



INFORMATION ON WORKING CONDITIONS

negotiated in collective agreements

2025

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Ministry of Labour and Social Affairs

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Introduction

Basic informations about IPP

Survey "Information on working conditions" (IPP) annually monitors the working and wage conditions for employers in the Czech Republic based on an analysis of collective agreements. 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 IPP 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 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 IPP 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.kolektivnismlouv.cz/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 2025 selected data about wage and working conditions were analyzed from 1,660 collective agreements from 27 different trade unions, of which:

- 1,239 collective agreements agreed in the entrepreneurial area
- 421 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 survey (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 where it is set above the limit specified in the Ministry of Labour and Social Affairs Communication No. 286/2024 Coll., i.e. above CZK 20,800/month and CZK 124.40/hour for 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

- individual bonus
- 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 (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 and the method for concluding a collective agreement in case 2 or more trade unions operate at the employer.

21. Information and discussion (Tables Nos. A21a, A21b)

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:

- method of informing and discussing with regard to the number of trade unions
- 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
- obligation to inform about wage growth by gender or individual wage components
- obligation to provide transnational information according by the Labour Code
- establishment of rules for cooperation with the European Works Council
- 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

22. Compensation money (Tables Nos. A22a, A22b)

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

23. Working hours and holidays (Tables Nos. A23a, A23b)

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

24. Overtime, organization of working hours (Tables Nos. A24a, A24b)

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

25. Employment rate I (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 in which the following was negotiated:

- limitations of the scope of agency employment that is established
 - average maximum share of agency employees in %
 - average maximum amount of hours worked per hour per year
- 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

26. Employment rate II (Tables Nos. A26a, A26b)

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
 - remote work
 - work with continuous work performance
 - shared jobs
 - work without a "fixed desk"
 - other forms of work and modes of work

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

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

28. Working conditions and benefits II (Tables Nos. A28a, A28b)

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 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

29. Working conditions and benefits III (Tables Nos. A29a, A29b)

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 average amount of allowance for temporary accommodation 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 establishment of childcare facilities 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 childcare allowance was negotiated
- the average amount of childcare allowance 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 an allowance for the care of another dependent person in CZK per month was negotiated

30. Social fund (FSCR, stimulation fund) – creation (Tables Nos. A30a, A30b)

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

31. Social fund (FSCR, stimulation fund) – use (Tables Nos. A31a, A31b)

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

32. Obstacles to work (Tables Nos. A32a, A32b)

The output is:

- average amount of wage compensation provided to an employee for the first 14 days of the temporary incapacity, 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 - due to sick days taking within the calendar year
- J - in case of other impediments

33. Personnel development, fair treatment, ISHPW, general agreements of European social partners (Tables Nos. A33a, A33b)

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"

34. Character of monthly wage scales (Tables Nos. A34)

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.

35. Character of hourly wage scales – 40 hours/week (Tables Nos. A35)

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.

36. Character of hourly wage scales – 37.5 hours/week (Tables Nos. A36)

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. A34, A35 and A36:

- 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

37. Year-on-year comparison of monthly wage scales (Tables Nos. A37)

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (19/18, 20/19, 21/20, 22/21, 23/22, 24/23, 25/24) of the negotiated monthly wage scales.

38. Year-on-year comparison of hourly wage scales – 40 hours/week (Tables Nos. A38)

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (19/18, 20/19, 21/20, 22/21, 23/22, 24/23, 25/24) of the negotiated hourly wage scales in the fund of working hours of 40 hours/week.

39. Year-on-year comparison of hourly wage scales – 37.5 hours/week (Tables Nos. A39)

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (19/18, 20/19, 21/20, 22/21, 23/22, 24/23, 25/24) of the negotiated hourly wage scales in the fund of working hours of 37,5 hours/week.

40. Year-on-year comparison of wage supplementary charges and bonuses (Tables Nos. A40)

The output is the year-on-year comparison (19/18, 20/19, 21/20, 22/21, 23/22, 24/23, 25/24) 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
 - o wage tariff determination according to the tenure pursuant to Section 4 of the Government Decree No. 341/2017 Coll.
 - o special method of wage tariff determination pursuant to Section 6 of the Government Decree No. 341/2017 Coll.
- 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. 341/2017 Coll.)
- 3.8 - regular term of the wage payment
- 3.9 - 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 thous. 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
 - o from the budget in CZK or % of the price of a meal
 - o 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 provided to an employee for the first 14 days of the temporary incapacity, 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 - due to sick days taking within the calendar year
 - J - 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 thous. 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 2025**
(based on the sample of 1,239 collective agreements)

1. Wage agreements

Minimum monthly and hourly salary

The minimum monthly and hourly wage is monitored in the survey if it is agreed upon beyond the scope specified in the Ministry of Labor and Social Affairs Communication No. 286/2024 Coll., i.e. in an amount above CZK 20,800.00/month and CZK 124.40/hour with a working hour fund of 40 hours per week.

The average minimum monthly salary has been agreed in the amount of...CZK **24,035.00**/month

The average minimum hourly salary at a working hour fund
of 40 hours per week has been agreed in the amount of CZK **135.95**/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 19,609.00
2 nd tariff scale	CZK 20,503.00
3 rd tariff scale	CZK 21,569.00
4 th tariff scale	CZK 22,953.00
5 th tariff scale	CZK 24,655.00
6 th tariff scale	CZK 26,582.00
7 th tariff scale	CZK 28,945.00
8 th tariff scale	CZK 31,448.00
9 th tariff scale	CZK 34,443.00
10 th tariff scale.....	CZK 37,421.00
11 th tariff scale.....	CZK 41,440.00
12 th tariff scale.....	CZK 46,268.00

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

	<u>40 hours/week</u>	<u>37.5 hours/week</u>
1 st tariff scale.....	CZK 119.11	CZK 119.50
2 nd tariff scale	CZK 121.71	CZK 123.86
3 rd tariff scale	CZK 126.44	CZK 129.11
4 th tariff scale	CZK 131.66	CZK 136.80
5 th tariff scale	CZK 139.93	CZK 145.17
6 th tariff scale	CZK 150.46	CZK 153.94
7 th tariff scale	CZK 165.93	CZK 165.27
8 th tariff scale	CZK 166.10	CZK 169.23
9 th tariff scale	CZK 166.97	CZK 179.95
10 th tariff scale.....	CZK 167.30	CZK 190.10
11 th tariff scale.....	CZK 173.93	CZK 204.01
12 th tariff scale.....	CZK 185.40	CZK 224.37

Wage development

Number of collective agreements regulating wage development ...**934** (i.e. 75.4% of the total amount of collective agreements in the file).

The wage increases is agreed in 75.1% collective agreements, of which:

49.8%	collective agreements, offering a year-on-year increase of wage scales by....	4.5%
18.0%	collective agreements offering a year-on-year increase of the average nominal wage by	4.4%
0.4%	collective agreements offering an increase of the average real wage by	1.8%

Wage development for women and men

Wage development for women and men is directly agreed in 7 collective agreements. In the health and social care sector, gender pay progression is not directly agreed in any collective agreement.

Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day		26.3%	AE
overtime bonus for work on Saturdays and Sundays		46.9%	AE
overtime bonus for work undistinguished		27.3%	AE
overtime bonus for work on public holidays		103.0%	AE
bonus for night work	CZK	24.54	/hour
.....		12.8%	AE
bonus for work in difficult conditions	CZK	12.23	/hour
.....		10.6%	AE
.....		10.5%	MM
bonus for work on Saturdays and Sundays	CZK	28.30	/hour
.....		23.3%	AE
bonus for afternoon work	CZK	10.00	/hour
.....		9.4%	AE
bonus for working in shift operation.....	CZK	103.63	/shift
.....		17.5%	AE
bonus for team management	CZK	8.25	/hour
bonus for working at heights	CZK	8.21	/hour
bonus for working in hazardous conditions	CZK	30.22	/hour
bonus for the knowledge of foreign languages	CZK	930.00	/month
bonus for substitution	CZK	1,486.67	/month
.....		29.5%	AE
bonus for training other people	CZK	1,058.11	/month
.....		10.3%	AE
individual bonus		22.4%	AE
remuneration for standby duty.....	CZK	22.29	/hour
.....		17.0%	AE

Explanatory note: AE average earnings

MM basic tariff of minimum wage

2. Working hours

1	number of CA in the business sector	1,239
2	the number of CA regulating the length of working hours	1,106
3	% of CA regulating the length of working hours based on the number of CA in the business sector	89.3
	uniform regulation of working hours	
4	number of CA with a uniform regulation of working hours	725
5	% of CA with a uniform regulation of working hours based on the number of CA in the business sector	58.5
6	average length of working hours (<i>hours/week</i>)	37.9
	<i>share of CA with uniform regulation of working hours according to its length to the total number of CA in the business sector in %</i>	
7	<i>37,5 hours/week (PD<40 hours/week)</i>	48.8
8	<i>40 hours/week</i>	9.7
	adjustment of working hours in shift modes	
9	number of CA with adjustment of working hours in shift modes	381
10	% of CA with shift work arrangements based on the number of CA in the business sector	30.8
	agreed average length of working hours according in shift modes	
11	1 shift (40 hours/week)	39.7
12	2 shift (38,75 hours/week)	38.3
13	multishift (37,5 hours/week)	37.4
14	uninterrupted (37,5 hours/week)	37.3
	share of CA regulating working hours in individual shift patterns in % according to the Labour Code	
15	1 shift (40 hours/week)	87.9
16	2 shift (38,75 hours/week)	64.4
17	multishift (37,5 hours/week)	96.6
18	uninterrupted (37,5 hours/week)	91.5
	<i>share of CA with reduced working hours by length of working hours in the total number of CA in the business sector by shift patterns in %</i>	
19	<i>1 shift (PD<40 hours/week)</i>	12.1
20	<i>2 shift (PD<38,75 hours/week)</i>	35.6
21	<i>multishift (PD<37,5 hours/week)</i>	3.4
22	<i>uninterrupted (PD<37,5 hours/week)</i>	8.5
	agreed average length of reduced working hours according to shift modes	
23	1 shift	37.7
24	2 shift	37.4
25	multishift	35.6
26	uninterrupted	35.4

3. 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.....	1.4 days
birth of a child to the wife of an employee.....	1.3 days
death of a direct relative	2.1 days
escorting a disabled child to a health or social care provider.....	6.6 days
moving house.....	1.2 days
looking for a new job	3.7 days
for mothers caring for a child (per year).....	4.1 days
care for a family member (per year)	2.1 days
sick days (per year).....	3.3 days

4. Benefits and working conditions to employees

Company catering

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

costs.....	CZK 79.50
.....	54.8% of the price of a meal
profit, social fund, FSCR.....	CZK 20.13
.....	26.9% of the price of a meal
without distinguishing sources	CZK 97.81
.....	58.5% 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.:

minimum average value of the contribution.....	CZK 720.54 /month
maximum average value of the contribution	CZK 1,217.24 /month

Life insurance

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

minimum average value of the contribution.....	CZK 629.12 /month
maximum average value of the contribution	CZK 998.86 /month

5. Balancing work and family life

Number of collective agreements dealing with the conditions for employees to return to work after parental leave.....**48** (i.e. 3.87% of the total number of collective agreements in the file), of which the conditions are specified in more detail in:

3.23% of collective agreements in the form of part-time work

0.32% of collective agreements in the form of assistance with childcare placement

0.40% of collective agreements in the form of benefits of early return from parental leave or conditions of return

No collective agreement this year regulates the method of communication with employees on maternity and parental leave, nor does it regulate organising courses or training during parental leave.

Number of CA regulating conditions for employees on parental leave and for employees returning from parental leave:

- rules for granting shorter working time specified in..... **2 CA**

- wage indexation agreed for employees returning from parental leave **9 CA**

For this year, no career rules for employees on parental leave and returning from parental leave have been negotiated in any collective agreement.

Working from home or from another location is used:

- throughout the working time..... **30 CA**

- for part of the working time..... **34 CA**

6. Agreements on work performed outside the employment relationship

The number of collective agreements covering also employees working under agreements for work outside the employment relationship.....**177** (i.e. 14.3% of the total number of collective agreements in the file), of which specific provisions concerning these employees are included in **102 collective agreements**.

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	1,660	1,239	421	107
Agriculture and Nutrition	48	43	5	
Banking and Insurance	14	14		
Catering, Hotels and Tourism	13	10	3	
Civilian Employees of the Army	9	5	4	
Commerce	14	12	2	
Culture and Nature Preservation	30		30	
Education	124		124	
ECHO	61	61		
Fire Fighters	13		13	
Food Industry and Allied Trade	55	54	1	
Glass, Ceramic & Porcelain	27	27		
Health Service and Social Care	98	34	64	
KOVO	515	507	8	
Mines, Geology and Oil Industry	28	25	3	
Postal, Telecom. and Newspaper Services	8	8		
Profess.and Trade Union of Orchestral Music.	18	4	14	
Railway Trade Unions	31	29	2	
Science and Research	32	30	2	
State Bodies and Organisations	108		108	106
STAVBA	115	103	12	
Textile, Clothing and Leather Industry	35	34	1	
Transport	7	6	1	
Transport, Road Economy and Repair Vehicles	11	11		
Union of Aviation Employees	3	3		
UNIOS	131	111	20	1
Universities Trade Union	19	19		
Wood.Industry, Forestry and Manag.of Water	93	89	4	

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	1,660	1,239	421	107
CZ010 Capital Prague	242	204	38	5
CZ020 Středočeský	113	70	43	17
CZ031 Jihočeský	111	98	13	2
CZ032 Plzeňský	96	65	31	10
CZ041 Karlovarský	47	38	9	4
CZ042 Ústecký	112	79	33	15
CZ051 Liberecký	89	66	23	5
CZ052 Královéhradecký	98	78	20	7
CZ053 Pardubický	72	54	18	4
CZ061 Vysočina	88	67	21	6
CZ062 Jihomoravský	165	121	44	8
CZ071 Olomoucký	95	69	26	11
CZ072 Zlínský	107	74	33	6
CZ080 Moravskoslezský	225	156	69	7



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)			
										12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	24	1.9	24,035	35	2.8	135.95	9	0.7	141.94	181	14.6	288	23.2	46	3.7	60	4.8	62	5.0	153	12.3
Agriculture and Nutrition										5	11.6	12	27.9	3	7.0	7	16.3	1	2.3	3	7.0
Banking and Insurance	3	21.4	27,333																		
Catering, Hotels and Tourism												3	30.0							3	30.0
Civilian Employees of the Army												5	100.0							2	40.0
Commerce	1	8.3																			
ECHO	3	4.9	24,633				1	1.6		24	39.3	8	13.1					5	8.2	4	6.6
Food Industry and Allied Trade										1	1.9	13	24.1			4	7.4	1	1.9	7	13.0
Glass, Ceramic & Porcelain										11	40.7	6	22.2					8	29.6	4	14.8
Health Service and Social Care	1	2.9								7	20.6	8	23.5								
KOVO	7	1.4	24,026	1	0.2		5	1.0	145.90	59	11.6	115	22.7	2	0.4	20	3.9	24	4.7	82	16.2
Mines, Geology and Oil Industry										3	12.0	8	32.0			2	8.0	3	12.0	3	12.0
Postal, Telecom. and Newspaper Services	1	12.5								1	12.5			1	12.5						
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions												11	37.9			2	6.9			2	6.9
Science and Research												3	10.0								
STAVBA	8	7.8	22,446	27	26.2	126.61	3	2.9	138.33	44	42.7	17	16.5	35	34.0	14	13.6	7	6.8	6	5.8
Textile, Clothing and Leather Industry										6	17.6	10	29.4	1	2.9			5	14.7	11	32.4
Transport				5	83.3	184.90						2	33.3			1	16.7			1	16.7
Transport, Road Economy and Repair Vehicles												2	18.2							4	36.4
Union of Aviation Employees												3	100.0			1	33.3				
UNIOS										12	10.8	32	28.8	4	3.6	8	7.2	3	2.7	10	9.0
Universities Trade Union												15	78.9								
Wood.Industry, Forestry and Manag.of Water				2	2.2					8	9.0	15	16.9			1	1.1	5	5.6	11	12.4

Explanatory notes: NCA
% CA
CZK
CZK/h
TS

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 monthly minimum wage
average value of the hourly minimum wage
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	155	19,609	161	20,503	168	21,569	171	22,953	175	24,655	176	26,582	176	28,945	175	31,448	172	34,443	174	37,421	173	41,440	172	46,268
Agriculture and Nutrition	3	20,800	3	20,983	3	21,317	4	21,825	5	23,306	5	25,497	5	28,764	5	31,749	5	36,524	4	39,157	4	45,266	4	50,319
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	23	19,758	23	21,172	24	22,738	24	24,626	24	26,923	24	29,308	24	32,298	24	35,344	24	38,605	24	42,300	24	46,771	24	51,911
Food Industry and Allied Trade	1		1		1		1		1		1		1		1		1		1		1		1	
Glass, Ceramic & Porcelain	10	21,530	10	22,093	10	22,852	11	23,583	11	24,511	11	25,529	11	26,819	11	28,033	11	29,506	11	31,049	11	32,812	10	36,181
Health Service and Social Care	6	21,867	7	22,234	7	23,166	7	24,526	7	25,871	7	27,577	7	30,255	7	31,778	7	34,882	7	41,218	7	51,622	7	55,600
KOVO	46	18,584	48	19,513	53	20,539	53	21,927	54	23,551	55	25,060	55	27,073	54	29,146	52	31,731	56	33,417	55	35,786	55	39,207
Mines, Geology and Oil Industry	3	20,543	3	21,013	3	22,357	3	24,070	3	26,290	3	28,327	3	30,687	3	33,270	3	35,950	3	39,087	3	42,340	3	45,527
Postal, Telecom. and Newspaper Services	1		1		1		1		1		1		1		1		1		1		1		1	
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions																								
Science and Research																								
STAVBA	40	20,545	43	21,309	43	22,277	43	23,680	44	25,397	44	27,689	44	30,934	44	34,179	44	37,909	44	42,514	44	47,793	44	54,248
Textile, Clothing and Leather Industry	5	16,544	5	17,412	5	18,884	5	20,228	6	21,696	6	23,584	6	25,761	6	28,370	6	31,334	6	34,616	6	38,986	6	44,191
Transport																								
Transport, Road Economy and Repair Vehicles																								
Union of Aviation Employees																								
UNIOS	10	17,186	10	18,323	11	19,811	11	21,025	11	22,998	11	25,433	11	25,059	11	26,722	10	27,325	10	30,468	10	33,460	10	37,690
Universities Trade Union																								
Wood.Industry, Forestry and Manag.of Water	7	20,641	7	21,245	7	22,430	8	23,575	8	25,423	8	27,695	8	30,411	8	33,145	8	36,895	7	37,754	7	40,786	7	45,337

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

Monthly wage scales - other tariff systems

SCALE SYSTEM	TARIFF SCALE																																							
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20	
	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	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m		
2 scale																																								
3 scale	3	19,533	3	22,334	3	32,000																																		
4 scale	12	20,531	12	23,505	12	26,981	12	32,046																																
5 scale	13	20,603	13	22,711	13	24,416	13	26,360	12	29,159																														
6 scale	20	20,229	21	21,664	21	24,341	21	26,902	21	30,571	21	35,171																												
7 scale	21	20,668	23	22,205	24	24,358	24	26,644	25	29,396	25	32,752	21	37,894																										
8 scale	51	19,409	52	20,643	54	22,323	54	23,971	56	26,123	56	28,926	56	32,097	56	37,305																								
9 scale	17	21,359	19	22,978	21	24,653	23	26,484	22	28,732	23	31,275	23	34,144	23	38,421	22	43,516																						
10 scale	22	21,003	23	22,025	24	23,531	27	25,177	28	26,665	28	29,075	30	31,100	30	34,953	30	38,164	30	42,737																				
11 scale	16	21,423	16	22,919	16	24,335	16	26,251	18	27,617	18	29,945	19	31,808	19	35,680	19	40,006	19	45,823	19	51,128																		
13 scale	14	17,316	18	18,074	20	19,915	20	21,313	20	23,208	21	24,747	21	26,582	21	28,615	21	30,986	21	34,073	21	37,538	21	41,760	21	48,801														
14 scale	13	19,252	13	20,119	14	21,354	15	21,912	15	23,032	16	24,404	16	26,001	18	27,955	18	30,149	18	32,868	18	36,038	18	39,697	18	47,457	17	51,372												
15 scale	9	20,828	9	22,081	10	23,531	10	25,320	11	26,288	11	27,921	11	29,826	11	31,950	11	34,975	11	38,317	11	41,522	11	45,457	11	50,269	11	54,028	11	58,487										
16 scale	10	18,986	10	19,738	10	21,145	11	22,395	12	24,582	13	25,930	13	27,924	13	29,784	13	31,953	13	33,953	13	36,233	13	38,310	12	40,374	11	41,654	11	45,282	11	48,679								
17 scale	9	15,767	10	21,630	10	27,540	7	17,855	7	20,107	7	22,998	7	26,319	7	30,364	7	34,262	7	38,267	6	32,646	6	41,255	6	49,816	6	57,575	6	61,918	6	67,466	6	92,445						
18 scale																																								
19 scale	5	20,900	5	20,922	5	20,946	5	20,966	5	20,990	5	21,010	5	21,034	5	21,054	5	21,380	5	21,860	5	22,350	5	22,860	5	23,380	5	23,920	5	24,470	5	25,020	5	25,603	5	26,200	5	26,800		
20 scale	3	17,044	3	17,971	4	20,386	4	21,168	4	21,976	4	22,684	4	23,620	4	24,340	4	25,086	4	25,843	4	26,638	4	27,433	4	28,266	4	29,161	4	30,112	4	31,051	4	31,997	4	33,145	4	34,066	4	35,023

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	46	119.11	46	121.71	46	126.44	45	131.66	45	139.93	44	150.46	44	165.93	5	166.10	3	166.97	3	167.30	3	173.93	3	185.40
Agriculture and Nutrition	3	124.40	3	125.40	3	127.27	3	130.07	3	136.80	3	146.53	3	158.57										
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO																								
Food Industry and Allied Trade																								
Glass, Ceramic & Porcelain																								
Health Service and Social Care																								
KOVO	2		2		2		2		2		2		2		1		1		1		1		1	
Mines, Geology and Oil Industry																								
Postal, Telecom. and Newspaper Services	1		1		1		1		1		1		1		1		1		1		1		1	
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions																								
Science and Research																								
STAVBA	35	125.45	35	127.54	35	132.81	35	139.27	35	148.41	35	160.14	35	177.30										
Textile, Clothing and Leather Industry	1		1		1		1		1		1		1		1		1		1		1		1	
Transport																								
Transport, Road Economy and Repair Vehicles																								
Union of Aviation Employees																								
UNIOS	4	101.38	4	110.18	4	114.48	3	106.63	3	110.43	2		2		2									
Universities Trade Union																								
Wood.Industry, Forestry and Manag.of Water																								

Explanatory notes: NCA
CZK/h

number of collective agreements, in which the appropriate indicator has been agreed
average value of the hourly scale

