	3.1		1	3.1		2	6.3		4	12.5	4.3			13	40.6		
KOVO	16	3.0	56.1	275	10	1.9	1	0.2			274	51.7	1.3	251	47.4	1.2	342	64.5	2.7	25	4.7	5.2	217	40.9	1.2	17	3.2	2.2	113	21.3	3.0	11	2.1	3.5	213	40.2	
Mines, Geology and Oil Industry	3	10.7		200	2	7.1					16	57.1	1.1	18	64.3	1.0	24	85.7	1.1	7	25.0	12.4	11	39.3	1.5	16	57.1	4.0	16	57.1	3.4	11	39.3	3.2	17	60.7	
Postal, Telecom. and Newspaper Services	1	20.0									3	60.0	1.0	4	80.0	1.0	4	80.0	1.5	3	60.0	3.3	1	20.0		2	40.0		4	80.0	3.5	4	80.0	3.5	5	100.0	
Railway Trade Unions	1	4.2									8	33.3	1.0	8	33.3	1.6	12	50.0	1.5	5	20.8	7.4	4	16.7	1.3	3	12.5	2.7	3	12.5	7.3	1	4.2		7	29.2	
Science and Research	5	15.6	48.8	500							2	6.3		3	9.4	1.7						2	6.3		1	3.1			2	6.3				11	34.4		
STAVBA	7	5.6	36.7	170			1	0.8			70	56.5	1.0	27	21.8	1.0	103	83.1	1.3	97	78.2	3.2	19	15.3	1.1	81	65.3	3.9	26	21.0	7.2	1	0.8		29	23.4	
Textile, Clothing and Leather Industry											3	7.0	1.0	2	4.7		5	11.6	2.2	1	2.3		1	2.3			1	2.3						4	9.3		
Transport														18	40.0	1.1	10	22.2	1.8	17	37.8	7.9	15	33.3	1.1	1	2.2				1	2.2			1	2.2	
Transport, Road Economy and Repair Vehicles	4	25.0	60.0		3	18.8					3	18.8	1.7	3	18.8	4.0	10	62.5	1.1	9	56.3	8.7	3	18.8	1.0		4	25.0	4.5					4	25.0		
Union of Aviation Employees											1	14.3		4	57.1	1.0	1	14.3		4	57.1	10.5	1	14.3		1	14.3		4	57.1	4.3	2	28.6		4	57.1	
UNIOS	20	16.9	65.0	343	3	2.5					34	28.8	1.0	11	9.3	1.4	77	65.3	1.2	37	31.4	5.2	27	22.9	1.2	2	1.7		32	27.1	2.1	20	16.9	1.4	75	63.6	
Universities Trade Union											1	11.1					1	11.1																		4	44.4
Wood,Industry, Forestry and Manag.of Water	1	1.5									20	30.3	1.0	17	25.8	1.1	16	24.2	1.2	1	1.5		7	10.6	1.3		16	24.2	5.8					22	33.3		

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
% AE	average value of compensation, defined by the percentage from the average earnings
aver.CZK	average value of compensation, defined by an absolute amount in CZK per day
days	average extent of time off (in days)
A	one's own wedding
B	birth of a child to the wife of an employee
C	death of a direct relative
D	escorting a disabled child to a health or social care provider
E	moving house

F	looking for a new job
G	for mothers caring for a child (per year)
H	care for a family member (per year)
I	other obstacles

**Personnel development, fair treatment, industrial safety and health protection at work (ISHPW), general agreements of European social partners
classification based on trade unions**

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	450	34.0	18	1.4	425	32.1	1090	82.3	668	50.5	5	0.4	13	1.0
Agriculture and Nutrition	9	20.9			24	55.8	39	90.7	2	4.7				
Banking and Insurance	14	73.7	1	5.3	18	94.7	17	89.5	6	31.6	2	10.5	2	10.5
Catering, Hotels and Tourism	9	56.3			9	56.3	15	93.8	12	75.0				
Civilian Employees of the Army	3	75.0			1	25.0	4	100.0	2	50.0				
Commerce	3	18.8			6	37.5	16	100.0	5	31.3	3	18.8		
ECHO	31	68.9			19	42.2	45	100.0	5	11.1				
Food Industry and Allied Trade	31	42.5	1	1.4	3	4.1	69	94.5	49	67.1				
Glass, Ceramic & Porcelain							29	100.0	24	82.8				
Health Service and Social Care	20	62.5	3	9.4	7	21.9	29	90.6	9	28.1				
KOVO	144	27.2	5	0.9	171	32.3	407	76.8	326	61.5			8	1.5
Mines, Geology and Oil Industry	13	46.4			7	25.0	27	96.4						
Postal, Telecom. and Newspaper Services	2	40.0			2	40.0	5	100.0	2	40.0				
Railway Trade Unions	11	45.8	2	8.3	9	37.5	23	95.8	18	75.0			1	4.2
Science and Research	21	65.6	1	3.1	5	15.6	25	78.1	6	18.8				
STAVBA	26	21.0			76	61.3	95	76.6	43	34.7			1	0.8
Textile, Clothing and Leather Industry					1	2.3	38	88.4	21	48.8				
Transport	2	4.4					15	33.3	19	42.2				
Transport, Road Economy and Repair Vehicles	6	37.5			1	6.3	10	62.5	10	62.5				
Union of Aviation Employees	6	85.7			5	71.4	6	85.7	4	57.1			1	14.3
UNIOS	58	49.2	5	4.2	23	19.5	112	94.9	94	79.7				
Universities Trade Union	6	66.7			6	66.7	9	100.0	1	11.1				
Wood.Industry, Forestry and Manag.of Water	35	53.0			32	48.5	55	83.3	10	15.2				

Explanatory notes: NCA
% CA

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

**Minimum wage and wage scales
classification based on regions**

Region NUTS 3	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
										NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	160	12.1	9,889	20	1.5	56.52	42	3.2	61.46	335	25.3	395	29.8	87	6.6	108	8.2	160	12.1	209	15.8
CZ010 Capital Prague	41	18.0	10,021	4	1.8	59.10				45	19.7	59	25.9	27	11.8	13	5.7	7	3.1	15	6.6
CZ020 Středočeský	5	6.1	12,179							11	13.4	24	29.3	1	1.2	5	6.1	8	9.8	9	11.0
CZ031 Jihočeský	11	13.3	9,411	1	1.2					13	15.7	23	27.7	6	7.2	3	3.6	6	7.2	13	15.7
CZ032 Plzeňský	25	34.7	10,649	2	2.8		18	25.0	60.71	16	22.2	30	41.7	1	1.4	3	4.2	13	18.1	25	34.7
CZ041 Karlovarský	2	5.6		1	2.8		2	5.6		11	30.6	6	16.7	3	8.3	3	8.3	9	25.0	7	19.4
CZ042 Ústecký	10	12.5	8,666				2	2.5		25	31.3	33	41.3	6	7.5	5	6.3	8	10.0	13	16.3
CZ051 Liberecký	4	7.3	8,959							15	27.3	11	20.0	5	9.1	7	12.7	7	12.7	11	20.0
CZ052 Královéhradecký	4	5.3	8,943	2	2.7					20	26.7	30	40.0	2	2.7	7	9.3	10	13.3	20	26.7
CZ053 Pardubický	7	10.8	10,175	2	3.1		1	1.5		24	36.9	17	26.2	5	7.7	9	13.8	15	23.1	10	15.4
CZ061 Vysočina	10	16.1	9,430	1	1.6		2	3.2		11	17.7	10	16.1	8	12.9	8	12.9	3	4.8	8	12.9
CZ062 Jihomoravský	13	10.0	9,806	3	2.3	61.59	2	1.5		38	29.2	37	28.5	9	6.9	9	6.9	18	13.8	11	8.5
CZ071 Olomoucký	7	6.9	10,459	1	1.0		11	10.8	65.00	26	25.5	38	37.3	4	3.9	9	8.8	16	15.7	30	29.4
CZ072 Zlínský	6	6.6	9,057	1	1.1		1	1.1		26	28.6	25	27.5	3	3.3	19	20.9	20	22.0	11	12.1
CZ080 Moravskoslezský	15	9.2	9,584	2	1.2		3	1.8	66.90	54	33.1	52	31.9	7	4.3	8	4.9	20	12.3	26	16.0

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of the monthly minimum wage
 CZK/h average value of the hourly minimum wage
 TS tariff system

**Monthly wage scales - 12-scale tariff system
classification based on regions**

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	306	8,905	307	9,531	312	10,245	315	11,092	322	12,164	322	13,305	324	14,680	333	16,214	323	18,109	320	20,215	319	22,659	317	25,529
CZ010 Capital Prague	39	9,455	39	10,084	39	10,918	39	11,936	40	13,302	40	14,723	40	16,386	45	18,194	45	20,847	44	23,870	44	27,371	44	31,657
CZ020 Středočeský	10	10,375	10	10,928	10	11,701	10	12,580	10	13,792	10	15,034	10	16,456	11	17,753	10	20,836	10	23,540	10	26,622	10	30,046
CZ031 Jihočeský	11	7,529	11	8,118	11	8,855	12	9,968	12	11,043	12	12,210	12	13,630	13	15,147	12	17,100	12	19,268	12	21,692	12	24,597
CZ032 Plzeňský	16	8,794	16	9,552	16	10,470	16	11,520	16	12,729	16	14,060	16	15,644	16	17,464	16	19,588	16	22,367	16	25,004	16	28,537
CZ041 Karlovarský	11	8,345	11	8,720	11	9,235	11	9,928	11	10,720	11	11,658	11	12,801	11	14,213	11	15,632	11	17,349	11	19,442	11	21,874
CZ042 Ústecký	23	8,779	23	9,457	23	10,199	24	10,862	24	11,961	24	13,194	24	14,460	25	15,923	24	17,476	24	19,372	24	21,527	23	24,255
CZ051 Liberecký	14	7,943	14	8,393	14	8,965	14	9,620	15	10,515	15	11,541	15	12,763	15	14,048	15	15,710	15	17,673	15	19,983	15	22,620
CZ052 Královéhradecký	19	8,716	20	9,531	20	10,189	20	10,971	20	11,840	20	12,828	20	14,133	20	15,487	20	17,007	20	18,914	20	21,071	20	23,391
CZ053 Pardubický	24	8,756	23	9,234	24	9,865	23	10,455	24	11,329	23	12,362	24	13,545	23	14,734	20	16,320	19	17,988	19	20,263	19	22,964
CZ061 Vysočina	9	8,547	9	9,006	10	9,543	10	10,334	11	11,237	11	12,215	11	13,488	11	14,822	11	16,201	11	17,936	11	19,798	11	21,903
CZ062 Jihomoravský	37	9,124	37	9,765	37	10,457	37	11,290	37	12,275	36	13,243	36	14,576	37	16,057	36	17,836	35	19,333	35	21,463	34	23,633
CZ071 Olomoucký	24	8,524	24	9,015	24	9,575	24	10,257	24	11,221	25	12,202	26	13,248	26	14,569	23	15,900	23	17,752	23	20,110	23	23,156
CZ072 Zlínský	19	8,900	20	9,440	23	10,119	23	10,953	25	12,020	26	12,942	26	14,257	26	15,685	26	17,264	26	19,081	26	21,185	26	23,539
CZ080 Moravskoslezský	50	9,204	50	9,997	50	10,832	52	11,829	53	13,048	53	14,375	53	15,984	54	17,616	54	19,548	54	21,754	53	24,121	53	26,731

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
CZK/m average value of the monthly scale

**Hourly wage scales (40 hours/week) - 12-scale tariff system
classification based on regions**

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	86	52.34	86	55.20	86	59.63	86	65.21	85	71.03	85	77.56	84	86.28	27	83.98	19	87.27	19	96.30	18	99.72	18	110.39
CZ010 Capital Prague	27	57.56	27	60.52	27	65.97	27	72.99	27	79.70	27	87.14	27	96.81	3	86.60	3	93.30	3	99.60	3	107.25	3	115.14
CZ020 Středočeský	1		1		1		1		1		1		1											
CZ031 Jihočeský	6	52.28	6	54.22	5	58.80	5	64.66	5	69.72	5	75.58	5	84.12	1									
CZ032 Plzeňský	1		1		1		1		1		1		1											
CZ041 Karlovarský	3	48.30	3	50.57	3	52.37	3	57.03	3	61.33	3	66.60	3	72.80	2		2		2		2		2	
CZ042 Ústecký	6	48.50	6	51.02	6	55.58	6	60.97	6	66.93	6	73.68	6	81.62	3	98.57	3	111.23	3	127.23	2		2	
CZ051 Liberecký	5	45.32	5	47.80	5	51.64	5	55.62	5	61.34	5	68.10	4	83.20										
CZ052 Královéhradecký	2		2		2		2		2		2		2		1		1		1		1		1	
CZ053 Pardubický	5	46.78	5	49.30	5	52.10	5	55.74	5	60.44	5	65.48	5	71.56	3	69.67	2		2		2		2	
CZ061 Vysočina	8	49.49	8	53.34	8	57.19	8	61.89	7	68.09	7	74.30	7	81.21	3	75.33	2		2		2		2	
CZ062 Jihomoravský	9	50.23	9	52.92	9	57.09	9	62.02	9	66.23	9	72.01	9	78.82	3	70.20	3	76.70	3	83.90	3	92.17	3	102.63
CZ071 Olomoucký	4	51.95	4	54.33	4	57.20	4	60.55	4	65.13	4	70.30	4	76.30	1		1		1		1		1	
CZ072 Zlínský	2		2		3	55.73	3	60.77	3	66.96	3	74.40	3	82.98	2		2		2		2		2	
CZ080 Moravskoslezský	7	54.94	7	57.81	7	62.96	7	69.10	7	75.97	7	83.11	7	92.83	5	100.68								

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 CZK/h average value of the hourly scale

**Hourly wage scales (37.5 hours/week) - 12-scale tariff system
classification based on regions**

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	148	54.19	151	57.79	157	62.47	160	67.38	160	73.68	158	80.69	153	88.73	93	95.70	66	100.61	58	112.46	49	125.19	47	139.17
CZ010 Capital Prague	6	57.10	6	60.80	7	67.84	7	72.26	7	80.44	7	90.02	7	100.82	5	113.89	4	120.43	4	136.35	4	154.75	4	176.05
CZ020 Středočeský	8	56.68	8	59.01	8	62.50	8	66.96	8	73.16	8	80.01	8	88.86	6	95.28	5	104.46	5	114.12	5	125.58	5	139.02
CZ031 Jihočeský	6	39.95	6	43.08	6	47.77	6	53.28	6	59.90	6	67.57	6	75.87	1		1		1		1		1	
CZ032 Plzeňský	13	52.91	13	56.83	13	62.05	13	68.22	13	74.95	13	82.71	13	91.37	7	87.11	6	93.15	5	105.14	5	118.52	4	143.80
CZ041 Karlovarský	9	54.53	9	56.95	9	60.50	9	64.98	9	70.21	9	76.42	9	83.64	7	96.00	5	92.16	5	100.52	5	110.12	5	121.64
CZ042 Ústecký	8	53.86	8	56.64	8	60.54	8	66.60	8	72.33	8	78.25	7	85.10	4	86.13	4	93.23	4	103.23	2		2	
CZ051 Liberecký	7	47.31	7	50.11	7	53.51	7	57.09	7	61.70	7	67.41	7	72.86	5	78.96	4	90.85	3	101.37	3	114.90	3	129.60
CZ052 Královéhradecký	9	55.58	10	60.04	10	63.16	10	66.86	10	71.30	10	76.86	10	83.37	9	88.48	8	91.36	4	109.35	4	119.50	4	132.33
CZ053 Pardubický	14	56.66	14	58.29	14	61.91	15	64.83	15	71.45	14	77.35	13	85.29	10	92.58	5	103.90	5	115.18	3	140.70	3	161.07
CZ061 Vysočina	3	50.87	3	53.99	3	59.12	3	64.92	3	71.47	3	78.31	3	85.88	2		2		2		1		1	
CZ062 Jihomoravský	17	59.03	17	63.49	18	67.99	18	73.83	18	80.33	17	87.47	17	95.77	11	102.58	7	115.84	6	128.75	4	143.03	4	156.58
CZ071 Olomoucký	15	53.29	15	57.22	15	61.66	16	67.48	16	73.52	16	80.86	14	88.59	9	99.06	4	108.85	4	118.70	4	126.83	4	135.38
CZ072 Zlínský	16	55.03	17	59.09	19	63.92	20	68.42	20	75.23	20	82.51	20	90.42	6	90.23	5	85.09	4	90.01	2		2	
CZ080 Moravskoslezský	17	53.80	18	58.64	20	64.88	20	70.14	20	76.87	20	84.77	19	93.74	11	107.79	6	111.32	6	120.97	6	134.43	5	143.40

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
CZK/h average value of the hourly scale

**Wage supplementary charges according to LC
classification based on regions**

Region NUTS 3	Supplementary charge																					
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)				
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE	
			% AE	% AE																		% AE
Total	1111	83.9	25.9	48.3	26.5	985	74.4	101.7	1089	82.3	13.43	11.5	819	61.9	7.51	10.3	10.5	1033	78.0	20.41	23.4	
CZ010 Capital Prague	170	74.6	26.0	49.9	27.1	150	65.8	100.8	167	73.2	13.80	11.3	127	55.7	7.73	10.0	11.0	161	70.6	33.16	22.6	
CZ020 Středočeský	68	82.9	26.0	49.6	25.2	55	67.1	102.5	69	84.1	11.79	11.1	42	51.2	8.65	10.0	10.0	63	76.8	21.46	18.4	
CZ031 Jihočeský	74	89.2	26.7	52.5	26.5	61	73.5	103.9	71	85.5	11.81	12.1	58	69.9	7.23	12.5	10.0	69	83.1	16.00	26.5	
CZ032 Plzeňský	56	77.8	27.3	50.3	25.3	57	79.2	103.9	56	77.8	16.40	13.2	44	61.1	7.89	15.0	10.0	59	81.9	21.60	25.5	
CZ041 Karlovarský	34	94.4	26.4	50.0	27.6	30	83.3	100.0	28	77.8	11.34	11.3	20	55.6	7.08	10.0	10.0	24	66.7	23.23	20.6	
CZ042 Ústecký	68	85.0	26.2	47.7	26.2	56	70.0	101.1	67	83.8	13.56	13.3	53	66.3	6.88	10.0	10.4	63	78.8	18.51	19.9	
CZ051 Liberecký	50	90.9	26.4	48.3	27.5	40	72.7	105.0	48	87.3	15.20	10.0	36	65.5	8.80	5.0	12.9	44	80.0	11.50	22.8	
CZ052 Královéhradecký	68	90.7	25.3	47.9	27.0	52	69.3	100.2	66	88.0	13.63	12.0	43	57.3	7.47	10.0	10.0	59	78.7	13.34	20.6	
CZ053 Pardubický	56	86.2	25.6	44.7	26.1	49	75.4	102.6	57	87.7	12.29	12.0	46	70.8	7.42	10.0	10.4	54	83.1	13.83	19.1	
CZ061 Vysočina	48	77.4	25.0	50.3	25.2	44	71.0	101.1	48	77.4	12.63	10.2	39	62.9	7.02	10.0	11.7	49	79.0	16.00	25.5	
CZ062 Jihomoravský	108	83.1	25.3	46.1	28.5	100	76.9	101.2	111	85.4	11.98	11.6	82	63.1	7.76	10.4	10.0	103	79.2	18.86	25.8	
CZ071 Olomoucký	90	88.2	25.7	47.4	25.6	82	80.4	100.9	87	85.3	13.08	10.5	63	61.8	6.97	11.0	10.0	79	77.5	24.07	23.5	
CZ072 Zlínský	80	87.9	25.8	46.6	26.6	80	87.9	100.0	79	86.8	13.20	10.7	62	68.1	6.52	10.0	10.0	76	83.5	17.14	28.0	
CZ080 Moravskoslezský	141	86.5	26.1	45.4	26.7	129	79.1	102.8	135	82.8	14.92	11.5	104	63.8	7.79	10.0	10.3	130	79.8	28.47	23.9	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of the supplementary charge specified as a percentage of the average earnings
 CZK/h average value of the supplementary charge in CZK per hour
 % MM average value of the supplementary charge specified as a percentage of the basic tariff of minimum wage

**Other supplementary charges I
classification based on regions**

Region NUTS 3	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
Total	10	7.6	612	6.73	3	21	15.2	47	98.64	87	3	7.7	164	4.77	39	2		217	6.01	1
CZ010 Capital Prague			67	7.32		11	14.6	8	85.50	8			24	5.49	12			34	6.81	
CZ020 Středočeský			33	6.30		2		4	78.13	5			9	6.67	3			7	3.84	
CZ031 Jihočeský			51	6.74				11	75.68	7			4	2.58				12	7.38	
CZ032 Plzeňský	1		38	6.94				1		4	1		3	5.43				14	7.67	
CZ041 Karlovarský			19	4.96		1		2		2			7	3.07		1		5	3.70	
CZ042 Ústecký	1		31	5.80				2		4	1		6	4.75	1			17	5.22	
CZ051 Liberecký			36	7.82				1		2			8	3.65	4			3	4.63	
CZ052 Královéhradecký	1		39	7.30				3	89.83	6			5	5.89	2			7	6.01	
CZ053 Pardubický			34	6.31		5	16.2	1		4			11	3.27	1			8	5.45	
CZ061 Vysočina	1		33	6.61				8	79.25	1			14	6.04	1			5	4.42	
CZ062 Jihomoravský	3	8.3	47	6.62	1	1		1		5	1		13	5.65	5			23	5.20	
CZ071 Olomoucký	1		59	9.22	1			1		20			29	4.28	3			29	4.79	
CZ072 Zlínský	2		52	6.04				2		10			7	4.04	1	1		4	6.75	
CZ080 Moravskoslezský			73	5.07	1	1		2		9			24	4.52	6			49	6.85	1

Explanatory notes: NCA

% AE

CZK/h

CZK/shift

number of collective agreements, in which the appropriate indicator has been agreed

average value of the supplementary charge specified as a percentage of the average earnings

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per shift

**Other supplementary charges II
classification based on regions**

Region NUTS 3	Supplementary charge																					
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge	
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form		
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	
Total	3	10.0	171	24.74	10			15	487	2	45	31.7	17	1,935	81	22	10.1	27	747	34	501	
CZ010 Capital Prague	1		25	39.10	2			3	433	1	18	27.8	4	1,750	7	9	9.6	4	965	2	75	
CZ020 Středočeský			6	16.82				1			1		1		2			2			26	
CZ031 Jihočeský			12	7.52	1			1							6			1			1	35
CZ032 Plzeňský			12	10.83	2			1					1		3	1						19
CZ041 Karlovarský			4	31.00						1	1				1						1	13
CZ042 Ústecký			14	20.07	1			3	400		7	35.7	2		11	1		1			8	41
CZ051 Liberecký			7	11.76							1				2	1					2	18
CZ052 Královéhradecký	1		9	22.58				2			2		2		6	1		3	810		3	32
CZ053 Pardubický			6	27.67							1		1		5			1			1	32
CZ061 Vysočina			5	22.46				1			2				2	1						15
CZ062 Jihomoravský			11	30.71				2			6	30.0			7	3	10.0	3	472			56
CZ071 Olomoucký			13	15.31							2				7	2		1			3	40
CZ072 Zlínský	1		8	18.69				1					1		8			6	333		4	41
CZ080 Moravskoslezský			39	32.73	4						4	33.8	5	1,800	14	3	14.3	5	1,000		9	58

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % AE average value of the supplementary charge specified as a percentage of the average earnings
 CZK/h average value of the supplementary charge in CZK per hour
 CZK/month average value of the supplementary charge in CZK per month

**Other wage components - 13th and 14th pay
classification based on regions**

Region NUTS 3	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	574	43.4	192	14.5	327	24.7	213	16.1	84	6.3	108	8.2	132	10.0	97	7.3	720	54.4
CZ010 Capital Prague	88	38.6	19	8.3	43	18.9	30	13.2	19	8.3	16	7.0	16	7.0	23	10.1	110	48.2
CZ020 Středočeský	28	34.1	13	15.9	15	18.3	12	14.6	6	7.3	7	8.5	13	15.9	3	3.7	35	42.7
CZ031 Jihočeský	49	59.0	19	22.9	30	36.1	24	28.9	6	7.2	13	15.7	14	16.9	14	16.9	56	67.5
CZ032 Plzeňský	32	44.4	6	8.3	20	27.8	16	22.2	5	6.9	3	4.2	14	19.4	5	6.9	44	61.1
CZ041 Karlovarský	9	25.0	4	11.1	4	11.1	2	5.6	3	8.3	2	5.6	1	2.8	3	8.3	20	55.6
CZ042 Ústecký	37	46.3	10	12.5	22	27.5	17	21.3	5	6.3	9	11.3	12	15.0	6	7.5	43	53.8
CZ051 Liberecký	24	43.6	6	10.9	12	21.8	7	12.7	4	7.3	5	9.1	4	7.3	5	9.1	25	45.5
CZ052 Královéhradecký	38	50.7	12	16.0	24	32.0	14	18.7	3	4.0	6	8.0	9	12.0	2	2.7	46	61.3
CZ053 Pardubický	31	47.7	8	12.3	20	30.8	12	18.5	4	6.2	2	3.1	6	9.2	2	3.1	32	49.2
CZ061 Vysočina	28	45.2	13	21.0	16	25.8	11	17.7	3	4.8	9	14.5	8	12.9	2	3.2	36	58.1
CZ062 Jihomoravský	47	36.2	12	9.2	30	23.1	24	18.5	7	5.4	9	6.9	13	10.0	10	7.7	72	55.4
CZ071 Olomoucký	27	26.5	10	9.8	13	12.7	10	9.8	6	5.9	8	7.8	3	2.9	2	2.0	54	52.9
CZ072 Zlínský	49	53.8	14	15.4	38	41.8	7	7.7	7	7.7	8	8.8	6	6.6	14	15.4	49	53.8
CZ080 Moravskoslezský	87	53.4	46	28.2	40	24.5	27	16.6	6	3.7	11	6.7	13	8.0	6	3.7	98	60.1

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 * Incentive components - bonuses, performance rewards, team rewards etc.