Hourly wage scales (40 hours/week) - other tariff systems

SCALE SYSTEM	TARIFF SCALE																																									
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20			
	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	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h		
2 scale																																										
3 scale																																										
4 scale	2		2		2		2																																			
5 scale																																										
6 scale	3	107.33	3	113.67	3	122.00	3	132.00	3	148.00	3	183.00																														
7 scale	9	116.78	9	118.66	9	121.99	9	130.37	8	135.56	8	144.53	8	152.83																												
8 scale	18	112.42	19	117.41	19	126.06	19	134.85	18	143.89	16	157.38	16	173.14	15	206.97																										
9 scale	4	127.35	4	143.50	4	161.75	4	178.00	4	194.75	4	257.18	3	230.07	3	258.83	1																									
10 scale	2		2		2		3	131.67	3	139.67	3	151.67	1		1		1		1																							
11 scale	4	100.35	4	116.00	4	123.50	4	133.50	4	149.00	4	169.00	4	191.00	4	210.50	3	240.00	3	265.33	3	289.00																				
13 scale	2		2		2		2		2		2		2		2		2		2		2		2		2		2															
14 scale	5	93.80	5	97.38	5	100.70	5	103.34	5	107.00	5	111.82	5	116.84	4	130.33	4	137.75	4	145.23	3	145.63	3	152.27	3	160.70	3	185.20														
15 scale																																										
16 scale	1		1		1		1		1		2		2		2		2		1		1		1		1		1		1		1											
17 scale	5	128.80	5	145.20	5	151.40	5	162.60	5	182.20	1		1		1		1																									
18 scale	1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1							
19 scale																																										
20 scale	1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1	

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	51	119.50	56	123.86	59	129.11	60	136.80	62	145.17	61	153.94	59	165.27	44	169.23	33	179.95	30	190.10	30	204.01	28	224.37
Agriculture and Nutrition	1		1		1		1		1		1		1		1		1		1		1		1	
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	4	113.55	4	117.70	5	124.46	5	129.82	5	139.26	5	147.62	5	159.58	5	170.42	2		2		2		2	
Food Industry and Allied Trade	1		1		1		1		1		1		1											
Glass, Ceramic & Porcelain	8	132.43	8	133.55	8	137.11	8	141.54	8	146.24	8	151.64	8	158.21	7	154.76	7	159.59	7	164.69	7	170.29	6	184.68
Health Service and Social Care																								
KOVO	19	116.87	21	121.57	22	127.07	23	135.32	24	143.52	24	154.69	22	166.03	20	174.96	15	185.88	12	195.52	12	211.24	11	231.56
Mines, Geology and Oil Industry	3	129.73	3	131.07	3	135.27	3	143.00	3	155.00	3	165.80	3	177.47	1									
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions																								
Science and Research																								
STAVBA	3	119.50	6	126.52	6	132.40	6	141.32	7	151.59	7	163.09	7	176.79	2		1		1		1		1	
Textile, Clothing and Leather Industry	4	92.23	4	97.54	5	106.48	5	113.52	5	122.04	5	131.85	5	142.31	3	145.65	2		2		2		2	
Transport																								
Transport, Road Economy and Repair Vehicles																								
Union of Aviation Employees																								
UNIOS	3	109.57	3	115.17	3	127.33	3	139.70	3	152.10	2		2		1		1		1		1		1	
Universities Trade Union																								
Wood.Industry, Forestry and Manag.of Water	5	132.14	5	138.64	5	143.28	5	150.30	5	155.68	5	163.46	5	175.54	4	186.90	4	200.93	4	215.50	4	232.15	4	249.35

Explanatory notes: NCA
CZK/h

number of collective agreements, in which the appropriate indicator has been agreed
average value of the hourly scale

Hourly wage scales (37.5 hours/week) - other tariff systems

SCALE SYSTEM	TARIFF SCALE																																											
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20					
	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	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h				
2 scale																																												
3 scale	4	171.08	3	176.90	2																																							
4 scale	6	134.17	6	150.41	6	170.50	5	194.54																																				
5 scale	9	128.63	10	139.12	10	151.11	10	164.60	10	179.81																																		
6 scale	15	128.07	15	135.58	15	145.31	15	154.51	14	168.64	14	180.05																																
7 scale	24	128.08	25	134.91	26	144.27	26	154.69	26	167.50	26	182.88	25	196.32																														
8 scale	17	121.23	17	127.61	17	136.52	18	147.25	18	159.75	16	170.77	15	190.60	13	226.34																												
9 scale	8	132.34	8	139.39	10	142.70	11	150.84	12	161.40	12	175.49	11	192.52	9	212.30	9	244.64																										
10 scale	10	129.36	11	138.12	12	148.94	12	160.06	11	165.96	11	178.41	9	199.66	8	230.96	6	237.19	6	257.32																								
11 scale	4	128.78	4	137.75	5	148.40	9	148.67	9	158.89	9	167.67	9	180.67	8	201.25	5	191.40	5	209.40	5	232.60																						
13 scale	3	113.70	5	123.76	5	129.78	5	135.86	5	143.64	4	141.43	4	153.55	4	165.73	3	184.23	2		1		1		1																			
14 scale	8	124.44	8	130.70	9	139.50	10	141.84	10	150.38	10	160.52	11	167.75	11	180.42	10	198.24	10	216.06	7	252.43	6	267.50	5	319.24	5	369.68																
15 scale	4	102.90	4	106.08	5	118.92	6	121.58	6	130.22	6	139.27	6	150.00	5	163.28	3	186.00	2		2		2		1		1		1															
16 scale	4	118.28	4	123.20	4	129.85	5	130.96	5	139.36	5	145.24	5	153.80	5	159.88	5	169.52	5	178.42	5	188.92	5	196.92	5	208.28	4	185.58	4	194.20	4	202.08												
17 scale	1		1		1		1		1		1		1		1		1		1		1																							
18 scale																																												
19 scale	5	143.50	5	143.70	5	143.94	5	144.10	5	144.32	5	146.50	5	155.00	5	164.00	5	173.00																										
20 scale	7	126.05	7	133.29	7	140.65	7	147.85	7	155.19	7	162.42	7	169.54	7	176.94	7	184.51	7	191.86	7	199.42	7	206.69	7	214.15	7	221.60	7	229.14	7	236.55	7	245.02	7	252.39	7	259.99	7	267.54				

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																	
			% AE	% AE	% AE	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE	
Total	1,049	84.7	26.3	46.9	27.3	968	78.1	103.0	1,026	82.8	24.54	12.8	688	55.5	12.23	10.6	10.5	1,002	80.9	28.30	23.3	
Agriculture and Nutrition	36	83.7	27.3	46.5	27.5	35	81.4	112.3	35	81.4	28.77	13.0	24	55.8	10.89		10.0	35	81.4	14.50	21.2	
Banking and Insurance	9	64.3	25.0	50.0	29.0	9	64.3	100.0	8	57.1	25.00	12.5	2	14.3				9	64.3		47.4	
Catering, Hotels and Tourism	10	100.0			29.8	10	100.0	100.0	10	100.0		10.0	1	10.0				10	100.0	25.00	10.0	
Civilian Employees of the Army	4	80.0	25.0	50.0	26.7	3	60.0	100.0	3	60.0	10.00	10.0	4	80.0	14.18			4	80.0		18.8	
Commerce	9	75.0	25.0		26.6	9	75.0	102.8	10	83.3	8.00	12.0	6	50.0	8.00	10.0	13.0	10	83.3	35.00	14.4	
ECHO	57	93.4	27.6	50.4	29.7	55	90.2	107.2	54	88.5	28.93	15.4	41	67.2	14.04	10.0	10.0	54	88.5	30.85	24.5	
Food Industry and Allied Trade	50	92.6	26.3	51.7	27.2	48	88.9	103.6	51	94.4	17.95	13.9	31	57.4	8.88		10.0	51	94.4	20.00	24.7	
Glass, Ceramic & Porcelain	26	96.3	30.0		30.0	24	88.9	101.3	24	88.9	21.88	15.3	23	85.2	11.32		10.0	26	96.3	22.00	29.6	
Health Service and Social Care	26	76.5	25.0	48.0	25.0	27	79.4	100.0	27	79.4	30.00	17.4	14	41.2	9.93		10.0	27	79.4	34.00	23.6	
KOVO	444	87.6	26.5	45.1	27.0	404	79.7	102.7	443	87.4	26.30	12.9	265	52.3	11.80	10.2	10.1	421	83.0	33.47	24.7	
Mines, Geology and Oil Industry	22	88.0	25.0	50.0	26.7	19	76.0	100.0	21	84.0	28.75	13.2	16	64.0	11.91		13.3	20	80.0	33.47	22.7	
Postal, Telecom. and Newspaper Services	6	75.0	25.0	50.0	25.0	6	75.0	100.0	6	75.0	26.20	17.5	6	75.0	17.50		21.3	6	75.0	39.40	15.7	
Profess.and Trade Union of Orchestral Music.																		1	25.0			
Railway Trade Unions	22	75.9	26.7	46.8	26.4	21	72.4	100.0	21	72.4	20.00	12.2	16	55.2	10.56	11.7	10.0	22	75.9	28.00	18.6	
Science and Research	6	20.0			25.0	6	20.0	100.0	7	23.3		11.4	9	30.0			10.0	7	23.3		14.3	
STAVBA	94	91.3	25.8	47.9	32.8	94	91.3	101.1	94	91.3	17.60	10.7	88	85.4	12.64	10.9	10.3	92	89.3	37.51	19.2	
Textile, Clothing and Leather Industry	31	91.2	26.5	44.0	26.5	27	79.4	102.8	31	91.2	22.83	14.3	20	58.8	13.13	10.0	10.0	30	88.2	14.94	14.3	
Transport	6	100.0	28.3		27.7	6	100.0	100.0	6	100.0	13.50	10.0	5	83.3	9.53	10.0		6	100.0		30.0	
Transport, Road Economy and Repair Vehicles	10	90.9			26.8	9	81.8	100.0	11	100.0	17.50	10.2	7	63.6	12.40	11.7	10.0	10	90.9		33.0	
Union of Aviation Employees	3	100.0	30.0		37.5	3	100.0	100.0	3	100.0		11.7	3	100.0	16.60		10.0	3	100.0		17.8	
UNIOS	84	75.7	26.4	49.1	25.0	64	57.7	105.0	70	63.1	19.08	12.9	45	40.5	14.41	10.6	11.0	68	61.3	25.20	23.1	
Universities Trade Union	17	89.5	25.0	50.0	25.0	16	84.2	100.0	17	89.5		12.1	14	73.7	11.50		10.0	17	89.5		19.1	
Wood.Industry, Forestry and Manag.of Water	77	86.5	25.9	44.6	25.5	73	82.0	102.8	74	83.1	20.64	12.3	48	53.9	12.47	10.0	10.5	73	82.0	22.25	21.3	

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 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	29	9.4	552	10.00	3	12	17.5	15	103.63	184	3	11.0	135	8.25	44	1		148	8.21	2
Agriculture and Nutrition	2		14	9.41						6			2					2		
Banking and Insurance			3	16.67																
Catering, Hotels and Tourism																				
Civilian Employees of the Army			1																	
Commerce																				
ECHO	2		33	12.05						35			2					19	14.46	
Food Industry and Allied Trade	3	10.0	28	8.93	1					8	1		3	8.00						
Glass, Ceramic & Porcelain	1		23	11.17						1			4	4.75				2		
Health Service and Social Care			1							14					1					
KOVO	14	8.4	313	10.35	2	7	16.3	9	89.39	78	2		53	9.67	17	1		71	5.90	1
Mines, Geology and Oil Industry			7	6.57						6			3	12.67	3			7	5.57	
Postal, Telecom. and Newspaper Services																		1		
Profess.and Trade Union of Orchestral Music.																				
Railway Trade Unions	1		5	8.80		2		2		7			5	9.60	3			4	11.75	
Science and Research															2					
STAVBA	2		43	6.65						13			28	6.08	7			26	10.21	
Textile, Clothing and Leather Industry			28	11.17						1			7	13.29	1					
Transport														2						
Transport, Road Economy and Repair Vehicles			2					2					9	5.63				1		
Union of Aviation Employees								1					2					1		
UNIOS	3	11.7	24	7.31		3	20.0	1		6			10	6.35	10			8	9.31	1
Universities Trade Union										7										
Wood.Industry, Forestry and Manag.of Water	1		27	11.41						2			5	4.70				6	5.75	

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					individual bonus			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	% of aver. earnings		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	% AE	NCA	NCA
Total	5	8.3	156	30.22	16			10	930	2	29	29.5	15	1,487	98	17	10.3	18	1,058	80	12	22.4	63	551
Agriculture and Nutrition													1		1			1					1	8
Banking and Insurance					1										1									3
Catering, Hotels and Tourism															2									2
Civilian Employees of the Army																								2
Commerce															1					1				6
ECHO			17	106.17									5	1,800	6			2		5	2		1	31
Food Industry and Allied Trade	1		3	9.00	2						1				4	1		1						19
Glass, Ceramic & Porcelain	1		1								1								1					17
Health Service and Social Care					2								1		3								2	18
KOVO	2		95	9.56	6			6	800	2	9	30.6	3	1,633	28	7	10.0	7	631	44	9	18.2	38	212
Mines, Geology and Oil Industry			6	56.33							1		1		5					7				13
Postal, Telecom. and Newspaper Services																								6
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions	1		4	67.75				1			1				3	4	10.8			6			4	14
Science and Research															1								4	5
STAVBA			21	52.25											4			4	1,975	3			1	65
Textile, Clothing and Leather Industry			2					1			3	36.7	1		6	3	9.0	1		4			1	21
Transport																1				2	1		1	1
Transport, Road Economy and Repair Vehicles			2		1								1		1					5				11
Union of Aviation Employees			1												2			1						2
UNIOS			3	35.33	3			1			12	29.6	1		17	1		1		1			3	43
Universities Trade Union					1								1		8								6	19
Wood.Industry, Forestry and Manag.of Water			1					1			1				5					1			1	33

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	613	49.5	202	16.3	389	31.4	227	18.3	50	4.0	148	11.9	126	10.2	113	9.1	676	54.6
Agriculture and Nutrition	16	37.2	4	9.3	12	27.9	11	25.6	1	2.3	4	9.3	5	11.6	3	7.0	27	62.8
Banking and Insurance	4	28.6	1	7.1	2	14.3	1	7.1	1	7.1	1	7.1			2	14.3	8	57.1
Catering, Hotels and Tourism	5	50.0	1	10.0	4	40.0							3	30.0	2	20.0	5	50.0
Civilian Employees of the Army	1	20.0	1	20.0	1	20.0											3	60.0
Commerce	3	25.0			3	25.0	1	8.3			1	8.3					7	58.3
ECHO	32	52.5	6	9.8	25	41.0	14	23.0	7	11.5	10	16.4	12	19.7	4	6.6	49	80.3
Food Industry and Allied Trade	49	90.7	15	27.8	22	40.7	12	22.2	5	9.3	28	51.9	9	16.7	1	1.9	44	81.5
Glass, Ceramic & Porcelain	6	22.2	3	11.1	2	7.4	1	3.7					2	7.4			6	22.2
Health Service and Social Care	2	5.9	1	2.9	2	5.9	1	2.9									27	79.4
KOVO	279	55.0	99	19.5	178	35.1	88	17.4	16	3.2	51	10.1	40	7.9	48	9.5	253	49.9
Mines, Geology and Oil Industry	16	64.0	4	16.0	11	44.0	11	44.0	1	4.0			4	16.0	10	40.0	21	84.0
Postal, Telecom. and Newspaper Services	2	25.0			2	25.0	2	25.0									4	50.0
Profess.and Trade Union of Orchestral Music.																	2	50.0
Railway Trade Unions	12	41.4			9	31.0	3	10.3	1	3.4	5	17.2	2	6.9			20	69.0
Science and Research																	2	6.7
STAVBA	52	50.5	14	13.6	35	34.0	15	14.6	16	15.5	13	12.6	12	11.7	19	18.4	31	30.1
Textile, Clothing and Leather Industry	16	47.1	4	11.8	12	35.3	9	26.5			1	2.9	4	11.8	4	11.8	11	32.4
Transport	1	16.7			1	16.7	1	16.7									3	50.0
Transport, Road Economy and Repair Vehicles	6	54.5			2	18.2	1	9.1			1	9.1	1	9.1	1	9.1	9	81.8
Union of Aviation Employees	1	33.3			1	33.3					1	33.3					2	66.7
UNIOS	54	48.6	23	20.7	27	24.3	27	24.3	1	0.9	23	20.7	12	10.8	3	2.7	69	62.2
Universities Trade Union	5	26.3	5	26.3	1	5.3	5	26.3	1	5.3			1	5.3	2	10.5	15	78.9
Wood.Industry, Forestry and Manag.of Water	51	57.3	21	23.6	37	41.6	24	27.0			9	10.1	19	21.3	14	15.7	58	65.2

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
 * 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		
			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	728	58.8	80	3,728	347	4,385	588	7,010	630	9,067	703	11,200	724	12,939	728	14,988	728	16,394	728	18,218	8	0.6	18,750
Agriculture and Nutrition	26	60.5	2		18	4,444	22	7,250	23	10,130	25	12,260	26	14,058	26	15,462	26	16,596	26	17,615			
Banking and Insurance	6	42.9			1		6	6,000	6	7,667	6	10,000	6	11,167	6	14,000	6	16,333	6	18,000	1	7.1	
Catering, Hotels and Tourism	8	80.0	7	3,857	8	6,750	8	10,500	8	13,625	8	15,500	8	16,750	8	16,750	8	16,750	8	16,750			
Civilian Employees of the Army	4	80.0			2		2		2		3	8,200	4	8,275	4	9,650	4	11,525	4	12,650			
Commerce	9	75.0	1		7	3,643	9	7,222	9	9,222	9	11,500	9	13,611	9	14,944	9	14,944	9	14,944			
ECHO	33	54.1	3	2,800	18	5,500	26	7,538	28	8,614	32	12,088	33	13,361	33	16,288	33	17,852	33	20,961	3	4.9	18,333
Food Industry and Allied Trade	43	79.6	2		22	4,227	40	6,231	41	8,063	43	9,980	43	11,751	43	13,902	43	15,442	43	17,616			
Glass, Ceramic & Porcelain	13	48.1			4	4,750	9	9,000	10	13,530	12	16,192	12	20,233	13	22,677	13	27,177	13	31,462			
Health Service and Social Care	14	41.2			4	2,125	7	3,857	11	5,045	13	6,077	14	7,286	14	8,643	14	9,893	14	11,571			
KOVO	311	61.3	43	4,077	169	4,708	260	7,237	271	9,650	298	11,912	311	13,788	311	15,898	311	17,357	311	19,149			
Mines, Geology and Oil Industry	9	36.0	1		3	5,500	5	7,600	5	9,400	9	10,744	9	12,911	9	14,511	9	16,222	9	18,278			
Postal, Telecom. and Newspaper Services	2	25.0			1		1		2		2		2		2		2		2		1	12.5	
Profess.and Trade Union of Orchestral Music.																							
Railway Trade Unions	12	41.4	1		5	3,000	11	5,773	12	8,292	12	10,875	12	13,167	12	16,125	12	18,000	12	19,958	1	3.4	
Science and Research	3	10.0									3	6,667	3	8,333	3	10,074	3	10,074	3	10,074	2	6.7	
STAVBA	84	81.6	2		21	4,757	72	8,296	76	10,642	82	12,915	83	14,633	84	16,810	84	17,994	84	19,530			
Textile, Clothing and Leather Industry	17	50.0	2		9	4,278	12	7,875	13	9,731	17	10,059	17	12,794	17	14,412	17	16,882	17	18,647			
Transport	5	83.3	3	2,167	3	3,000	3	3,900	4	4,775	4	5,700	4	6,725	5	8,300	5	9,600	5	11,100			
Transport, Road Economy and Repair Vehicles	8	72.7	1		5	4,100	5	5,200	7	6,143	8	7,375	8	8,625	8	10,125	8	11,375	8	12,625			
Union of Aviation Employees	3	100.0	1		1		1		1		3	8,333	3	9,000	3	14,333	3	15,000	3	20,000			
UNIOS	66	59.5	7	3,500	28	2,748	49	5,073	54	6,417	62	8,124	65	9,420	66	10,792	66	11,724	66	13,071			
Universities Trade Union	7	36.8	1		1		3	7,500	6	5,583	7	6,571	7	6,929	7	7,286	7	7,643	7	8,000			
Wood.Industry, Forestry and Manag.of Water	45	50.6	3	4,000	17	3,045	37	5,919	41	7,273	45	10,048	45	11,482	45	14,284	45	15,584	45	18,346			

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 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	623	50.3	271	4,545	565	5,065	613	6,315	618	7,297	623	8,293	623	8,982
Agriculture and Nutrition	23	53.5	15	3,267	23	4,391	23	4,761	23	4,978	23	5,174	23	5,326
Banking and Insurance	2	14.3			1		2		2		2		2	
Catering, Hotels and Tourism	6	60.0	6	3,250	6	4,083	6	4,083	6	4,083	6	4,083	6	4,083
Civilian Employees of the Army	4	80.0	1		4	5,375	4	7,750	4	9,025	4	11,025	4	12,400
Commerce	2	16.7	1		2		2		2		2		2	
ECHO	41	67.2	13	5,777	39	6,923	41	10,212	41	13,415	41	16,854	41	17,366
Food Industry and Allied Trade	30	55.6	10	2,390	23	3,783	29	5,562	30	6,263	30	7,497	30	8,083
Glass, Ceramic & Porcelain	18	66.7	13	6,192	18	6,417	18	6,522	18	6,717	18	7,044	18	7,122
Health Service and Social Care	15	44.1	5	5,800	13	5,385	15	6,367	15	6,867	15	7,633	15	7,967
KOVO	217	42.8	76	3,787	183	4,268	208	5,306	212	6,284	217	7,098	217	8,026
Mines, Geology and Oil Industry	14	56.0	5	8,000	13	5,808	14	7,429	14	8,643	14	9,750	14	11,143
Postal, Telecom. and Newspaper Services	3	37.5			3	10,000	3	10,000	3	10,000	3	10,000	3	10,000
Profess.and Trade Union of Orchestral Music.	2	50.0	2		2		2		2		2		2	
Railway Trade Unions	11	37.9	4	6,000	10	6,750	11	10,136	11	10,773	11	11,227	11	11,773
Science and Research	11	36.7	5	5,000	10	5,000	11	5,727	11	5,727	11	6,818	11	6,818
STAVBA	67	65.0	36	4,868	63	5,861	67	7,545	67	9,019	67	10,343	67	11,437
Textile, Clothing and Leather Industry	23	67.6	7	3,857	22	4,386	23	5,624	23	6,617	23	7,417	23	8,139
Transport	1	16.7			1		1		1		1		1	
Transport, Road Economy and Repair Vehicles	5	45.5	2		5	2,900	5	3,200	5	3,900	5	4,500	5	5,100
Union of Aviation Employees	1	33.3					1		1		1		1	
UNIOS	80	72.1	50	5,174	80	5,611	80	6,436	80	6,940	80	7,503	80	7,690
Universities Trade Union	8	42.1	3	5,500	7	5,857	8	7,375	8	7,625	8	7,875	8	8,125
Wood.Industry, Forestry and Manag.of Water	39	43.8	17	4,414	37	4,589	39	5,990	39	6,972	39	8,241	39	9,205

Explanatory notes: NCA
% CA
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 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:																	
	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	743	60.0	289	6,206	637	8,441	719	10,684	732	13,023	741	15,839	741	17,302	743	18,887	743	19,861	743	20,973
Agriculture and Nutrition	24	55.8	13	4,023	23	5,446	23	5,935	23	7,011	24	9,438	24	9,906	24	10,396	24	10,927	24	11,458
Banking and Insurance	4	28.6	1		3	23,000	4	24,625	4	24,625	4	24,625	4	24,625	4	24,625	4	24,625	4	24,625
Catering, Hotels and Tourism	6	60.0	6	5,000	6	8,333	6	8,333	6	8,333	6	8,333	6	8,333	6	8,333	6	8,333	6	8,333
Civilian Employees of the Army	5	100.0	1		4	5,375	5	7,400	5	9,820	5	12,820	5	14,320	5	16,820	5	18,320	5	18,820
Commerce	7	58.3	3	1,667	6	3,167	7	3,857	7	3,857	7	3,857	7	3,857	7	3,857	7	3,857	7	3,857
ECHO	40	65.6	22	9,241	37	13,011	39	17,359	39	20,981	40	25,175	40	28,944	40	33,538	40	35,869	40	38,500
Food Industry and Allied Trade	38	70.4	12	4,867	31	5,510	36	8,153	38	9,253	38	11,658	38	12,989	38	14,176	38	14,803	38	16,211
Glass, Ceramic & Porcelain	18	66.7	8	4,906	14	7,893	16	10,344	17	12,382	18	14,639	18	17,806	18	21,694	18	24,528	18	27,500
Health Service and Social Care	21	61.8	4	7,000	18	7,139	20	7,925	21	8,571	21	9,238	21	9,595	21	10,048	21	10,333	21	10,810
KOVO	265	52.3	79	5,049	212	5,846	255	8,152	261	10,606	264	12,405	264	13,977	265	15,417	265	16,372	265	17,351
Mines, Geology and Oil Industry	18	72.0	4	8,000	14	7,107	17	10,941	18	12,750	18	15,000	18	16,472	18	18,500	18	20,528	18	20,889
Postal, Telecom. and Newspaper Services	3	37.5	1		3	200,000	3	200,000	3	200,000	3	200,000	3	200,000	3	200,000	3	200,000	3	200,000
Profess.and Trade Union of Orchestral Music.	2	50.0	2		2		2		2		2		2		2		2		2	
Railway Trade Unions	20	69.0	6	6,583	16	12,469	19	17,421	20	21,525	20	24,775	20	28,300	20	34,125	20	35,550	20	37,025
Science and Research	10	33.3	6	5,833	9	5,556	9	5,667	9	5,778	10	6,300	10	6,800	10	6,800	10	6,800	10	6,800
STAVBA	85	82.5	39	9,338	81	12,591	84	15,764	85	21,535	85	32,229	85	33,604	85	35,512	85	36,436	85	38,395
Textile, Clothing and Leather Industry	23	67.6	5	2,600	20	3,333	23	4,809	23	5,743	23	6,617	23	7,483	23	8,096	23	8,335	23	8,574
Transport	2	33.3			2		2		2		2		2		2		2		2	
Transport, Road Economy and Repair Vehicles	8	72.7	3	4,000	5	5,500	7	11,714	7	13,786	7	15,429	7	17,500	8	17,688	8	19,438	8	21,188
Union of Aviation Employees	3	100.0			1		3	16,000	3	16,667	3	17,667	3	18,333	3	20,000	3	21,667	3	23,333
UNIOS	83	74.8	51	6,763	79	6,866	81	8,079	81	8,925	83	9,654	83	10,100	83	10,473	83	10,751	83	10,943
Universities Trade Union	11	57.9	5	5,200	9	5,722	11	7,773	11	7,955	11	8,273	11	8,364	11	8,545	11	8,545	11	8,545
Wood.Industry, Forestry and Manag.of Water	47	52.8	18	4,236	42	6,592	47	9,855	47	11,937	47	14,615	47	16,559	47	18,638	47	20,447	47	22,287

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	aver.CZK	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	without manag.	NCA	% CA	NCA	% CA							
Total	934	75.4	4	0.3	617	49.8	117	1,470	500	4.5	160	12.9	13	1.0	223	18.0	205	4.4	18	1,579	13	4.5	5	0.4	5	1.8	2	110	8.9	9	0.7	174	14.0	152	12.3		
Agriculture and Nutrition	32	74.4			23	53.5	6	1,041	17	4.7	2	4.7			5	11.6	2		3	1,667								3	7.0			1	2.3	6	14.0		
Banking and Insurance	9	64.3			6	42.9			6	4.4	4	28.6																1	7.1			2	14.3	1	7.1		
Catering, Hotels and Tourism	7	70.0			4	40.0	3	2,340	1						2	20.0	2											1	10.0								
Civilian Employees of the Army	4	80.0			1	20.0			1		2	40.0			1	20.0			1																		
Commerce	7	58.3			7	58.3	1		6	5.1																									1	8.3	
ECHO	54	88.5			32	52.5	3	1,367	29	4.2	17	27.9	2	3.3	13	21.3	12	4.2	1		3	3.9						5	8.2	1	1.6	13	21.3	13	21.3		
Food Industry and Allied Trade	34	63.0			22	40.7	2		20	5.0	16	29.6	2	3.7	6	11.1	6	4.7										3	5.6	1	1.9	13	24.1	6	11.1		
Glass, Ceramic & Porcelain	17	63.0			11	40.7	2		9	4.3	3	11.1			6	22.2	6	4.8			1										3	11.1	1	3.7			
Health Service and Social Care	20	58.8			15	44.1	13	1,377	2		3	8.8			2	5.9	1		1																		
KOVO	422	83.2	4	0.8	294	58.0	59	1,360	235	4.0	49	9.7	6	1.2	105	20.7	97	4.1	8	1,367	2		1	0.2	1			48	9.5	6	1.2	71	14.0	65	12.8		
Mines, Geology and Oil Industry	19	76.0			10	40.0	1		9	3.3	5	20.0			7	28.0	5	3.0	2									2	8.0			5	20.0	6	24.0		
Postal, Telecom. and Newspaper Services	1	12.5													1	12.5	1																		1	12.5	
Profess.and Trade Union of Orchestral Music.																																					
Railway Trade Unions	23	79.3			16	55.2	4	775	12	3.8	8	27.6	1	3.4	4	13.8	4	3.1		1			1	3.4	1		1	2	6.9			6	20.7	2	6.9		
Science and Research	6	20.0			1	3.3			1		2	6.7	1	3.3														3	10.0					3	10.0		
STAVBA	83	80.6			71	68.9	9	1,428	62	5.8	12	11.7			9	8.7	9	3.9			1		1	1.0	1			4	3.9	1	1.0	14	13.6	16	15.5		
Textile, Clothing and Leather Industry	22	64.7			16	47.1			16	4.1	3	8.8			6	17.6	6	4.3										4	11.8			6	17.6	6	17.6		
Transport	2	33.3			2	33.3			2																			1	16.7			1	16.7				
Transport, Road Economy and Repair Vehicles	7	63.6			3	27.3			3	6.0	1	9.1			1	9.1	1											5	45.5			3	27.3	2	18.2		
Union of Aviation Employees	3	100.0			2	66.7			2		1	33.3																1	33.3			1	33.3				
UNIOS	77	69.4			50	45.0	11	2,800	39	5.6	11	9.9			24	21.6	23	5.5	1		1							13	11.7			21	18.9	5	4.5		
Universities Trade Union	4	21.1			1	5.3			1		2	10.5																1	5.3								
Wood,Industry, Forestry and Manag.of Water	81	91.0			30	33.7	3	1,042	27	4.2	19	21.3	1	1.1	31	34.8	30	4.9	1		4	3.7	2	2.2	2		1	13	14.6			14	15.7	18	20.2		

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 percentage
 aver.CZK average value in CZK

Comment: The issue of wage developments for women and men is presented in the chapter Collective agreements in numbers

**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															
			unified catalogue		occupational catalogue		own catalogue		at idle time			under unfavourable climatic influences						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
Total	663	53.5	88	7.1	34	2.7	584	47.1	206	16.6	96.2	201	16.2	83.5	376	30.3	17.0	22.29
Agriculture and Nutrition	22	51.2	3	7.0	1	2.3	21	48.8	5	11.6	100.0	3	7.0	90.0	11	25.6	16.3	24.30
Banking and Insurance	6	42.9	1	7.1			5	35.7				5	35.7	100.0	1	7.1		
Catering, Hotels and Tourism	8	80.0	2	20.0			6	60.0	6	60.0	100.0	8	80.0	95.0	4	40.0	15.0	
Civilian Employees of the Army	1	20.0					1	20.0				1	20.0					
Commerce	5	41.7					5	41.7	3	25.0	100.0	3	25.0	86.7	2	16.7		
ECHO	42	68.9	5	8.2	2	3.3	35	57.4	32	52.5	90.0	34	55.7	75.3	26	42.6	18.7	28.45
Food Industry and Allied Trade	29	53.7					29	53.7	6	11.1	100.0	7	13.0	85.0	12	22.2	16.6	
Glass, Ceramic & Porcelain	19	70.4	2	7.4			17	63.0	1	3.7		4	14.8	80.0	5	18.5	19.0	
Health Service and Social Care	22	64.7					22	64.7	2	5.9		3	8.8	83.3	18	52.9	18.0	45.00
KOVO	267	52.7	30	5.9	12	2.4	236	46.5	74	14.6	95.8	63	12.4	82.0	116	22.9	18.1	19.01
Mines, Geology and Oil Industry	14	56.0	2	8.0			12	48.0	9	36.0	100.0	10	40.0	100.0	9	36.0	15.7	22.83
Postal, Telecom. and Newspaper Services	6	75.0					6	75.0				3	37.5	73.3				
Profess.and Trade Union of Orchestral Music.																		
Railway Trade Unions	13	44.8	2	6.9	1	3.4	10	34.5	5	17.2	92.0	7	24.1	79.3	9	31.0	14.7	21.67
Science and Research	11	36.7			1	3.3	11	36.7	2	6.7		3	10.0	90.0				
STAVBA	56	54.4	27	26.2	8	7.8	36	35.0	33	32.0	100.0	3	2.9	76.7	85	82.5	15.7	20.00
Textile, Clothing and Leather Industry	18	52.9	6	17.6	4	11.8	16	47.1	1	2.9		2	5.9		5	14.7	17.3	20.00
Transport	4	66.7					4	66.7	1	16.7		1	16.7		4	66.7	40.0	18.00
Transport, Road Economy and Repair Vehicles	11	100.0					11	100.0	3	27.3	96.7	2	18.2		3	27.3	15.0	
Union of Aviation Employees	3	100.0	1	33.3			3	100.0										
UNIOS	48	43.2	4	3.6	2	1.8	44	39.6	11	9.9	95.0	16	14.4	83.1	35	31.5	16.0	18.87
Universities Trade Union	18	94.7					18	94.7				1	5.3		5	26.3	16.0	
Wood.Industry, Forestry and Manag.of Water	40	44.9	3	3.4	3	3.4	36	40.4	12	13.5	99.2	22	24.7	85.2	26	29.2	15.4	34.17

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	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		NCA	% CA	% AE	NCA	% CA	NCA	% CA	hours	NCA	% CA	NCA	% CA
Total	104	8.4	48.1	25	2.0	94.4	4	0.3	18	1.5	68.8	144	11.6	77	6.2
Agriculture and Nutrition	9	20.9	52.0	3	7.0	85.0	1	2.3	1	2.3		9	20.9	2	4.7
Banking and Insurance															
Catering, Hotels and Tourism															
Civilian Employees of the Army															
Commerce	1	8.3		1	8.3							1	8.3	1	8.3
ECHO	2	3.3		2	3.3							8	13.1	1	1.6
Food Industry and Allied Trade	5	9.3	36.4	2	3.7				2	3.7		10	18.5	4	7.4
Glass, Ceramic & Porcelain	1	3.7										5	18.5	2	7.4
Health Service and Social Care												1	2.9	1	2.9
KOVO	49	9.7	49.9	13	2.6	96.0	3	0.6	12	2.4	69.5	61	12.0	36	7.1
Mines, Geology and Oil Industry	3	12.0	52.0									4	16.0	4	16.0
Postal, Telecom. and Newspaper Services	2	25.0										3	37.5	3	37.5
Profess.and Trade Union of Orchestral Music.															
Railway Trade Unions	8	27.6	44.1						2	6.9		2	6.9	2	6.9
Science and Research												1	3.3	1	3.3
STAVBA	11	10.7	52.0									12	11.7	10	9.7
Textile, Clothing and Leather Industry	5	14.7	46.8	2	5.9				1	2.9		9	26.5	5	14.7
Transport															
Transport, Road Economy and Repair Vehicles												3	27.3	1	9.1
Union of Aviation Employees															
UNIOS	4	3.6	52.0									1	0.9		
Universities Trade Union												1	5.3		
Wood.Industry, Forestry and Manag.of Water	4	4.5	32.5	2	2.2							13	14.6	4	4.5

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	1,187	95.8	1,057	85.3	755	60.9	642	51.8	924	74.6
Agriculture and Nutrition	43	100.0	39	90.7	32	74.4	21	48.8	36	83.7
Banking and Insurance	13	92.9	12	85.7	12	85.7	4	28.6	12	85.7
Catering, Hotels and Tourism	10	100.0	7	70.0	4	40.0	4	40.0	5	50.0
Civilian Employees of the Army	5	100.0	5	100.0	5	100.0	3	60.0	5	100.0
Commerce	12	100.0	10	83.3	10	83.3	5	41.7	10	83.3
ECHO	58	95.1	56	91.8	30	49.2	42	68.9	54	88.5
Food Industry and Allied Trade	51	94.4	39	72.2	20	37.0	29	53.7	30	55.6
Glass, Ceramic & Porcelain	25	92.6	25	92.6	17	63.0	25	92.6	25	92.6
Health Service and Social Care	34	100.0	31	91.2	21	61.8	21	61.8	29	85.3
KOVO	480	94.7	441	87.0	355	70.0	260	51.3	398	78.5
Mines, Geology and Oil Industry	25	100.0	24	96.0	16	64.0	16	64.0	21	84.0
Postal, Telecom. and Newspaper Services	8	100.0	6	75.0	8	100.0	1	12.5	6	75.0
Profess.and Trade Union of Orchestral Music.	4	100.0			4	100.0				
Railway Trade Unions	28	96.6	22	75.9	11	37.9	3	10.3	8	27.6
Science and Research	27	90.0	7	23.3	27	90.0	2	6.7	8	26.7
STAVBA	102	99.0	95	92.2	52	50.5	40	38.8	65	63.1
Textile, Clothing and Leather Industry	33	97.1	30	88.2	15	44.1	11	32.4	20	58.8
Transport	6	100.0	6	100.0	3	50.0	1	16.7	3	50.0
Transport, Road Economy and Repair Vehicles	11	100.0	10	90.9	1	9.1	10	90.9	10	90.9
Union of Aviation Employees	3	100.0	3	100.0	3	100.0	3	100.0	3	100.0
UNIOS	101	91.0	99	89.2	43	38.7	75	67.6	88	79.3
Universities Trade Union	19	100.0	7	36.8	19	100.0	17	89.5	17	89.5
Wood.Industry, Forestry and Manag.of Water	89	100.0	83	93.3	47	52.8	49	55.1	71	79.8

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
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	1,056	85.2	238	19.2	706	57.0	1,094	88.3	976	405	773	397	265	366	29.5
Agriculture and Nutrition	35	81.4	2	4.7	13	30.2	37	86.0	31	10	27	3	11	8	18.6
Banking and Insurance	13	92.9			8	57.1	12	85.7	12	7	12	4	9	1	7.1
Catering, Hotels and Tourism	9	90.0			2	20.0	9	90.0	7	5	6	7		2	20.0
Civilian Employees of the Army	5	100.0	1	20.0	4	80.0	5	100.0	5	3	5	2	2	1	20.0
Commerce	10	83.3			4	33.3	10	83.3	7	7	9	5	8	5	41.7
ECHO	56	91.8	16	26.2	36	59.0	56	91.8	52	33	44	20	21	15	24.6
Food Industry and Allied Trade	45	83.3	4	7.4	46	85.2	46	85.2	41	10	23	24	6	6	11.1
Glass, Ceramic & Porcelain	24	88.9	2	7.4	19	70.4	22	81.5	19	1	7		2	15	55.6
Health Service and Social Care	28	82.4			29	85.3	30	88.2	28	8	27	6	15	2	5.9
KOVO	413	81.5	153	30.2	284	56.0	454	89.5	395	192	328	220	60	234	46.2
Mines, Geology and Oil Industry	22	88.0	6	24.0	14	56.0	21	84.0	20	4	19	7	4	16	64.0
Postal, Telecom. and Newspaper Services	7	87.5	4	50.0	4	50.0	8	100.0	7	6	8	1	6		
Profess.and Trade Union of Orchestral Music.	3	75.0					2	50.0	2		2				
Railway Trade Unions	26	89.7	11	37.9	14	48.3	24	82.8	23	15	21	13	11	2	6.9
Science and Research	27	90.0			16	53.3	24	80.0	22	3	17	2	11	6	20.0
STAVBA	90	87.4	26	25.2	43	41.7	95	92.2	83	35	59	44	10	12	11.7
Textile, Clothing and Leather Industry	28	82.4	5	14.7	13	38.2	24	70.6	22	7	11	5		9	26.5
Transport	5	83.3			2	33.3	6	100.0	6	1	4	1		2	33.3
Transport, Road Economy and Repair Vehicles	8	72.7	3	27.3	6	54.5	10	90.9	10	3	4	6	2	6	54.5
Union of Aviation Employees	3	100.0			1	33.3	3	100.0	3		3	2	1	3	100.0
UNIOS	104	93.7	3	2.7	86	77.5	96	86.5	84	22	53	19	19	12	10.8
Universities Trade Union	17	89.5			6	31.6	18	94.7	17	1	16	2	6	4	21.1
Wood.Industry, Forestry and Manag.of Water	78	87.6	2	2.2	56	62.9	82	92.1	80	32	68	4	61	5	5.6

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
 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
classification based on trade unions**

Trade union	Number of trade unions active in the company										if there are several TU in the company			
	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*
Total	943	76.1	134	10.8	69	5.6	18	1.5	75	6.1	283	95.6	13	4.4
Agriculture and Nutrition	29	67.4	10	23.3	3	7.0			1	2.3	14	100.0		
Banking and Insurance	9	64.3	1	7.1	1	7.1			3	21.4	4	80.0	1	20.0
Catering, Hotels and Tourism	6	60.0	1	10.0	3	30.0					4	100.0		
Civilian Employees of the Army	2	40.0			1	20.0	1	20.0	1	20.0	2	66.7	1	33.3
Commerce	3	25.0	2	16.7	1	8.3			6	50.0	9	100.0		
ECHO	47	77.0	2	3.3	4	6.6	1	1.6	7	11.5	14	100.0		
Food Industry and Allied Trade	33	61.1	11	20.4	8	14.8			2	3.7	21	100.0		
Glass, Ceramic & Porcelain	17	63.0	6	22.2	2	7.4	2	7.4			9	90.0	1	10.0
Health Service and Social Care	14	41.2	11	32.4	6	17.6	1	2.9	2	5.9	20	100.0		
KOVO	444	87.6	41	8.1	12	2.4	5	1.0	5	1.0	59	93.7	4	6.3
Mines, Geology and Oil Industry	22	88.0			2	8.0			1	4.0	3	100.0		
Postal, Telecom. and Newspaper Services	6	75.0	1	12.5					1	12.5	2	100.0		
Profess.and Trade Union of Orchestral Music.	3	75.0							1	25.0	1	100.0		
Railway Trade Unions	14	48.3	6	20.7	2	6.9	1	3.4	6	20.7	14	93.3	1	6.7
Science and Research	29	96.7	1	3.3							1	100.0		
STAVBA	60	58.3	11	10.7	7	6.8	2	1.9	23	22.3	43	100.0		
Textile, Clothing and Leather Industry	31	91.2	3	8.8							3	100.0		
Transport	1	16.7	3	50.0	2	33.3					5	100.0		
Transport, Road Economy and Repair Vehicles	3	27.3	5	45.5	1	9.1			2	18.2	8	100.0		
Union of Aviation Employees					2	66.7	1	33.3			3	100.0		
UNIOS	93	83.8	10	9.0	6	5.4			2	1.8	18	100.0		
Universities Trade Union	7	36.8	4	21.1	1	5.3			7	36.8	7	58.3	5	41.7
Wood.Industry, Forestry and Manag.of Water	70	78.7	5	5.6	5	5.6	4	4.5	5	5.6	19	100.0		

Explanatory notes: NCA

TU

% CA

% CA*

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

Trade union

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

share in collective agreements, in which the appropriate value has been agreed as compared to the number of agreements with several TU

**Information and discussion
classification based on trade unions**

Trade union	Addressed the method of informing and discussing with regard to the number of TU		Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Obligation to inform about wage growth in the division				Obligation to provide transnational information pursuant to Section 288 of LC		Rules set cooperation with the EWC		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
							by gender		according to individual wage components									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	47	3.8	1006	81.2	390	31.5	4	0.3	339	27.4	81	6.5	46	3.7	886	71.5	311	25.1
Agriculture and Nutrition			22	51.2	3	7.0			2	4.7					21	48.8	6	14.0
Banking and Insurance			11	78.6	1	7.1			2	14.3	1	7.1			10	71.4	3	21.4
Catering, Hotels and Tourism	2	20.0	10	100.0					1	10.0					10	100.0		
Civilian Employees of the Army			5	100.0	2	40.0					1	20.0			5	100.0	5	100.0
Commerce			9	75.0	1	8.3			2	16.7	1	8.3			11	91.7	3	25.0
ECHO	7	11.5	51	83.6	26	42.6			21	34.4	5	8.2	1	1.6	47	77.0	24	39.3
Food Industry and Allied Trade			45	83.3	32	59.3			2	3.7	1	1.9	1	1.9	33	61.1	4	7.4
Glass, Ceramic & Porcelain			22	81.5	22	81.5									9	33.3	19	70.4
Health Service and Social Care			30	88.2	3	8.8			15	44.1					24	70.6	2	5.9
KOVO	16	3.2	430	84.8	221	43.6	2	0.4	177	34.9	33	6.5	9	1.8	405	79.9	162	32.0
Mines, Geology and Oil Industry			15	60.0	8	32.0			3	12.0					19	76.0	11	44.0
Postal, Telecom. and Newspaper Services			7	87.5	4	50.0			1	12.5					6	75.0	1	12.5
Profess.and Trade Union of Orchestral Music.			4	100.0	1	25.0									2	50.0	2	50.0
Railway Trade Unions	8	27.6	19	65.5	3	10.3	1	3.4	2	6.9	1	3.4	1	3.4	14	48.3	2	6.9
Science and Research			25	83.3	14	46.7			2	6.7					20	66.7	17	56.7
STAVBA	8	7.8	81	78.6	15	14.6			85	82.5	37	35.9	34	33.0	61	59.2	9	8.7
Textile, Clothing and Leather Industry			13	38.2	4	11.8									9	26.5	5	14.7
Transport	2	33.3	3	50.0	1	16.7	1	16.7	1	16.7	1	16.7			2	33.3		
Transport, Road Economy and Repair Vehicles			8	72.7	1	9.1									9	81.8	8	72.7
Union of Aviation Employees	2	66.7	3	100.0	2	66.7									3	100.0	2	66.7
UNIOS	2	1.8	110	99.1	5	4.5			2	1.8					111	100.0	8	7.2
Universities Trade Union			19	100.0	4	21.1			6	31.6					18	94.7	6	31.6
Wood.Industry, Forestry and Manag.of Water			64	71.9	17	19.1			15	16.9					37	41.6	12	13.5

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
 TU Trade union
 EWC European Works Council