**Remunerations at work anniversaries and assistance in natural disasters
classification based on regions**

Region NUTS 3	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
Total	682	51.5	62	2,490	221	2,745	454	4,167	517	5,291	632	6,442	677	7,321	681	8,606	681	9,699	682	10,899	7	0.5	8,571
CZ010 Capital Prague	121	53.1	13	3,038	27	3,324	95	5,036	105	6,632	115	8,861	121	9,923	121	11,928	121	13,269	121	14,515	4	1.8	7,500
CZ020 Středočeský	38	46.3	5	2,200	19	3,274	29	5,379	29	7,017	35	7,723	38	8,658	38	9,789	38	10,408	38	11,987	1	1.2	
CZ031 Jihočeský	49	59.0	5	3,380	18	3,139	25	3,943	28	5,149	46	5,483	49	6,689	49	7,952	49	9,105	49	10,581			
CZ032 Plzeňský	33	45.8	4	3,000	15	2,570	28	4,393	31	5,410	33	6,600	33	7,706	33	8,615	33	9,585	33	10,721			
CZ041 Karlovarský	21	58.3	6	2,242	8	1,950	11	2,877	13	3,135	21	3,702	21	5,064	21	5,917	21	6,598	21	7,767			
CZ042 Ústecký	44	55.0	7	1,329	14	2,032	28	3,764	31	4,663	40	5,890	43	6,652	44	7,691	44	8,583	44	10,134			
CZ051 Liberecký	31	56.4	5	1,860	11	3,152	22	4,279	24	4,854	28	5,608	30	6,485	31	7,417	31	8,324	31	9,424			
CZ052 Královéhradecký	38	50.7	2		12	1,463	24	2,819	26	4,050	35	5,331	37	6,296	37	7,623	37	8,586	38	9,337			
CZ053 Pardubický	29	44.6			5	2,800	19	3,921	23	5,174	28	5,779	29	6,250	29	7,314	29	8,043	29	9,031			
CZ061 Vysočina	32	51.6	4	1,125	12	2,392	20	3,400	25	4,600	30	5,500	31	6,165	32	6,856	32	7,584	32	8,447			
CZ062 Jihomoravský	67	51.5	2		14	2,643	36	4,649	41	5,907	55	7,362	67	7,732	67	9,558	67	10,780	67	12,238	1	0.8	
CZ071 Olomoucký	56	54.9	3	1,400	18	2,031	27	3,176	40	4,014	52	5,344	55	6,545	56	8,011	56	9,412	56	10,822			
CZ072 Zlínský	37	40.7	3	7,667	12	3,775	27	3,819	29	4,731	32	5,769	37	6,662	37	7,843	37	9,176	37	10,811			
CZ080 Moravskoslezský	86	52.8	3	1,733	36	2,831	63	3,779	72	4,759	82	5,624	86	6,136	86	6,820	86	7,965	86	8,544	1	0.6	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

**Remunerations at life anniversaries I - reaching the age of 50
classification based on regions**

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	788	59.5	345	3,456	718	3,945	766	4,952	775	5,852	788	6,739	788	7,194
CZ010 Capital Prague	124	54.4	72	4,021	116	5,106	123	6,326	124	7,321	124	8,460	124	8,870
CZ020 Středočeský	33	40.2	18	3,306	28	3,729	33	4,490	33	4,893	33	5,480	33	5,708
CZ031 Jihočeský	51	61.4	31	3,019	50	3,141	51	3,473	51	3,863	51	4,438	51	4,651
CZ032 Plzeňský	48	66.7	22	2,048	38	3,300	43	5,078	48	6,764	48	7,461	48	8,606
CZ041 Karlovarský	21	58.3	6	2,650	17	2,847	21	3,400	21	3,843	21	4,452	21	4,748
CZ042 Ústecký	47	58.8	14	4,286	46	4,603	47	6,110	47	7,304	47	8,432	47	8,810
CZ051 Liberecký	35	63.6	14	2,793	34	3,570	35	4,328	35	5,092	35	5,946	35	6,417
CZ052 Královéhradecký	50	66.7	22	3,205	47	3,894	50	5,063	50	6,162	50	7,184	50	7,401
CZ053 Pardubický	32	49.2	10	3,530	30	3,700	32	4,616	32	5,531	32	6,309	32	6,697
CZ061 Vysočina	42	67.7	27	2,448	40	2,815	42	3,444	42	3,898	42	4,339	42	4,720
CZ062 Jihomoravský	79	60.8	34	4,468	73	4,006	79	4,793	79	5,552	79	6,470	79	7,082
CZ071 Olomoucký	63	61.8	21	3,587	60	3,554	63	4,216	63	4,972	63	5,702	63	6,257
CZ072 Zlínský	52	57.1	26	3,223	50	3,548	51	4,540	51	5,082	52	6,120	52	7,106
CZ080 Moravskoslezský	111	68.1	28	3,811	89	4,292	96	5,630	99	6,890	111	7,804	111	7,986

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

Remunerations at life anniversaries II - 1st quitting of the working relation following the granting of disability pension for third-class disability or the old-age pension classification based on regions

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	864	65.3	332	4,592	760	5,315	840	6,711	855	8,029	862	9,284	863	10,170	864	10,870	864	11,430	864	11,920
CZ010 Capital Prague	146	64.0	63	4,211	130	6,782	142	8,792	143	9,838	146	11,732	146	12,612	146	13,505	146	14,295	146	15,215
CZ020 Středočeský	44	53.7	21	7,000	36	7,054	41	8,317	43	9,008	43	10,033	44	11,007	44	11,466	44	11,977	44	12,693
CZ031 Jihočeský	53	63.9	26	4,704	50	4,361	53	5,565	53	6,294	53	7,232	53	7,566	53	8,115	53	8,445	53	9,077
CZ032 Plzeňský	51	70.8	17	3,118	38	6,205	42	8,736	50	14,709	51	15,918	51	17,188	51	18,037	51	18,565	51	18,829
CZ041 Karlovarský	21	58.3	4	12,475	17	4,609	21	5,688	21	6,729	21	7,969	21	8,698	21	9,402	21	9,845	21	10,169
CZ042 Ústecký	49	61.3	13	5,404	43	6,435	48	8,015	48	9,648	49	10,867	49	11,777	49	12,583	49	13,001	49	13,297
CZ051 Liberecký	40	72.7	14	3,957	34	4,303	38	5,512	38	6,503	40	8,250	40	9,249	40	9,713	40	10,061	40	10,373
CZ052 Královéhradecký	51	68.0	23	2,909	46	4,254	51	5,162	51	5,806	51	6,837	51	7,379	51	7,931	51	8,189	51	8,527
CZ053 Pardubický	36	55.4	12	5,117	33	4,179	36	5,331	36	6,171	36	6,833	36	7,531	36	8,161	36	8,514	36	8,867
CZ061 Vysočina	46	74.2	29	2,676	42	3,198	46	3,793	46	4,363	46	4,978	46	5,436	46	5,776	46	6,027	46	6,261
CZ062 Jihomoravský	80	61.5	31	6,040	75	6,129	78	7,836	79	9,472	79	11,046	79	12,675	80	13,772	80	14,769	80	15,062
CZ071 Olomoucký	81	79.4	18	5,387	73	3,674	78	4,730	81	6,253	81	7,500	81	8,575	81	9,637	81	10,733	81	11,515
CZ072 Zlínský	61	67.0	32	3,456	58	4,333	61	5,348	61	6,238	61	7,479	61	8,943	61	9,418	61	9,836	61	10,082
CZ080 Moravskoslezský	105	64.4	29	5,541	85	5,901	105	7,017	105	7,578	105	8,322	105	8,619	105	8,976	105	9,224	105	9,554

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

Wage development classification based on regions

Region NUTS 3	Wage development contracted																														Wage development is bound to economic indicators					
	NCA	% CA	of this																																	
			by maintaining the aver. wage				by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage				by increasing the average real wage				by keeping real wage				by combination of given issues									
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	without manag.	NCA	% CA	without manag.		NCA	% CA			
Total	786	59.4	43	3.2	270	20.4	23	484	247	2.8	90	6.8	6	0.5	292	22.1	273	2.8	19	488	5	2.3	22	1.7	22	1.8	7	0.9	185	14.0	10	0.8	110	8.3	186	14.0
CZ010 Capital Prague	129	56.6	13	5.7	36	15.8			36	2.7	14	6.1			57	25.0	55	2.5	2		1		3	1.3	3	2.3			31	13.6	2	0.9	24	10.5	22	9.6
CZ020 Středočeský	46	56.1	3	3.7	15	18.3	2		13	3.1	9	11.0	2	2.4	18	22.0	15	2.5	3	582			1	1.2	1			9	11.0	2	2.4	9	11.0	5	6.1	
CZ031 Jihočeský	46	55.4	1	1.2	23	27.7			23	3.6	13	15.7			8	9.6	8	3.0					3	3.6	3	2.5			11	13.3			10	12.0	14	16.9
CZ032 Plzeňský	57	79.2	1	1.4	22	30.6	3	413	19	3.1	12	16.7	2	2.8	16	22.2	15	2.6	1		1							20	27.8	2	2.8	13	18.1	21	29.2	
CZ041 Karlovarský	21	58.3			8	22.2	1		7	3.1	3	8.3	2	5.6	6	16.7	6	2.6					1	2.8	1			6	16.7			3	8.3	7	19.4	
CZ042 Ústecký	43	53.8	2	2.5	13	16.3	1		12	2.5	2	2.5			15	18.8	14	2.9	1				7	8.8	7	0.9	7	0.9	8	10.0	1	1.3	5	6.3	5	6.3
CZ051 Liberecký	35	63.6	1	1.8	20	36.4			20	2.8	3	5.5			12	21.8	12	3.5					1	1.8	1			2	3.6			4	7.3	5	9.1	
CZ052 Královéhradecký	40	53.3			11	14.7	1		10	2.9	7	9.3			17	22.7	17	3.3										10	13.3			4	5.3	7	9.3	
CZ053 Pardubický	35	53.8	4	6.2	7	10.8			7	3.3	1	1.5			15	23.1	15	2.8			1		1	1.5	1			7	10.8					5	7.7	
CZ061 Vysočina	33	53.2			17	27.4	7	507	10	2.4	2	3.2			11	17.7	10	3.1	1				1	1.6	1			5	8.1			3	4.8	8	12.9	
CZ062 Jihomoravský	80	61.5	6	4.6	26	20.0	4	555	22	2.3	7	5.4			28	21.5	25	2.4	3	327			1	0.8	1			21	16.2	2	1.5	9	6.9	21	16.2	
CZ071 Olomoucký	58	56.9	1	1.0	19	18.6	2		17	2.6	3	2.9			25	24.5	21	2.6	4	365	1							18	17.6	1	1.0	8	7.8	7	6.9	
CZ072 Zlínský	58	63.7	1	1.1	21	23.1	1		20	2.5	10	11.0			14	15.4	14	2.7					1	1.1	1			22	24.2			11	12.1	25	27.5	
CZ080 Moravskoslezský	105	64.4	10	6.1	32	19.6	1		31	2.9	4	2.5			50	30.7	46	3.1	4	550	1		2	1.2	2			15	9.2			7	4.3	34	20.9	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver.% average percentage
 aver.CZK average value in CZK

Remuneration of employees I classification based on regions

Region NUTS 3	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue		NCA	% CA	% AE	NCA	% CA	% AE				
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
Total	781	59.0	142	10.7	52	3.9	661	49.9	263	19.9	97.1	242	18.3	86.9	363	27.4	17.3	15.09
CZ010 Capital Prague	123	53.9	20	8.8	2	0.9	111	48.7	51	22.4	97.9	55	24.1	86.1	60	26.3	16.6	17.32
CZ020 Středočeský	41	50.0	3	3.7	1	1.2	37	45.1	8	9.8	98.8	6	7.3	83.3	21	25.6	18.9	14.67
CZ031 Jihočeský	51	61.4	7	8.4			47	56.6	30	36.1	97.2	27	32.5	91.7	35	42.2	20.0	15.90
CZ032 Plzeňský	45	62.5	6	8.3	11	15.3	29	40.3	21	29.2	96.2	19	26.4	86.8	17	23.6	19.1	18.38
CZ041 Karlovarský	22	61.1	4	11.1	3	8.3	19	52.8	10	27.8	98.0	7	19.4	91.4	17	47.2	18.8	18.83
CZ042 Ústecký	46	57.5	10	12.5	1	1.3	35	43.8	17	21.3	97.4	19	23.8	87.6	23	28.8	26.1	10.82
CZ051 Liberecký	25	45.5	3	5.5	1	1.8	21	38.2	11	20.0	97.7	6	10.9	95.8	10	18.2	14.0	24.33
CZ052 Královéhradecký	45	60.0	8	10.7	3	4.0	37	49.3	15	20.0	96.0	12	16.0	80.4	30	40.0	16.7	15.15
CZ053 Pardubický	39	60.0	11	16.9	3	4.6	30	46.2	14	21.5	95.7	8	12.3	85.6	13	20.0	15.9	16.52
CZ061 Vysočina	37	59.7	6	9.7	4	6.5	34	54.8	7	11.3	98.6	8	12.9	87.5	13	21.0	15.7	15.33
CZ062 Jihomoravský	78	60.0	21	16.2	5	3.8	62	47.7	23	17.7	98.5	19	14.6	86.1	36	27.7	16.2	14.36
CZ071 Olomoucký	58	56.9	14	13.7	10	9.8	46	45.1	10	9.8	94.0	12	11.8	90.0	25	24.5	16.1	18.44
CZ072 Zlínský	54	59.3	11	12.1	2	2.2	47	51.6	17	18.7	96.5	16	17.6	81.9	20	22.0	17.5	16.00
CZ080 Moravskoslezský	117	71.8	18	11.0	6	3.7	106	65.0	29	17.8	95.9	28	17.2	86.4	43	26.4	15.9	10.89

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of the refund (of remuneration) specified as a percentage of the average earnings
 CZK/h average value of remuneration in CZK per hour

**Remuneration of employees II - working hours account, wage by the task
classification based on regions**

Region NUTS 3	Applying the working hours account under Section 86 LC								Applying the working hours account in overtime under Subsec. 4, LC			Use of wage by the task			
	agreed in CA		compensatory period	The amount of fixed wages beyond the scope of Section 120, subsec. 1, LC				agreed in CA		extent	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		weeks	NCA	% CA	% AE	NCA	% CA		NCA	% CA	NCA	% CA	
											hours				
Total	91	6.9	48.3	12	0.9	97.0	2	0.2	7	0.5	98.6	215	16.2	106	8.0
CZ010 Capital Prague	22	9.6	49.6	1	0.4							24	10.5	16	7.0
CZ020 Středočeský	7	8.5	48.3									6	7.3	1	1.2
CZ031 Jihočeský	6	7.2	45.5						1	1.2		13	15.7	3	3.6
CZ032 Plzeňský	6	8.3	49.0	2	2.8		2	2.8	1	1.4		25	34.7	20	27.8
CZ041 Karlovarský	3	8.3	52.0									11	30.6	6	16.7
CZ042 Ústecký	8	10.0	52.0									8	10.0	4	5.0
CZ051 Liberecký	4	7.3	42.3	1	1.8							4	7.3	2	3.6
CZ052 Královéhradecký	3	4.0	52.0						1	1.3		16	21.3	3	4.0
CZ053 Pardubický	4	6.2	52.0	4	6.2	97.5						13	20.0	11	16.9
CZ061 Vysočina	2	3.2										10	16.1	3	4.8
CZ062 Jihomoravský	8	6.2	52.0	3	2.3	95.0			3	2.3	100.0	18	13.8	6	4.6
CZ071 Olomoucký	6	5.9	43.3									12	11.8	4	3.9
CZ072 Zlínský	4	4.4	52.0									29	31.9	11	12.1
CZ080 Moravskoslezský	8	4.9	41.1	1	0.6				1	0.6		26	16.0	16	9.8

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of permanent wage specified as a percentage of the average earnings

**Remuneration of employees III
classification based on regions**

Region NUTS 3	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1274	96.2	1151	86.9	663	50.1	665	50.2	886	66.9
CZ010 Capital Prague	215	94.3	173	75.9	132	57.9	101	44.3	139	61.0
CZ020 Středočeský	78	95.1	69	84.1	34	41.5	22	26.8	41	50.0
CZ031 Jihočeský	81	97.6	78	94.0	29	34.9	53	63.9	60	72.3
CZ032 Plzeňský	71	98.6	66	91.7	56	77.8	19	26.4	60	83.3
CZ041 Karlovarský	35	97.2	32	88.9	26	72.2	10	27.8	27	75.0
CZ042 Ústecký	79	98.8	74	92.5	33	41.3	50	62.5	57	71.3
CZ051 Liberecký	50	90.9	48	87.3	25	45.5	24	43.6	33	60.0
CZ052 Královéhradecký	73	97.3	67	89.3	34	45.3	32	42.7	48	64.0
CZ053 Pardubický	62	95.4	59	90.8	31	47.7	33	50.8	47	72.3
CZ061 Vysočina	56	90.3	53	85.5	15	24.2	15	24.2	24	38.7
CZ062 Jihomoravský	125	96.2	111	85.4	79	60.8	81	62.3	93	71.5
CZ071 Olomoucký	98	96.1	87	85.3	33	32.4	56	54.9	63	61.8
CZ072 Zlínský	89	97.8	81	89.0	30	33.0	50	54.9	58	63.7
CZ080 Moravskoslezský	162	99.4	153	93.9	106	65.0	119	73.0	136	83.4

Explanatory notes: NCA
% CA
*

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
agreements combining more methods of contracting remunerations are included even in the sum total for individual contracting methods

**Conditions governing the activities of trade union organizations
classification based on regions**

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
Total	1174	88.7	237	17.9	664	50.2	1158	87.5	1027	395	702	527	219	447	33.8
CZ010 Capital Prague	206	90.4	31	13.6	100	43.9	206	90.4	179	81	125	83	49	71	31.1
CZ020 Středočeský	70	85.4	13	15.9	29	35.4	71	86.6	70	12	49	29	14	15	18.3
CZ031 Jihočeský	69	83.1	16	19.3	48	57.8	71	85.5	60	25	43	38	13	30	36.1
CZ032 Plzeňský	63	87.5	14	19.4	38	52.8	61	84.7	55	16	34	36	6	27	37.5
CZ041 Karlovarský	33	91.7	5	13.9	20	55.6	29	80.6	23	9	14	15	4	10	27.8
CZ042 Ústecký	72	90.0	15	18.8	38	47.5	65	81.3	62	24	45	40	15	23	28.8
CZ051 Liberecký	49	89.1	12	21.8	13	23.6	45	81.8	40	9	30	17	4	19	34.5
CZ052 Královéhradecký	64	85.3	8	10.7	33	44.0	69	92.0	63	19	46	20	16	24	32.0
CZ053 Pardubický	56	86.2	18	27.7	24	36.9	55	84.6	51	11	28	27	9	24	36.9
CZ061 Vysočina	56	90.3	6	9.7	32	51.6	56	90.3	53	11	33	26	7	7	11.3
CZ062 Jihomoravský	104	80.0	17	13.1	49	37.7	111	85.4	98	39	56	54	21	26	20.0
CZ071 Olomoucký	97	95.1	27	26.5	67	65.7	91	89.2	74	32	47	30	12	45	44.1
CZ072 Zlínský	81	89.0	20	22.0	61	67.0	76	83.5	57	29	35	22	24	36	39.6
CZ080 Moravskoslezský	154	94.5	35	21.5	112	68.7	152	93.3	142	78	117	90	25	90	55.2

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 A use of the employer's premises (or compensation of maintenance and operation costs)
 B employer's allowances for the activities of trade unions
 C room equipment (PC, copier, internet connection, phone, fax etc)
 D costs of necessary materials (professional literature)
 E other conditions