**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		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	381	30.8	1.4	2.2	388	31.3	1.2	2.1	650	52.5	1.3	4.5	112	9.0	1.4	3.3	641	51.7	487	39.3	377	30.4	91	7.3	109	8.8
Agriculture and Nutrition	8	18.6	1.6	2.0	8	18.6	1.0	1.4	14	32.6	1.1	4.3	1	2.3			14	32.6	11	25.6	3	7.0	3	7.0	1	2.3
Banking and Insurance	10	71.4	1.4	2.3	10	71.4	1.2	2.1	12	85.7	1.3	5.9					12	85.7	10	71.4	9	64.3	3	21.4	1	7.1
Catering, Hotels and Tourism	7	70.0	1.0	1.7	7	70.0	1.3	2.0	7	70.0	1.6	2.3					7	70.0			7	70.0				
Civilian Employees of the Army	2	40.0			2	40.0			5	100.0	1.0	4.2	1	20.0			5	100.0	5	100.0	2	40.0			1	20.0
Commerce	3	25.0	1.5	2.2	3	25.0	1.3	2.0	5	41.7	1.0	1.6					4	33.3	2	16.7					2	16.7
ECHO	46	75.4	1.3	2.6	47	77.0	1.1	2.5	54	88.5	1.5	10.1	10	16.4	1.4	4.8	54	88.5	48	78.7	47	77.0	16	26.2	5	8.2
Food Industry and Allied Trade	3	5.6	1.0	2.3	3	5.6	1.0	2.3	25	46.3	1.4	5.2					24	44.4	20	37.0	7	13.0	5	9.3	8	14.8
Glass, Ceramic & Porcelain	5	18.5	1.8	2.2	5	18.5	1.0	1.6	12	44.4	1.0	2.9	3	11.1	1.0	8.7	16	59.3	16	59.3	3	11.1	1	3.7	2	7.4
Health Service and Social Care	6	17.6	1.4	2.0	5	14.7	1.3	2.0	6	17.6	1.6	2.3	1	2.9			6	17.6	3	8.8	3	8.8			1	2.9
KOVO	103	20.3	1.5	2.2	104	20.5	1.2	1.9	224	44.2	1.4	3.3	27	5.3	1.7	2.9	228	45.0	171	33.7	114	22.5	27	5.3	62	12.2
Mines, Geology and Oil Industry	17	68.0	1.3	2.1	17	68.0	1.2	1.9	21	84.0	1.1	4.4	2	8.0			20	80.0	15	60.0	14	56.0			2	8.0
Postal, Telecom. and Newspaper Services	7	87.5	1.3	1.9	7	87.5	1.3	1.9	8	100.0	1.4	6.3					8	100.0	7	87.5	5	62.5	4	50.0	1	12.5
Profess.and Trade Union of Orchestral Music.																										
Railway Trade Unions	10	34.5	1.4	2.4	12	41.4	1.1	2.3	16	55.2	1.3	4.2	3	10.3	2.3	4.3	18	62.1	15	51.7	9	31.0	3	10.3	7	24.1
Science and Research	4	13.3	1.3	2.0	4	13.3	1.0	1.8	8	26.7	1.1	2.0					7	23.3	5	16.7	2	6.7			4	13.3
STAVBA	71	68.9	1.2	2.4	71	68.9	1.0	2.2	86	83.5	1.0	4.3	46	44.7	1.0	2.2	84	81.6	52	50.5	80	77.7	7	6.8	4	3.9
Textile, Clothing and Leather Industry	4	11.8	1.3	1.5	6	17.6	1.4	1.6	9	26.5	2.4	2.8	2	5.9			9	26.5	7	20.6	2	5.9	4	11.8	1	2.9
Transport	1	16.7			1	16.7			2	33.3							2	33.3	2	33.3						
Transport, Road Economy and Repair Vehicles	4	36.4	1.7	2.8	4	36.4	1.0	2.3	5	45.5	1.0	3.2	2	18.2			5	45.5	1	9.1	5	45.5				
Union of Aviation Employees									3	100.0	1.3	3.3					3	100.0	3	100.0			2	66.7		
UNIOS	28	25.2	1.6	2.2	30	27.0	1.5	2.1	59	53.2	1.8	5.1	5	4.5	1.8	2.6	48	43.2	40	36.0	25	22.5	5	4.5	6	5.4
Universities Trade Union	7	36.8	1.1	2.0	7	36.8	1.0	1.9	15	78.9	1.0	2.9	1	5.3			15	78.9	11	57.9	9	47.4	2	10.5		
Wood.Industry, Forestry and Manag.of Water	35	39.3	1.3	2.1	35	39.3	1.2	2.0	54	60.7	1.3	4.7	8	9.0	1.0	5.0	52	58.4	43	48.3	31	34.8	9	10.1	1	1.1

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

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	
						NCA	% CA	hours/week	NCA	% CA	1 shift									2 shift
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	hours/week	hours/week	hours/week	hours/week	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	
Total	1,106	89.3	725	58.5	37.9	381	30.8	39.7	38.28	37.4	37.3	391	31.6	1,108	89.4	8.3	4.6	77.3	3.8	
Agriculture and Nutrition	35	81.4	19	44.2	39.1	16	37.2	39.8	38.46	37.5	37.5	12	27.9	40	93.0	9.3	4.5	81.4	2.3	
Banking and Insurance	13	92.9	10	71.4	39.3	3	21.4	40.0	38.33	37.5	37.5	12	85.7	13	92.9	7.1	8.0	71.4	14.3	
Catering, Hotels and Tourism	8	80.0				8	80.0	40.0	38.75	37.5	37.5	2	20.0	6	60.0			60.0		
Civilian Employees of the Army	5	100.0	5	100.0	37.5							5	100.0	5	100.0	20.0	5.0	80.0		
Commerce	9	75.0	2	16.7		7	58.3	40.0	38.57	37.5	37.5	1	8.3	8	66.7			66.7		
ECHO	59	96.7	47	77.0	37.6	12	19.7	38.1	37.55	37.3	36.2	37	60.7	59	96.7	4.9	7.0	88.5	3.3	
Food Industry and Allied Trade	53	98.1	30	55.6	38.0	23	42.6	40.0	38.53	37.5	37.5	19	35.2	49	90.7	11.1	4.7	79.6		
Glass, Ceramic & Porcelain	26	96.3	22	81.5	37.5	4	14.8	39.4	38.75	37.5	37.5	4	14.8	24	88.9			88.9		
Health Service and Social Care	25	73.5	2	5.9		23	67.6	39.8	38.69	37.5	37.5	10	29.4	33	97.1	2.9	6.0	94.1		
KOVO	444	87.6	314	61.9	37.7	130	25.6	39.8	38.14	37.4	37.4	135	26.6	439	86.6	10.8	3.9	75.1	0.6	
Mines, Geology and Oil Industry	23	92.0	20	80.0	37.6	3	12.0	40.0	38.75	37.5	37.5	17	68.0	23	92.0	8.0	5.0	68.0	16.0	
Postal, Telecom. and Newspaper Services	8	100.0	1	12.5		7	87.5	39.6	38.43	37.2	37.2	7	87.5	8	100.0			87.5	12.5	
Profess.and Trade Union of Orchestral Music.														3	75.0			75.0		
Railway Trade Unions	26	89.7	14	48.3	38.0	12	41.4	39.8	38.38	37.2	36.9	13	44.8	27	93.1	3.4	5.0	79.3	10.3	
Science and Research	13	43.3	13	43.3	40.0							14	46.7	24	80.0	3.3	5.0	70.0	6.7	
STAVBA	98	95.1	34	33.0	38.3	64	62.1	40.0	38.39	37.5	37.5	20	19.4	97	94.2	3.9	4.5	90.3		
Textile, Clothing and Leather Industry	34	100.0	31	91.2	37.6	3	8.8	39.6	38.17	37.5	37.5	6	17.6	25	73.5	2.9	6.0	70.6		
Transport	6	100.0	6	100.0	39.4									5	83.3			83.3		
Transport, Road Economy and Repair Vehicles	9	81.8				9	81.8	37.5	37.50	37.5		6	54.5	11	100.0			100.0		
Union of Aviation Employees	3	100.0				3	100.0	40.0			37.5	2	66.7	3	100.0			100.0		
UNIOS	108	97.3	87	78.4	38.0	21	18.9	39.9	38.54	37.5	36.5	20	18.0	109	98.2	8.1	5.6	85.6	4.5	
Universities Trade Union	16	84.2	5	26.3	40.0	11	57.9	40.0	38.75	37.5	37.5	9	47.4	19	100.0			21.1	78.9	
Wood.Industry, Forestry and Manag.of Water	85	95.5	63	70.8	37.7	22	24.7	39.2	37.74	37.4	37.2	40	44.9	78	87.6	15.7	5.9	61.8	10.1	

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
 hours/week average length of working hours
 days average number of days added to a holiday (unless indicated in weeks)

Comment: More detailed information on the reduction of working hours is given in the chapter of the Collective Agreement in numbers

**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	5	0.4	86	845	68.2	50.4	569	45.9	48.3
Agriculture and Nutrition				34	79.1	52.0	14	32.6	50.1
Banking and Insurance				7	50.0	46.3	3	21.4	52.0
Catering, Hotels and Tourism				8	80.0	26.0	9	90.0	43.3
Civilian Employees of the Army				5	100.0	52.0	1	20.0	
Commerce				9	75.0	49.1	10	83.3	49.4
ECHO				50	82.0	51.5	46	75.4	49.0
Food Industry and Allied Trade	1	1.9		47	87.0	49.2	27	50.0	46.2
Glass, Ceramic & Porcelain				22	81.5	49.6	19	70.4	50.2
Health Service and Social Care				26	76.5	51.0	18	52.9	47.9
KOVO	1	0.2		322	63.5	50.9	201	39.6	49.3
Mines, Geology and Oil Industry				22	88.0	48.5	18	72.0	50.6
Postal, Telecom. and Newspaper Services				8	100.0	52.0	7	87.5	48.3
Profess.and Trade Union of Orchestral Music.									
Railway Trade Unions				19	65.5	48.5	19	65.5	44.9
Science and Research	1	3.3		4	13.3	45.5	8	26.7	34.1
STAVBA	1	1.0		88	85.4	51.1	67	65.0	51.6
Textile, Clothing and Leather Industry				18	52.9	49.1	10	29.4	52.0
Transport				3	50.0	52.0	2	33.3	
Transport, Road Economy and Repair Vehicles				8	72.7	52.0	8	72.7	18.9
Union of Aviation Employees				2	66.7		3	100.0	52.0
UNIOS	1	0.9		57	51.4	51.5	30	27.0	47.0
Universities Trade Union				14	73.7	50.1	10	52.6	43.2
Wood.Industry, Forestry and Manag.of Water				72	80.9	50.2	39	43.8	48.1

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)					
	NCA	% CA	determined share of		employment of people over 50		employment of people with disabilities		return to work after parental leave	
			agency employees							
			NCA	max.%	hours/year	NCA	% CA	NCA	% CA	NCA
Total	35	2.8	10	23	38	3.1	39	3.1	48	3.9
Agriculture and Nutrition									5	11.6
Banking and Insurance					2	14.3			4	28.6
Catering, Hotels and Tourism					2	20.0			6	60.0
Civilian Employees of the Army										
Commerce					1	8.3	1	8.3	3	25.0
ECHO	1	1.6	1		1	1.6	1	1.6	4	6.6
Food Industry and Allied Trade	2	3.7							4	7.4
Glass, Ceramic & Porcelain	1	3.7								
Health Service and Social Care									4	11.8
KOVO	31	6.1	9	22	21	4.1	15	3.0	1	0.2
Mines, Geology and Oil Industry							3	12.0	5	20.0
Postal, Telecom. and Newspaper Services									1	12.5
Profess.and Trade Union of Orchestral Music.										
Railway Trade Unions					1	3.4	3	10.3	1	3.4
Science and Research							1	3.3	4	13.3
STAVBA					6	5.8	6	5.8		
Textile, Clothing and Leather Industry										
Transport										
Transport, Road Economy and Repair Vehicles					2	18.2	1	9.1		
Union of Aviation Employees										
UNIOS					1	0.9	6	5.4		
Universities Trade Union					1	5.3	2	10.5	4	21.1
Wood.Industry, Forestry and Manag.of Water									2	2.2

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
 max.% average maximum share of agency employees, set as a percentage
 hours/year average maximum value of hours worked by agency employees

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				remote working		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	406	32.8	20	1.6	394	31.8	8	0.6	78	6.3	77	6.2			2	0.2			3	0.2
Agriculture and Nutrition	10	23.3			10	23.3			2	4.7	2	4.7								
Banking and Insurance	10	71.4			10	71.4			5	35.7	5	35.7								
Catering, Hotels and Tourism	3	30.0			3	30.0														
Civilian Employees of the Army	2	40.0			2	40.0			2	40.0	2	40.0								
Commerce	10	83.3			10	83.3														
ECHO	36	59.0	1	1.6	36	59.0	2	3.3	12	19.7	12	19.7			2	3.3				
Food Industry and Allied Trade	34	63.0	3	5.6	33	61.1			1	1.9	1	1.9								
Glass, Ceramic & Porcelain																				
Health Service and Social Care	1	2.9			1	2.9			1	2.9	1	2.9								
KOVO	115	22.7	7	1.4	111	21.9			18	3.6	18	3.6							1	0.2
Mines, Geology and Oil Industry	10	40.0			10	40.0			7	28.0	7	28.0								
Postal, Telecom. and Newspaper Services	6	75.0			6	75.0			2	25.0	2	25.0								
Profess.and Trade Union of Orchestral Music.									1	25.0	1	25.0								
Railway Trade Unions	16	55.2	4	13.8	15	51.7			3	10.3	3	10.3								
Science and Research	7	23.3	3	10.0	3	10.0	1	3.3	9	30.0	8	26.7							2	6.7
STAVBA	21	20.4			21	20.4	1	1.0												
Textile, Clothing and Leather Industry									1	2.9	1	2.9								
Transport	1	16.7	1	16.7																
Transport, Road Economy and Repair Vehicles	5	45.5			5	45.5	2	18.2												
Union of Aviation Employees	2	66.7	1	33.3	2	66.7	1	33.3	1	33.3	1	33.3								
UNIOS	53	47.7			52	46.8	1	0.9	1	0.9	1	0.9								
Universities Trade Union	13	68.4			13	68.4			1	5.3	1	5.3								
Wood.Industry, Forestry and Manaq.of Water	51	57.3			51	57.3			11	12.4	11	12.4								

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

**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	1,172	94.6	79.50	54.8	20.13	26.9	97.81	58.5	304	166	13.4	21	1.7	22	1.8
Agriculture and Nutrition	43	100.0	81.70	55.0	14.67		90.07	59.3	6	5	11.6				
Banking and Insurance	14	100.0	72.40	55.0	40.63		133.01		1	1	7.1				
Catering, Hotels and Tourism	10	100.0		55.0	10.00		100.00	55.0		2	20.0	1	10.0		
Civilian Employees of the Army	5	100.0	86.16	55.0	26.00					2	40.0				
Commerce	11	91.7					90.19		2						
ECHO	61	100.0	79.78	55.0	22.00	10.0	90.28	57.9	14	11	18.0	1	1.6	1	1.6
Food Industry and Allied Trade	53	98.1	81.25	55.0	10.00		126.25		32	10	18.5				
Glass, Ceramic & Porcelain	23	85.2		55.0	17.00		91.60	62.5	11	12	44.4				
Health Service and Social Care	31	91.2		55.0	17.00		53.83	53.5	19	10	29.4			1	2.9
KOVO	477	94.1	77.92	54.9	16.60		90.94	60.5	158	66	13.0	10	2.0	11	2.2
Mines, Geology and Oil Industry	23	92.0		55.0	10.00		90.91	54.3	3	1	4.0				
Postal, Telecom. and Newspaper Services	8	100.0	69.00	55.0	25.00		119.23								
Profess.and Trade Union of Orchestral Music.	3	75.0	44.00				110.00		1						
Railway Trade Unions	29	100.0	80.00	54.4	9.50		107.19	55.0	4	5	17.2	1	3.4	1	3.4
Science and Research	25	83.3	75.46	48.9	23.82		107.50		4	4	13.3				
STAVBA	96	93.2	64.00	55.0	9.00		96.22	55.0	5	9	8.7	4	3.9	4	3.9
Textile, Clothing and Leather Industry	29	85.3	62.33	52.5			87.89	53.8	4	4	11.8				
Transport	6	100.0	75.00	55.0			71.50		2						
Transport, Road Economy and Repair Vehicles	10	90.9	86.75	55.0	21.25		100.00			5	45.5	1	9.1	1	9.1
Union of Aviation Employees	3	100.0		52.5	20.00		77.00			1	33.3				
UNIOS	108	97.3	82.84	54.9	27.17	29.4	123.56		7	5	4.5	2	1.8	2	1.8
Universities Trade Union	17	89.5		55.0			56.25	55.0	9	3	15.8				
Wood.Industry, Forestry and Manag.of Water	87	97.8	93.07	55.0	17.07		102.35	55.8	22	10	11.2	1	1.1	1	1.1

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	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		
			CZK/month	aver. % of price				min. CZK/month	max. CZK/month	average % MBA									
	NCA	% CA				NCA	% CA				NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA
Total	120	9.7	997	72.0	280	22.6	883	71.3	721	1,217	3.3	707	57.1	300	24.2	629	999	244	19.7
Agriculture and Nutrition	5	11.6	789		15	34.9	27	62.8	768	927	4.5	21	48.8	7	16.3	579	586	6	14.0
Banking and Insurance					8	57.1	12	85.7	646	1,357	3.2	9	64.3	8	57.1	792	1,062	7	50.0
Catering, Hotels and Tourism					10	100.0	9	90.0	1,179	1,179	3.0	9	90.0	8	80.0	1,088	1,088	8	80.0
Civilian Employees of the Army	1	20.0			2	40.0	4	80.0	1,267	1,325	3.0	4	80.0	2	40.0			2	40.0
Commerce	1	8.3			5	41.7	7	58.3	500	567	2.5	7	58.3	2	16.7			2	16.7
ECHO	9	14.8	1,016	70.0	10	16.4	53	86.9	1,091	1,769	3.6	47	77.0	20	32.8	972	1,534	16	26.2
Food Industry and Allied Trade	8	14.8	1,095	30.0	19	35.2	37	68.5	698	1,010	3.2	30	55.6	14	25.9	821	1,044	13	24.1
Glass, Ceramic & Porcelain	1	3.7			2	7.4	22	81.5	732	984	3.0	21	77.8	8	29.6	317	488	7	25.9
Health Service and Social Care	1	2.9			19	55.9	27	79.4	459	1,063	2.0	25	73.5	11	32.4	425	1,127	9	26.5
KOVO	72	14.2	1,002	76.0	42	8.3	352	69.4	702	1,094	3.3	271	53.5	100	19.7	600	947	77	15.2
Mines, Geology and Oil Industry	1	4.0			4	16.0	21	84.0	590	1,212	4.9	20	80.0	5	20.0	613	1,203	5	20.0
Postal, Telecom. and Newspaper Services					1	12.5	7	87.5	433	1,050		6	75.0	4	50.0	300	1,075	4	50.0
Profess.and Trade Union of Orchestral Music.							1	25.0				1	25.0	1	25.0				
Railway Trade Unions	2	6.9			18	62.1	25	86.2	663	1,530	2.5	20	69.0	16	55.2	602	1,192	13	44.8
Science and Research					5	16.7	19	63.3	343	445		15	50.0	5	16.7	379	383	4	13.3
STAVBA	2	1.9			46	44.7	80	77.7	681	1,820	2.8	72	69.9	15	14.6	492	1,213	14	13.6
Textile, Clothing and Leather Industry	2	5.9			4	11.8	15	44.1	533	675	3.5	6	17.6	3	8.8	350	400	1	2.9
Transport							5	83.3	567	700	3.0	1	16.7						
Transport, Road Economy and Repair Vehicles							9	81.8	825	1,180	3.0	8	72.7	2	18.2			1	9.1
Union of Aviation Employees	1	33.3			3	100.0	3	100.0	400	1,500	2.8	2	66.7						
UNIOS	6	5.4	935	50.0	23	20.7	82	73.9	783	1,248	3.9	54	48.6	42	37.8	573	1,018	30	27.0
Universities Trade Union					10	52.6	5	26.3	417	950	2.7	3	15.8						
Wood.Industry, Forestry and Manag.of Water	8	9.0	1,403		34	38.2	61	68.5	755	1,150	3.1	55	61.8	27	30.3	717	891	25	28.1

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
 CZK/month average contribution in CZK per month
 aver. % of price average contribution specified as a percentage of the price of a fare
 average % MBA average contribution specified as a percentage of the monthly basis of assessment

Working conditions and benefits III
classification based on trade unions

Trade union	Temporary accommodation allowance			Child care					Care allowance for another dependent		
	agreed in CA		amount allowed	setting up childcare facilities		care allowance			agreed in CA		amount allowed
	NCA	% CA	CZK/month	NCA	% CA	NCA	% CA	CZK/month	NCA	% CA	CZK/month
Total	10	0.8	3,525	2	0.2	8	0.6	1,938			
Agriculture and Nutrition											
Banking and Insurance											
Catering, Hotels and Tourism											
Civilian Employees of the Army											
Commerce											
ECHO											
Food Industry and Allied Trade	2	3.7									
Glass, Ceramic & Porcelain											
Health Service and Social Care	1	2.9									
KOVO	2	0.4				7	1.4	1,786			
Mines, Geology and Oil Industry											
Postal, Telecom. and Newspaper Services											
Profess.and Trade Union of Orchestral Music.	1	25.0									
Railway Trade Unions	1	3.4				1	3.4				
Science and Research				2	6.7						
STAVBA	1	1.0									
Textile, Clothing and Leather Industry											
Transport											
Transport, Road Economy and Repair Vehicles											
Union of Aviation Employees											
UNIOS											
Universities Trade Union											
Wood.Industry, Forestry and Manag.of Water	2	2.2									

Explanatory notes: NCA

% CA

CZK/month

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

**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	386	31.2	42	2.3	30	2,958	78	1.5	214	114	5,683	235	19.0	57	9,725	14	2.4	108	95	3,480	
Agriculture and Nutrition	10	23.3			2		1		6	2		1	2.3					1	1		
Banking and Insurance	11	78.6	4	2.5			4	2.3	1	3	71,498										
Catering, Hotels and Tourism	3	30.0							1	3	20	3	30.0	1				1	1		
Civilian Employees of the Army	5	100.0	1				3	1.4	1	3	6,953										
Commerce	1	8.3							1			1	8.3					1	1		
ECHO	28	45.9	2		2				22	6	2,938	19	31.1	14	16,107			2	4	4,111	
Food Industry and Allied Trade	22	40.7	2		2		3	2.0	15	2		11	20.4	9	6,522			2			
Glass, Ceramic & Porcelain	9	33.3	8	2.8					1	1		15	55.6			6	2.8	5	9	8,175	
Health Service and Social Care	11	32.4					1		10	2		1	2.9					1			
KOVO	76	15.0	3	2.5	11	2,209	6	2.8	49	25	2,275	98	19.3	18	9,042	2		68	27	3,015	
Mines, Geology and Oil Industry	12	48.0					2		10	2		1	4.0			1					
Postal, Telecom. and Newspaper Services	4	50.0					1		3	2											
Profess.and Trade Union of Orchestral Music.	1	25.0							1												
Railway Trade Unions	12	41.4	2		3	1,267	2		5	3	24,012										
Science and Research	26	86.7	1				24	1.2	1	13	3,755										
STAVBA	31	30.1	1		1		19	1.2	6	12	475	43	41.7	8	7,750			6	36	2,883	
Textile, Clothing and Leather Industry	7	20.6			3	1,183	1		3	1		3	8.8	1				1	3	757	
Transport	1	16.7	1																		
Transport, Road Economy and Repair Vehicles	3	27.3	2				1			1											
Union of Aviation Employees												1	33.3					1			
UNIOS	58	52.3	8	2.3	4	2,500			43	18	947	20	18.0	4	9,075			13	4	521	
Universities Trade Union	14	73.7	2				4	1.3	8												
Wood.Industry, Forestry and Manag.of Water	41	46.1	5	2.0	2		6	1.7	27	15	6,470	18	20.2	2		5	1.8	6	9	5,430	