**Plurality of trade unions, providing information and discussing
classification based on regions**

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated			
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		governing the provision of information to TU		provided to TU beyond the scope of LC stipulated		the procedures for discussing materials with TU		beyond the scope of LC stipulated			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
Total	1019	77.0	141	10.6	69	5.2	24	1.8	71	5.4	293	96.1	12	3.9	1017	76.8	318	24.0	885	66.8	246	18.6		
CZ010 Capital Prague	140	61.4	32	14.0	20	8.8	2	0.9	34	14.9	81	92.0	7	8.0	182	79.8	63	27.6	145	63.6	47	20.6		
CZ020 Středočeský	64	78.0	12	14.6	3	3.7	2	2.4	1	1.2	18	100.0			55	67.1	12	14.6	45	54.9	14	17.1		
CZ031 Jihočeský	64	77.1	8	9.6	6	7.2					5	6.0	17	89.5	2	10.5	56	67.5	21	25.3	45	54.2	18	21.7
CZ032 Plzeňský	54	75.0	9	12.5	2	2.8	3	4.2	4	5.6	18	100.0			60	83.3	32	44.4	53	73.6	26	36.1		
CZ041 Karlovarský	32	88.9	2	5.6	1	2.8					1	2.8	4	100.0	27	75.0	9	25.0	20	55.6	9	25.0		
CZ042 Ústecký	66	82.5	6	7.5	2	2.5	4	5.0	2	2.5	14	100.0			50	62.5	21	26.3	46	57.5	21	26.3		
CZ051 Liberecký	46	83.6	5	9.1	2	3.6					2	3.6	9	100.0	31	56.4	7	12.7	23	41.8	5	9.1		
CZ052 Královéhradecký	58	77.3	5	6.7	7	9.3	1	1.3	4	5.3	17	100.0			65	86.7	9	12.0	58	77.3	9	12.0		
CZ053 Pardubický	51	78.5	8	12.3	4	6.2	1	1.5	1	1.5	14	100.0			46	70.8	14	21.5	39	60.0	9	13.8		
CZ061 Vysočina	55	88.7	3	4.8	2	3.2	1	1.6	1	1.6	7	100.0			25	40.3	5	8.1	22	35.5	2	3.2		
CZ062 Jihomoravský	102	78.5	12	9.2	6	4.6	4	3.1	6	4.6	27	96.4	1	3.6	110	84.6	46	35.4	102	78.5	18	13.8		
CZ071 Olomoucký	89	87.3	7	6.9	3	2.9	1	1.0	2	2.0	12	92.3	1	7.7	86	84.3	32	31.4	78	76.5	29	28.4		
CZ072 Zlínský	76	83.5	9	9.9	3	3.3	1	1.1	2	2.2	15	100.0			78	85.7	27	29.7	72	79.1	17	18.7		
CZ080 Moravskoslezský	122	74.8	23	14.1	8	4.9	4	2.5	6	3.7	40	97.6	1	2.4	146	89.6	20	12.3	137	84.0	22	13.5		

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 TU Trade union
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % CA* share in collective agreements, in which the appropriate value has been agreed as compared to the number of agreements with several TU

**Compensation money
classification based on regions**

Region NUTS 3	Increase of compensation money beyond the framework of Section 67 of the LC																									
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	employment up to 1 year				employment up to 2 years				employment over 2 years				agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences	
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE															
NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	377	28.5	1.6	2.5	386	29.2	1.2	2.1	645	48.7	1.4	4.4	77	5.8	1.1	2.4	616	46.5	423	31.9	418	31.6	74	5.6	97	7.3
CZ010 Capital Prague	80	35.1	1.6	2.6	84	36.8	1.2	2.2	148	64.9	1.5	4.6	13	5.7	1.2	2.6	136	59.6	104	45.6	94	41.2	18	7.9	27	11.8
CZ020 Středočeský	15	18.3	1.6	2.1	16	19.5	1.1	1.7	27	32.9	1.5	3.5	3	3.7	1.0	1.5	24	29.3	20	24.4	10	12.2	2	2.4	2	2.4
CZ031 Jihočeský	15	18.1	1.1	2.3	15	18.1	1.1	2.2	37	44.6	1.6	9.6	3	3.6	2.3	5.3	31	37.3	21	25.3	19	22.9	6	7.2	4	4.8
CZ032 Plzeňský	16	22.2	1.2	2.1	16	22.2	1.1	1.9	37	51.4	1.2	3.8	4	5.6	1.3	3.8	36	50.0	27	37.5	28	38.9	9	12.5	3	4.2
CZ041 Karlovarský	6	16.7	1.2	2.7	6	16.7	1.0	2.5	16	44.4	1.4	3.1	2	5.6			14	38.9	9	25.0	8	22.2	2	5.6	2	5.6
CZ042 Ústecký	25	31.3	1.8	3.1	26	32.5	1.4	2.7	48	60.0	1.4	3.8	7	8.8	1.0	2.0	45	56.3	27	33.8	26	32.5	2	2.5	6	7.5
CZ051 Liberecký	5	9.1	1.5	2.0	5	9.1	1.0	1.8	20	36.4	1.4	3.2	2	3.6			19	34.5	15	27.3	11	20.0	1	1.8	3	5.5
CZ052 Královéhradecký	11	14.7	1.9	2.9	11	14.7	1.7	2.8	34	45.3	1.4	4.9	3	4.0	1.0	2.0	35	46.7	24	32.0	22	29.3	8	10.7	8	10.7
CZ053 Pardubický	15	23.1	1.4	2.4	15	23.1	1.2	2.1	20	30.8	1.4	5.2	5	7.7	1.0	2.0	20	30.8	13	20.0	15	23.1	2	3.1	2	3.1
CZ061 Vysočina	10	16.1	1.7	2.5	10	16.1	1.3	2.0	16	25.8	1.4	2.3	2	3.2			14	22.6	6	9.7	9	14.5			1	1.6
CZ062 Jihomoravský	48	36.9	1.5	2.1	49	37.7	1.0	1.6	55	42.3	1.3	4.2	9	6.9	1.2	2.6	52	40.0	40	30.8	34	26.2	5	3.8	4	3.1
CZ071 Olomoucký	48	47.1	1.6	2.3	49	48.0	1.2	1.9	60	58.8	1.2	2.9	7	6.9	1.0	2.6	61	59.8	37	36.3	35	34.3	3	2.9	6	5.9
CZ072 Zlínský	28	30.8	1.5	2.9	29	31.9	1.1	2.4	27	29.7	1.2	3.3	3	3.3	1.0	2.0	30	33.0	14	15.4	28	30.8	2	2.2	1	1.1
CZ080 Moravskoslezský	55	33.7	1.7	2.7	55	33.7	1.3	2.2	100	61.3	1.7	5.2	14	8.6	1.1	2.0	99	60.7	66	40.5	79	48.5	14	8.6	28	17.2

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 min. average minimum multiple of the increased compensation money
 max. average maximum multiple of the increased compensation money
 AE average earning

**Working hours and holidays
classification based on regions**

Region NUTS 3	Length of working hours											Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes								agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
								hours/week	hours/week	hours/week	hours/week									
Total	1241	93.7	862	65.1	38.1	379	28.6	39.6	38.27	37.4	37.3	310	23.4	1137	85.9	7.5	3.5	77.0	1.4	
CZ010 Capital Prague	205	89.9	104	45.6	38.5	101	44.3	39.5	38.15	37.3	37.1	70	30.7	207	90.8	5.7	4.7	83.3	1.8	
CZ020 Středočeský	73	89.0	50	61.0	37.9	23	28.0	39.7	38.35	37.5	37.4	10	12.2	72	87.8	6.1	3.6	81.7		
CZ031 Jihočeský	78	94.0	47	56.6	38.3	31	37.3	39.4	38.25	37.1	36.9	23	27.7	66	79.5	1.2	4.0	78.3		
CZ032 Plzeňský	69	95.8	54	75.0	37.7	15	20.8	39.6	38.08	37.2	37.3	16	22.2	63	87.5	11.1	3.4	75.0	1.4	
CZ041 Karlovarský	33	91.7	23	63.9	38.3	10	27.8	39.8	38.44	37.5	37.4	4	11.1	28	77.8	5.6	3.0	72.2		
CZ042 Ústecký	77	96.3	54	67.5	37.7	23	28.8	39.3	38.26	37.3	37.2	15	18.8	72	90.0	8.8	4.3	73.8	7.5	
CZ051 Liberecký	47	85.5	35	63.6	38.1	12	21.8	39.6	37.81	37.5	37.5	12	21.8	43	78.2	7.3	4.0	69.1	1.8	
CZ052 Královéhradecký	74	98.7	54	72.0	38.0	20	26.7	39.5	38.33	37.5	37.2	20	26.7	63	84.0	1.3	5.0	82.7		
CZ053 Pardubický	60	92.3	37	56.9	38.1	23	35.4	39.9	38.27	37.5	37.5	10	15.4	52	80.0	7.7	2.0	70.8	1.5	
CZ061 Vysočina	61	98.4	43	69.4	38.5	18	29.0	39.7	38.25	37.5	37.5	5	8.1	47	75.8	9.7	2.5	62.9	3.2	
CZ062 Jihomoravský	121	93.1	91	70.0	38.2	30	23.1	39.9	38.40	37.5	37.4	22	16.9	113	86.9	10.8	2.7	73.8	2.3	
CZ071 Olomoucký	100	98.0	84	82.4	37.9	16	15.7	39.5	38.13	37.3	37.2	19	18.6	85	83.3	18.6	2.8	64.7		
CZ072 Zlínský	88	96.7	57	62.6	37.9	31	34.1	39.9	38.66	37.5	37.5	17	18.7	77	84.6	2.2	3.0	82.4		
CZ080 Moravskoslezský	155	95.1	129	79.1	37.9	26	16.0	39.7	38.36	37.5	37.6	67	41.1	149	91.4	7.4	4.3	83.4	0.6	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 hours/week average length of working hours
 days average number of days added to a holiday (unless indicated in weeks)

**Overtime, organization of working hours
classification based on regions**

Region NUTS 3	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
Total	4	0.3	81	879	66.4	50.2	522	39.4	47.8
CZ010 Capital Prague				153	67.1	48.8	117	51.3	47.7
CZ020 Středočeský				49	59.8	50.9	27	32.9	48.6
CZ031 Jihočeský				58	69.9	49.2	41	49.4	43.3
CZ032 Plzeňský	1	1.4		56	77.8	52.0	18	25.0	49.7
CZ041 Karlovarský				28	77.8	50.1	12	33.3	44.7
CZ042 Ústecký				46	57.5	49.2	40	50.0	49.2
CZ051 Liberecký				30	54.5	48.1	13	23.6	48.0
CZ052 Královéhradecký				45	60.0	51.4	29	38.7	48.9
CZ053 Pardubický	2	3.1		41	63.1	48.8	21	32.3	43.3
CZ061 Vysočina	1	1.6		39	62.9	50.0	15	24.2	48.5
CZ062 Jihomoravský				87	66.9	51.4	39	30.0	49.1
CZ071 Olomoucký				77	75.5	50.4	41	40.2	48.6
CZ072 Zlínský				61	67.0	50.7	24	26.4	48.8
CZ080 Moravskoslezský				109	66.9	51.4	85	52.1	48.5

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 hours/year average value of the stipulated decrease of overtime limit
 weeks average length of the compensatory period in weeks

**Employment rate I
classification based on regions**

Region NUTS 3	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	29	2.2	34	2.6	50	3.8	93	7.0
CZ010 Capital Prague	4	1.8	5	2.2	10	4.4	22	9.6
CZ020 Středočeský	2	2.4	2	2.4	1	1.2	2	2.4
CZ031 Jihočeský	5	6.0	4	4.8	1	1.2	10	12.0
CZ032 Plzeňský	2	2.8	6	8.3	2	2.8	2	2.8
CZ041 Karlovarský	1	2.8	1	2.8			1	2.8
CZ042 Ústecký	3	3.8	2	2.5	10	12.5	9	11.3
CZ051 Liberecký	3	5.5	1	1.8	2	3.6	1	1.8
CZ052 Královéhradecký			2	2.7	2	2.7	2	2.7
CZ053 Pardubický			1	1.5	2	3.1	1	1.5
CZ061 Vysočina	2	3.2	1	1.6	2	3.2	1	1.6
CZ062 Jihomoravský			2	1.5	6	4.6	5	3.8
CZ071 Olomoucký			3	2.9	2	2.0	26	25.5
CZ072 Zlínský	2	2.2			2	2.2	5	5.5
CZ080 Moravskoslezský	5	3.1	4	2.5	8	4.9	6	3.7

Explanatory notes: NCA
% CA

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

Employment rate II
classification based on regions

Region NUTS 3	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work											
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"		other forms of work and modes of work			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA				
Total	435	32.9	13	1.0	427	32.3	7	0.5	7	0.5	7	0.5										
CZ010 Capital Prague	86	37.7	3	1.3	85	37.3	2	0.9	1	0.4	1	0.4										
CZ020 Středočeský	24	29.3	2	2.4	23	28.0			1	1.2	1	1.2										
CZ031 Jihočeský	31	37.3			31	37.3																
CZ032 Plzeňský	23	31.9			23	31.9	1	1.4	1	1.4	1	1.4										
CZ041 Karlovarský	7	19.4			7	19.4																
CZ042 Ústecký	25	31.3	2	2.5	22	27.5	1	1.3														
CZ051 Liberecký	2	3.6			2	3.6			1	1.8	1	1.8										
CZ052 Královéhradecký	19	25.3			19	25.3			1	1.3	1	1.3										
CZ053 Pardubický	16	24.6	1	1.5	16	24.6			1	1.5	1	1.5										
CZ061 Vysočina	27	43.5			27	43.5																
CZ062 Jihomoravský	25	19.2	1	0.8	25	19.2	1	0.8	1	0.8	1	0.8										
CZ071 Olomoucký	46	45.1			46	45.1																
CZ072 Zlínský	31	34.1			31	34.1																
CZ080 Moravskoslezský	73	44.8	4	2.5	70	42.9	2	1.2														

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

**Working conditions and benefits I
classification based on regions**

Region NUTS 3	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1244	94.0	34.30	54.6	13.17	26.2	35.70	55.6	289	187	14.1	25	1.9	22	1.7
CZ010 Capital Prague	218	95.6	35.82	54.6	15.40	20.3	43.45	58.2	39	34	14.9	3	1.3	3	1.3
CZ020 Středočeský	76	92.7	33.62	54.4	11.75		32.33	55.0	28	10	12.2	1	1.2	2	2.4
CZ031 Jihočeský	80	96.4	32.42	54.7	12.30	45.0	24.93	54.6	22	16	19.3			4	4.8
CZ032 Plzeňský	69	95.8	32.43	54.2	15.00		30.13	55.4	26	3	4.2	1	1.4		
CZ041 Karlovarský	31	86.1	27.25	55.0	11.83		31.35	55.0	8	9	25.0	1	2.8	2	5.6
CZ042 Ústecký	71	88.8	41.50	54.7	12.36	15.0	31.71	55.6	11	17	21.3	2	2.5	1	1.3
CZ051 Liberecký	52	94.5	36.92	54.6	13.29	34.0	40.42	56.4	14	11	20.0	1	1.8	1	1.8
CZ052 Královéhradecký	69	92.0	40.33	54.3	18.15		42.09	54.0	16	12	16.0	1	1.3		
CZ053 Pardubický	60	92.3	35.63	54.1	5.00		30.48	54.0	23	11	16.9				
CZ061 Vysočina	57	91.9	19.75	54.3	16.00		31.63	53.2	14	8	12.9				
CZ062 Jihomoravský	124	95.4	35.05	54.7	13.13		36.93	58.1	14	21	16.2	6	4.6	6	4.6
CZ071 Olomoucký	94	92.2	39.33	54.4	5.55		31.08	54.9	47	6	5.9				
CZ072 Zlínský	87	95.6	36.70	54.9	10.49		34.57	55.0	9	13	14.3	9	9.9	2	2.2
CZ080 Moravskoslezský	156	95.7	29.64	54.9	11.60	15.0	31.50	54.4	18	16	9.8			1	0.6

Explanatory notes: NCA

% CA

aver. CZK

aver.% of price

number of collective agreements, in which the appropriate indicator has been agreed

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

average contribution in CZK

average contribution specified as a percentage of the price of a meal

**Working conditions and benefits II
classification based on regions**

Region NUTS 3	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices	Contribution to pension insurance						Contribution to life insurance							
			agreed in CA		amount allowed			agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision		
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	32	2.4	49	3.7	489	65.4	282	21.3	766	57.9	407	658	2.9	559	42.2	288	21.8	433	623	235	17.7
CZ010 Capital Prague	20	8.8	8	3.5	454	46.7	57	25.0	153	67.1	437	778	3.1	119	52.2	65	28.5	480	684	54	23.7
CZ020 Středočeský			1	1.2			21	25.6	52	63.4	395	622	2.7	34	41.5	23	28.0	443	642	16	19.5
CZ031 Jihočeský			13	15.7	644		20	24.1	56	67.5	368	630	3.0	43	51.8	22	26.5	496	615	19	22.9
CZ032 Plzeňský			5	6.9	438	50.0	21	29.2	50	69.4	396	601	2.8	43	59.7	19	26.4	371	604	18	25.0
CZ041 Karlovarský			3	8.3	425	100.0	4	11.1	20	55.6	282	488	2.7	17	47.2	7	19.4	300	643	7	19.4
CZ042 Ústecký							10	12.5	59	73.8	410	558	2.8	45	56.3	18	22.5	410	615	11	13.8
CZ051 Liberecký	1	1.8	2	3.6			9	16.4	23	41.8	347	608	2.9	14	25.5	7	12.7	429	632	5	9.1
CZ052 Královéhradecký			3	4.0	199	100.0	19	25.3	43	57.3	433	632	3.0	34	45.3	17	22.7	411	462	16	21.3
CZ053 Pardubický	2	3.1					9	13.8	36	55.4	399	764	2.9	25	38.5	11	16.9	397	776	8	12.3
CZ061 Vysočina	2	3.2					11	17.7	32	51.6	398	586	2.8	23	37.1	11	17.7	433	650	8	12.9
CZ062 Jihomoravský	2	1.5	3	2.3	500		21	16.2	67	51.5	407	560	2.8	45	34.6	27	20.8	384	558	24	18.5
CZ071 Olomoucký	1	1.0	3	2.9	650	30.0	12	11.8	49	48.0	487	770	2.8	27	26.5	15	14.7	327	561	13	12.7
CZ072 Zlínský			4	4.4	187	40.0	18	19.8	38	41.8	499	790	3.0	25	27.5	14	15.4	512	803	12	13.2
CZ080 Moravskoslezský	4	2.5	4	2.5	100	66.7	50	30.7	88	54.0	349	611	2.7	65	39.9	32	19.6	440	560	24	14.7

Explanatory notes: NCA

% CA

CZK/month

aver. % of price

average % MBA

number of collective agreements, in which the appropriate indicator has been agreed

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

average contribution in CZK per month

average contribution specified as a percentage of the price of a fare

average contribution specified as a percentage of the monthly basis of assessment

**Social fund (FSCR, stimulation fund) - creation
classification based on regions**

Region NUTS 3	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
Total	426	32.2	65	2.0	34	2,528	78	1.8	230	129	3,173	227	17.1	61	6,036	6	2.8	121	87	1,807	
CZ010 Capital Prague	86	37.7	22	2.1	1		28	1.8	30	27	6,480	53	23.2	23	6,948			25	12	489	
CZ020 Středočeský	27	32.9	4	2.4	5	1,780	3	2.8	14	7	2,111	4	4.9	2				3			
CZ031 Jihočeský	39	47.0	6	2.0	6	7,533	10	1.8	16	10	857	14	16.9	3	2,533			9	3	238	
CZ032 Plzeňský	30	41.7	3	1.4	1		3	1.7	21	10	993	4	5.6	1				1	2		
CZ041 Karlovarský	8	22.2	3	2.1	1				4	3	11,515	5	13.9	1		1			4	2,446	
CZ042 Ústecký	32	40.0	7	2.7	3	1,033	2		18	9	5,537	20	25.0	7	1,736	1		7	9	1,487	
CZ051 Liberecký	14	25.5			2		1		8	8	1,577	8	14.5	1		1		7	4	5,496	
CZ052 Královéhradecký	24	32.0	3	1.7	1		6	1.8	13	6	742	8	10.7	2		1		2	3	205	
CZ053 Pardubický	19	29.2	4	1.8	4	2,444	1		8	5	4,084	7	10.8	2				4	3	3,533	
CZ061 Vysočina	11	17.7			1		1		10	1		8	12.9	1				4	4	2,591	
CZ062 Jihomoravský	46	35.4	6	2.2	2		11	1.7	25	18	1,074	25	19.2	1		2		17	17	1,556	
CZ071 Olomoucký	16	15.7	3	1.7	1		2		9	4	799	19	18.6	1				10	11	1,625	
CZ072 Zlínský	27	29.7	3	1.3	5	1,300	5	2.2	14	12	3,066	28	30.8	7	771			22	4	240	
CZ080 Moravskoslezský	47	28.8	1		1		5	2.0	40	9	2,095	24	14.7	9	10,461			10	11	2,602	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 PVWR planned volume of wage resources and other personnel costs
 aver.% average percentage of the allotment to the fund
 aver.CZK average absolute amount of the allotment to the fund in CZK per employee per year

**Social fund (FSCR, stimulation fund) - use
classification based on regions**

Region NUTS 3	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	12.96	6.59	2.06	24.41	2.31	3.10	0.60	7.11	2.35	33.64	4.86	387	29.2	132	10.0
CZ010 Capital Prague	14.95	5.77	1.06	25.65	3.23	0.52	0.44	9.95	1.56	33.95	2.94	95	41.7	45	19.7
CZ020 Středočeský	3.10	0.07	6.77	13.24	19.31	2.86			0.97	20.37	33.32	21	25.6	5	6.1
CZ031 Jihočeský	15.46	5.23	12.61	29.29	2.80	5.23		4.29	19.36	3.44	2.30	34	41.0	8	9.6
CZ032 Plzeňský	55.04	2.96		28.43	0.15	1.44	2.19	0.02	0.55	2.06	7.15	20	27.8	7	9.7
CZ041 Karlovarský	6.61	2.14		8.16	1.11	1.58		21.98	0.56	49.92	7.95	8	22.2	2	5.6
CZ042 Ústecký	12.54	13.59	1.19	21.33	0.98	2.29	0.55	5.57	4.35	34.68	2.93	35	43.8	10	12.5
CZ051 Liberecký	14.65	2.82	2.48	19.07	2.21	1.20		4.16	2.45	49.67	1.29	15	27.3	1	1.8
CZ052 Královéhradecký	6.48		5.53	17.36	1.97	0.30		1.78	17.16	17.90	31.54	16	21.3	8	10.7
CZ053 Pardubický	3.20	0.71	0.77	23.89	0.77	6.57			0.42	62.38	1.28	11	16.9	3	4.6
CZ061 Vysočina	2.18	4.67	20.52	39.00	0.31	8.77	15.95	1.23	0.87	1.31	5.19	11	17.7	1	1.6
CZ062 Jihomoravský	14.62	3.77	3.28	25.75	0.91	8.98		5.32	2.82	22.60	11.96	45	34.6	16	12.3
CZ071 Olomoucký	3.77	3.27		44.21	1.11	6.50		6.89	6.52	27.61	0.12	19	18.6	3	2.9
CZ072 Zlínský	15.57	17.94	1.14	30.91	2.78	5.46		3.44	1.00	19.72	2.04	21	23.1	6	6.6
CZ080 Moravskoslezský	5.61	11.30	2.53	26.04	0.33	4.78		3.77	0.95	42.59	2.10	36	22.1	17	10.4

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver. %	average percentage of use for this purpose of the total creation of the fund
A	recreation - contribution to employees and family members
B	medical services - spas, rehabilitation
C	loans to employees to cover their housing needs
D	contribution to corporate catering
E	social assistance, social loans
F	remunerations for work and life anniversaries
G	contribution to transport to and from work
H	contributions to sporting and cultural events
I	contribution to trade union organization
J	other use
K	balance

**Obstacles to work
classification based on regions**

Region NUTS 3	Employee's inability to work									Average number of days of leave with compensation for wage above the requirement of the LC																													
	wage compensation for the first 3 days of the inability				wage compensation from the fourth day of inability exceeding the level stated in LC					Type of personal obstacle																													
	agreed in CA		compensation amount		other form of compensation			agreed in CA		compensation amount			A			B			C			D			E			F			G			H			I		
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days																			
Total	90	6.8	57.0	257	25	1.9	3	0.2		71.7	520	39.3	1.2	456	34.4	1.2	722	54.5	2.0	283	21.4	6.1	355	26.8	1.2	154	11.6	3.7	264	19.9	3.8	85	6.4	2.3	535	40.4			
CZ010 Capital Prague	34	14.9	58.4	319	3	1.3					92	40.4	1.2	77	33.8	1.3	121	53.1	1.9	71	31.1	5.6	52	22.8	1.3	40	17.5	3.7	53	23.2	4.7	25	11.0	2.3	110	48.2			
CZ020 Středočeský	1	1.2			1	1.2	1	1.2			25	30.5	1.4	21	25.6	1.1	36	43.9	1.9	9	11.0	6.8	14	17.1	1.1	3	3.7	3.3	16	19.5	2.6	4	4.9	1.5	21	25.6			
CZ031 Jihočeský	8	9.6	80.0	207							36	43.4	1.5	30	36.1	1.3	45	54.2	2.2	19	22.9	4.5	26	31.3	1.3	6	7.2	3.7	31	37.3	3.4	1	1.2		28	33.7			
CZ032 Plzeňský	5	6.9	42.5	217	2	2.8					26	36.1	1.0	33	45.8	1.1	36	50.0	2.7	11	15.3	6.6	26	36.1	1.1	6	8.3	3.5	7	9.7	6.0	2	2.8		25	34.7			
CZ041 Karlovarský	2	5.6									10	27.8	1.4	10	27.8	1.2	17	47.2	1.7	12	33.3	8.7	8	22.2	1.3	4	11.1	4.0	6	16.7	5.8	6	16.7	1.5	10	27.8			
CZ042 Ústecký	7	8.8	58.3	267	3	3.8					41	51.3	1.3	34	42.5	1.4	57	71.3	1.7	35	43.8	9.0	34	42.5	1.4	18	22.5	3.7	16	20.0	2.9	15	18.8	2.1	34	42.5			
CZ051 Liberecký	1	1.8			1	1.8					14	25.5	1.2	14	25.5	1.4	25	45.5	2.3	13	23.6	8.2	11	20.0	1.1	4	7.3	2.5	6	10.9	3.8	8	14.5	2.4	16	29.1			
CZ052 Královéhradecký	7	9.3	55.0	187	1	1.3					19	25.3	1.1	23	30.7	1.2	32	42.7	1.6	12	16.0	6.1	16	21.3	1.1	6	8.0	4.0	7	9.3	5.0	3	4.0	1.0	30	40.0			
CZ053 Pardubický	2	3.1			1	1.5	1	1.5			25	38.5	1.1	20	30.8	1.1	34	52.3	2.1	14	21.5	6.0	16	24.6	1.0	6	9.2	4.2	8	12.3	3.3	1	1.5		15	23.1			
CZ061 Vysočina	3	4.8	42.0		3	4.8					20	32.3	1.6	17	27.4	1.6	27	43.5	2.2	8	12.9	3.3	11	17.7	1.1	5	8.1	3.6	6	9.7	5.5	1	1.6		18	29.0			
CZ062 Jihomoravský	4	3.1	45.0		2	1.5					50	38.5	1.3	48	36.9	1.3	68	52.3	1.9	27	20.8	5.5	36	27.7	1.2	14	10.8	3.9	20	15.4	3.4	5	3.8	3.2	42	32.3			
CZ071 Olomoucký	5	4.9	63.3	200	4	3.9					49	48.0	1.3	33	32.4	1.2	63	61.8	2.4	10	9.8	3.7	32	31.4	1.1	7	6.9	4.0	9	8.8	2.8	1	1.0		53	52.0			
CZ072 Zlínský	1	1.1					1	1.1			50	54.9	1.2	40	44.0	1.1	58	63.7	2.5	9	9.9	5.2	29	31.9	1.0	7	7.7	2.4	13	14.3	3.8				58	63.7			
CZ080 Moravskoslezský	10	6.1	60.0	200	4	2.5					63	38.7	1.1	56	34.4	1.1	103	63.2	1.7	33	20.2	5.3	44	27.0	1.2	28	17.2	4.0	66	40.5	3.2	13	8.0	2.5	75	46.0			

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of compensation, defined by the percentage from the average earnings
 aver.CZK average value of compensation, defined by an absolute amount in CZK per day
 days average extent of time off (in days)
 A one's own wedding
 B birth of a child to the wife of an employee
 C death of a direct relative
 D escorting a disabled child to a health or social care provider
 E moving house

F looking for a new job
 G for mothers caring for a child (per year)
 H care for a family member (per year)
 I other obstacles

**Personnel development, fair treatment, industrial safety and health protection at work (ISHPW), general agreements of European social partners
classification based on regions**

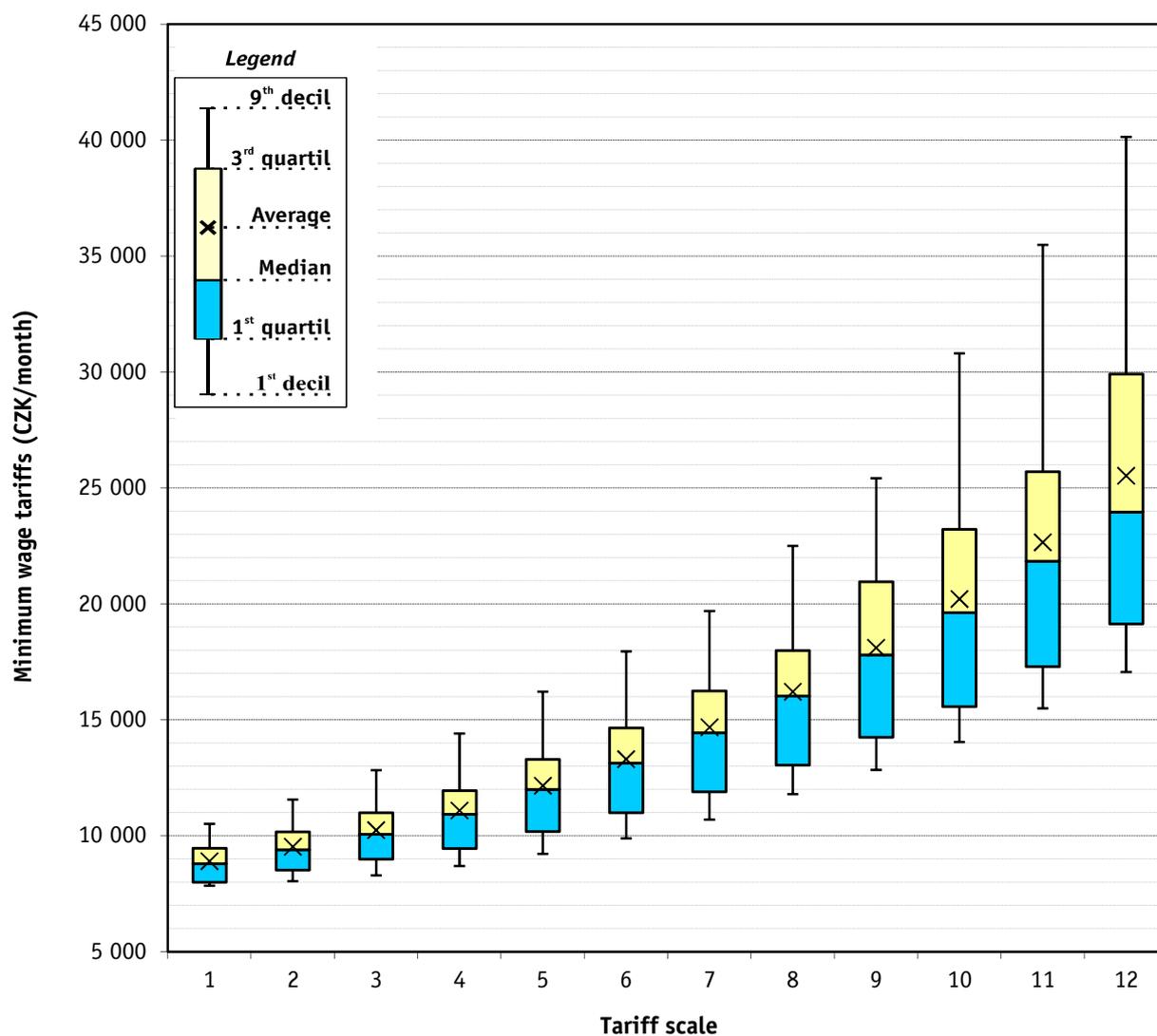
Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	450	34.0	18	1.4	425	32.1	1090	82.3	668	50.5	5	0.4	13	1.0
CZ010 Capital Prague	106	46.5	4	1.8	84	36.8	181	79.4	101	44.3	4	1.8	4	1.8
CZ020 Středočeský	27	32.9	3	3.7	15	18.3	65	79.3	30	36.6				
CZ031 Jihočeský	26	31.3	4	4.8	11	13.3	68	81.9	56	67.5				
CZ032 Plzeňský	11	15.3			25	34.7	67	93.1	40	55.6			2	2.8
CZ041 Karlovarský	12	33.3			6	16.7	31	86.1	15	41.7				
CZ042 Ústecký	25	31.3	1	1.3	21	26.3	67	83.8	41	51.3				
CZ051 Liberecký	3	5.5			13	23.6	44	80.0	27	49.1				
CZ052 Královéhradecký	18	24.0	1	1.3	14	18.7	47	62.7	38	50.7				
CZ053 Pardubický	13	20.0			13	20.0	44	67.7	28	43.1				
CZ061 Vysočina	9	14.5	1	1.6	15	24.2	42	67.7	37	59.7				
CZ062 Jihomoravský	34	26.2			34	26.2	100	76.9	58	44.6	1	0.8		
CZ071 Olomoucký	43	42.2	2	2.0	20	19.6	96	94.1	46	45.1			1	1.0
CZ072 Zlínský	37	40.7	1	1.1	59	64.8	85	93.4	43	47.3			6	6.6
CZ080 Moravskoslezský	86	52.8	1	0.6	95	58.3	153	93.9	108	66.3				

Explanatory notes: NCA
% CA

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

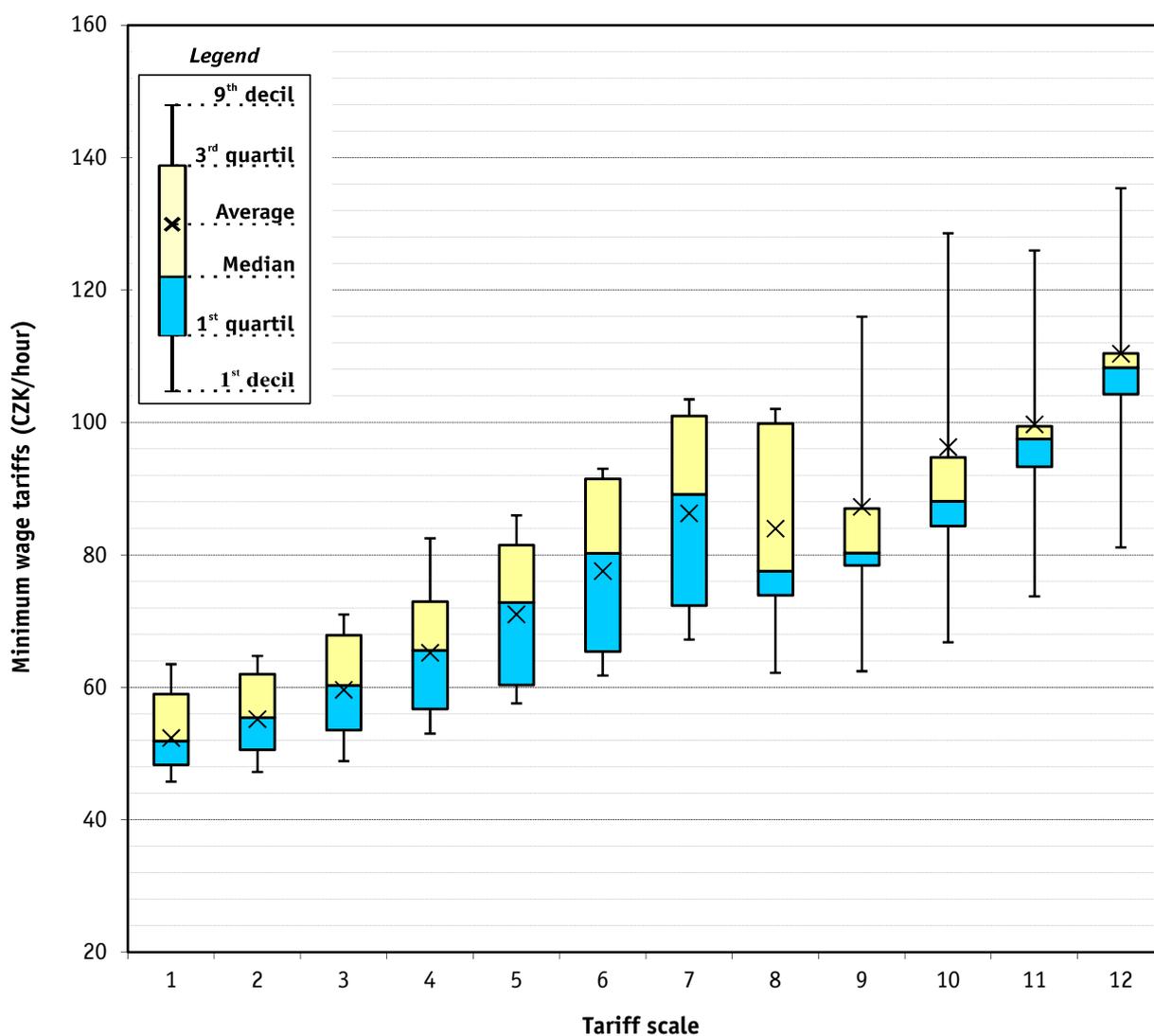
Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	160	9,889	8,400	8,800	9,085	10,453	12,000
Tariff scale 1	306	8,905	7,850	8,000	8,805	9,460	10,517
Tariff scale 2	307	9,531	8,050	8,520	9,400	10,175	11,560
Tariff scale 3	312	10,245	8,300	8,998	10,063	11,000	12,830
Tariff scale 4	315	11,092	8,700	9,457	10,935	11,950	14,410
Tariff scale 5	322	12,164	9,225	10,185	12,000	13,300	16,215
Tariff scale 6	322	13,305	9,885	11,000	13,143	14,650	17,955
Tariff scale 7	324	14,680	10,700	11,900	14,453	16,248	19,700
Tariff scale 8	333	16,214	11,800	13,050	16,025	17,995	22,500
Tariff scale 9	323	18,109	12,850	14,245	17,800	20,955	25,420
Tariff scale 10	320	20,215	14,050	15,570	19,625	23,215	30,800
Tariff scale 11	319	22,659	15,500	17,290	21,850	25,700	35,490
Tariff scale 12	317	25,529	17,065	19,140	23,959	29,914	40,140



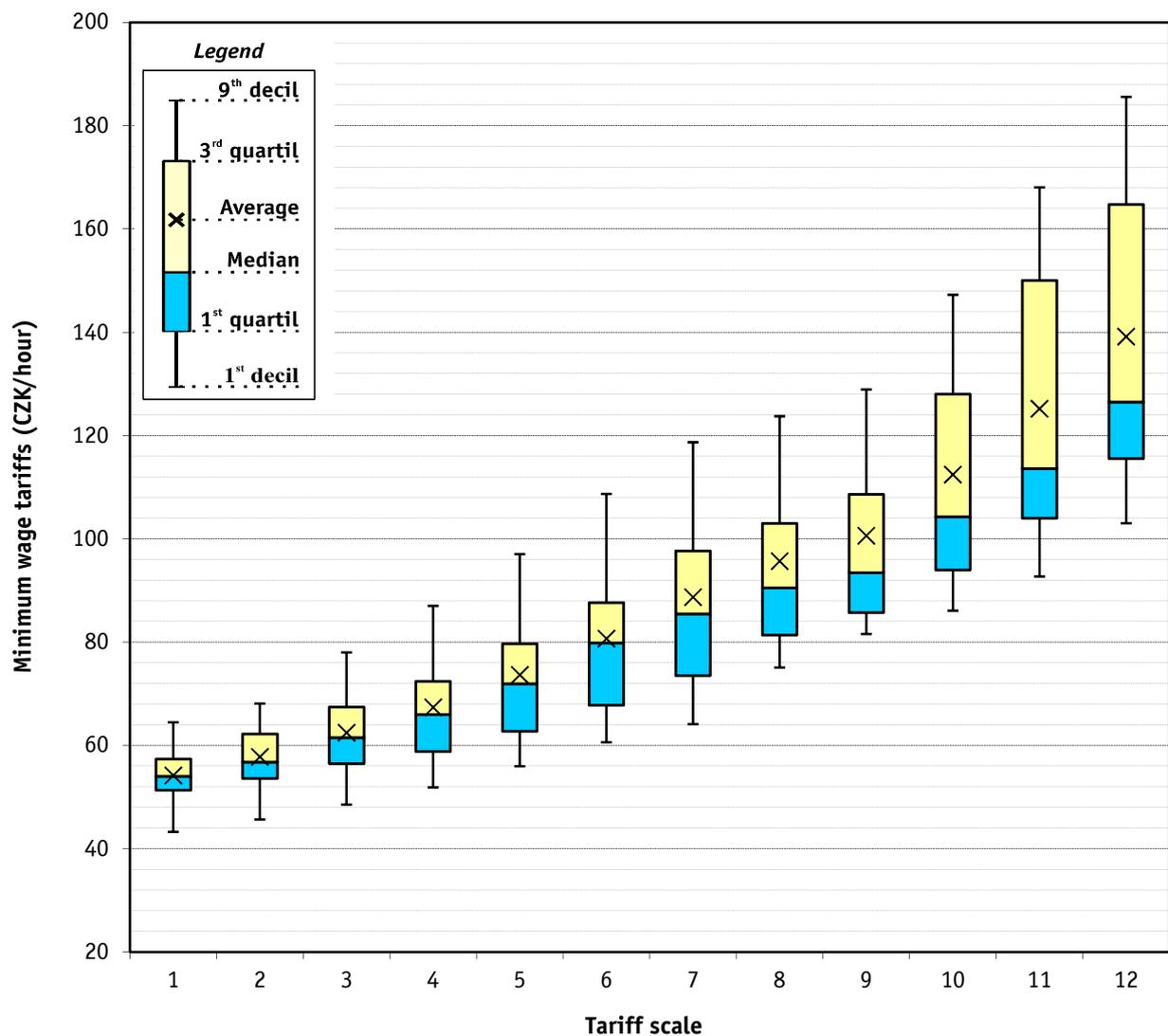
Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	20	56.52	49.60	51.00	54.15	61.89	67.50
Tariff scale 1	86	52.34	45.75	48.30	51.90	59.00	63.50
Tariff scale 2	86	55.20	47.20	50.60	55.40	62.00	64.75
Tariff scale 3	86	59.63	48.85	53.55	60.30	67.90	71.00
Tariff scale 4	86	65.21	53.00	56.75	65.60	72.95	82.50
Tariff scale 5	85	71.03	57.60	60.35	72.80	81.50	86.00
Tariff scale 6	85	77.56	61.80	65.40	80.25	91.50	93.00
Tariff scale 7	84	86.28	67.20	72.35	89.15	101.00	103.50
Tariff scale 8	27	83.98	62.20	73.90	77.55	99.85	102.05
Tariff scale 9	19	87.27	62.45	78.45	80.30	87.00	115.98
Tariff scale 10	19	96.30	66.80	84.35	88.10	94.75	128.58
Tariff scale 11	18	99.72	73.75	93.30	97.50	99.45	125.98
Tariff scale 12	18	110.39	81.15	104.30	108.30	110.45	135.42



Comprehensive characteristics - minimum wage and hourly wage scales at 37.5 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	42	61.46	52.80	54.85	60.00	65.50	73.84
Tariff scale 1	148	54.19	43.25	51.30	54.00	57.35	64.50
Tariff scale 2	151	57.79	45.65	53.60	56.75	62.25	68.10
Tariff scale 3	157	62.47	48.55	56.50	61.50	67.45	78.00
Tariff scale 4	160	67.38	51.90	58.80	66.00	72.45	87.05
Tariff scale 5	160	73.68	56.00	62.75	71.95	79.70	97.08
Tariff scale 6	158	80.69	60.60	67.80	79.85	87.65	108.73
Tariff scale 7	153	88.73	64.15	73.55	85.50	97.70	118.71
Tariff scale 8	93	95.70	75.10	81.42	90.50	103.00	123.75
Tariff scale 9	66	100.61	81.60	85.70	93.45	108.65	128.95
Tariff scale 10	58	112.46	86.10	94.00	104.30	128.05	147.25
Tariff scale 11	49	125.19	92.70	104.00	113.60	150.05	168.10
Tariff scale 12	47	139.17	103.03	115.55	126.50	164.75	185.60