Explanatory notes: NCA

% CA

PVWR

aver.%

aver.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

planned volume of wage resources and other personnel costs

average percentage of the allotment to the fund

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	8.67	7.32	0.99	21.49	1.27	2.42	0.19	12.29	2.50	29.70	13.15	364	29.4	283	22.8
Agriculture and Nutrition	37.95	8.33	15.00	10.56	0.21	10.06		9.97	1.39	2.92	3.62	7	16.3	15	34.9
Banking and Insurance	1.99	2.01	0.47	39.43	1.47	0.63		8.46		40.76	4.78	11	78.6	10	71.4
Catering, Hotels and Tourism									100.00			1	10.0		
Civilian Employees of the Army	29.16			22.90	0.19	7.18		26.59	0.79	12.56	0.63	5	100.0	3	60.0
Commerce														2	16.7
ECHO	19.01	11.24	2.64	11.81	1.96	5.99	2.35	23.58	3.79	14.72	2.91	24	39.3	44	72.1
Food Industry and Allied Trade												12	22.2	13	24.1
Glass, Ceramic & Porcelain	0.49	5.27		17.18	2.29	4.86	0.21	3.81		65.90		15	55.6	5	18.5
Health Service and Social Care												9	26.5	6	17.6
KOVO	6.51	2.51	1.59	30.38	1.41	4.13	0.65	5.45	1.29	29.35	16.72	105	20.7	25	4.9
Mines, Geology and Oil Industry												6	24.0	10	40.0
Postal, Telecom. and Newspaper Services												2	25.0	1	12.5
Profess.and Trade Union of Orchestral Music.												1	25.0		
Railway Trade Unions	0.33	64.63		0.62	0.21	0.12		32.32	0.19	0.03	1.54	12	41.4	5	17.2
Science and Research	5.41	1.42	1.43	21.23	1.96	2.38		5.95	0.12	36.24	23.86	19	63.3	13	43.3
STAVBA	23.91	0.51	1.10	9.63	0.11	1.98		1.03	12.61	41.66	7.46	29	28.2	54	52.4
Textile, Clothing and Leather Industry	2.04	3.67		8.16	30.19	2.65		22.05	11.61	2.04	17.58	8	23.5	2	5.9
Transport															
Transport, Road Economy and Repair Vehicles												4	36.4		
Union of Aviation Employees														2	66.7
UNIOS	20.77	2.46	3.37	15.13	4.87	2.60		7.26	0.82	6.05	36.67	58	52.3	45	40.5
Universities Trade Union												8	42.1		
Wood.Industry, Forestry and Manag.of Water	7.86	3.92	1.23	19.04	0.59	1.97		17.61	2.29	12.07	33.41	28	31.5	28	31.5

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
 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	Wage compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC		Average number of days of leave with compensation for wage above the requirement of the LC																														
			Type of personal obstacle																														
			A			B			C			D			E			F			G			H			I			J			
			agreed in CA	compensation amount		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		
Total	5	0.4	75.0	506	40.8	1.4	417	33.7	1.3	634	51.2	2.1	257	20.7	6.6	272	22.0	1.2	124	10.0	3.7	232	18.7	4.1	95	7.7	2.1	239	19.3	3.3	555	44.8	
Agriculture and Nutrition				16	37.2	1.4	14	32.6	1.4	11	25.6	1.5	3	7.0	7.7	5	11.6	1.2	2	4.7		2	4.7		2	4.7		3	7.0	2.7	17	39.5	
Banking and Insurance				1	7.1					1	7.1											9	64.3	4.4	1	7.1		8	57.1	4.6	9	64.3	
Catering, Hotels and Tourism							10	100.0	1.0	10	100.0	1.9	6	60.0	9.3										3	30.0	1.0	4	40.0	2.8	5	50.0	
Civilian Employees of the Army				2	40.0		2	40.0		2	40.0					1	20.0					1	20.0					2	40.0		3	60.0	
Commerce				3	25.0	1.7	8	66.7	1.1	7	58.3	1.3	5	41.7	6.6	2	16.7											1	8.3		10	83.3	
ECHO				41	67.2	1.4	31	50.8	2.0	45	73.8	1.8	31	50.8	5.9	11	18.0	1.6	21	34.4	4.7	31	50.8	3.2	2	3.3		19	31.1	2.8	46	75.4	
Food Industry and Allied Trade				10	18.5	1.3	17	31.5	1.1	14	25.9	1.4	4	7.4	11.8	6	11.1	1.0									3	5.6	3.0	30	55.6		
Glass, Ceramic & Porcelain				23	85.2	2.2	2	7.4		25	92.6	2.7	24	88.9	15.3	1	3.7					3	11.1	1.3	23	85.2	1.1	5	18.5	3.0	22	81.5	
Health Service and Social Care				3	8.8	1.0				6	17.6	1.7	2	5.9					1	2.9		3	8.8	3.7				10	29.4	3.1	13	38.2	
KOVO				226	44.6	1.5	212	41.8	1.2	277	54.6	2.6	26	5.1	4.8	164	32.3	1.2	15	3.0	2.1	64	12.6	2.7	18	3.6	2.6	48	9.5	2.9	196	38.7	
Mines, Geology and Oil Industry				11	44.0	1.1	14	56.0	1.0	17	68.0	1.1	3	12.0	14.0	9	36.0	1.3	12	48.0	3.7	11	44.0	4.5	8	32.0	4.0	5	20.0	3.6	17	68.0	
Postal, Telecom. and Newspaper Services				4	50.0	1.0	5	62.5	1.2	6	75.0	1.5	4	50.0	3.0	1	12.5		1	12.5		7	87.5	3.6	6	75.0	3.7	7	87.5	2.6	7	87.5	
Profess.and Trade Union of Orchestral Music.																																2	50.0
Railway Trade Unions				6	20.7	1.5	9	31.0	1.4	11	37.9	1.5	6	20.7	8.3	5	17.2	1.2	4	13.8	2.3	1	3.4		1	3.4		3	10.3	4.0	9	31.0	
Science and Research				2	6.7		2	6.7		1	3.3					1	3.3		3	10.0	2.7				1	3.3		9	30.0	4.2	8	26.7	
STAVBA	5	4.9	75.0	73	70.9	1.0	27	26.2	1.7	86	83.5	1.4	84	81.6	3.6	17	16.5	1.0	58	56.3	3.9	33	32.0	8.5	1	1.0		27	26.2	2.4	40	38.8	
Textile, Clothing and Leather Industry				8	23.5	1.3	4	11.8	1.0	13	38.2	1.8	1	2.9		1	2.9					2	5.9					5	14.7	2.8	3	8.8	
Transport				1	16.7		2	33.3		2	33.3		2	33.3		2	33.3																
Transport, Road Economy and Repair Vehicles				2	18.2		2	18.2		7	63.6	1.3	5	45.5	9.0	1	9.1					3	27.3	5.7				1	9.1		3	27.3	
Union of Aviation Employees							3	100.0	1.0				3	100.0	4.3							2	66.7								2	66.7	
UNIOS				37	33.3	1.6	18	16.2	1.4	64	57.7	2.3	40	36.0	7.9	26	23.4	1.3	7	6.3	4.7	37	33.3	2.3	25	22.5	1.6	46	41.4	3.8	54	48.6	
Universities Trade Union				1	5.3		2	10.5																				5	26.3	4.0	4	21.1	
Wood.Industry, Forestry and Manag.of Water				36	40.4	1.2	33	37.1	1.2	29	32.6	1.2	8	9.0	6.1	19	21.3	1.2				23	25.8	5.6	4	4.5	1.0	28	31.5	3.8	55	61.8	

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 compensation, defined by the percentage from the average earnings

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 sick days (per year)

J 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	NCA	% CA
Total	424	34.2	28	2.3	488	39.4	1,029	83.1	625	50.4	5	0.4	13	1.0
Agriculture and Nutrition	4	9.3			17	39.5	40	93.0	7	16.3				
Banking and Insurance	7	50.0			11	78.6	11	78.6	4	28.6				
Catering, Hotels and Tourism	6	60.0			6	60.0	10	100.0	7	70.0				
Civilian Employees of the Army	3	60.0			2	40.0	5	100.0	2	40.0				
Commerce	4	33.3			7	58.3	11	91.7	5	41.7	3	25.0	1	8.3
ECHO	34	55.7			30	49.2	59	96.7	22	36.1	1	1.6		
Food Industry and Allied Trade	32	59.3			5	9.3	48	88.9	33	61.1				
Glass, Ceramic & Porcelain					2	7.4	25	92.6	23	85.2				
Health Service and Social Care	24	70.6	2	5.9	13	38.2	30	88.2	7	20.6				
KOVO	120	23.7	9	1.8	197	38.9	371	73.2	304	60.0	1	0.2	7	1.4
Mines, Geology and Oil Industry	4	16.0			8	32.0	23	92.0	5	20.0				
Postal, Telecom. and Newspaper Services	4	50.0			2	25.0	8	100.0	1	12.5				
Profess.and Trade Union of Orchestral Music.	1	25.0					1	25.0						
Railway Trade Unions	16	55.2	4	13.8	14	48.3	24	82.8	17	58.6			3	10.3
Science and Research	18	60.0	2	6.7	4	13.3	25	83.3	6	20.0				
STAVBA	36	35.0			68	66.0	84	81.6	41	39.8			1	1.0
Textile, Clothing and Leather Industry					2	5.9	32	94.1	20	58.8				
Transport	2	33.3			3	50.0	5	83.3	3	50.0				
Transport, Road Economy and Repair Vehicles	3	27.3					8	72.7	7	63.6				
Union of Aviation Employees	3	100.0			3	100.0	3	100.0	2	66.7				
UNIOS	48	43.2	10	9.0	30	27.0	109	98.2	89	80.2			1	0.9
Universities Trade Union	14	73.7	1	5.3	9	47.4	18	94.7	7	36.8				
Wood.Industry, Forestry and Manag.of Water	41	46.1			55	61.8	79	88.8	13	14.6				

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)			
										12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	24	1.9	24,035	35	2.8	135.95	9	0.7	141.94	181	14.6	288	23.2	46	3.7	60	4.8	62	5.0	153	12.3
CZ010 Capital Prague	6	2.9	25,700	19	9.3	126.50				33	16.2	41	20.1	20	9.8	10	4.9	2	1.0	7	3.4
CZ020 Středočeský	2	2.9		2	2.9					9	12.9	8	11.4	3	4.3	2	2.9	4	5.7	5	7.1
CZ031 Jihočeský	2	2.0		1	1.0		1	1.0		13	13.3	16	16.3	3	3.1	2	2.0	3	3.1	12	12.2
CZ032 Plzeňský	4	6.2	22,038							10	15.4	12	18.5	1	1.5	3	4.6	7	10.8	6	9.2
CZ041 Karlovarský				1	2.6					8	21.1	7	18.4	1	2.6	2	5.3	6	15.8	5	13.2
CZ042 Ústecký				2	2.5					12	15.2	27	34.2	1	1.3	1	1.3	2	2.5	7	8.9
CZ051 Liberecký	1	1.5		1	1.5					15	22.7	18	27.3	2	3.0	4	6.1	4	6.1	9	13.6
CZ052 Královéhradecký	1	1.3		1	1.3		1	1.3		12	15.4	20	25.6	1	1.3	5	6.4	1	1.3	21	26.9
CZ053 Pardubický				1	1.9					8	14.8	16	29.6	4	7.4	6	11.1	3	5.6	7	13.0
CZ061 Vysočina	4	6.0	24,590							4	6.0	16	23.9	4	6.0	7	10.4	2	3.0	8	11.9
CZ062 Jihomoravský				2	1.7					11	9.1	40	33.1	1	0.8	8	6.6	7	5.8	14	11.6
CZ071 Olomoucký	1	1.4		1	1.4		6	8.7	145.58	9	13.0	18	26.1	1	1.4	1	1.4	6	8.7	23	33.3
CZ072 Zlínský	2	2.7		2	2.7					8	10.8	11	14.9	3	4.1	5	6.8	4	5.4	7	9.5
CZ080 Moravskoslezský	1	0.6		2	1.3		1	0.6		29	18.6	38	24.4	1	0.6	4	2.6	11	7.1	22	14.1

Explanatory notes: NCA
% CA
CZK
CZK/h
TS

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 monthly minimum wage
average value of the hourly minimum wage
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	155	19,609	161	20,503	168	21,569	171	22,953	175	24,655	176	26,582	176	28,945	175	31,448	172	34,443	174	37,421	173	41,440	172	46,268
CZ010 Capital Prague	31	20,133	32	21,175	32	22,575	32	24,259	32	26,368	32	29,048	32	32,767	32	36,503	32	40,908	32	45,262	32	52,384	32	59,868
CZ020 Středočeský	9	21,472	9	22,228	9	23,245	9	24,863	9	27,078	9	29,249	9	31,586	9	34,063	7	36,095	7	39,383	7	42,725	7	46,553
CZ031 Jihočeský	9	21,681	10	22,326	10	23,218	10	24,583	10	26,071	10	27,750	10	29,626	10	31,667	10	33,797	13	32,959	13	35,998	13	39,697
CZ032 Plzeňský	7	14,422	9	16,507	9	17,674	9	19,282	9	20,953	10	22,469	10	25,233	10	28,914	9	33,750	9	37,743	8	39,365	8	44,439
CZ041 Karlovarský	6	21,113	6	21,310	7	22,777	8	23,475	8	24,890	8	27,265	7	26,357	7	27,881	7	29,210	7	30,911	7	33,696	6	39,947
CZ042 Ústecký	11	19,791	11	20,868	11	22,184	12	23,786	12	25,621	12	27,476	12	29,888	12	31,787	12	34,591	12	37,128	12	39,826	12	43,206
CZ051 Liberecký	13	16,633	13	17,187	13	18,159	14	19,493	15	21,174	15	22,988	15	25,656	15	28,264	15	31,702	14	35,028	14	40,032	14	46,128
CZ052 Královéhradecký	11	22,043	11	23,339	11	24,482	11	26,184	12	27,948	12	29,995	12	32,890	11	35,425	11	38,950	11	44,277	11	49,737	11	54,387
CZ053 Pardubický	7	18,996	7	19,959	8	20,322	8	21,322	8	22,593	8	24,202	8	26,016	8	27,640	8	30,774	8	33,592	8	36,434	8	39,948
CZ061 Vysočina	4	19,600	4	20,325	4	20,975	4	22,325	4	24,075	4	25,625	4	27,475	4	29,750	4	31,875	4	34,300	4	36,375	4	38,875
CZ062 Jihomoravský	10	18,470	10	19,429	10	20,514	10	21,953	11	23,367	11	25,153	11	27,360	11	29,389	11	31,660	11	34,180	11	36,820	11	40,193
CZ071 Olomoucký	7	19,311	7	19,955	8	20,782	8	22,095	9	24,344	9	26,411	9	28,840	9	31,752	9	35,099	9	39,265	9	44,449	9	51,490
CZ072 Zlínský	7	20,343	8	20,723	8	21,973	8	23,266	8	25,004	8	26,896	8	29,138	8	31,549	8	33,923	8	36,558	8	39,595	8	42,663
CZ080 Moravskoslezský	23	19,533	24	20,550	28	21,365	28	22,468	28	23,754	28	25,187	29	26,848	29	28,658	29	30,620	29	32,826	29	35,543	29	38,647

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	46	119.11	46	121.71	46	126.44	45	131.66	45	139.93	44	150.46	44	165.93	5	166.10	3	166.97	3	167.30	3	173.93	3	185.40
CZ010 Capital Prague	20	126.19	20	129.25	20	136.08	20	143.92	20	153.56	20	167.61	20	189.57	1		1		1		1		1	
CZ020 Středočeský	3	124.43	3	125.33	3	129.50	3	133.83	3	141.17	3	150.00	3	162.83										
CZ031 Jihočeský	3	124.40	3	125.00	3	127.00	3	129.00	3	135.00	3	140.00	3	145.00										
CZ032 Plzeňský	1		1		1		1		1		1		1											
CZ041 Karlovarský	1		1		1		1		1															
CZ042 Ústecký	1		1		1		1		1		1		1											
CZ051 Liberecký	2		2		2		2		2		2		2		1									
CZ052 Královéhradecký	1		1		1		1		1		1		1											
CZ053 Pardubický	4	119.30	4	123.85	4	126.00	3	119.80	3	124.27	3	130.67	3	137.10	1		1		1		1		1	
CZ061 Vysočina	4	106.05	4	107.75	4	110.00	4	116.75	4	128.25	4	138.25	4	147.50	1		1		1		1		1	
CZ062 Jihomoravský	1		1		1		1		1		1		1											
CZ071 Olomoucký	1		1		1		1		1		1		1											
CZ072 Zlínský	3	124.60	3	125.80	3	128.00	3	132.27	3	140.53	3	150.53	3	162.80										
CZ080 Moravskoslezský	1		1		1		1		1		1		1		1									

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	51	119.50	56	123.86	59	129.11	60	136.80	62	145.17	61	153.94	59	165.27	44	169.23	33	179.95	30	190.10	30	204.01	28	224.37
CZ010 Capital Prague	2		2		2		2		2		2		2		2		1		1		1		1	
CZ020 Středočeský	4	109.00	4	112.63	4	118.90	4	129.00	4	135.75	4	146.18	3	151.47	2		2		2		2		2	
CZ031 Jihočeský	2		3	149.47	3	159.77	3	175.67	3	194.54	3	215.56	3	239.17	2		1		1		1		1	
CZ032 Plzeňský	4	109.13	6	120.27	6	125.82	6	133.50	7	138.97	7	152.90	6	161.63	4	147.10	2		1		1		1	
CZ041 Karlovarský	6	130.75	6	131.90	6	136.15	6	139.92	6	146.37	6	152.87	6	161.05	5	165.66	3	148.27	3	150.63	3	153.30	2	
CZ042 Ústecký	2		2		2		2		2		2		2		2		2		2		2		2	
CZ051 Liberecký	4	132.03	4	132.60	4	134.20	4	139.85	4	146.45	4	152.28	4	159.40	3	158.75	3	164.60	3	173.50	3	181.63	3	196.80
CZ052 Královéhradecký	1		1		1		1		1		1		1		1		1		1		1		1	
CZ053 Pardubický	3	120.41	3	124.39	3	131.09	3	139.71	3	150.19	3	161.36	3	173.77	3	187.38	3	202.04	2		2		2	
CZ061 Vysočina	2		2		2		2		2		2		2		2		2		2		2		2	
CZ062 Jihomoravský	5	109.96	5	116.84	6	122.98	7	129.46	7	137.79	7	147.63	7	160.72	4	143.88	2		2		2		2	
CZ071 Olomoucký	5	118.40	5	121.66	5	125.20	5	135.10	6	143.16	6	151.08	6	164.40	4	159.50	3	183.27	3	198.53	3	213.53	2	
CZ072 Zlínský	2		3	110.67	4	121.53	4	127.05	4	133.33	4	140.10	4	150.13	4	160.15	4	170.18	3	173.93	3	187.63	3	200.67
CZ080 Moravskoslezský	9	109.69	10	115.84	11	121.61	11	128.60	11	138.14	10	139.77	10	150.30	6	151.29	4	170.67	4	186.11	4	205.06	4	224.08

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	1,049	84.7	26.3	46.9	27.3	968	78.1	103.0	1,026	82.8	24.54	12.8	688	55.5	12.23	10.6	10.5	1,002	80.9	28.30	23.3
CZ010 Capital Prague	152	74.5	26.0	48.2	27.9	138	67.6	100.9	148	72.5	19.93	11.3	117	57.4	12.82	10.8	11.5	151	74.0	41.00	22.0
CZ020 Středočeský	57	81.4	25.1	46.6	27.0	51	72.9	104.7	54	77.1	18.41	12.0	34	48.6	13.66	10.0	10.4	54	77.1	22.44	21.5
CZ031 Jihočeský	90	91.8	26.5	49.0	28.9	84	85.7	103.9	85	86.7	24.71	13.4	52	53.1	13.10	10.0	10.0	84	85.7	29.20	26.0
CZ032 Plzeňský	57	87.7	27.0	46.0	25.3	57	87.7	103.2	54	83.1	27.73	13.5	40	61.5	11.06	15.7	10.0	58	89.2		21.3
CZ041 Karlovarský	36	94.7	26.3	47.7	27.1	30	78.9	102.7	32	84.2	21.99	11.7	22	57.9	11.87	10.0	11.0	33	86.8	33.06	21.2
CZ042 Ústecký	67	84.8	28.2	47.0	29.1	58	73.4	101.9	63	79.7	20.02	16.0	48	60.8	10.35	10.0	10.5	58	73.4	25.48	20.8
CZ051 Liberecký	60	90.9	27.8	46.8	27.8	55	83.3	106.7	57	86.4	23.07	11.7	32	48.5	11.35	10.0	11.4	53	80.3	17.83	26.9
CZ052 Královéhradecký	65	83.3	25.1	46.9	26.1	58	74.4	101.7	66	84.6	24.60	14.3	37	47.4	11.69	10.0	10.0	58	74.4	19.00	23.1
CZ053 Pardubický	45	83.3	25.9	44.9	27.9	42	77.8	103.0	48	88.9	26.68	11.8	32	59.3	9.61	11.3	10.0	46	85.2	23.73	20.0
CZ061 Vysočina	57	85.1	25.9	45.6	25.0	55	82.1	105.5	59	88.1	31.91	12.1	35	52.2	13.88	10.0	10.0	57	85.1	25.71	26.7
CZ062 Jihomoravský	104	86.0	26.1	45.6	29.9	93	76.9	101.5	107	88.4	21.90	13.2	73	60.3	11.55	10.5	10.2	99	81.8	20.29	24.6
CZ071 Olomoucký	62	89.9	25.5	46.9	26.1	58	84.1	103.5	60	87.0	25.46	11.1	41	59.4	13.44	13.0	10.4	62	89.9	29.00	24.9
CZ072 Zlínský	67	90.5	25.9	47.1	27.8	66	89.2	101.9	67	90.5	30.24	16.9	42	56.8	12.91	10.0	10.0	65	87.8	32.16	26.9
CZ080 Moravskoslezský	130	83.3	27.0	46.6	26.4	123	78.8	103.5	126	80.8	24.75	12.3	83	53.2	12.96	10.0	10.2	124	79.5	33.33	20.3

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 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	29	9.4	552	10.00	3	12	17.5	15	103.63	184	3	11.0	135	8.25	44	1		148	8.21	2
CZ010 Capital Prague	1		49	9.22		4	15.5	3	83.33	23			19	6.64	9			30	12.29	
CZ020 Středočeský			22	8.35				2		4			2		2			3	8.50	
CZ031 Jihočeský	3	11.7	60	10.34		2		2		27			14	8.26	3			11	7.41	
CZ032 Plzeňský	1		28	9.53		2				7			1					8	8.26	
CZ041 Karlovarský			12	7.49	1					8			3	4.67	1			4	7.88	1
CZ042 Ústecký	4	9.0	30	9.90				2		14	2		6	17.22				10	7.47	
CZ051 Liberecký	3	10.0	39	10.15		2				10			8	7.69	3			2		
CZ052 Královéhradecký	3	10.3	47	9.65				1		15			9	7.70	4			7	5.93	
CZ053 Pardubický			29	10.81				1		14			11	6.23	1			6	4.63	
CZ061 Vysočina	2		44	12.49				3	60.83	3			11	9.68	2			7	7.21	1
CZ062 Jihomoravský	4	9.8	44	8.55						11			11	8.86	4			16	7.36	
CZ071 Olomoucký	3	8.7	46	13.13	1	1				12			18	5.98	3			16	7.06	
CZ072 Zlínský	1		47	10.97		1		1		16	1		9	8.61	1			5	8.40	
CZ080 Moravskoslezský	4	8.8	55	7.30	1					20			13	8.75	11	1		23	6.86	