Year-on-year comparison - monthly wage scales

Tariff scale	nominal index							real index after deduction of the inflation rate						
	07/06	08/07	09/08	10/09	11/10	12/11	13/12	07/06	08/07	09/08	10/09	11/10	12/11	13/12
Tariff scale 1	104.8	105.8	102.3	100.9	102.6	102.6	100.8	101.8	99.2	101.3	99.4	100.7	99.2	97.6
Tariff scale 2	105.3	106.4	102.7	101.3	102.5	102.6	100.7	102.3	99.7	101.7	99.8	100.5	99.2	97.5
Tariff scale 3	105.9	106.7	102.9	101.6	102.3	102.9	100.5	103.0	100.0	101.8	100.0	100.3	99.5	97.3
Tariff scale 4	106.5	106.7	102.9	102.3	102.0	102.9	100.5	103.5	99.9	101.8	100.8	100.1	99.5	97.3
Tariff scale 5	106.7	106.7	103.5	102.1	101.8	103.2	100.4	103.7	100.0	102.4	100.6	99.8	99.8	97.2
Tariff scale 6	106.7	106.9	103.1	102.4	101.7	103.0	100.9	103.7	100.2	102.1	100.8	99.8	99.6	97.6
Tariff scale 7	106.6	107.5	103.1	102.4	101.5	103.0	101.0	103.6	100.7	102.1	100.9	99.6	99.6	97.8
Tariff scale 8	106.1	107.4	103.6	102.4	101.6	102.9	101.2	103.1	100.6	102.6	100.9	99.7	99.5	98.0
Tariff scale 9	104.8	108.5	103.5	102.2	103.1	103.1	101.1	101.9	101.7	102.4	100.6	101.1	99.7	97.9
Tariff scale 10	104.0	109.3	103.4	102.2	104.2	103.0	101.1	101.0	102.4	102.3	100.7	102.3	99.6	97.9
Tariff scale 11	103.1	110.1	103.9	101.3	105.1	103.5	100.5	100.2	103.2	102.8	99.8	103.1	100.1	97.3
Tariff scale 12	102.4	109.2	105.6	100.8	106.0	102.8	101.1	99.5	102.3	104.5	99.3	103.9	99.4	97.9

Inflation rate per individual year	2006	2007	2008	2009	2010	2011	2012	2013
	2.5	2.8	6.3	1.0	1.5	1.9	3.3	3.2*

* Year-on-year inflation rate - data from January 2013

source: CZSO

Year-on-year comparison - hourly wage scales (40 hours/week)

Tariff scale	nominal index							real index after deduction of the inflation rate						
	07/06	08/07	09/08	10/09	11/10	12/11	13/12	07/06	08/07	09/08	10/09	11/10	12/11	13/12
Tariff scale 1	107.4	104.9	102.1	101.1	104.0	100.3	100.8	104.4	98.3	101.1	99.6	102.1	97.0	97.5
Tariff scale 2	107.5	104.7	102.9	100.7	103.2	100.3	100.9	104.5	98.1	101.9	99.2	101.3	97.0	97.6
Tariff scale 3	107.8	104.9	103.2	101.2	104.3	100.2	100.6	104.8	98.2	102.2	99.7	102.3	96.9	97.4
Tariff scale 4	108.7	104.5	103.6	101.8	105.3	100.1	100.5	105.7	97.9	102.6	100.3	103.3	96.8	97.3
Tariff scale 5	109.8	104.3	103.8	102.2	104.4	100.5	100.3	106.7	97.8	102.8	100.7	102.4	97.2	97.1
Tariff scale 6	109.7	103.9	103.9	102.4	104.2	100.6	100.0	106.6	97.3	102.8	100.8	102.2	97.3	96.8
Tariff scale 7	110.2	104.1	104.4	101.5	105.7	100.5	99.7	107.1	97.5	103.4	100.0	103.7	97.2	96.5
Tariff scale 8	108.0	104.9	103.2	98.6	100.3	101.7	98.1	105.0	98.3	102.2	97.1	98.4	98.3	94.9
Tariff scale 9	105.8	104.1	106.0	93.5	101.2	101.5	98.7	102.9	97.5	105.0	92.1	99.3	98.1	95.5
Tariff scale 10	104.3	104.5	107.5	91.3	102.3	101.1	98.8	101.4	97.9	106.4	89.9	100.3	97.8	95.6
Tariff scale 11	95.8	104.4	113.0	92.4	96.3	101.3	96.7	93.2	97.8	111.9	91.0	94.5	97.9	93.6
Tariff scale 12	92.3	106.0	113.3	94.3	93.1	100.8	97.1	89.7	99.3	112.2	92.9	91.3	97.4	94.0

Inflation rate per individual year	2006	2007	2008	2009	2010	2011	2012	2013
	2.5	2.8	6.3	1.0	1.5	1.9	3.3	3.2*

* Year-on-year inflation rate - data from January 2013

source: CZSO

Year-on-year comparison - hourly wage scales (37.5 hours/week)

Tariff scale	nominal index							real index after deduction of the inflation rate						
	07/06	08/07	09/08	10/09	11/10	12/11	13/12	07/06	08/07	09/08	10/09	11/10	12/11	13/12
Tariff scale 1	104.3	106.6	101.1	100.8	102.7	102.1	100.3	101.4	99.9	100.1	99.3	100.8	98.7	97.1
Tariff scale 2	104.9	106.4	101.5	101.4	102.9	102.1	100.0	102.0	99.7	100.5	99.9	101.0	98.7	96.8
Tariff scale 3	105.4	106.2	102.5	101.0	102.9	102.6	100.3	102.5	99.5	101.4	99.5	101.0	99.2	97.1
Tariff scale 4	105.5	105.8	103.2	100.8	102.9	102.2	100.6	102.6	99.1	102.1	99.3	101.0	98.8	97.4
Tariff scale 5	104.5	106.2	104.1	100.6	102.8	102.3	100.9	101.6	99.5	103.0	99.1	100.8	98.9	97.6
Tariff scale 6	104.0	106.3	103.1	101.7	102.9	102.3	101.0	101.1	99.6	102.1	100.2	101.0	98.9	97.8
Tariff scale 7	103.1	107.3	103.3	101.3	103.1	102.3	101.1	100.2	100.5	102.2	99.8	101.1	98.9	97.9
Tariff scale 8	102.8	106.3	103.7	102.1	102.5	99.9	102.4	100.0	99.6	102.6	100.5	100.6	96.6	99.1
Tariff scale 9	100.0	106.9	102.8	102.2	102.7	100.2	101.9	97.2	100.1	101.8	100.6	100.8	96.9	98.6
Tariff scale 10	101.7	107.0	102.2	103.5	101.2	99.9	103.3	98.8	100.3	101.2	102.0	99.3	96.6	100.0
Tariff scale 11	98.9	108.2	101.7	104.3	100.9	100.0	104.2	96.1	101.4	100.7	102.7	98.9	96.7	100.9
Tariff scale 12	96.9	108.5	101.3	104.7	100.8	98.9	105.1	94.2	101.7	100.3	103.1	98.9	95.7	101.8

Inflation rate per individual year	2006	2007	2008	2009	2010	2011	2012	2013
	2.5	2.8	6.3	1.0	1.5	1.9	3.3	3.2*

* Year-on-year inflation rate - data from January 2013

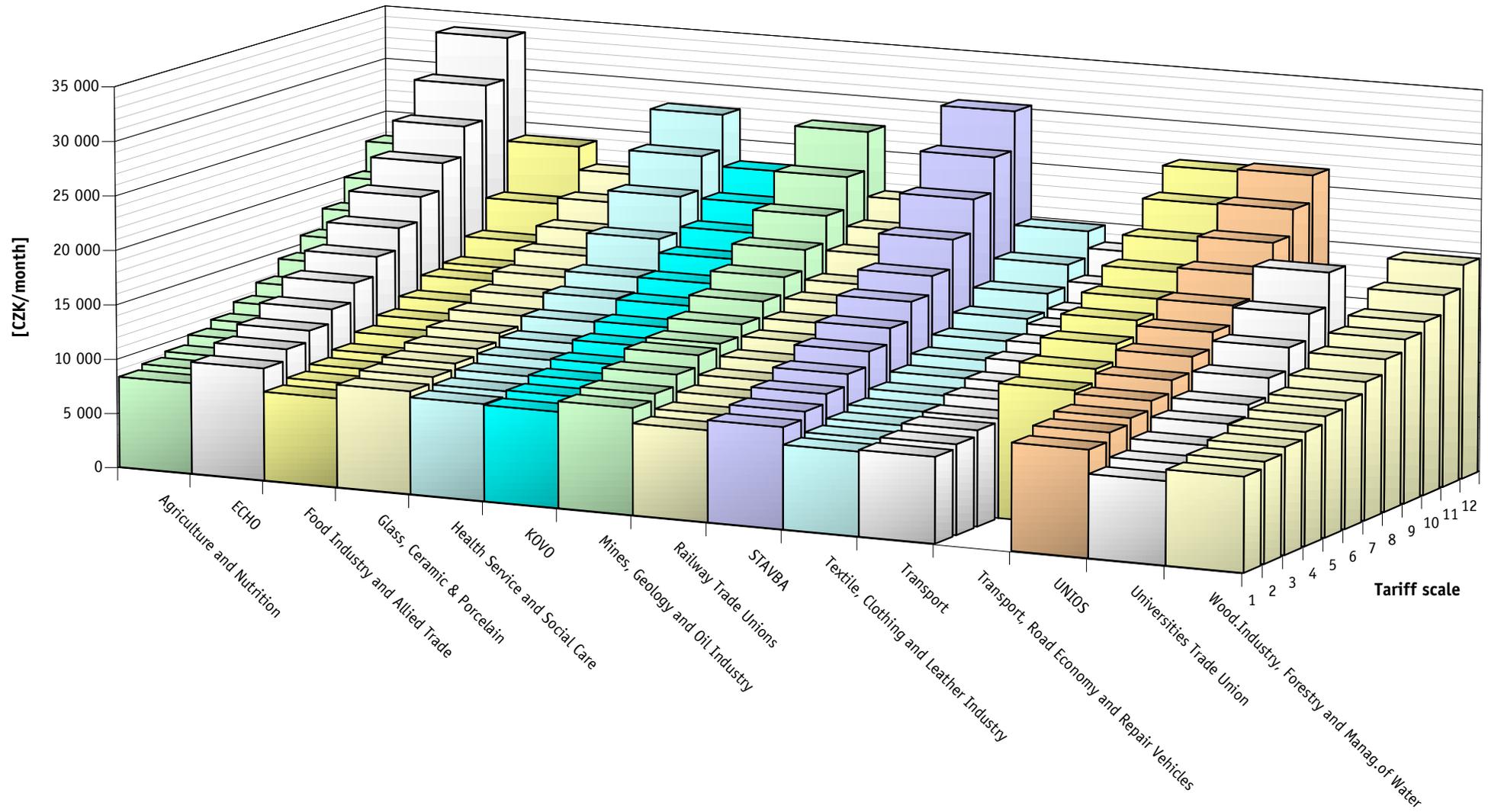
source: CZSO

Year-on-year comparison - wage supplementary charges and bonuses

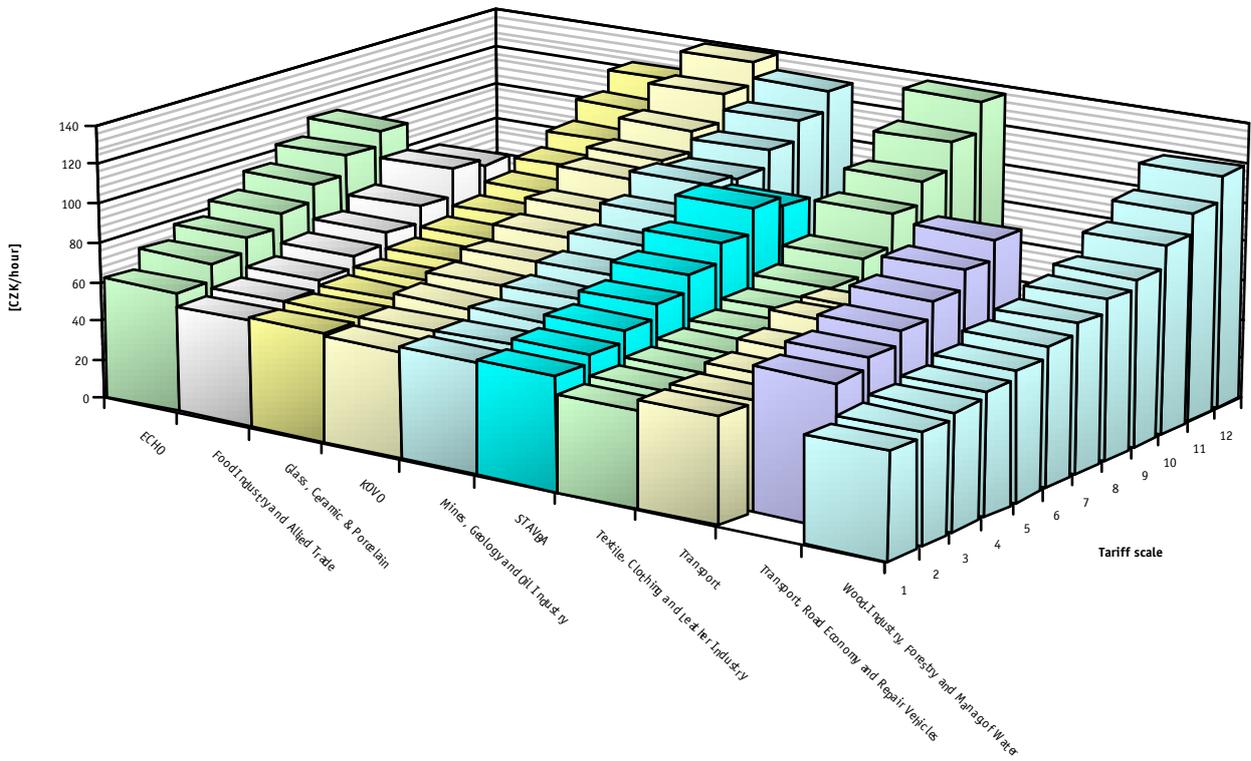
	unit of measure	2005	2006	2007	2008	2009	2010	2011	2012	index 06/05	index 07/06	index 08/07	index 09/08	index 10/09	index 11/10	index 12/11
For overtime work on working days	% AE	26.7	26.4	26.0	26.0	26.0	25.9	26.0	25.9	98.8	98.5	100.0	99.8	99.8	100.3	99.7
For overtime work on Saturdays and Sundays	% AE	49.0	47.1	47.6	47.9	48.7	48.2	48.2	48.3	96.1	101.0	100.7	101.5	99.1	99.9	100.1
For overtime work undistinguished	% AE	*	26.8	27.0	26.9	26.7	26.7	26.7	26.5	*	100.7	99.5	99.6	99.8	99.8	99.4
For working on public holidays	% AE	*	102.3	102.3	102.4	102.3	102.0	101.9	101.7	*	100.0	100.1	99.9	99.7	99.9	99.9
For night work	CZK/hour	9.93	11.07	12.08	12.64	13.04	13.26	13.54	13.43	111.5	109.1	104.7	103.1	101.7	102.1	99.2
	% AE	21.6	11.0	11.2	11.2	11.3	11.3	11.6	11.5	51.1	101.4	99.8	101.2	100.0	102.3	99.0
For work on Saturdays and Sundays	% AE	35.9	24.6	24.6	24.5	23.5	22.4	22.2	23.4	68.5	100.1	99.7	96.0	95.4	98.8	105.6
For work in difficult conditions	CZK/hour	6.44	6.73	7.19	7.33	7.21	7.29	7.46	7.51	104.6	106.8	101.9	98.5	101.0	102.3	100.7
	% MM	*	10.6	10.3	10.5	10.6	10.6	10.5	10.5	*	97.2	101.8	101.5	99.3	99.1	100.7
For afternoon work	CZK/hour	5.61	5.66	5.91	6.28	6.41	6.33	6.40	6.73	100.8	104.4	106.2	102.1	98.8	101.1	105.1
For standby duty	CZK/hour	8.91	11.71	14.92	13.73	13.89	14.86	15.13	15.09	131.4	127.4	92.0	101.2	107.0	101.8	99.7
	% AE	12.6	12.4	18.0	17.3	17.7	17.7	17.3	17.3	98.3	145.5	96.3	102.1	100.0	97.9	99.7

Explanatory notes: % MM supplementary charge specified as a percentage of the basic tariff of minimum wage
 * item was not available in that period

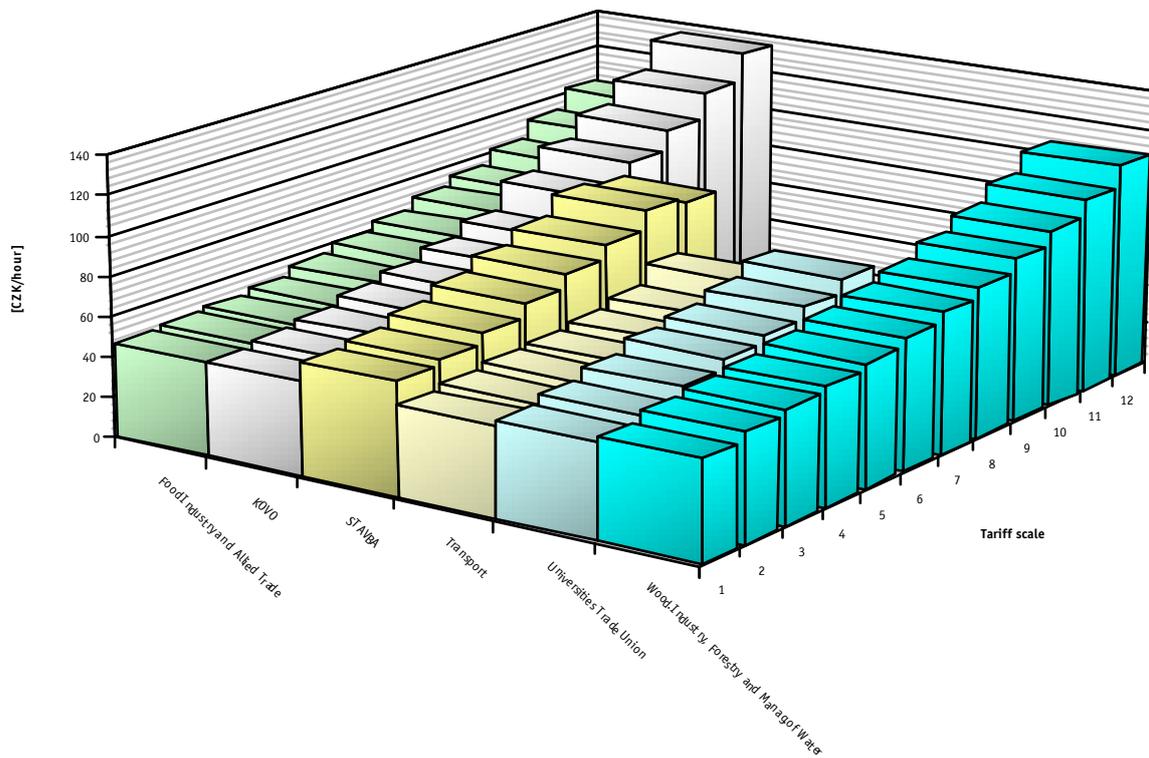
Monthly wage scales - 12-scale tariff system



Hourly wage scales at the work time fund of 37,5 hours/week (12-scale tariff system)

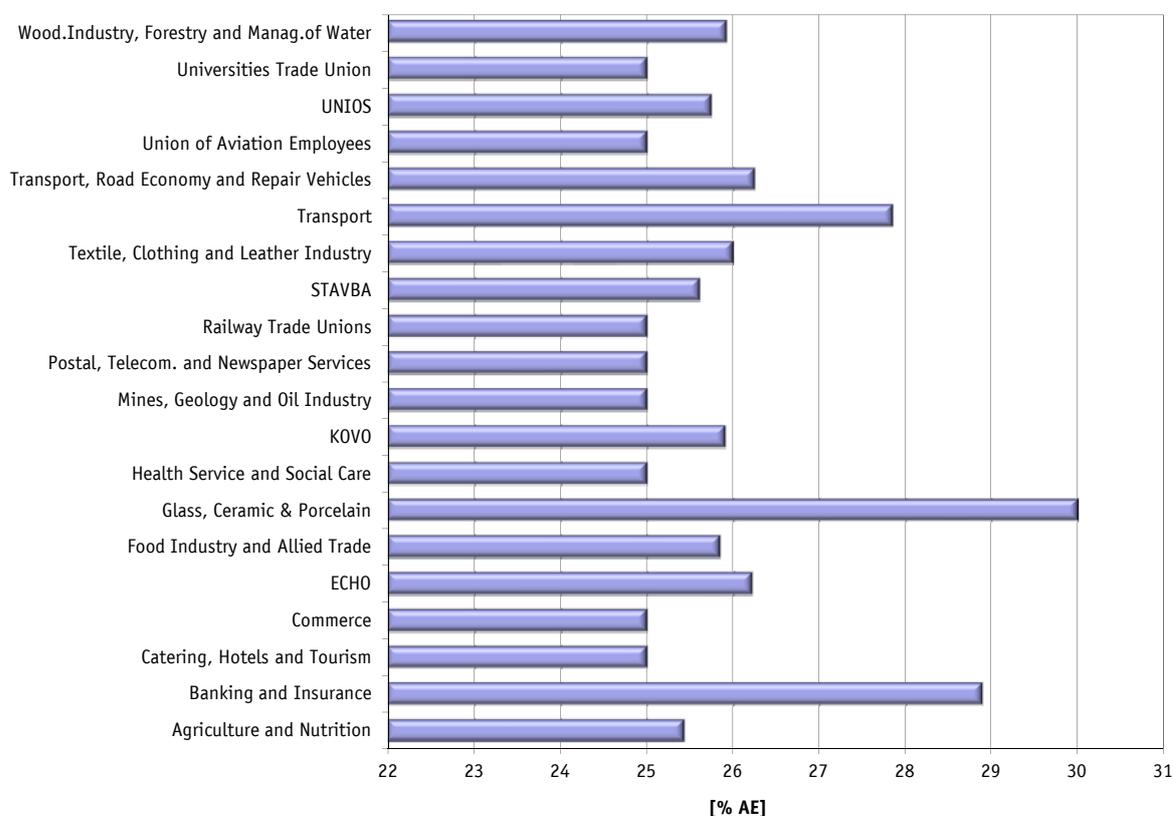


Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

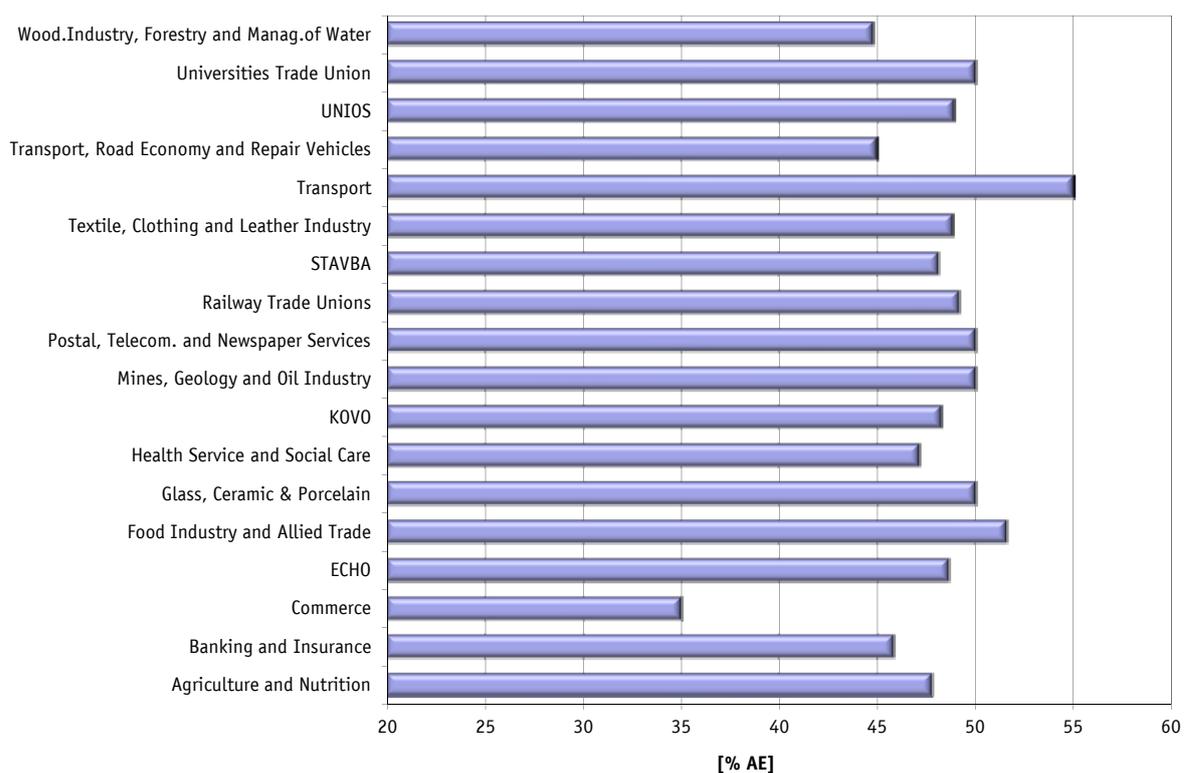


Wage supplementary charges

A - for overtime work on working day

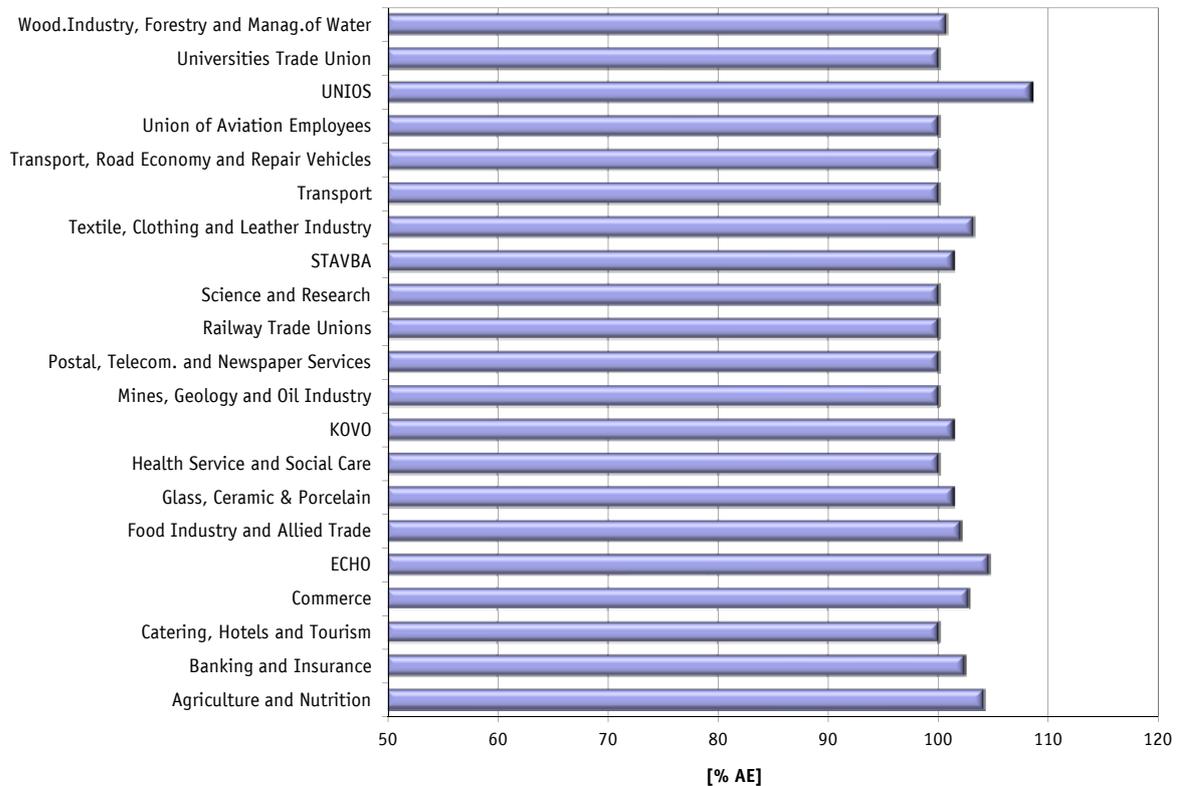


B - for overtime work on Saturdays and Sundays

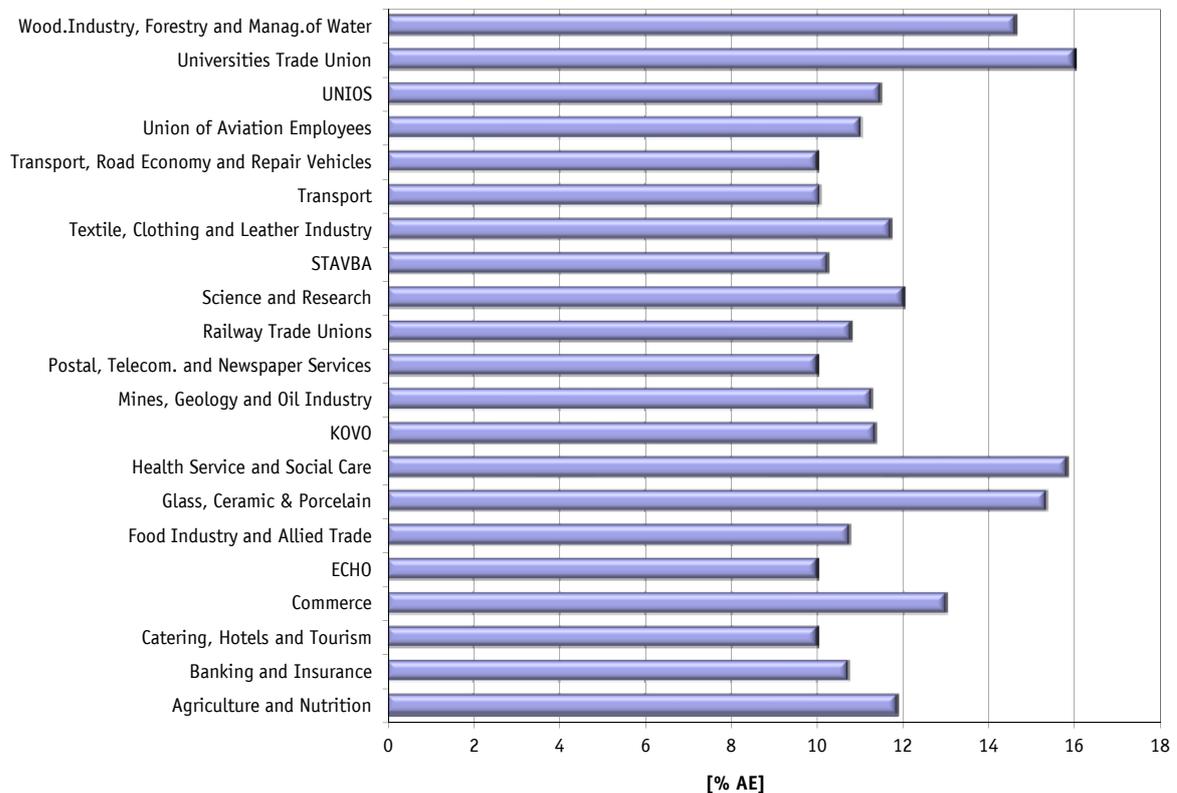


Wage supplementary charges

C - for working on public holidays

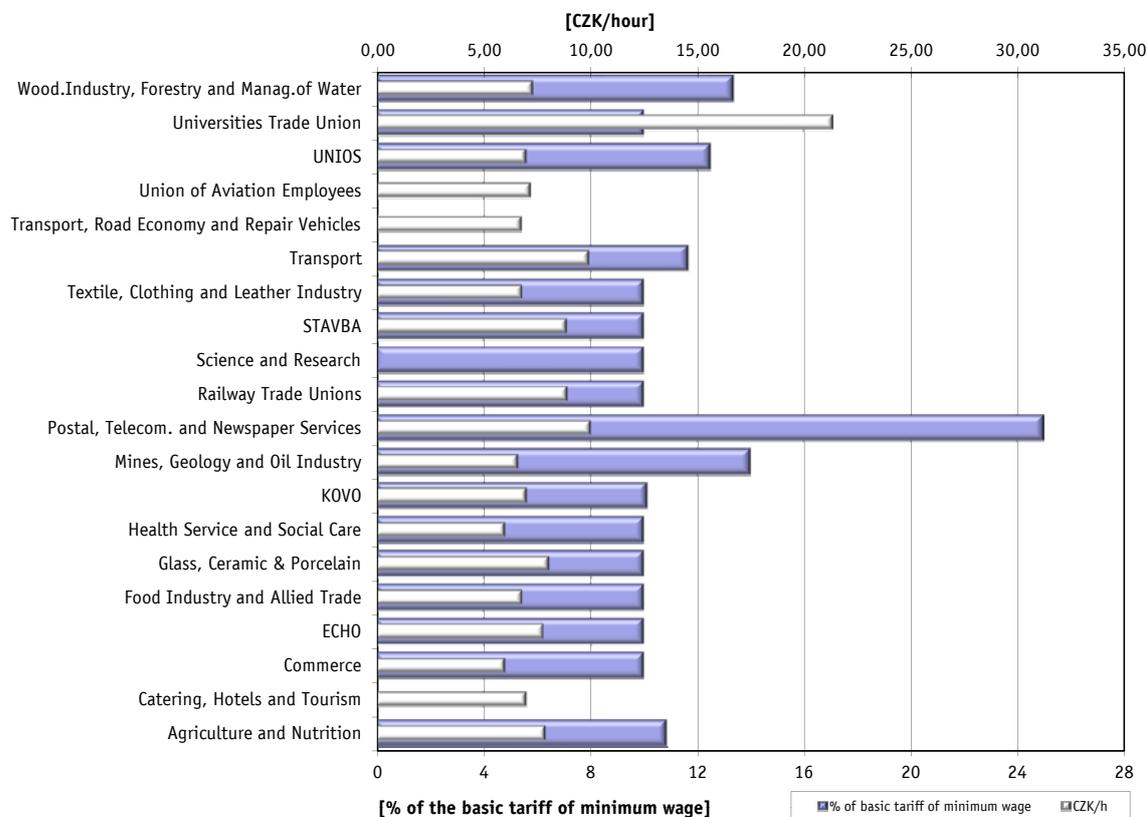


D - for night work



Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays

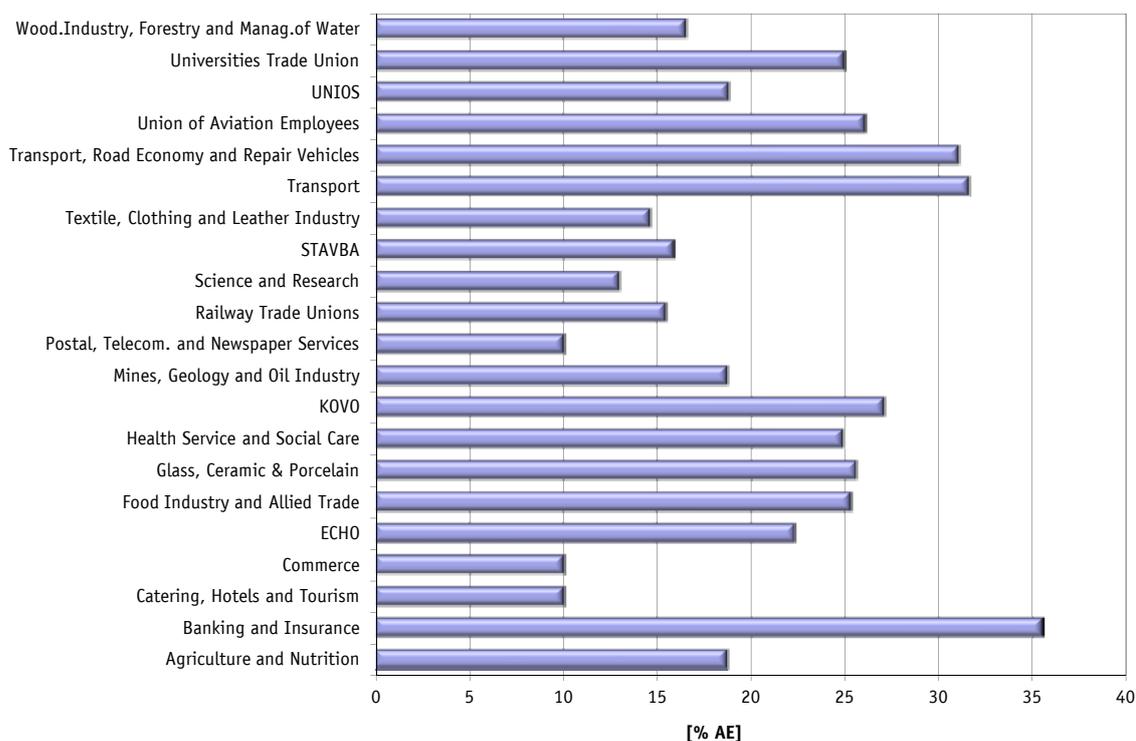




Table section B

Public service and administration

Employee Wages
classification based on trade unions - public service and administration

Trade union	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage						3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9	3.10
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin		contractual wage											
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA										
Total	403	2		5	3.0	4	1.0	8	2.0	127	31.5	106	26.3	6	1.5	118	70	32	115	74	3	85	1	329	24
Agriculture and Nutrition	5									2	40.0	2	40.0			2									5
Banking and Insurance	1																1								1
Culture and Nature Preservation	27			1						19	70.4	5	18.5			9	3	4					4		24
Education	105									13	12.4	45	42.9	1	1.0	22	11	16					29		92
Fire Fighters	13																								11
Food Industry and Allied Trade	2																								1
Health Service and Social Care	74							1	1.4	45	60.8	35	47.3	3	4.1	41	15	2					31		66
KOVO	10															4	2	2							5
Mines, Geology and Oil Industry	3																								3
Railway Trade Unions	3															2	2	1					1		3
State Bodies and Organisations	126	2		3	2.7	4	3.2	7	5.6	36	28.6	15	11.9	2	1.6	29	29	7	114	74	2	15	1	90	18
STAVBA	9									5	55.6	2	22.2			2							1		8
Transport	2			1												1									2
UNIOS	18									7	38.9	2	11.1			6	7		1		1	3		16	2
Wood.Industry, Forestry and Manag.of Water	5																						1		2

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver. %	average increase in percentage
TAPF	total amount of payroll funds
3.1	Does the CA agree on more detailed conditions for provision of personal bonuses?
3.2	Does the CA agree on more detailed conditions for the provision of remunerations?
3.3	Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?
3.4	Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?
3.5	Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?
3.6	Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?
3.7	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 564/2006 Coll.)?
3.8	Does the CA includes an arrangement on the scope and detailed conditions for application of the contractual wage (Section 122, Subsection 2 of the Labour Code)?
3.9	Does the CA agree on a regular term of wage payment?
3.10	Does the CA agree on the payment of wages outside the worksite or outside working hours?
*	Item observed only in the case of municipalities and regions
**	Item observed only in the case of allowance organizations

Remunerations at life anniversaries I - reaching the age of 50
classification based on trade unions - public service and administration (without municipalities and regions)

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	152	55.3	136	3,146	149	3,364	152	3,665	152	3,822	152	4,051	152	4,136
Agriculture and Nutrition	3	60.0	3	2,333	3	2,667	3	3,333	3	3,667	3	4,167	3	4,500
Banking and Insurance														
Culture and Nature Preservation	10	37.0	8	2,438	10	2,950	10	3,100	10	3,250	10	3,400	10	3,450
Education	61	58.1	59	3,602	61	3,603	61	3,662	61	3,702	61	3,815	61	3,880
Fire Fighters	9	69.2	8	3,431	9	3,717	9	4,378	9	4,517	9	4,978	9	5,117
Food Industry and Allied Trade														
Health Service and Social Care	37	50.0	31	2,990	36	3,356	37	4,257	37	4,562	37	5,000	37	5,095
KOVO	4	40.0	3	950	4	2,350	4	2,425	4	2,775	4	2,875	4	3,225
Mines, Geology and Oil Industry	2	66.7	1		1		2		2		2		2	
Railway Trade Unions	3	100.0	2		2		3	3,753	3	4,600	3	4,633	3	4,700
STAVBA	9	100.0	9	1,972	9	2,306	9	2,472	9	2,528	9	2,750	9	2,750
Transport														
UNIOS	11	68.8	9	3,167	11	3,564	11	3,655	11	3,745	11	3,836	11	3,927
Wood.Industry, Forestry and Manag.of Water	3	60.0	3	3,133	3	3,133	3	3,133	3	3,133	3	3,133	3	3,133

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

Remunerations at life anniversaries II - 1st quitting of the working relation following the granting of disability pension for third-class disability or the old-age pension classification based on trade unions - public service and administration (without municipalities and regions)

Trade union	agreed in CA		length of employment in the organization:																	
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	149	54.2	133	3,987	146	4,063	148	4,413	149	4,587	149	4,827	149	4,916	149	4,948	149	4,958	149	4,978
Agriculture and Nutrition	2	40.0	2		2		2		2		2		2		2		2		2	
Banking and Insurance																				
Culture and Nature Preservation	9	33.3	7	2,857	9	3,222	9	3,333	9	3,500	9	3,611	9	3,611	9	3,611	9	3,611	9	3,611
Education	63	60.0	61	4,607	63	4,583	63	4,717	63	4,781	63	4,924	63	5,048	63	5,087	63	5,087	63	5,087
Fire Fighters	6	46.2	5	3,640	6	3,867	6	4,150	6	4,150	6	4,467	6	4,467	6	4,467	6	4,467	6	4,467
Food Industry and Allied Trade																				
Health Service and Social Care	36	48.6	30	4,140	35	4,260	36	5,169	36	5,460	36	5,889	36	5,951	36	5,979	36	6,007	36	6,090
KOVO	5	50.0	5	3,040	5	3,600	5	3,660	5	3,940	5	4,000	5	4,260	5	4,320	5	4,400	5	4,400
Mines, Geology and Oil Industry	2	66.7	1		1		1		2		2		2		2		2		2	
Railway Trade Unions	3	100.0	2		2		3	5,333	3	5,333	3	5,333	3	5,333	3	5,333	3	5,333	3	5,333
STAVBA	9	100.0	8	2,656	9	2,750	9	2,917	9	2,917	9	3,028	9	3,028	9	3,139	9	3,139	9	3,139
Transport																				
UNIOS	10	62.5	8	3,563	10	3,550	10	3,650	10	3,750	10	3,850	10	3,950	10	3,950	10	3,950	10	3,950
Wood.Industry, Forestry and Manag.of Water	4	80.0	4	2,100	4	2,100	4	2,850	4	3,600	4	4,350	4	4,350	4	4,350	4	4,350	4	4,350

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

**Conditions governing the activities of trade union organizations
classification based on trade unions - public service and administration**

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
Total	294	73.0	11	2.7	139	34.5	343	85.1	319	91	276	86	55
Agriculture and Nutrition	5	100.0	1	20.0			4	80.0	4		4	1	
Banking and Insurance													
Culture and Nature Preservation	21	77.8	1	3.7	15	55.6	24	88.9	23	3	23	14	4
Education	55	52.4			11	10.5	97	92.4	94	17	94	3	6
Fire Fighters	12	92.3			2	15.4	12	92.3	9	3	9		9
Food Industry and Allied Trade	2	100.0	1	50.0	1	50.0	1	50.0	1			1	
Health Service and Social Care	56	75.7	1	1.4	36	48.6	68	91.9	63	31	47	12	21
KOVO	8	80.0			2	20.0	7	70.0	7		4	5	
Mines, Geology and Oil Industry	3	100.0					3	100.0	3	1	3		1
Railway Trade Unions	3	100.0			2	66.7	2	66.7	2	1	2	2	
State Bodies and Organisations	101	80.2	7	5.6	55	43.7	96	76.2	86	33	73	38	11
STAVBA	8	88.9			2	22.2	9	100.0	8	1	7	3	1
Transport	2	100.0					2	100.0	2	1	1	2	
UNIOS	17	94.4			13	72.2	15	83.3	14		9	5	2
Wood.Industry, Forestry and Manag.of Water	1	20.0					3	60.0	3				

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 A use of the employer's premises (or compensation of maintenance and operation costs)
 B employer's allowances for the activities of trade unions
 C room equipment (PC, copier, internet connection, phone, fax etc)
 D costs of necessary materials (professional literature)
 E other conditions

**Plurality of trade unions, providing information and discussing
classification based on trade unions - public service and administration**

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		NCA		NCA		NCA		NCA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	341	84.6	41	10.2	10	2.5	2	0.5	9	2.2	56	90.3	6	9.7	281	69.7	32	7.9	147	36.5	105	26.1
Agriculture and Nutrition	3	60.0	2	40.0							2				4	80.0			4	80.0	2	40.0
Banking and Insurance	1	100.0													1	100.0			1	100.0		
Culture and Nature Preservation	25	92.6	1	3.7					1	3.7	2				24	88.9	4	14.8	10	37.0	6	22.2
Education	95	90.5	9	8.6	1	1.0					10	100.0			75	71.4	6	5.7	36	34.3	62	59.0
Fire Fighters	5	38.5	1	7.7	1	7.7	1	7.7	5	38.5	2		6	75.0	4	30.8			4	30.8	6	46.2
Food Industry and Allied Trade	2	100.0													1	50.0						
Health Service and Social Care	54	73.0	12	16.2	5	6.8	1	1.4	2	2.7	20	100.0			61	82.4	11	14.9	27	36.5	12	16.2
KOVO	7	70.0	3	30.0							3	100.0			7	70.0	1	10.0	7	70.0	1	10.0
Mines, Geology and Oil Industry	2	66.7	1	33.3							1				3	100.0	2	66.7	2	66.7	3	100.0
Railway Trade Unions	1	33.3	2	66.7							2				3	100.0			1	33.3		
State Bodies and Organisations	118	93.7	6	4.8	1	0.8			1	0.8	8	100.0			68	54.0	6	4.8	28	22.2	11	8.7
STAVBA	5	55.6	3	33.3	1	11.1					4	100.0			9	100.0			6	66.7		
Transport	2	100.0													1	50.0			1	50.0		
UNIOS	17	94.4	1	5.6							1				17	94.4	1	5.6	17	94.4	1	5.6
Wood.Industry, Forestry and Manag.of Water	4	80.0			1	20.0					1				3	60.0	1	20.0	3	60.0	1	20.0