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					individual bonus			Other supplemen- tary 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	% of aver. earnings		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	% AE	NCA		
Total	5	8.3	156	30.22	16			10	930	2	29	29.5	15	1,487	98	17	10.3	18	1,058	80	12	22.4	63	551	
CZ010 Capital Prague	2		23	72.13	4			2			3	25.0	3	1,667	9	4	11.0	2		4			10	93	
CZ020 Středočeský			5	21.55	1						1				5			1		2			1	19	
CZ031 Jihočeský			12	13.27	1			1		1					16			3	1,833	6	3	25.0	3	52	
CZ032 Plzeňský			6	10.23	1			3	1,100		1										1		3	21	
CZ041 Karlovarský			3	33.83							1				3					3			1	17	
CZ042 Ústecký	1		11	65.87	1			1		1	9	28.3	1		9	2				9			3	38	
CZ051 Liberecký			2								1		2		4	1				4			2	27	
CZ052 Královéhradecký			7	28.20				2			1		2		7			2		7				37	
CZ053 Pardubický			3	10.67							1				6			1		6	1			28	
CZ061 Vysočina			11	19.15	1			1			2		1		6	2					2		7	34	
CZ062 Jihomoravský			15	32.33	1						2				8	2		4	479	7	2		4	50	
CZ071 Olomoucký	1		8	13.03											4	1				6	3	30.0	4	31	
CZ072 Zlínský			14	14.00	1						2		1		5	5	10.0			4			4	46	
CZ080 Moravskoslezský	1		36	18.24	5						5	30.0	5	1,520	16			5	594	22			21	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	613	49.5	202	16.3	389	31.4	227	18.3	50	4.0	148	11.9	126	10.2	113	9.1	676	54.6
CZ010 Capital Prague	76	37.3	17	8.3	48	23.5	23	11.3	13	6.4	21	10.3	17	8.3	16	7.8	99	48.5
CZ020 Středočeský	33	47.1	11	15.7	22	31.4	12	17.1	1	1.4	8	11.4	8	11.4	6	8.6	28	40.0
CZ031 Jihočeský	73	74.5	26	26.5	40	40.8	33	33.7	8	8.2	32	32.7	17	17.3	4	4.1	72	73.5
CZ032 Plzeňský	29	44.6	9	13.8	18	27.7	16	24.6	4	6.2	2	3.1	12	18.5	5	7.7	40	61.5
CZ041 Karlovarský	14	36.8	8	21.1	8	21.1	5	13.2	2	5.3	3	7.9	2	5.3	4	10.5	22	57.9
CZ042 Ústecký	47	59.5	10	12.7	31	39.2	18	22.8	3	3.8	11	13.9	10	12.7	8	10.1	49	62.0
CZ051 Liberecký	33	50.0	11	16.7	19	28.8	11	16.7	3	4.5	9	13.6	4	6.1	9	13.6	39	59.1
CZ052 Královéhradecký	41	52.6	17	21.8	29	37.2	20	25.6	1	1.3	12	15.4	10	12.8	4	5.1	42	53.8
CZ053 Pardubický	22	40.7	3	5.6	14	25.9	8	14.8	2	3.7	3	5.6	4	7.4	3	5.6	25	46.3
CZ061 Vysočina	31	46.3	11	16.4	21	31.3	12	17.9			8	11.9	6	9.0	7	10.4	44	65.7
CZ062 Jihomoravský	56	46.3	9	7.4	29	24.0	19	15.7	7	5.8	8	6.6	14	11.6	11	9.1	55	45.5
CZ071 Olomoucký	25	36.2	7	10.1	14	20.3	7	10.1	1	1.4	3	4.3	2	2.9	8	11.6	45	65.2
CZ072 Zlínský	50	67.6	17	23.0	42	56.8	14	18.9	4	5.4	4	5.4	7	9.5	10	13.5	36	48.6
CZ080 Moravskoslezský	83	53.2	46	29.5	54	34.6	29	18.6	1	0.6	24	15.4	13	8.3	18	11.5	80	51.3

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
 * 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	728	58.8	80	3,728	347	4,385	588	7,010	630	9,067	703	11,200	724	12,939	728	14,988	728	16,394	728	18,218	8	0.6	18,750
CZ010 Capital Prague	115	56.4	10	4,000	38	5,112	87	8,442	96	10,751	113	12,587	115	14,367	115	16,605	115	18,233	115	19,944	4	2.0	18,750
CZ020 Středočeský	42	60.0	3	2,667	18	4,194	33	6,992	35	9,257	39	11,801	41	13,939	42	16,286	42	17,548	42	19,095	1	1.4	
CZ031 Jihočeský	60	61.2	17	4,382	35	4,113	49	7,049	51	10,002	59	12,195	60	14,501	60	16,833	60	18,551	60	20,602	1	1.0	
CZ032 Plzeňský	38	58.5	3	6,333	22	5,332	36	8,042	38	10,224	38	13,179	38	14,974	38	16,792	38	18,038	38	19,453			
CZ041 Karlovarský	19	50.0	3	2,000	7	2,271	11	4,591	13	5,723	17	7,959	18	9,772	19	12,184	19	13,605	19	15,421			
CZ042 Ústecký	45	57.0	3	3,500	25	4,152	36	6,667	38	8,964	45	10,603	45	12,794	45	14,732	45	16,419	45	19,011			
CZ051 Liberecký	46	69.7	6	4,583	26	4,469	43	7,481	43	10,379	45	12,976	46	15,154	46	17,102	46	18,846	46	20,957			
CZ052 Královéhradecký	47	60.3	7	2,300	24	3,825	33	6,306	39	7,490	47	9,564	47	11,196	47	13,472	47	14,923	47	16,913			
CZ053 Pardubický	38	70.4	4	3,250	19	4,750	34	6,991	35	8,552	38	9,995	38	11,897	38	13,671	38	14,903	38	16,358			
CZ061 Vysočina	42	62.7	2		18	6,306	38	7,961	39	10,526	41	13,585	41	15,348	42	17,798	42	18,732	42	21,119			
CZ062 Jihomoravský	81	66.9	12	3,600	34	4,565	60	6,447	64	8,257	71	10,159	81	11,399	81	13,463	81	14,988	81	16,726			
CZ071 Olomoucký	49	71.0	1		23	3,848	41	6,707	45	8,044	49	10,735	49	12,735	49	14,827	49	15,918	49	17,449			
CZ072 Zlínský	38	51.4	3	5,333	21	4,414	33	6,503	33	8,818	34	11,371	37	12,473	38	14,563	38	15,829	38	18,276	1	1.4	
CZ080 Moravskoslezský	68	43.6	6	2,233	37	3,322	54	5,276	61	6,772	67	8,272	68	9,412	68	10,556	68	11,597	68	12,822	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	623	50.3	271	4,545	565	5,065	613	6,315	618	7,297	623	8,293	623	8,982
CZ010 Capital Prague	84	41.2	40	5,588	76	7,222	83	9,593	84	11,480	84	13,602	84	14,481
CZ020 Středočeský	31	44.3	14	4,414	27	4,481	31	5,371	31	6,265	31	7,135	31	7,765
CZ031 Jihočeský	49	50.0	23	4,217	44	4,539	49	5,341	49	5,763	49	6,269	49	7,745
CZ032 Plzeňský	35	53.8	16	4,063	30	4,910	33	6,779	35	8,214	35	8,729	35	10,100
CZ041 Karlovarský	18	47.4	5	5,100	18	4,678	18	5,917	18	7,222	18	8,556	18	9,056
CZ042 Ústecký	40	50.6	15	6,187	38	5,612	39	6,733	39	7,799	40	8,810	40	9,506
CZ051 Liberecký	34	51.5	13	3,808	31	4,754	34	6,292	34	7,901	34	9,495	34	10,129
CZ052 Královéhradecký	52	66.7	21	2,933	48	4,496	52	5,525	52	6,237	52	7,035	52	7,198
CZ053 Pardubický	30	55.6	12	5,925	27	4,880	30	5,403	30	5,812	30	6,367	30	6,622
CZ061 Vysočina	36	53.7	19	3,618	31	4,550	35	5,806	36	6,774	36	7,861	36	8,518
CZ062 Jihomoravský	64	52.9	26	3,962	59	4,593	64	5,727	64	6,356	64	7,164	64	7,831
CZ071 Olomoucký	37	53.6	16	4,300	35	4,454	37	5,870	37	6,659	37	7,697	37	8,292
CZ072 Zlínský	32	43.2	19	4,344	30	5,095	32	6,141	32	7,155	32	8,153	32	8,839
CZ080 Moravskoslezský	81	51.9	32	5,028	71	4,672	76	5,355	77	5,895	81	6,378	81	6,759

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	743	60.0	289	6,206	637	8,441	719	10,684	732	13,023	741	15,839	741	17,302	743	18,887	743	19,861	743	20,973
CZ010 Capital Prague	115	56.4	50	6,353	99	15,638	111	18,071	113	21,748	115	28,265	115	30,259	115	32,134	115	33,225	115	34,508
CZ020 Středočeský	39	55.7	13	5,346	37	6,392	39	8,564	39	10,474	39	12,282	39	13,808	39	14,987	39	15,923	39	16,987
CZ031 Jihočeský	65	66.3	24	8,425	52	7,961	64	9,380	65	10,616	65	11,948	65	13,804	65	15,080	65	15,915	65	17,072
CZ032 Plzeňský	39	60.0	14	4,729	33	6,518	36	9,589	39	14,731	39	16,308	39	17,213	39	17,874	39	18,321	39	18,679
CZ041 Karlovarský	16	42.1	6	8,667	15	6,300	16	7,844	16	9,844	16	11,344	16	11,813	16	12,625	16	13,500	16	13,688
CZ042 Ústecký	42	53.2	13	9,865	37	9,959	40	13,036	41	15,278	42	17,092	42	19,535	42	23,182	42	24,425	42	25,801
CZ051 Liberecký	36	54.5	13	4,577	30	5,277	34	7,274	34	9,182	36	13,117	36	15,286	36	16,786	36	18,300	36	19,814
CZ052 Královéhradecký	62	79.5	24	5,313	53	6,793	60	8,525	61	9,985	61	11,613	61	12,392	62	13,542	62	14,068	62	14,802
CZ053 Pardubický	40	74.1	13	6,327	34	5,799	39	7,321	39	8,750	40	9,935	40	10,901	40	12,483	40	13,214	40	13,998
CZ061 Vysočina	43	64.2	16	3,169	35	5,564	42	8,786	42	9,982	43	11,756	43	12,762	43	14,186	43	15,273	43	16,267
CZ062 Jihomoravský	71	58.7	27	7,024	64	8,902	71	12,293	71	14,969	71	18,800	71	20,328	71	22,427	71	23,441	71	25,272
CZ071 Olomoucký	46	66.7	19	3,913	38	6,820	43	9,510	46	12,858	46	16,629	46	18,186	46	19,871	46	21,164	46	22,479
CZ072 Zlínský	47	63.5	27	6,342	38	7,641	46	8,887	46	10,627	46	12,691	46	14,271	47	16,091	47	17,517	47	18,953
CZ080 Moravskoslezský	82	52.6	30	6,750	72	6,542	78	8,280	80	9,919	82	11,321	82	12,163	82	13,226	82	13,983	82	14,657

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																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
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			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	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	NCA	% CA																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	

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

Comment: The issue of wage developments for women and men is presented in the chapter Collective agreements in numbers

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															
			unified catalogue		occupational catalogue		own catalogue		at idle time			under unfavourable climatic influences						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
Total	663	53.5	88	7.1	34	2.7	584	47.1	206	16.6	96.2	201	16.2	83.5	376	30.3	17.0	22.29
CZ010 Capital Prague	103	50.5	11	5.4	3	1.5	94	46.1	46	22.5	97.6	44	21.6	85.1	67	32.8	15.7	28.26
CZ020 Středočeský	25	35.7	3	4.3	3	4.3	22	31.4	7	10.0	98.6	6	8.6	78.3	18	25.7	15.9	27.33
CZ031 Jihočeský	54	55.1	6	6.1			50	51.0	16	16.3	97.5	16	16.3	84.1	37	37.8	18.8	20.47
CZ032 Plzeňský	36	55.4	4	6.2	6	9.2	27	41.5	8	12.3	95.0	11	16.9	84.5	16	24.6	18.0	30.00
CZ041 Karlovarský	21	55.3	3	7.9	2	5.3	17	44.7	9	23.7	97.8	8	21.1	92.5	17	44.7	18.1	18.02
CZ042 Ústecký	53	67.1	6	7.6	2	2.5	45	57.0	18	22.8	96.2	18	22.8	86.7	33	41.8	20.0	21.30
CZ051 Liberecký	36	54.5	5	7.6	1	1.5	33	50.0	7	10.6	96.4	6	9.1	83.3	11	16.7	16.1	24.33
CZ052 Královéhradecký	44	56.4	8	10.3	1	1.3	38	48.7	18	23.1	96.1	13	16.7	84.6	24	30.8	17.2	25.10
CZ053 Pardubický	29	53.7	4	7.4			28	51.9	8	14.8	94.4	5	9.3	81.0	14	25.9	20.8	22.33
CZ061 Vysočina	31	46.3	3	4.5	4	6.0	30	44.8	8	11.9	93.8	13	19.4	80.8	17	25.4	16.6	31.55
CZ062 Jihomoravský	61	50.4	13	10.7	6	5.0	51	42.1	19	15.7	96.6	13	10.7	82.3	35	28.9	16.1	18.14
CZ071 Olomoucký	37	53.6	5	7.2	3	4.3	29	42.0	13	18.8	94.6	14	20.3	82.5	18	26.1	15.3	14.50
CZ072 Zlínský	46	62.2	6	8.1	2	2.7	40	54.1	12	16.2	95.0	17	23.0	79.4	24	32.4	17.4	31.88
CZ080 Moravskoslezský	87	55.8	11	7.1	1	0.6	80	51.3	17	10.9	94.1	17	10.9	80.6	45	28.8	15.8	14.86

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		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		weeks	agreed in CA		% of average earnings	other form		agreed in CA		extent	NCA	% CA	NCA	% CA
Total	104	8.4	48.1	25	2.0	94.4	4	0.3	18	1.5	68.8	144	11.6	77	6.2	
CZ010 Capital Prague	18	8.8	45.6	3	1.5	97.3			3	1.5	63.2	21	10.3	12	5.9	
CZ020 Středočeský	5	7.1	46.8	1	1.4		1	1.4				2	2.9			
CZ031 Jihočeský	16	16.3	52.0	2	2.0				7	7.1	60.6	9	9.2	1	1.0	
CZ032 Plzeňský	5	7.7	52.0	3	4.6	100.0	2	3.1	2	3.1		16	24.6	15	23.1	
CZ041 Karlovarský												6	15.8	2	5.3	
CZ042 Ústecký	7	8.9	52.0	2	2.5				2	2.5		4	5.1	2	2.5	
CZ051 Liberecký	6	9.1	52.0	1	1.5							6	9.1	2	3.0	
CZ052 Královéhradecký	4	5.1	45.5									7	9.0	4	5.1	
CZ053 Pardubický	7	13.0	44.6	4	7.4	97.5						7	13.0	5	9.3	
CZ061 Vysočina	4	6.0	45.5	1	1.5							14	20.9	4	6.0	
CZ062 Jihomoravský	8	6.6	52.0	3	2.5	100.0			1	0.8		14	11.6	7	5.8	
CZ071 Olomoucký	8	11.6	48.8	1	1.4				1	1.4		5	7.2	3	4.3	
CZ072 Zlínský	5	6.8	41.6	2	2.7				1	1.4		20	27.0	11	14.9	
CZ080 Moravskoslezský	11	7.1	44.9	2	1.3		1	0.6	1	0.6		13	8.3	9	5.8	

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	1,187	95.8	1,057	85.3	755	60.9	642	51.8	924	74.6
CZ010 Capital Prague	190	93.1	156	76.5	126	61.8	86	42.2	134	65.7
CZ020 Středočeský	59	84.3	52	74.3	32	45.7	25	35.7	42	60.0
CZ031 Jihočeský	97	99.0	88	89.8	61	62.2	41	41.8	79	80.6
CZ032 Plzeňský	65	100.0	59	90.8	55	84.6	23	35.4	58	89.2
CZ041 Karlovarský	38	100.0	36	94.7	21	55.3	18	47.4	31	81.6
CZ042 Ústecký	79	100.0	71	89.9	42	53.2	38	48.1	57	72.2
CZ051 Liberecký	60	90.9	52	78.8	33	50.0	20	30.3	35	53.0
CZ052 Královéhradecký	75	96.2	69	88.5	38	48.7	39	50.0	53	67.9
CZ053 Pardubický	51	94.4	46	85.2	32	59.3	27	50.0	40	74.1
CZ061 Vysočina	67	100.0	61	91.0	35	52.2	20	29.9	45	67.2
CZ062 Jihomoravský	114	94.2	102	84.3	81	66.9	78	64.5	95	78.5
CZ071 Olomoucký	65	94.2	54	78.3	27	39.1	39	56.5	50	72.5
CZ072 Zlínský	73	98.6	68	91.9	55	74.3	62	83.8	67	90.5
CZ080 Moravskoslezský	154	98.7	143	91.7	117	75.0	126	80.8	138	88.5

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
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
Total	1,056	85.2	238	19.2	706	57.0	1,094	88.3	976	405	773	397	265	366	29.5
CZ010 Capital Prague	177	86.8	41	20.1	110	53.9	180	88.2	159	82	136	61	55	54	26.5
CZ020 Středočeský	55	78.6	9	12.9	27	38.6	51	72.9	44	16	41	14	18	5	7.1
CZ031 Jihočeský	81	82.7	25	25.5	68	69.4	92	93.9	86	36	68	24	26	36	36.7
CZ032 Plzeňský	58	89.2	11	16.9	43	66.2	60	92.3	53	12	38	32	11	24	36.9
CZ041 Karlovarský	33	86.8	6	15.8	22	57.9	33	86.8	31	10	20	10	7	9	23.7
CZ042 Ústecký	70	88.6	16	20.3	43	54.4	71	89.9	69	25	51	35	16	18	22.8
CZ051 Liberecký	61	92.4	12	18.2	30	45.5	60	90.9	55	17	45	21	6	27	40.9
CZ052 Královéhradecký	71	91.0	11	14.1	36	46.2	72	92.3	69	28	50	21	21	25	32.1
CZ053 Pardubický	48	88.9	14	25.9	27	50.0	49	90.7	43	21	35	15	15	24	44.4
CZ061 Vysočina	67	100.0	10	14.9	41	61.2	63	94.0	61	21	51	29	11	6	9.0
CZ062 Jihomoravský	90	74.4	20	16.5	52	43.0	97	80.2	87	35	63	44	24	18	14.9
CZ071 Olomoucký	62	89.9	17	24.6	37	53.6	60	87.0	45	24	33	11	6	21	30.4
CZ072 Zlínský	49	66.2	16	21.6	53	71.6	60	81.1	48	23	33	15	22	24	32.4
CZ080 Moravskoslezský	134	85.9	30	19.2	117	75.0	146	93.6	126	55	109	65	27	75	48.1

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
 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
classification based on regions**

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company			
	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*
Total	943	76.1	134	10.8	69	5.6	18	1.5	75	6.1	283	95.6	13	4.4
CZ010 Capital Prague	125	61.3	23	11.3	17	8.3	5	2.5	34	16.7	74	93.7	5	6.3
CZ020 Středočeský	55	78.6	7	10.0	4	5.7			4	5.7	15	100.0		
CZ031 Jihočeský	80	81.6	8	8.2	5	5.1			5	5.1	16	88.9	2	11.1
CZ032 Plzeňský	50	76.9	6	9.2	4	6.2	3	4.6	2	3.1	15	100.0		
CZ041 Karlovarský	36	94.7			2	5.3					2	100.0		
CZ042 Ústecký	60	75.9	8	10.1	2	2.5	2	2.5	7	8.9	19	100.0		
CZ051 Liberecký	47	71.2	16	24.2	1	1.5			2	3.0	19	100.0		
CZ052 Královéhradecký	62	79.5	8	10.3	5	6.4	1	1.3	2	2.6	16	100.0		
CZ053 Pardubický	40	74.1	9	16.7	2	3.7	1	1.9	2	3.7	14	100.0		
CZ061 Vysočina	60	89.6	5	7.5	1	1.5	1	1.5			7	100.0		
CZ062 Jihomoravský	87	71.9	15	12.4	9	7.4	1	0.8	9	7.4	32	94.1	2	5.9
CZ071 Olomoucký	58	84.1	6	8.7	2	2.9			3	4.3	7	63.6	4	36.4
CZ072 Zlínský	59	79.7	11	14.9	2	2.7	2	2.7			15	100.0		
CZ080 Moravskoslezský	124	79.5	12	7.7	13	8.3	2	1.3	5	3.2	32	100.0		

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

**Information and discussion
classification based on regions**

Region NUTS 3	Addressed the method of informing and discussing with regard to the number of TU		Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Obligation to inform about wage growth in the division				Obligation to provide transnational information pursuant to Section 288 of LC		Rules set cooperation with the EWC		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
							by gender		according to individual wage components									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Celkem	47	3.8	1006	81.2	390	31.5	4	0.3	339	27.4	81	6.5	46	3.7	886	71.5	311	25.1
CZ010 Capital Prague	20	9.8	172	84.3	61	29.9	1	0.5	61	29.9	30	14.7	25	12.3	143	70.1	49	24.0
CZ020 Středočeský	1	1.4	41	58.6	12	17.1	1	1.4	9	12.9	3	4.3	3	4.3	38	54.3	13	18.6
CZ031 Jihočeský			86	87.8	28	28.6			38	38.8	15	15.3	6	6.1	82	83.7	21	21.4
CZ032 Plzeňský	4	6.2	56	86.2	28	43.1			10	15.4	1	1.5			52	80.0	22	33.8
CZ041 Karlovarský			34	89.5	14	36.8			6	15.8	5	13.2			24	63.2	13	34.2
CZ042 Ústecký	8	10.1	65	82.3	16	20.3	1	1.3	13	16.5	3	3.8	1	1.3	60	75.9	16	20.3
CZ051 Liberecký	4	6.1	49	74.2	22	33.3			8	12.1	3	4.5	1	1.5	41	62.1	19	28.8
CZ052 Královéhradecký	2	2.6	63	80.8	14	17.9			15	19.2	1	1.3	1	1.3	54	69.2	11	14.1
CZ053 Pardubický	1	1.9	42	77.8	7	13.0			6	11.1	2	3.7	2	3.7	36	66.7	5	9.3
CZ063 Vysočina			30	44.8	14	20.9			16	23.9	5	7.5	1	1.5	22	32.8	10	14.9
CZ064 Jihomoravský	2	1.7	100	82.6	48	39.7			21	17.4	6	5.0	3	2.5	89	73.6	21	17.4
CZ071 Olomoucký	1	1.4	61	88.4	28	40.6			31	44.9	4	5.8	2	2.9	53	76.8	21	30.4
CZ072 Zlínský	3	4.1	66	89.2	25	33.8	1	1.4	42	56.8	2	2.7	1	1.4	57	77.0	15	20.3
CZ080 Moravskoslezský	1	0.6	141	90.4	73	46.8			63	40.4	1	0.6			135	86.5	75	48.1

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
 TU Trade union
 EWC European Works Council