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 TU Trade union
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % CA* share in collective agreements, in which the appropriate value has been agreed as compared to the number of agreements with several TU

**Employment rate
classification based on trade unions - public service and administration**

Trade union	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																					
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money									
	NCA	% CA	NCA	% CA	NCA	% CA	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age			
							NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	6	1.5	2	0.5	22	5.5	47	11.7	1.7	2.2	49	12.2	1.3	1.6	54	13.4	1.9	3.1	41	10.2	24	6.0	19	4.7	4	1.0		
Agriculture and Nutrition																												
Banking and Insurance																												
Culture and Nature Preservation					3	11.1	3	11.1	2.0	2.3	3	11.1	1.7	2.0	8	29.6	1.3	2.1	7	25.9	6	22.2	1	3.7				
Education	1	1.0			8	7.6	15	14.3	1.4	1.8	15	14.3	1.0	1.4	9	8.6	1.0	1.8	8	7.6			8	7.6				
Fire Fighters							1	7.7			1	7.7			1	7.7			1	7.7	1	7.7			1	7.7		
Food Industry and Allied Trade																												
Health Service and Social Care	2	2.7	1	1.4	1	1.4	16	21.6	1.8	2.0	16	21.6	1.1	1.3	10	13.5	1.5	2.3	9	12.2	5	6.8	4	5.4	3	4.1		
KOVO																												
Mines, Geology and Oil Industry																												
Railway Trade Unions					1	33.3									1	33.3			1	33.3	1	33.3	1	33.3				
State Bodies and Organisations	3	2.4	1	0.8	9	7.1	5	4.0	2.2	4.0	6	4.8	2.8	2.8	16	12.7	3.5	5.4	10	7.9	8	6.3	3	2.4				
STAVBA							3	33.3	1.7	2.0	3	33.3	1.0	1.3	1	11.1			1	11.1			1	11.1				
Transport															1	50.0												
UNIOS							2	11.1			3	16.7	1.0	1.3	5	27.8	1.6	2.4	4	22.2	3	16.7	1	5.6				
Wood.Industry, Forestry and Manag.of Water							2	40.0			2	40.0			2	40.0												

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 AE average earning

Fund for social and cultural requirements
classification based on trade unions - public service and administration (without municipalities and regions)

Trade union	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund																
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
						aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	233	84.7	121	44.0	1,476	1.13	1.57	1.12	7.40	0.03	0.20	6.28	23.75	10.96	1.26	20.66	1.01	0.23	6.26	2.15	15.97	
Agriculture and Nutrition	4	80.0	2	40.0																		
Banking and Insurance	1	100.0																				
Culture and Nature Preservation	25	92.6	19	70.4	733	2.30	0.06		4.30	0.11		6.14	35.27	2.22	2.91	6.98				3.20	2.10	34.41
Education	92	87.6	40	38.1	281	1.20	0.54		13.12	0.04	0.12	2.23	29.78	15.83	3.43	7.09	0.51	0.27	6.63	4.37	14.83	
Fire Fighters	13	100.0	6	46.2	3,406	5.11	0.49		14.53		0.20	5.14	11.79	6.67	1.22	33.43	0.66	0.05	9.40			11.32
Food Industry and Allied Trade	1	50.0																				
Health Service and Social Care	62	83.8	35	47.3	3,315	0.06	1.55	1.69	5.90	0.03	0.06	7.53	23.55	11.74	0.92	22.87	1.40	0.31	6.38	2.44	13.57	
KOVO	4	40.0	3	30.0	703	2.37			10.90					23.41	29.95	11.90				9.38	0.47	11.61
Mines, Geology and Oil Industry	3	100.0																				
Railway Trade Unions	3	100.0	2	66.7																		
STAVBA	8	88.9	7	77.8	1,090	4.13	0.28	0.66	5.12	0.13	2.88	4.19	21.03	13.32	1.57	11.61		0.07	3.54	0.55	30.93	
Transport	1	50.0																				
UNIOS	13	81.3	7	43.8	868	1.37	13.33		8.14					31.60	12.43	0.08	7.01			2.14	2.61	21.29
Wood.Industry, Forestry and Manag.of Water	3	60.0																				

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed		
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file		
aver.%	average percentage of use for this purpose of the overall creation of FSCR		
A	contribution for operation costs of cultural, recreational and sporting facilities	J	social assistance and social loans
B	contribution for equipment to improve working environment	K	contribution to contributory pension scheme
C	contribution for physical education and sport equipment	L	contribution to life insurance
D	contributions to sporting and cultural events	M	contribution to trade union organization
E	contribution for the procurement of working clothes, footwear or uniforms	N	gifts (for extraordinary activity, working anniversaries, life anniversaries...)
F	funds for procurement of tangible property used for employee cult. and soc. development	O	other uses
G	loans to cover housing needs (procurement of a housing, procurement of interior equipment)	P	fund balance
H	contribution to corporate catering		
I	contribution to recreation (domestic, foreign, children's)		

**Care for employees
classification based on trade unions - public service and administration (without municipalities and regions)**

Trade union	Employer's contribution to corporate catering							There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance						Contribution to life insurance						
	arranged in CA		amount of contribution				without specification of the amount of allowance		agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision		
	NCA	% CA	of budget		of FSCR				NCA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA
			aver. CZK	aver.% of price	aver. CZK	aver.% of price															
Total	225	81.8	26.10	52.4	10.67	39.8	59	71	25.8	81	29.5	176	238	47	17.1	12	4.4	175	250	10	3.6
Agriculture and Nutrition	5	100.0			10.00		1	3	60.0	4	80.0	125	125	1	20.0						
Banking and Insurance	1	100.0								1	100.0			1	100.0						
Culture and Nature Preservation	24	88.9	25.81	55.0	11.03		1			4	14.8	125	363	3	11.1						
Education	79	75.2	25.57	34.2	9.27	50.0	29	31	29.5	18	17.1	145	164	6	5.7	2	1.9			1	1.0
Fire Fighters	5	38.5			21.50		3			5	38.5	190	234	4	30.8	2	15.4			2	15.4
Food Industry and Allied Trade	2	100.0					1														
Health Service and Social Care	66	89.2	26.79		12.15	50.0	14	23	31.1	29	39.2	187	288	26	35.1	5	6.8	225	325	5	6.8
KOVO	9	90.0		55.0	10.00		5	3	30.0	4	40.0	250	350								
Mines, Geology and Oil Industry	3	100.0			4.68		1	1	33.3	1	33.3										
Railway Trade Unions	3	100.0			9.00		1			1	33.3										
STAVBA	8	88.9	31.17		10.18			7	77.8	4	44.4	192	256	2	22.2	1	11.1				
Transport	2	100.0								2	100.0										
UNIOS	16	100.0	23.15	55.0	9.29	9.0	3	3	18.8	5	31.3	192	192	3	18.8	1	6.3			1	6.3
Wood.Industry, Forestry and Manag.of Water	2	40.0								3	60.0	150	150	1	20.0	1	20.0			1	20.0

Explanatory notes: NCA

% CA

aver. CZK

aver. % of price

CZK

number of collective agreements, in which the appropriate indicator has been agreed

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

average contribution in CZK

average contribution specified as a percentage of the price of a meal

average contribution in CZK per month

**Personnel development, fair treatment, industrial safety and health protection at work (ISHPW), general agreements of European social partners
classification based on trade unions - public service and administration**

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	240	59.6	10	2.5	84	20.8	369	91.6	193	47.9			1	0.2
Agriculture and Nutrition	3	60.0			4	80.0	5	100.0	1	20.0				
Banking and Insurance	1	100.0			1	100.0	1	100.0	1	100.0				
Culture and Nature Preservation	19	70.4			4	14.8	27	100.0	15	55.6				
Education	70	66.7	2	1.9	12	11.4	102	97.1	75	71.4				
Fire Fighters	5	38.5			3	23.1	10	76.9	8	61.5				
Food Industry and Allied Trade							2	100.0	2	100.0				
Health Service and Social Care	46	62.2	2	2.7	20	27.0	74	100.0	20	27.0			1	1.4
KOVO	1	10.0			2	20.0	8	80.0	4	40.0				
Mines, Geology and Oil Industry	2	66.7			2	66.7	3	100.0						
Railway Trade Unions	3	100.0					3	100.0	2	66.7				
State Bodies and Organisations	75	59.5	2	1.6	27	21.4	102	81.0	44	34.9				
STAVBA	4	44.4	2	22.2	5	55.6	9	100.0	5	55.6				
Transport	1	50.0					2	100.0						
UNIOS	8	44.4	1	5.6	3	16.7	18	100.0	16	88.9				
Wood.Industry, Forestry and Manag.of Water	2	40.0	1	20.0	1	20.0	3	60.0						

Explanatory notes: NCA
% CA

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

Employee Wages
classification based on regions - public service and administration

Region NUTS 3	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage						3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9	3.10	
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin		contractual wage												
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA											
Total	403	2		5	3.0	4	1.0	8	2.0	127	31.5	106	26.3	6	1.5	118	70	32	115	74	3	85	1	329	24	
CZ010 Capital Prague	26			1						12	46.2	6	23.1	1	3.8	7	7	2	2	2			5		21	2
CZ020 Středočeský	55	1				1	1.8	4	7.3	14	25.5	18	32.7	1	1.8	18	11	5	21	16	1	17			43	4
CZ031 Jihočeský	21					1	4.8			5	23.8	2	9.5			4	3		7	3			1		15	1
CZ032 Plzeňský	24			1						7	29.2	2	8.3			7	6	4	11	5			1		20	1
CZ041 Karlovarský	15			1						7	46.7	5	33.3			5	2	3	6	4			2		14	1
CZ042 Ústecký	40									15	37.5	8	20.0	1	2.5	11	5	2	13	6			6		31	2
CZ051 Liberecký	11									4	36.4	2	18.2			3		1	3	2			2		9	
CZ052 Královéhradecký	18					1	5.6			8	44.4	4	22.2	1	5.6	4	2		7	6			3		15	
CZ053 Pardubický	28			1				1	3.6	6	21.4	7	25.0			7	5	2	7	5	1	4			24	1
CZ061 Vysočina	31									10	32.3	15	48.4	1	3.2	11	4	4	6	1	1	10			27	6
CZ062 Jihomoravský	40	1						1	2.5	13	32.5	9	22.5	1	2.5	12	7	2	12	8			9		33	
CZ071 Olomoucký	23			1				1	4.3	7	30.4	4	17.4			8	6	4	7	5			5	1	18	3
CZ072 Zlínský	28									7	25.0	8	28.6			8	6	1	4	5			8		22	2
CZ080 Moravskoslezský	43					1	2.3	1	2.3	12	27.9	16	37.2			13	6	2	9	6			12		37	1

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver. %	average increase in percentage
TAPF	total amount of payroll funds
3.1	Does the CA agree on more detailed conditions for provision of personal bonuses?
3.2	Does the CA agree on more detailed conditions for the provision of remunerations?
3.3	Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?
3.4	Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?
3.5	Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?
3.6	Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?
3.7	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 564/2006 Coll.)?
3.8	Does the CA includes an arrangement on the scope and detailed conditions for application of the contractual wage (Section 122, Subsection 2 of the Labour Code)?
3.9	Does the CA agree on a regular term of wage payment?
3.10	Does the CA agree on the payment of wages outside the worksite or outside working hours?
*	Item observed only in the case of municipalities and regions
**	Item observed only in the case of allowance organizations

Remunerations at life anniversaries I - reaching the age of 50
classification based on regions - public service and administration (without municipalities and regions)

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	152	55.3	136	3,146	149	3,364	152	3,665	152	3,822	152	4,051	152	4,136
CZ010 Capital Prague	9	40.9	8	3,950	9	4,456	9	4,678	9	4,900	9	5,122	9	5,233
CZ020 Středočeský	20	66.7	19	3,037	20	3,190	20	3,455	20	3,775	20	4,145	20	4,265
CZ031 Jihočeský	10	71.4	8	2,338	10	2,470	10	2,540	10	2,540	10	2,630	10	2,630
CZ032 Plzeňský	6	46.2	5	5,400	6	4,717	6	4,817	6	4,883	6	4,950	6	5,033
CZ041 Karlovarský	5	55.6	5	3,200	5	3,300	5	3,800	5	3,900	5	3,900	5	3,900
CZ042 Ústecký	14	56.0	14	3,179	14	3,321	14	3,607	14	3,679	14	4,000	14	4,000
CZ051 Liberecký	4	50.0	2		4	3,375	4	3,625	4	3,875	4	3,875	4	3,875
CZ052 Královéhradecký	9	81.8	9	2,556	9	2,722	9	3,278	9	3,389	9	3,833	9	3,889
CZ053 Pardubický	13	65.0	10	2,850	13	2,500	13	2,654	13	2,769	13	3,000	13	3,077
CZ061 Vysočina	18	75.0	16	2,969	17	3,441	18	4,025	18	4,139	18	4,303	18	4,483
CZ062 Jihomoravský	14	51.9	13	3,146	14	3,493	14	3,921	14	3,993	14	4,064	14	4,136
CZ071 Olomoucký	7	43.8	6	1,607	6	2,483	7	3,037	7	3,471	7	3,557	7	3,586
CZ072 Zlínský	9	39.1	9	3,306	9	3,889	9	4,000	9	4,278	9	4,389	9	4,667
CZ080 Moravskoslezský	14	42.4	12	3,875	13	4,115	14	4,214	14	4,321	14	4,821	14	4,857

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

Remunerations at life anniversaries II - 1st quitting of the working relation following the granting of disability pension for third-class disability or the old-age pension classification based on regions - public service and administration (without municipalities and regions)

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	149	54.2	133	3,987	146	4,063	148	4,413	149	4,587	149	4,827	149	4,916	149	4,948	149	4,958	149	4,978
CZ010 Capital Prague	8	36.4	7	4,957	8	4,838	8	4,963	8	5,088	8	5,213	8	5,213	8	5,213	8	5,213	8	5,213
CZ020 Středočeský	19	63.3	18	4,778	19	4,805	19	4,979	19	5,211	19	5,489	19	5,505	19	5,521	19	5,542	19	5,542
CZ031 Jihočeský	10	71.4	8	2,525	10	2,820	10	2,890	10	2,890	10	2,980	10	2,980	10	2,980	10	2,980	10	2,980
CZ032 Plzeňský	5	38.5	4	7,250	5	6,140	5	6,240	5	6,340	5	6,440	5	6,500	5	6,600	5	6,600	5	6,600
CZ041 Karlovarský	5	55.6	5	3,800	5	3,900	5	4,600	5	5,300	5	5,900	5	5,900	5	5,900	5	5,900	5	5,900
CZ042 Ústecký	14	56.0	14	3,086	14	3,329	14	3,821	14	3,946	14	4,429	14	4,482	14	4,625	14	4,625	14	4,625
CZ051 Liberecký	4	50.0	1		4	3,175	4	3,275	4	3,375	4	3,375	4	3,375	4	3,375	4	3,375	4	3,375
CZ052 Královéhradecký	8	72.7	8	3,313	8	3,313	8	4,063	8	4,188	8	4,688	8	4,688	8	4,688	8	4,688	8	4,688
CZ053 Pardubický	13	65.0	10	3,300	13	2,846	13	3,000	13	3,115	13	3,346	13	3,423	13	3,500	13	3,577	13	3,808
CZ061 Vysočina	17	70.8	15	5,317	16	5,253	17	5,662	17	5,709	17	5,750	17	5,897	17	5,897	17	5,897	17	5,897
CZ062 Jihomoravský	14	51.9	13	3,454	14	3,779	14	4,207	14	4,279	14	4,350	14	4,421	14	4,421	14	4,421	14	4,421
CZ071 Olomoucký	7	43.8	6	2,333	6	3,167	7	4,143	7	4,214	7	4,286	7	4,286	7	4,286	7	4,286	7	4,286
CZ072 Zlínský	11	47.8	11	4,409	11	5,000	11	5,091	11	5,364	11	5,455	11	5,727	11	5,727	11	5,727	11	5,727
CZ080 Moravskoslezský	14	42.4	13	3,731	13	3,923	13	4,423	14	4,893	14	5,464	14	5,786	14	5,857	14	5,857	14	5,857

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 CZK average value of remuneration in CZK

**Conditions governing the activities of trade union organizations
classification based on regions - public service and administration**

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
Total	294	73.0	11	2.7	139	34.5	343	85.1	319	91	276	86	55
CZ010 Capital Prague	16	61.5	1	3.8	8	30.8	21	80.8	20	10	17	9	2
CZ020 Středočeský	39	70.9	4	7.3	25	45.5	42	76.4	39	6	32	7	8
CZ031 Jihočeský	14	66.7			8	38.1	13	61.9	13	2	12	1	3
CZ032 Plzeňský	15	62.5	1	4.2	7	29.2	18	75.0	17	7	12	8	3
CZ041 Karlovarský	11	73.3			4	26.7	13	86.7	12	3	9	2	1
CZ042 Ústecký	25	62.5			17	42.5	35	87.5	30	11	24	11	4
CZ051 Liberecký	9	81.8			4	36.4	11	100.0	11	5	10	4	2
CZ052 Královéhradecký	11	61.1			5	27.8	16	88.9	15	4	13	6	2
CZ053 Pardubický	24	85.7	3	10.7	10	35.7	27	96.4	25	10	21	7	4
CZ061 Vysočina	25	80.6			12	38.7	28	90.3	26	6	25	7	3
CZ062 Jihomoravský	34	85.0	2	5.0	15	37.5	39	97.5	33	11	32	10	7
CZ071 Olomoucký	16	69.6			8	34.8	18	78.3	18	4	15	4	4
CZ072 Zlínský	20	71.4			8	28.6	26	92.9	26	4	24	6	5
CZ080 Moravskoslezský	35	81.4			8	18.6	36	83.7	34	8	30	4	7

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
% CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
A use of the employer's premises (or compensation of maintenance and operation costs)
B employer's allowances for the activities of trade unions
C room equipment (PC, copier, internet connection, phone, fax etc)
D costs of necessary materials (professional literature)
E other conditions

**Plurality of trade unions, providing information and discussing
classification based on regions - public service and administration**

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		governing the provision of information to TU		provided to TU beyond the scope of LC stipulated		governing the procedures for discussing materials with TU		beyond the scope of LC stipulated	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	341	84.6	41	10.2	10	2.5	2	0.5	9	2.2	56	90.3	6	9.7	281	69.7	32	7.9	147	36.5	105	26.1
CZ010 Capital Prague	23	88.5	1	3.8	1	3.8			1	3.8	3	100.0			23	88.5	6	23.1	13	50.0	5	19.2
CZ020 Středočeský	52	94.5	2	3.6					1	1.8	2	66.7	1	33.3	32	58.2	4	7.3	21	38.2	11	20.0
CZ031 Jihočeský	20	95.2							1	4.8			1	100.0	9	42.9	1	4.8	8	38.1	6	28.6
CZ032 Plzeňský	20	83.3	2	8.3	2	8.3					4	100.0			15	62.5	2	8.3	8	33.3	5	20.8
CZ041 Karlovarský	12	80.0	2	13.3	1	6.7					2	66.7	1	33.3	11	73.3	1	6.7	4	26.7	4	26.7
CZ042 Ústecký	35	87.5	4	10.0					1	2.5	5	100.0			30	75.0	1	2.5	15	37.5	7	17.5
CZ051 Liberecký	7	63.6	3	27.3			1	9.1			4	100.0			10	90.9			7	63.6	2	18.2
CZ052 Královéhradecký	16	88.9	1	5.6					1	5.6	1	50.0	1	50.0	11	61.1	1	5.6	3	16.7	4	22.2
CZ053 Pardubický	26	92.9	2	7.1							2	100.0			21	75.0	1	3.6	7	25.0	9	32.1
CZ061 Vysočina	23	74.2	5	16.1	2	6.5			1	3.2	7	87.5	1	12.5	20	64.5	1	3.2	11	35.5	10	32.3
CZ062 Jihomoravský	34	85.0	4	10.0	1	2.5			1	2.5	5	83.3	1	16.7	26	65.0	4	10.0	13	32.5	10	25.0
CZ071 Olomoucký	18	78.3	4	17.4			1	4.3			5	100.0			17	73.9	1	4.3	8	34.8	6	26.1
CZ072 Zlínský	23	82.1	4	14.3	1	3.6					5	100.0			17	60.7	5	17.9	11	39.3	9	32.1
CZ080 Moravskoslezský	32	74.4	7	16.3	2	4.7			2	4.7	11	100.0			39	90.7	4	9.3	18	41.9	17	39.5

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 TU Trade union
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % CA* share in collective agreements, in which the appropriate value has been agreed as compared to the number of agreements with several TU

Employment rate
classification based on regions - public service and administration

Region NUTS 3	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																			
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money							
							agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	6	1.5	2	0.5	22	5.5	47	11.7	1.7	2.2	49	12.2	1.3	1.6	54	13.4	1.9	3.1	41	10.2	24	6.0	19	4.7	4	1.0
CZ010 Capital Prague					1	3.8	5	19.2	1.6	2.0	5	19.2	1.6	2.0	11	42.3	1.5	2.6	9	34.6	6	23.1	4	15.4	1	3.8
CZ020 Středočeský	2	3.6	1	1.8	3	5.5	12	21.8	1.8	2.6	11	20.0	1.1	1.3	7	12.7	1.9	2.0	9	16.4	6	10.9	3	5.5	1	1.8
CZ031 Jihočeský							1	4.8			1	4.8			2	9.5			2	9.5	2	9.5				
CZ032 Plzeňský					1	4.2	1	4.2			2	8.3			4	16.7	3.5	4.3	2	8.3	2	8.3	1	4.2		
CZ041 Karlovarský					2	13.3																				
CZ042 Ústecký					1	2.5	7	17.5	1.6	2.3	7	17.5	1.3	1.9	8	20.0	2.3	3.4	5	12.5	3	7.5	2	5.0	2	5.0
CZ051 Liberecký					2	18.2	1	9.1			1	9.1			2	18.2			1	9.1	1	9.1				
CZ052 Královéhradecký	1	5.6			3	16.7	4	22.2	1.3	2.0	5	27.8	1.2	1.8	4	22.2	1.3	2.5	4	22.2	1	5.6	3	16.7		
CZ053 Pardubický							3	10.7	2.0	2.0	3	10.7	1.0	1.0												
CZ061 Vysočina	1	3.2	1	3.2	1	3.2	4	12.9	1.3	2.0	4	12.9	1.0	1.8	6	19.4	1.5	4.7	4	12.9	1	3.2	3	9.7		
CZ062 Jihomoravský	1	2.5			4	10.0	3	7.5	2.0	2.0	4	10.0	1.8	1.8	2	5.0			1	2.5	1	2.5				
CZ071 Olomoucký					1	4.3	2	8.7			2	8.7			3	13.0	1.0	4.0	2	8.7			2	8.7		
CZ072 Zlínský					2	7.1	3	10.7	1.2	1.5	3	10.7	1.5	1.8	3	10.7	2.0	2.3	1	3.6			1	3.6		
CZ080 Moravskoslezský	1	2.3			1	2.3	1	2.3			1	2.3			2	4.7			1	2.3	1	2.3				