**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	381	30.8	1.4	2.2	388	31.3	1.2	2.1	650	52.5	1.3	4.5	112	9.0	1.4	3.3	641	51.7	487	39.3	377	30.4	91	7.3	109	8.8		
CZ010 Capital Prague	88	43.1	1.3	2.3	89	43.6	1.1	2.1	141	69.1	1.3	5.2	23	11.3	1.4	2.9	138	67.6	114	55.9	89	43.6	28	13.7	25	12.3		
CZ020 Středočeský	11	15.7	1.5	2.3	12	17.1	1.2	2.0	27	38.6	1.3	4.4	7	10.0	1.2	2.7	25	35.7	21	30.0	9	12.9	4	5.7	4	5.7		
CZ031 Jihočeský	30	30.6	1.3	2.1	31	31.6	1.0	1.8	53	54.1	1.3	5.3	3	3.1	2.0	3.0	54	55.1	40	40.8	24	24.5	6	6.1	25	25.5		
CZ032 Plzeňský	19	29.2	1.3	2.2	20	30.8	1.2	2.0	34	52.3	1.2	3.2	4	6.2	1.0	2.8	33	50.8	25	38.5	23	35.4	5	7.7	4	6.2		
CZ041 Karlovarský	11	28.9	1.7	2.3	11	28.9	1.7	2.4	22	57.9	1.6	4.4	3	7.9	1.5	4.3	19	50.0	14	36.8	10	26.3	4	10.5	3	7.9		
CZ042 Ústecký	32	40.5	1.3	2.2	31	39.2	1.2	2.1	49	62.0	1.4	4.9	9	11.4	1.0	4.0	49	62.0	40	50.6	27	34.2	7	8.9	3	3.8		
CZ051 Liberecký	6	9.1	1.4	2.0	6	9.1	1.2	1.8	21	31.8	1.6	5.6	5	7.6	3.0	6.6	23	34.8	21	31.8	9	13.6	3	4.5	1	1.5		
CZ052 Královéhradecký	18	23.1	1.6	2.7	18	23.1	1.5	2.7	33	42.3	1.5	4.7	7	9.0	1.6	2.3	35	44.9	27	34.6	20	25.6	9	11.5	9	11.5		
CZ053 Pardubický	13	24.1	1.3	2.4	14	25.9	1.3	2.2	22	40.7	1.4	4.1	1	1.9			22	40.7	14	25.9	17	31.5	3	5.6	4	7.4		
CZ061 Vysočina	9	13.4	1.7	2.4	10	14.9	1.4	2.1	25	37.3	1.4	2.6	10	14.9	1.0	4.4	25	37.3	13	19.4	19	28.4	1	1.5	8	11.9		
CZ062 Jihomoravský	36	29.8	1.4	2.2	37	30.6	1.1	2.0	56	46.3	1.4	4.5	13	10.7	1.5	2.9	57	47.1	47	38.8	31	25.6	6	5.0	7	5.8		
CZ071 Olomoucký	32	46.4	1.3	2.0	32	46.4	1.1	1.8	40	58.0	1.1	3.9	9	13.0	1.4	1.9	39	56.5	26	37.7	24	34.8	2	2.9	4	5.8		
CZ072 Zlínský	30	40.5	1.3	2.3	30	40.5	1.0	2.0	35	47.3	1.2	3.5	5	6.8	1.0	4.2	34	45.9	20	27.0	25	33.8	2	2.7	3	4.1		
CZ080 Moravskoslezský	46	29.5	1.3	2.0	47	30.1	1.2	2.0	92	59.0	1.3	4.0	13	8.3	1.5	2.9	88	56.4	65	41.7	50	32.1	11	7.1	9	5.8		

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

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		
			NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	multishift								uninterrupted	
	NCA	% CA						NCA	% CA	hours/week	hours/week	hours/week	hours/week	NCA	% CA	NCA	% CA	% CA	days
Total	1,106	89.3	725	58.5	37.9	381	30.8	39.7	38.28	37.4	37.3	391	31.6	1,108	89.4	8.3	4.6	77.3	3.8
CZ010 Capital Prague	165	80.9	80	39.2	38.3	85	41.7	39.7	38.26	37.3	37.2	81	39.7	179	87.7	3.9	5.0	77.5	6.4
CZ020 Středočeský	56	80.0	37	52.9	38.0	19	27.1	39.7	38.49	37.5	37.4	16	22.9	51	72.9	5.7	5.8	65.7	1.4
CZ031 Jihočeský	87	88.8	57	58.2	37.9	30	30.6	39.6	38.35	37.3	37.2	37	37.8	89	90.8	7.1	5.4	81.6	2.0
CZ032 Plzeňský	62	95.4	38	58.5	37.9	24	36.9	39.8	38.13	37.5	37.5	17	26.2	61	93.8	6.2	7.0	86.2	1.5
CZ041 Karlovarský	34	89.5	23	60.5	38.2	11	28.9	39.5	38.54	37.5	37.3	9	23.7	30	78.9	2.6	5.0	71.1	5.3
CZ042 Ústecký	74	93.7	56	70.9	37.7	18	22.8	39.7	38.39	37.5	37.5	27	34.2	70	88.6	11.4	4.8	70.9	6.3
CZ051 Liberecký	54	81.8	35	53.0	37.9	19	28.8	39.5	38.06	37.5	37.5	15	22.7	57	86.4	12.1	5.1	71.2	3.0
CZ052 Královéhradecký	73	93.6	51	65.4	37.9	22	28.2	39.9	38.49	37.5	37.5	23	29.5	71	91.0	3.8	6.0	84.6	2.6
CZ053 Pardubický	49	90.7	25	46.3	38.0	24	44.4	39.9	38.37	37.5	37.5	13	24.1	51	94.4	7.4	5.0	83.3	3.7
CZ061 Vysočina	63	94.0	33	49.3	38.0	30	44.8	39.8	38.13	37.5	37.5	19	28.4	58	86.6	11.9	3.5	70.1	4.5
CZ062 Jihomoravský	107	88.4	72	59.5	38.0	35	28.9	39.8	38.27	37.5	37.4	24	19.8	111	91.7	13.2	3.3	75.2	3.3
CZ071 Olomoucký	65	94.2	53	76.8	37.7	12	17.4	39.5	38.33	37.5	37.5	26	37.7	61	88.4	2.9	3.0	82.6	2.9
CZ072 Zlínský	70	94.6	50	67.6	37.8	20	27.0	39.4	38.13	37.5	37.1	23	31.1	70	94.6	9.5	6.6	81.1	4.1
CZ080 Moravskoslezský	147	94.2	115	73.7	37.6	32	20.5	39.8	38.32	37.5	37.1	61	39.1	149	95.5	14.1	4.1	78.2	3.2

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
 hours/week average length of working hours
 days average number of days added to a holiday (unless indicated in weeks)

Comment: More detailed information on the reduction of working hours is given in the chapter of the Collective Agreement in numbers

**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	5	0.4	86	845	68.2	50.4	569	45.9	48.3
CZ010 Capital Prague	2	1.0		129	63.2	49.3	103	50.5	46.0
CZ020 Středočeský				39	55.7	50.0	29	41.4	46.9
CZ031 Jihočeský				75	76.5	50.3	60	61.2	45.9
CZ032 Plzeňský	1	1.5		54	83.1	51.6	22	33.8	50.1
CZ041 Karlovarský				31	81.6	51.2	17	44.7	46.9
CZ042 Ústecký				45	57.0	50.3	39	49.4	50.1
CZ051 Liberecký				30	45.5	47.2	15	22.7	50.3
CZ052 Královéhradecký				52	66.7	51.0	35	44.9	49.4
CZ053 Pardubický	1	1.9		42	77.8	49.5	22	40.7	48.5
CZ061 Vysočina				55	82.1	52.0	30	44.8	48.5
CZ062 Jihomoravský	1	0.8		75	62.0	51.3	46	38.0	51.1
CZ071 Olomoucký				57	82.6	51.1	29	42.0	50.2
CZ072 Zlínský				51	68.9	52.0	25	33.8	49.9
CZ080 Moravskoslezský				110	70.5	49.6	97	62.2	48.9

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 regions**

Region NUTS 3	Limitations of the scope of agency employment					CA contains specific conditions (programmes)					
	NCA	% CA	determined share of			employment of people over 50		employment of people with disabilities		return to work after parental leave	
			agency employees		hours worked						
			NCA	max.%	hours/year	NCA	% CA	NCA	% CA	NCA	% CA
Total	35	2.8	10	23		38	3.1	39	3.1	48	3.9
CZ010 Capital Prague	2	1.0				8	3.9	8	3.9	18	8.8
CZ020 Středočeský	1	1.4	1			1	1.4	1	1.4	3	4.3
CZ031 Jihočeský	4	4.1	3	25		5	5.1	8	8.2	3	3.1
CZ032 Plzeňský	5	7.7				5	7.7	2	3.1	2	3.1
CZ041 Karlovarský										1	2.6
CZ042 Ústecký						1	1.3	6	7.6	8	10.1
CZ051 Liberecký	3	4.5	1			2	3.0	1	1.5	2	3.0
CZ052 Královéhradecký	1	1.3	1			1	1.3	2	2.6	6	7.7
CZ053 Pardubický						2	3.7	2	3.7	1	1.9
CZ061 Vysočina	7	10.4	3	17		4	6.0	1	1.5		
CZ062 Jihomoravský	2	1.7	1					2	1.7	2	1.7
CZ071 Olomoucký	1	1.4				3	4.3	2	2.9		
CZ072 Zlínský	2	2.7				3	4.1	1	1.4	1	1.4
CZ080 Moravskoslezský	7	4.5				3	1.9	3	1.9	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
 max.% average maximum share of agency employees, set as a percentage
 hours/year average maximum value of hours worked by agency employees

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				remote working		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	NCA	% CA	
Total	406	32.8	20	1.6	394	31.8	8	0.6	78	6.3	77	6.2	2		0.2	3		0.2			
CZ010 Capital Prague	85	41.7	11	5.4	80	39.2	3	1.5	26	12.7	25	12.3						2	1.0		
CZ020 Středočeský	20	28.6	2	2.9	19	27.1			2	2.9	2	2.9									
CZ031 Jihočeský	58	59.2	1	1.0	58	59.2	1	1.0	8	8.2	8	8.2									
CZ032 Plzeňský	24	36.9			24	36.9			4	6.2	4	6.2									
CZ041 Karlovarský	9	23.7			9	23.7			1	2.6	1	2.6									
CZ042 Ústecký	24	30.4	2	2.5	22	27.8			7	8.9	7	8.9			1	1.3					
CZ051 Liberecký	5	7.6			5	7.6			1	1.5	1	1.5									
CZ052 Královéhradecký	12	15.4			12	15.4			6	7.7	6	7.7			1	1.3			1	1.3	
CZ053 Pardubický	17	31.5			17	31.5			2	3.7	2	3.7									
CZ061 Vysočina	26	38.8			26	38.8			2	3.0	2	3.0									
CZ062 Jihomoravský	27	22.3	2	1.7	25	20.7	2	1.7	5	4.1	5	4.1									
CZ071 Olomoucký	20	29.0			20	29.0			3	4.3	3	4.3									
CZ072 Zlínský	24	32.4			24	32.4			3	4.1	3	4.1									
CZ080 Moravskoslezský	55	35.3	2	1.3	53	34.0	2	1.3	8	5.1	8	5.1									

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

**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	1,172	94.6	79.50	54.8	20.13	26.9	97.81	58.5	304	166	13.4	21	1.7	22	1.8
CZ010 Capital Prague	195	95.6	77.19	54.6	24.47		106.41	56.9	25	24	11.8	1	0.5	2	1.0
CZ020 Středočeský	63	90.0	80.50	53.9	16.50	45.0	103.77	56.3	13	9	12.9	1	1.4	1	1.4
CZ031 Jihočeský	91	92.9		55.0	33.50	43.3	87.14	56.1	47	14	14.3			4	4.1
CZ032 Plzeňský	63	96.9	70.98	55.0	10.00		103.58	61.3	37	7	10.8	1	1.5		
CZ041 Karlovarský	35	92.1	102.00	55.0	11.00		95.36	56.8	12	9	23.7	2	5.3	2	5.3
CZ042 Ústecký	72	91.1	84.00	54.7	26.50		92.92	59.3	13	17	21.5	1	1.3	1	1.3
CZ051 Liberecký	65	98.5	60.75	54.8	20.00	16.0	96.66	67.6	15	15	22.7	5	7.6	5	7.6
CZ052 Královéhradecký	75	96.2	65.40	54.8	15.25		93.17	53.3	14	14	17.9	1	1.3	1	1.3
CZ053 Pardubický	51	94.4	93.75	53.8	12.00		100.47	58.0	17	13	24.1				
CZ061 Vysočina	60	89.6	96.41	55.0	10.50		88.13	57.1	17	7	10.4				
CZ062 Jihomoravský	114	94.2	73.21	55.0	20.44		89.61	58.3	12	16	13.2	3	2.5	4	3.3
CZ071 Olomoucký	66	95.7	89.12	55.0		15.0	86.56	58.0	28	7	10.1				
CZ072 Zlínský	73	98.6	79.00	55.0			108.80	66.9	11	6	8.1	6	8.1	2	2.7
CZ080 Moravskoslezský	149	95.5	81.64	54.9	19.26	18.3	95.03	57.0	43	8	5.1				

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. CZK average contribution in CZK
 aver.% of price average contribution specified as a percentage of the price of a meal

Working conditions and benefits II
classification based on regions

Region NUTS 3	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		
			CZK/month	aver. % of price					min.	max.	average % MBA					min.	max.			
	NCA	% CA			NCA	% CA	CZK/month	CZK/month				NCA	% CA	NCA	% CA			CZK/month	CZK/month	NCA
Total	120	9.7	997	72.0	280	22.6	883	71.3	721	1,217	3.3	707	57.1	300	24.2	629	999	244	19.7	
CZ010 Capital Prague	6	2.9	1,225	66.7	67	32.8	159	77.9	730	1,473	3.2	133	65.2	59	28.9	733	924	51	25.0	
CZ020 Středočeský	1	1.4			19	27.1	46	65.7	670	856	3.3	39	55.7	16	22.9	596	787	14	20.0	
CZ031 Jihočeský	26	26.5	1,147		21	21.4	77	78.6	691	1,031	3.0	61	62.2	28	28.6	766	913	23	23.5	
CZ032 Plzeňský	12	18.5	1,645	50.0	23	35.4	48	73.8	690	956	3.1	43	66.2	20	30.8	354	781	18	27.7	
CZ041 Karlovarský	3	7.9	900	100.0	8	21.1	25	65.8	570	1,088	3.0	19	50.0	11	28.9	637	1,097	7	18.4	
CZ042 Ústecký	6	7.6	940	100.0	12	15.2	68	86.1	653	1,258	3.1	57	72.2	31	39.2	544	1,186	25	31.6	
CZ051 Liberecký	3	4.5	945	100.0	10	15.2	39	59.1	764	1,021	3.1	29	43.9	14	21.2	654	875	10	15.2	
CZ052 Královéhradecký	6	7.7	470	100.0	17	21.8	61	78.2	807	1,215	3.1	47	60.3	19	24.4	695	773	16	20.5	
CZ053 Pardubický	1	1.9			10	18.5	41	75.9	659	1,226	3.2	34	63.0	8	14.8	400	1,271	6	11.1	
CZ061 Vysočina	9	13.4	1,179		14	20.9	39	58.2	890	1,368	3.6	35	52.2	16	23.9	651	872	12	17.9	
CZ062 Jihomoravský	9	7.4	1,124		23	19.0	75	62.0	760	1,182	2.9	45	37.2	23	19.0	849	1,123	16	13.2	
CZ071 Olomoucký	9	13.0	565		16	23.2	46	66.7	853	1,312	3.7	39	56.5	12	17.4	550	849	12	17.4	
CZ072 Zlínský	17	23.0	730	46.0	11	14.9	53	71.6	681	1,428	3.7	41	55.4	9	12.2	338	2,221	8	10.8	
CZ080 Moravskoslezský	12	7.7	513	100.0	29	18.6	106	67.9	671	1,155	4.0	85	54.5	34	21.8	617	1,029	26	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/month average contribution in CZK per month
aver. % of price average contribution specified as a percentage of the price of a fare
average % MBA average contribution specified as a percentage of the monthly basis of assessment

Working conditions and benefits III
classification based on regions

Region NUTS 3	Temporary accommodation allowance			Child care					Care allowance for another dependent		
	agreed in CA		amount allowed	setting up childcare facilities		care allowance			agreed in CA		amount allowed
	NCA	% CA		NCA	% CA	NCA	% CA	CZK/month	NCA	% CA	
Total	10	0.8	3,525	2	0.2	8	0.6	1,938			
CZ010 Capital Prague	1	0.5		2	1.0	1	0.5				
CZ020 Středočeský	1	1.4									
CZ031 Jihočeský	1	1.0				2	2.0				
CZ032 Plzeňský											
CZ041 Karlovarský											
CZ042 Ústecký	2	2.5									
CZ051 Liberecký											
CZ052 Královéhradecký											
CZ053 Pardubický											
CZ061 Vysočina											
CZ062 Jihomoravský	2	1.7									
CZ071 Olomoucký	1	1.4									
CZ072 Zlínský	1	1.4				5	6.8	2,300			
CZ080 Moravskoslezský	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/month average contribution in CZK per month

**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	386	31.2	42	2.3	30	2,958	78	1.5	214	114	5,683	235	19.0	57	9,725	14	2.4	108	95	3,480	
CZ010 Capital Prague	93	45.6	14	2.3	5	1,580	46	1.5	24	27	13,815	46	22.5	20	9,300	2		9	23	3,342	
CZ020 Středočeský	18	25.7	2		3	6,833	4	2.0	7	6	860	9	12.9	1		1		3	4	455	
CZ031 Jihočeský	26	26.5	1		1		5	1.5	18	7	5,115	31	31.6	4	7,125	2		23	3	1,067	
CZ032 Plzeňský	20	30.8	2		1		2		14	3	503	3	4.6					1	2		
CZ041 Karlovarský	9	23.7	1		1				7	4	3,026	12	31.6	1		2		7	3	3,220	
CZ042 Ústecký	34	43.0	7	2.7	3	3,017			22	10	5,427	11	13.9	4	14,000	3	2.5	4	5	6,855	
CZ051 Liberecký	20	30.3			2		1		13	7	4,608	8	12.1	2		1		4	4	7,642	
CZ052 Královéhradecký	25	32.1	2		2		4	1.5	14	9	1,931	12	15.4	2		1		4	5	4,428	
CZ053 Pardubický	14	25.9	2		2		1		8	4	540	8	14.8	2				2	4	5,460	
CZ061 Vysočina	21	31.3			2		1		17	3	2,510	8	11.9					4	4	2,380	
CZ062 Jihomoravský	41	33.9	6	1.8	2		6	1.2	27	12	1,563	28	23.1	8	9,381	1		14	15	2,134	
CZ071 Olomoucký	14	20.3	1		1		2		10	3	4,863	12	17.4	1				5	9	1,706	
CZ072 Zlínský	18	24.3	3	2.2	4	2,000	1		9	7	1,182	30	40.5	8	10,013			19	5	7,323	
CZ080 Moravskoslezský	33	21.2	1		1		5	1.9	24	12	5,425	17	10.9	4	13,450	1		9	9	1,859	

Explanatory notes: NCA
% CA
PVWR
aver.%
aver.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
planned volume of wage resources and other personnel costs
average percentage of the allotment to the fund
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	8.67	7.32	0.99	21.49	1.27	2.42	0.19	12.29	2.50	29.70	13.15	364	29.4	283	22.8
CZ010 Capital Prague	4.27	11.46	0.71	24.97	0.96	1.32	0.04	14.83	3.21	32.32	5.90	86	42.2	77	37.7
CZ020 Středočeský	21.30	3.04			4.16	0.10	7.17	26.68	4.97	30.90	1.69	12	17.1	17	24.3
CZ031 Jihočeský	16.43	0.54	1.67	8.68	0.36	4.90		8.38	2.95	12.77	43.33	48	49.0	20	20.4
CZ032 Plzeňský	94.76			0.93		0.28	1.86		0.50	0.05	1.63	8	12.3	11	16.9
CZ041 Karlovarský	10.77	9.88		16.31	1.93	1.93		16.26	1.65	41.26		11	28.9	7	18.4
CZ042 Ústecký	5.23	6.18	0.79	24.86	0.54	2.67	0.90	18.22	1.05	33.15	6.41	24	30.4	26	32.9
CZ051 Liberecký	7.92	1.43		28.59	3.69	3.43		8.43	1.33	10.16	35.02	24	36.4	14	21.2
CZ052 Královéhradecký	13.44	3.82		12.28	1.48	2.01		17.36	1.31	36.66	11.63	20	25.6	16	20.5
CZ053 Pardubický	6.90	0.25	1.17	15.28	0.06	0.18		0.69	0.54	60.60	14.32	15	27.8	10	18.5
CZ061 Vysočina	6.87	10.31	12.32	46.22	0.76	9.99		11.50	0.88	1.03	0.12	18	26.9	11	16.4
CZ062 Jihomoravský	9.44	1.10	1.90	15.38	1.01	1.12		5.54	5.29	52.25	6.96	36	29.8	22	18.2
CZ071 Olomoucký	1.35	2.57	0.27	28.59	0.46	8.22		3.54	6.73	42.79	5.48	13	18.8	14	20.3
CZ072 Zlínský	11.90	3.05	2.00	19.36	0.96	2.27		10.07	0.98	42.30	7.11	19	25.7	12	16.2
CZ080 Moravskoslezský	8.18	6.28	1.04	11.49	3.18	5.24		7.39	0.40	7.14	49.66	30	19.2	26	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		
aver. %	average percentage of use for this purpose of the total creation of the fund	F	remunerations for work and life anniversaries
A	recreation - contribution to employees and family members	G	contribution to transport to and from work
B	medical services - spas, rehabilitation	H	contributions to sporting and cultural events
C	loans to employees to cover their housing needs	I	contribution to trade union organization
D	contribution to corporate catering	J	other use
E	social assistance, social loans	K	balance

Obstacles to work classification based on regions

Region NUTS 3	Wage compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC			Average number of days of leave with compensation for wage above the requirement of the LC																												
				Type of personal obstacle																												
	agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I			J	
	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	NCA	% CA
Total	5	0.4	75.0	506	40.8	1.4	417	33.7	1.3	634	51.2	2.1	257	20.7	6.6	272	22.0	1.2	124	10.0	3.7	232	18.7	4.1	95	7.7	2.1	239	19.3	3.3	555	44.8
CZ010 Capital Prague	2	1.0		83	40.7	1.4	68	33.3	1.6	108	52.9	1.9	71	34.8	5.3	39	19.1	1.3	40	19.6	3.6	57	27.9	5.6	21	10.3	2.1	73	35.8	3.4	115	56.4
CZ020 Středočeský				26	37.1	1.7	19	27.1	1.2	32	45.7	2.2	12	17.1	6.8	16	22.9	1.3	6	8.6	4.0	15	21.4	3.7	5	7.1	1.4	11	15.7	4.6	24	34.3
CZ031 Jihočeský				52	53.1	1.3	46	46.9	1.3	54	55.1	2.0	23	23.5	5.4	25	25.5	1.4	7	7.1	5.7	25	25.5	3.0	5	5.1	3.0	14	14.3	3.8	48	49.0
CZ032 Plzeňský				29	44.6	1.3	32	49.2	1.2	39	60.0	2.3	7	10.8	5.0	20	30.8	1.1	6	9.2	4.2	7	10.8	6.1	2	3.1		13	20.0	2.7	28	43.1
CZ041 Karlovarský				14	36.8	1.6	12	31.6	1.7	17	44.7	2.1	9	23.7	11.6	8	21.1	1.1	4	10.5	6.3	11	28.9	5.1	6	15.8	1.5	4	10.5	3.0	20	52.6
CZ042 Ústecký				42	53.2	1.7	30	38.0	1.2	50	63.3	2.1	27	34.2	10.4	23	29.1	1.3	9	11.4	3.7	10	12.7	2.7	11	13.9	1.3	16	20.3	3.6	37	46.8
CZ051 Liberecký				22	33.3	1.4	16	24.2	1.5	24	36.4	2.9	8	12.1	10.5	7	10.6	1.1	5	7.6	1.6	8	12.1	3.9	9	13.6	2.7	9	13.6	2.8	22	33.3
CZ052 Královéhradecký				22	28.2	1.2	21	26.9	1.2	28	35.9	1.9	12	15.4	6.4	13	16.7	1.2	5	6.4	3.2	9	11.5	3.9	4	5.1	1.0	14	17.9	3.0	32	41.0
CZ053 Pardubický	2	3.7		23	42.6	1.2	21	38.9	1.1	30	55.6	2.2	9	16.7	8.1	16	29.6	1.1	2	3.7		6	11.1	3.8	2	3.7		9	16.7	3.8	16	29.6
CZ061 Vysočina				26	38.8	1.3	24	35.8	1.3	29	43.3	2.2	9	13.4	5.7	12	17.9	1.3	5	7.5	3.6	8	11.9	3.8	2	3.0		5	7.5	2.2	31	46.3
CZ062 Jihomoravský				47	38.8	1.5	40	33.1	1.3	57	47.1	2.2	24	19.8	5.5	33	27.3	1.3	12	9.9	3.3	14	11.6	2.9	7	5.8	3.1	22	18.2	3.1	35	28.9
CZ071 Olomoucký				35	50.7	1.3	22	31.9	1.4	42	60.9	2.4	10	14.5	5.2	18	26.1	1.2	3	4.3	4.0	6	8.7	5.7	2	2.9		10	14.5	2.5	46	66.7
CZ072 Zlínský	1	1.4		30	40.5	1.2	29	39.2	1.6	44	59.5	2.0	9	12.2	6.9	13	17.6	1.0	6	8.1	3.2	11	14.9	2.8	3	4.1	1.3	14	18.9	3.0	40	54.1
CZ080 Moravskoslezský				55	35.3	1.3	37	23.7	1.2	80	51.3	2.1	27	17.3	6.1	29	18.6	1.3	14	9.0	3.5	45	28.8	3.4	16	10.3	2.8	25	16.0	3.2	61	39.1