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 AE average earning

Fund for social and cultural requirements
classification based on regions - public service and administration (without municipalities and regions)

Region NUTS 3	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund															
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	233	84.7	121	44.0	1,476	1.13	1.57	1.12	7.40	0.03	0.20	6.28	23.75	10.96	1.26	20.66	1.01	0.23	6.26	2.15	15.97
CZ010 Capital Prague	20	90.9	14	63.6	3,194	0.74	0.04	0.09	6.66	0.03		7.22	29.89	5.80	1.49	17.07	3.58	0.17	3.03	0.35	23.83
CZ020 Středočeský	26	86.7	10	33.3	1,394	1.43	0.24		25.66			5.36	9.46	9.40	1.53	23.98	0.31		6.95	1.59	14.11
CZ031 Jihočeský	12	85.7	8	57.1	438				6.84			1.00	39.69	2.57	3.85	17.62	0.97		4.11	2.25	21.10
CZ032 Plzeňský	10	76.9	6	46.2	4,648	0.07	0.02	6.99	1.53	0.02	0.14	0.86	24.70	29.32	0.33	24.39		0.36	10.45	0.53	0.27
CZ041 Karlovarský	7	77.8	3	33.3	582	3.15			4.87				3.43		1.72	62.96	7.67		9.33		6.87
CZ042 Ústecký	21	84.0	16	64.0	1,283	0.83	0.56		2.44	0.15	0.07	0.58	24.76	5.62	0.95	11.42		0.40	6.03	5.41	40.79
CZ051 Liberecký	8	100.0	3	37.5	1,486	3.14	0.45		9.65	0.22	4.93	6.73	31.45	0.56	2.02	20.19		1.55	3.28	0.02	15.81
CZ052 Královéhradecký	9	81.8	4	36.4	427				13.87			4.02	24.54	19.73	0.88	16.39		0.27	7.23	3.34	9.74
CZ053 Pardubický	15	75.0	11	55.0	502	2.08	2.08		5.30		1.18	2.17	29.07	5.08	0.63	31.39		0.25	5.39	2.17	13.20
CZ061 Vysočina	21	87.5	6	25.0	1,345	9.54	0.06		7.97			13.01	5.14	21.45	1.49	12.77		0.12	5.13	0.37	22.93
CZ062 Jihomoravský	21	77.8	12	44.4	500	1.52	0.63	0.17	16.67			2.00	32.56	13.99	2.08	6.62		0.45	6.07	0.90	16.35
CZ071 Olomoucký	14	87.5	5	31.3	212		0.47		24.92		1.70		41.27	2.64	5.65	8.10		0.25	6.41	1.13	7.46
CZ072 Zlínský	21	91.3	9	39.1	2,285	0.39	3.94	0.03	6.24			24.32	20.08	7.66	1.41	19.16		0.05	7.37	0.65	8.72
CZ080 Moravskoslezský	28	84.8	14	42.4	1,347	0.27	8.69		6.69			0.95	20.91	7.62	0.95	35.46		0.06	7.75	9.11	1.52

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed		
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file		
aver.%	average percentage of use for this purpose of the overall creation of FSCR		
A	contribution for operation costs of cultural, recreational and sporting facilities	J	social assistance and social loans
B	contribution for equipment to improve working environment	K	contribution to contributory pension scheme
C	contribution for physical education and sport equipment	L	contribution to life insurance
D	contributions to sporting and cultural events	M	contribution to trade union organization
E	contribution for the procurement of working clothes, footwear or uniforms	N	gifts (for extraordinary activity, working anniversaries, life anniversaries...)
F	funds for procurement of tangible property used for employee cult. and soc. development	O	other uses
G	loans to cover housing needs (procurement of a housing, procurement of interior equipment)	P	fund balance
H	contribution to corporate catering		
I	contribution to recreation (domestic, foreign, children's)		

Care for employees
classification based on regions - public service and administration (without municipalities and regions)

Region NUTS 3	Employer's contribution to corporate catering						There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance				Contribution to life insurance									
	arranged in CA		amount of contribution					without specification of the amount of allowance		agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price		NCA	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA
Total	225	81.8	26.10	52.4	10.67	39.8	59	71	25.8	81	29.5	176	238	47	17.1	12	4.4	175	250	10	3.6
CZ010 Capital Prague	19	86.4	29.83	55.0	12.55		3	4	18.2	12	54.5	225	475	8	36.4	2	9.1			2	9.1
CZ020 Středočeský	26	86.7	22.35	55.0	9.73	29.5	9	6	20.0	7	23.3	188	243	5	16.7	1	3.3			1	3.3
CZ031 Jihočeský	14	100.0	25.26	44.2	12.15		3	7	50.0	6	42.9	185	185	3	21.4	2	14.3			1	7.1
CZ032 Plzeňský	10	76.9	22.70		8.32		2	3	23.1	5	38.5	172	172	2	15.4	1	7.7			1	7.7
CZ041 Karlovarský	4	44.4	25.75		8.25			2	22.2	4	44.4	173	225	4	44.4	2	22.2			2	22.2
CZ042 Ústecký	23	92.0	18.00	55.0	13.20		4	6	24.0	9	36.0	151	208	4	16.0	2	8.0			1	4.0
CZ051 Liberecký	7	87.5	32.17		11.38		3	2	25.0	3	37.5	233	267	3	37.5	1	12.5			1	12.5
CZ052 Královéhradecký	9	81.8	23.00		10.17		3	2	18.2	2	18.2			2	18.2						
CZ053 Pardubický	16	80.0	23.00	55.0	11.86		5	6	30.0	2	10.0			1	5.0						
CZ061 Vysočina	17	70.8	29.00	55.0	9.04		5	10	41.7	7	29.2	135	141	3	12.5						
CZ062 Jihomoravský	22	81.5	28.78	55.0	9.13	50.0	3	7	25.9	5	18.5	140	200	3	11.1	1	3.7			1	3.7
CZ071 Olomoucký	12	75.0	20.15		10.75		4	3	18.8	7	43.8	195	204	2	12.5						
CZ072 Zlínský	22	95.7	22.67	45.0	9.09	50.0	9	5	21.7	3	13.0	175	250	2	8.7						
CZ080 Moravskoslezský	24	72.7	27.00	55.0	10.82		6	8	24.2	9	27.3	186	219	5	15.2						

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver. CZK average contribution in CZK
 aver. % of price average contribution specified as a percentage of the price of a meal
 CZK average contribution in CZK per month

**Obstacles to work
classification based on regions - public service and administration**

Region NUTS 3	Employee's inability to work						Average number of days of leave without compensation of pay above the requirement of the LC																								Activity of guides in children's and youth camps						
	pay compensation for the first 3 days of the inability			pay compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																														
	agreed in CA		compensation amount	agreed in CA		compensation amount	A			B			C			D			E			F			G			H					I				
	NCA	% CA	% AE	aver.CZK	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA			days	NCA	% CA	days	
Total	24	6.0	52.8		3	0.7	71.7	17	4.2	1.2	54	13.4	1.4	43	10.7	1.8	17	4.2	4.8	44	10.9	1.4	16	4.0	3.0	44	10.9	7.5	47	11.7	2.8	85	21.1	20	12.1		
CZ010 Capital Prague	2	7.7			1	3.8		2	7.7		3	11.5	1.7	4	15.4	1.3	2	7.7		2	7.7		1	3.8		7	26.9	8.1	3	11.5	5.3	11	42.3	3	15.0		
CZ020 Středočeský	4	7.3	43.8		1	1.8		2	3.6		7	12.7	1.9	4	7.3	2.0	4	7.3	4.8	7	12.7	1.6	2	3.6		7	12.7	9.0	9	16.4	3.9	7	12.7	2			
CZ031 Jihočeský	2	9.5																															2	9.5			
CZ032 Plzeňský	2	8.3						1	4.2		2	8.3		2	8.3		1	4.2		2	8.3		1	4.2		1	4.2		1	4.2		9	37.5				
CZ041 Karlovarský											2	13.3		1	6.7		1	6.7		3	20.0	1.3	1	6.7		2	13.3		3	20.0	1.3	2	13.3				
CZ042 Ústecký	1	2.5						3	7.5	1.3	5	12.5	1.2	7	17.5	1.7	3	7.5	5.3	3	7.5	1.7	3	7.5	2.3	4	10.0	4.5	5	12.5	2.0	8	20.0	3	15.0		
CZ051 Liberecký					1	9.1					2	18.2		2	18.2					1	9.1		1	9.1		3	27.3	6.0				4	36.4	1			
CZ052 Královéhradecký	1	5.6						1	5.6		4	22.2	1.5	3	16.7	2.7				2	11.1					3	16.7	8.3	2	11.1		3	16.7	3	18.0		
CZ053 Pardubický	2	7.1						1	3.6		6	21.4	1.2	3	10.7	2.3				4	14.3	1.0				3	10.7	4.3	4	14.3	2.0	8	28.6	1			
CZ061 Vysočina								1	3.2		4	12.9	1.3	6	19.4	1.3	2	6.5		3	9.7	2.0	2	6.5		2	6.5		3	9.7	1.0	8	25.8	2			
CZ062 Jihomoravský	3	7.5	48.3					2	5.0		3	7.5	1.3	2	5.0		1	2.5		4	10.0	1.3	1	2.5		5	12.5	7.2	4	10.0	3.3	5	12.5	3	8.7		
CZ071 Olomoucký	2	8.7									2	8.7		1	4.3		1	4.3		2	8.7		1	4.3		1	4.3		3	13.0	1.0	3	13.0	1			
CZ072 Zlínský	1	3.6									4	14.3	1.5	2	7.1					4	14.3	1.0	1	3.6					4	14.3	1.3	5	17.9				
CZ080 Moravskoslezský	4	9.3	50.0					4	9.3	1.5	10	23.3	1.4	6	14.0	1.3	2	4.7		7	16.3	1.4	2	4.7		6	14.0	8.5	6	14.0	3.8	10	23.3	1			

Explanatory notes: NCA

number of collective agreements, in which the appropriate indicator has been agreed

% CA

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

% AE

average value of compensation, defined by the percentage from the average earnings

aver.CZK

average value of compensation, defined by an absolute amount in CZK per day

days

average extent of time off (in days)

A

one's own wedding

B

birth of a child to the wife of an employee

C

death of a direct relative

D

escorting a disabled child to a health or social care provider

E

moving house

F

looking for a new job

G

for mothers caring for a child (per year)

H

care for a family member (per year)

I

other obstacles

**Personnel development, fair treatment, industrial safety and health protection at work (ISHPW), general agreements of European social partners
classification based on regions - public service and administration**

Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	240	59.6	10	2.5	84	20.8	369	91.6	193	47.9			1	0.2
CZ010 Capital Prague	17	65.4	1	3.8	7	26.9	25	96.2	10	38.5				
CZ020 Středočeský	32	58.2	1	1.8	11	20.0	51	92.7	21	38.2				
CZ031 Jihočeský	10	47.6			4	19.0	18	85.7	9	42.9				
CZ032 Plzeňský	17	70.8			4	16.7	23	95.8	12	50.0			1	4.2
CZ041 Karlovarský	7	46.7			3	20.0	12	80.0	6	40.0				
CZ042 Ústecký	24	60.0	2	5.0	12	30.0	33	82.5	18	45.0				
CZ051 Liberecký	8	72.7	1	9.1	3	27.3	11	100.0	5	45.5				
CZ052 Královéhradecký	8	44.4			1	5.6	16	88.9	6	33.3				
CZ053 Pardubický	16	57.1			6	21.4	26	92.9	11	39.3				
CZ061 Vysočina	15	48.4			7	22.6	29	93.5	18	58.1				
CZ062 Jihomoravský	24	60.0	3	7.5	9	22.5	37	92.5	22	55.0				
CZ071 Olomoucký	17	73.9			4	17.4	22	95.7	15	65.2				
CZ072 Zlínský	19	67.9			5	17.9	27	96.4	19	67.9				
CZ080 Moravskoslezský	26	60.5	2	4.7	8	18.6	39	90.7	21	48.8				

Explanatory notes: NCA
% CA

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file



Table section C

Municipalities and regions

Social fund - creation
classification based on trade unions - municipalities and regions

Trade union	Social fund creation											Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA	
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK					
Total	117	91.4	64	3.4	5	4,165	28	3.0	18	1,965	59	46.1	51	39.8	
State Bodies and Organisations	116	92.1	63	3.4	5	4,165	28	3.0	18	1,965	58	46.0	51	40.5	
UNIOS	1	50.0	1								1	50.0			

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver.% average percentage of the allotment to the fund
 aver.CZK average absolute amount of the allotment to the fund in CZK per employee per year
 AVPRC annual volume of pay related costs
 thous.CZK average amount of the total social fund including the balance per year

Social fund - use
classification based on trade unions - municipalities and regions

Trade union	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
Total	0.04	0.67	3.89	0.07	6.26	0.53	2.26	29.57	13.95	0.62	15.44	3.09	0.57	4.73	10.51	7.80	78	60.9
State Bodies and Organisations	0.04	0.67	3.89	0.07	6.26	0.53	2.26	29.57	13.95	0.62	15.44	3.09	0.57	4.73	10.51	7.80	76	60.3
UNIOS																	2	100.0

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 aver.% average percentage of use for this purpose of the overall creation of funds
A contribution for equipment to improve working environment
B contribution for physical education and sport equipment
C contributions to sporting and cultural events
D contribution for the procurement of working clothes, footwear or uniforms
E clothing allowance
F contribution to transport to and from work
G loans to cover housing needs (procurement of a housing, procurement of interior equipment)

H contribution to corporate catering
I contribution to recreation (domestic, foreign, children's)
J social assistance and social loans
K contribution to contributory pension scheme
L contribution to life insurance
M contribution to trade union organization
N gifts (for extraordinary activity, working anniversaries, life anniversaries...)
O other uses
P fund balance

Care for employees I
classification based on trade unions - municipalities and regions

Trade union	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	114	89.1	25.93	47.0	18.97	37.6	48.00		5	22	17.2	9	7.0	11	8.6
State Bodies and Organisations	112	88.9	26.06	47.0	18.72	37.6	48.00		5	22	17.5	9	7.1	11	8.7
UNIOS	2	100.0													

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver. CZK average contribution in CZK
 aver. % price average contribution specified as a percentage of the price of a meal

Care for employees II
classification based on trade unions - municipalities and regions

Trade union	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	68	53.1	276	355	3.6	51	39.8	25	19.5	394	415	19	14.8
State Bodies and Organisations	68	54.0	276	355	3.6	51	40.5	25	19.8	394	415	19	15.1
UNIOS													

Explanatory notes: NCA
 % CA
 CZK/month
 aver. % MBA

number of collective agreements, in which the appropriate indicator has been agreed
 share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 average contribution in CZK per month
 average contribution specified as a percentage of the monthly basis of assessment

Social fund - creation
classification based on regions - municipalities and regions

Region NUTS 3	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
Total	117	91.4	64	3.4	5	4,165	28	3.0	18	1,965	59	46.1	51	39.8
CZ010 Capital Prague	2	50.0	1						1		1	25.0	1	25.0
CZ020 Středočeský	24	96.0	13	3.5	2		7	3.1	3	1,762	13	52.0	13	52.0
CZ031 Jihočeský	7	100.0	5	2.6			2			424	4	57.1	4	57.1
CZ032 Plzeňský	10	90.9	7	4.6			2			2,945	4	36.4	2	18.2
CZ041 Karlovarský	6	100.0	2		1		1		2	949	3	50.0	2	33.3
CZ042 Ústecký	12	80.0	7	3.6			2		2	1,236	3	20.0	2	13.3
CZ051 Liberecký	3	100.0	3	2.8	1					699	3	100.0	2	66.7
CZ052 Královéhradecký	7	100.0	4	3.6			2		1	2,502	3	42.9	3	42.9
CZ053 Pardubický	8	100.0	4	2.9			2			1,530	4	50.0	3	37.5
CZ061 Vysočina	7	100.0	5	3.1	1		2			1,919	5	71.4	5	71.4
CZ062 Jihomoravský	11	84.6	5	3.6			4	3.8	1	3,572	5	38.5	5	38.5
CZ071 Olomoucký	7	100.0	2				1		3	2,129	4	57.1	4	57.1
CZ072 Zlínský	5	100.0	2				1		2	2,868	3	60.0	3	60.0
CZ080 Moravskoslezský	8	80.0	4				2		3	2,040	4	40.0	2	20.0

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver.% average percentage of the allotment to the fund
 aver.CZK average absolute amount of the allotment to the fund in CZK per employee per year
 AVPRC annual volume of pay related costs
 thous.CZK average amount of the total social fund including the balance per year

Social fund - use
classification based on regions - municipalities and regions

Region NUTS 3	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA	
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%			
Total	0.04	0.67	3.89	0.07	6.26	0.53	2.26	29.57	13.95	0.62	15.44	3.09	0.57	4.73	10.51	7.80	78	60.9	
CZ010 Capital Prague																	2	50.0	
CZ020 Středočeský		3.25	5.05		4.62			4.18	31.53	12.24	0.86	18.06	1.53	1.13	3.59	8.78	5.20	16	64.0
CZ031 Jihočeský			6.05		3.73			8.61	26.26	3.54	4.68	20.44	12.15	0.39	7.86	2.87	3.42	3	42.9
CZ032 Plzeňský		0.02	1.94		24.38			2.23	29.90	1.80	0.05	8.11	4.85	0.39	2.97	15.37	7.98	8	72.7
CZ041 Karlovarský		0.63	18.09		1.48	1.92		18.89	19.19	0.21	16.54			1.58	2.99	9.80	8.68	6	100.0
CZ042 Ústecký		0.03	1.72		2.62			0.20	20.21	13.83	0.82	14.55	1.05	0.28	18.90	2.85	22.94	6	40.0
CZ051 Liberecký			7.36		3.34			21.45	25.72	16.94	2.53	2.38		1.25	2.61	8.78	7.64	2	66.7
CZ052 Královéhradecký	0.22		3.59	0.71	1.14			0.94	28.70	2.32	1.11	15.36	4.83	0.11	6.52	22.06	12.40	5	71.4
CZ053 Pardubický	0.14	0.62	4.40	0.07	0.89			2.80	36.34	5.81	0.91	4.66	28.21	0.50	2.23	5.38	7.05	5	62.5
CZ061 Vysočina	0.07	0.82	2.71					0.82	38.44	9.99	0.14	17.39	0.19	1.44	4.51	23.35	0.13	4	57.1
CZ062 Jihomoravský			2.25		9.77	0.14		0.38	25.31	36.92	0.33	15.39	0.75	0.29	2.26	4.36	1.85	8	61.5
CZ071 Olomoucký	0.13		7.32		2.82			2.94	33.17	4.19	0.74	29.86		0.07	3.68	5.53	9.55	6	85.7
CZ072 Zlínský		0.09	2.89		0.46			47.96	1.21	0.58	27.98			0.16	1.57	4.60	12.48	3	60.0
CZ080 Moravskoslezský		0.59	2.49		5.88			5.72	26.00	8.77	0.37	10.62		1.11	5.16	17.90	15.40	4	40.0

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 aver.% average percentage of use for this purpose of the overall creation of funds
A contribution for equipment to improve working environment
B contribution for physical education and sport equipment
C contributions to sporting and cultural events
D contribution for the procurement of working clothes, footwear or uniforms
E clothing allowance
F contribution to transport to and from work
G loans to cover housing needs (procurement of a housing, procurement of interior equipment)

H contribution to corporate catering
I contribution to recreation (domestic, foreign, children's)
J social assistance and social loans
K contribution to contributory pension scheme
L contribution to life insurance
M contribution to trade union organization
N gifts (for extraordinary activity, working anniversaries, life anniversaries...)
O other uses
P fund balance

Care for employees I
classification based on regions - municipalities and regions

Region NUTS 3	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	114	89.1	25.93	47.0	18.97	37.6	48.00		5	22	17.2	9	7.0	11	8.6
CZ010 Capital Prague	4	100.0	22.00	55.0	31.50				1						
CZ020 Středočeský	21	84.0	28.91	44.4	21.92	34.9				5	20.0	4	16.0	3	12.0
CZ031 Jihočeský	6	85.7	23.00	40.0	14.17	18.0				1	14.3				
CZ032 Plzeňský	10	90.9	20.36	50.0	19.13	50.0			1	2	18.2	1	9.1	1	9.1
CZ041 Karlovarský	5	83.3	24.20	55.0	13.57	28.3									
CZ042 Ústecký	12	80.0	19.83		18.10				1	2	13.3			1	6.7
CZ051 Liberecký	3	100.0	22.67		13.67										
CZ052 Královéhradecký	7	100.0	31.29		15.57					2	28.6	1	14.3	1	14.3
CZ053 Pardubický	8	100.0	22.43	40.0	20.13	30.0				2	25.0	1	12.5	2	25.0
CZ061 Vysočina	6	85.7	24.25		17.50					2	28.6	1	14.3	1	14.3
CZ062 Jihomoravský	13	100.0	25.25	41.8	20.70	50.0				4	30.8	1	7.7	1	7.7
CZ071 Olomoucký	7	100.0	32.20	55.0	14.50					1	14.3				
CZ072 Zlínský	4	80.0	33.67		22.00		48.00								
CZ080 Moravskoslezský	8	80.0	33.50		21.30	55.0			2	1	10.0			1	10.0

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver. CZK average contribution in CZK
 aver. % price average contribution specified as a percentage of the price of a meal

Care for employees II
classification based on regions - municipalities and regions

Region NUTS 3	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	68	53.1	276	355	3.6	51	39.8	25	19.5	394	415	19	14.8
CZ010 Capital Prague													
CZ020 Středočeský	14	56.0	179	338	3.3	10	40.0	3	12.0	300	433	2	8.0
CZ031 Jihočeský	2	28.6				1	14.3	2	28.6			1	14.3
CZ032 Plzeňský	7	63.6	260	260		6	54.5	2	18.2			2	18.2
CZ041 Karlovarský	2	33.3				2	33.3						
CZ042 Ústecký	8	53.3	233	417		7	46.7	1	6.7			1	6.7
CZ051 Liberecký	1	33.3				1	33.3						
CZ052 Královéhradecký	6	85.7	433	550		5	71.4	4	57.1	400	575	3	42.9
CZ053 Pardubický	6	75.0	392	428	5.0	4	50.0	3	37.5	455	489	2	25.0
CZ061 Vysočina	3	42.9	350	367		1	14.3	2	28.6			1	14.3
CZ062 Jihomoravský	6	46.2	414	414	3.0	4	30.8	4	30.8	468	468	3	23.1
CZ071 Olomoucký	6	85.7	208	325		4	57.1	2	28.6			2	28.6
CZ072 Zlínský	4	80.0	267	333		3	60.0	1	20.0			1	20.0
CZ080 Moravskoslezský	3	30.0	150	200		3	30.0	1	10.0			1	10.0

Explanatory notes: NCA

% CA

CZK/month

aver. % MBA

number of collective agreements, in which the appropriate indicator has been agreed

share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file

average contribution in CZK per month

average contribution specified as a percentage of the monthly basis of assessment