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
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	sick days (per year)
J	other obstacles

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

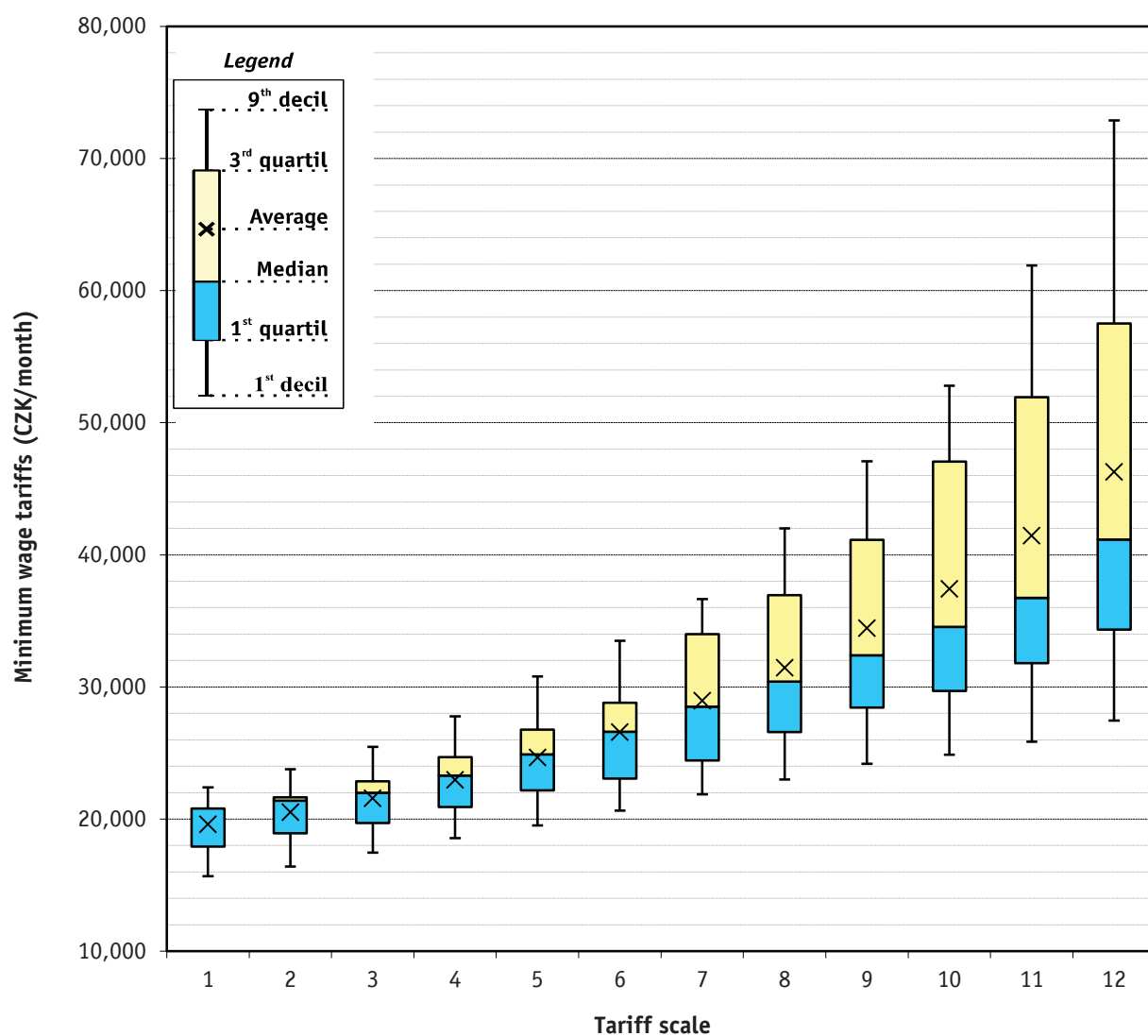
Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular 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	424	34.2	28	2.3	488	39.4	1,029	83.1	625	50.4	5	0.4	13	1.0
CZ010 Capital Prague	99	48.5	7	3.4	98	48.0	166	81.4	81	39.7	2	1.0	3	1.5
CZ020 Středočeský	17	24.3	3	4.3	17	24.3	52	74.3	19	27.1	1	1.4	1	1.4
CZ031 Jihočeský	46	46.9	8	8.2	51	52.0	90	91.8	67	68.4				
CZ032 Plzeňský	16	24.6			20	30.8	61	93.8	35	53.8			2	3.1
CZ041 Karlovarský	15	39.5			11	28.9	32	84.2	17	44.7				
CZ042 Ústecký	29	36.7	4	5.1	36	45.6	73	92.4	51	64.6	1	1.3	1	1.3
CZ051 Liberecký	5	7.6	1	1.5	24	36.4	57	86.4	36	54.5				
CZ052 Královéhradecký	21	26.9			20	25.6	50	64.1	37	47.4				
CZ053 Pardubický	12	22.2			14	25.9	34	63.0	28	51.9	1	1.9		
CZ061 Vysočina	13	19.4	1	1.5	21	31.3	42	62.7	35	52.2				
CZ062 Jihomoravský	35	28.9	2	1.7	31	25.6	98	81.0	53	43.8			1	0.8
CZ071 Olomoucký	28	40.6	1	1.4	14	20.3	63	91.3	38	55.1				
CZ072 Zlínský	33	44.6			43	58.1	71	95.9	35	47.3			5	6.8
CZ080 Moravskoslezský	55	35.3	1	0.6	88	56.4	140	89.7	93	59.6				

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

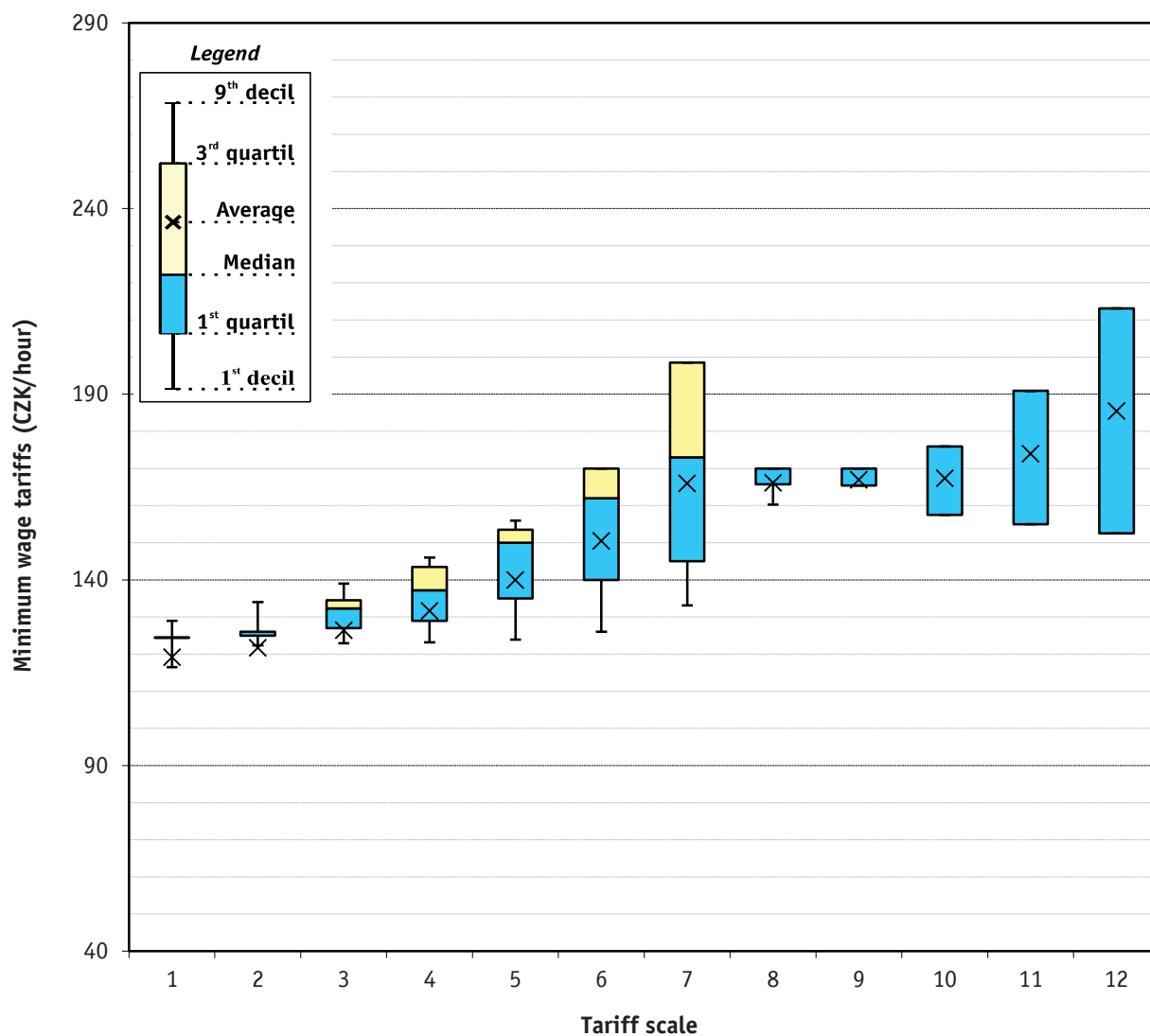
Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	24	24,035	21,000	21,600	22,560	26,200	28,450
Tariff scale 1	155	19,609	15,685	17,925	20,800	20,800	22,400
Tariff scale 2	161	20,503	16,410	18,935	21,400	21,640	23,770
Tariff scale 3	168	21,569	17,450	19,694	22,000	22,850	25,465
Tariff scale 4	171	22,953	18,550	20,905	23,300	24,695	27,770
Tariff scale 5	175	24,655	19,525	22,175	24,900	26,775	30,789
Tariff scale 6	176	26,582	20,633	23,060	26,600	28,800	33,500
Tariff scale 7	176	28,945	21,870	24,440	28,500	34,000	36,650
Tariff scale 8	175	31,448	23,000	26,585	30,400	36,955	42,000
Tariff scale 9	172	34,443	24,190	28,450	32,400	41,124	47,090
Tariff scale 10	174	37,421	24,870	29,700	34,550	47,070	52,800
Tariff scale 11	173	41,440	25,850	31,800	36,750	51,930	61,900
Tariff scale 12	172	46,268	27,460	34,345	41,150	57,520	72,900



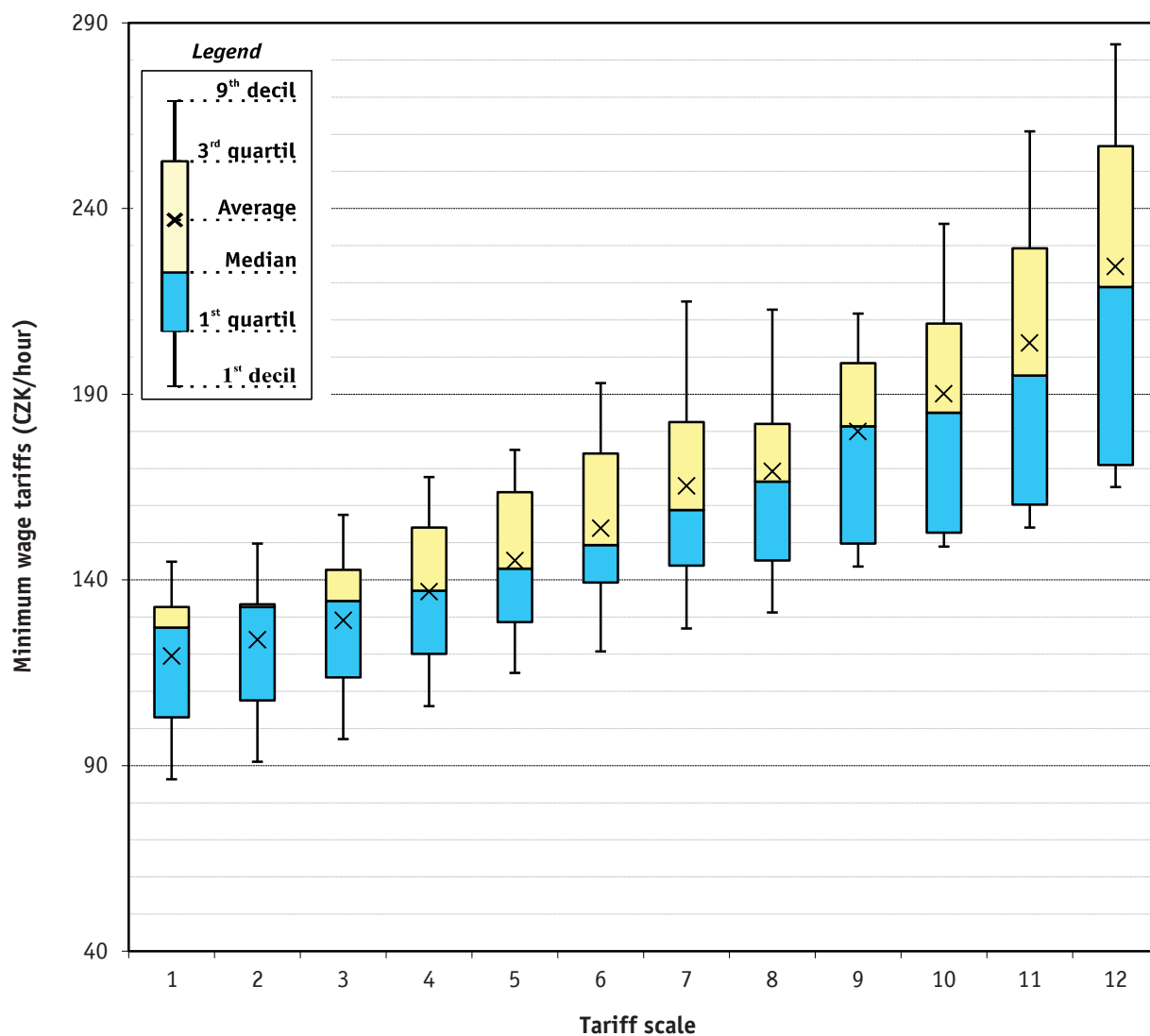
Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	35	135.95	124.50	124.50	128.50	129.00	177.75
Tariff scale 1	46	119.11	116.50	124.40	124.40	124.50	129.00
Tariff scale 2	46	121.71	122.40	125.00	126.00	126.00	134.00
Tariff scale 3	46	126.44	122.90	127.00	132.30	134.50	139.00
Tariff scale 4	45	131.66	123.20	129.00	137.20	143.50	146.00
Tariff scale 5	45	139.93	123.90	135.00	150.00	153.50	156.00
Tariff scale 6	44	150.46	126.00	140.00	162.00	170.00	170.00
Tariff scale 7	44	165.93	133.15	145.00	173.00	198.50	198.50
Tariff scale 8	5	166.10	160.25	165.75	170.00	170.00	170.00
Tariff scale 9	3	166.97	165.45	165.45	169.95	169.95	169.95
Tariff scale 10	3	167.30	157.50	157.50	175.95	175.95	175.95
Tariff scale 11	3	173.93	155.00	155.00	190.90	190.90	190.90
Tariff scale 12	3	185.40	152.50	152.50	213.10	213.10	213.10



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	9	141.94	133.00	140.75	145.25	146.50	146.50
Tariff scale 1	51	119.50	86.35	103.00	127.15	132.70	144.95
Tariff scale 2	56	123.86	91.05	107.55	132.70	133.45	149.83
Tariff scale 3	59	129.11	97.10	113.73	134.35	142.70	157.55
Tariff scale 4	60	136.80	106.05	120.10	137.10	154.10	167.70
Tariff scale 5	62	145.17	115.00	128.65	143.05	163.65	175.00
Tariff scale 6	61	153.94	120.75	139.25	149.40	174.05	193.00
Tariff scale 7	59	165.27	126.95	143.85	158.81	182.52	214.95
Tariff scale 8	44	169.23	131.20	145.25	166.50	182.05	212.80
Tariff scale 9	33	179.95	143.60	149.80	181.40	198.41	211.76
Tariff scale 10	30	190.10	148.95	152.75	185.00	209.00	235.91
Tariff scale 11	30	203.78	154.10	160.30	195.07	229.30	260.77
Tariff scale 12	28	224.37	165.00	170.95	218.85	256.79	284.25



Year-on-year comparison - monthly wage scales

Tariff scale	nominal index							real index after deduction of the inflation rate						
	19/18	20/19	21/20	22/21	23/22	24/23	25/24	19/18	20/19	21/20	22/21	23/22	24/23	25/24
Tariff scale 1	109.5	106.4	106.1	105.3	108.6	108.7	108.9	106.4	103.0	102.0	89.4	97.0	106.1	106.1
Tariff scale 2	109.3	106.2	105.9	105.6	108.4	108.4	108.2	106.3	102.8	101.9	89.6	96.8	105.8	105.3
Tariff scale 3	109.1	105.8	105.7	105.5	108.3	108.8	107.6	106.0	102.4	101.7	89.5	96.7	106.2	104.8
Tariff scale 4	108.7	105.9	105.6	105.0	108.0	108.4	107.7	105.7	102.5	101.6	89.1	96.4	105.8	104.9
Tariff scale 5	108.5	105.7	105.6	105.0	108.0	107.7	107.8	105.5	102.3	101.6	89.2	96.4	105.2	105.0
Tariff scale 6	108.3	105.9	105.5	104.8	108.0	107.3	107.4	105.3	102.5	101.5	89.0	96.5	104.7	104.6
Tariff scale 7	108.0	105.1	105.8	105.0	108.2	107.0	107.5	105.0	101.7	101.8	89.2	96.6	104.4	104.7
Tariff scale 8	107.7	104.7	105.5	104.9	108.5	107.4	107.1	104.7	101.3	101.5	89.0	96.9	104.8	104.4
Tariff scale 9	107.2	103.7	106.0	104.7	109.2	107.3	107.8	104.2	100.4	101.9	88.9	97.5	104.7	105.0
Tariff scale 10	107.8	102.9	105.8	105.2	108.9	106.2	108.0	104.7	99.6	101.8	89.3	97.3	103.6	105.2
Tariff scale 11	107.7	101.9	106.4	105.2	108.6	106.4	108.4	104.7	98.6	102.3	89.4	97.0	103.8	105.5
Tariff scale 12	106.4	101.9	106.6	105.7	108.7	106.7	108.2	103.4	98.6	102.5	89.7	97.1	104.1	105.4

Inflation rate per individual year	2018	2019	2020	2021	2022	2023	2024	2025
	2.1	2.8	3.2	3.8	15.1	10.7	2.4	2,6*

Explanatory notes: * Year-on-year inflation rate - data from August 2025 (source: CZSO)

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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	19/18	20/19	21/20	22/21	23/22	24/23	25/24	19/18	20/19	21/20	22/21	23/22	24/23	25/24
Tariff scale 1	106.3	107.9	108.0	104.6	111.4	106.7	111.0	103.3	104.5	103.9	88.8	99.5	104.2	108.1
Tariff scale 2	106.0	106.7	108.6	104.9	111.4	106.4	109.2	103.0	103.3	104.5	89.1	99.5	103.8	106.3
Tariff scale 3	106.6	104.8	109.9	104.9	111.9	105.7	108.4	103.6	101.4	105.7	89.1	99.9	103.1	105.5
Tariff scale 4	106.0	104.4	111.2	104.6	111.8	104.9	107.1	103.1	101.1	106.9	88.8	99.8	102.4	104.3
Tariff scale 5	105.3	103.1	111.1	104.7	111.9	105.0	106.5	102.3	99.8	106.9	88.8	99.9	102.5	103.8
Tariff scale 6	103.6	101.9	111.9	104.7	111.7	105.1	106.5	100.7	98.7	107.7	88.9	99.7	102.5	103.8
Tariff scale 7	102.6	101.8	111.7	104.4	112.9	105.4	106.2	99.8	98.5	107.5	88.6	100.9	102.9	103.4
Tariff scale 8	99.7	101.8	112.0	104.3	113.2	105.7	105.6	97.0	98.5	107.7	88.5	101.1	103.1	102.9
Tariff scale 9	101.0	102.4	109.0	108.8	112.8	102.0	105.3	98.2	99.1	104.8	92.4	100.7	99.5	102.5
Tariff scale 10	101.9	100.1	109.5	111.0	107.3	104.5	98.4	99.1	96.9	105.3	94.2	95.8	102.0	95.8
Tariff scale 11	106.0	95.5	105.3	113.1	105.5	105.0	98.0	103.0	92.5	101.3	96.0	94.2	102.5	95.5
Tariff scale 12	101.3	98.1	102.0	125.3	104.0	98.3	99.7	98.5	95.0	98.1	106.4	92.8	96.0	97.1

Inflation rate per individual year	2018	2019	2020	2021	2022	2023	2024	2025
	2.1	2.8	3.2	3.8	15.1	10.7	2.4	2,6*

Explanatory notes: * Year-on-year inflation rate - data from August 2025 (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						
	19/18	20/19	21/20	22/21	23/22	24/23	25/24	19/18	20/19	21/20	22/21	23/22	24/23	25/24
Tariff scale 1	113.0	106.0	105.3	105.9	105.9	110.3	112.5	109.9	102.6	101.3	89.9	94.6	107.7	109.5
Tariff scale 2	112.2	105.5	105.4	106.3	105.1	110.8	111.2	109.0	102.1	101.4	90.3	93.9	108.1	108.3
Tariff scale 3	111.5	104.9	105.2	106.7	104.7	109.7	110.4	108.4	101.6	101.2	90.5	93.5	107.1	107.5
Tariff scale 4	110.9	104.9	105.2	106.8	104.0	109.1	110.0	107.8	101.6	101.2	90.7	92.8	106.5	107.1
Tariff scale 5	110.2	104.9	105.2	106.8	103.5	108.4	109.2	107.1	101.5	101.2	90.7	92.4	105.8	106.3
Tariff scale 6	109.8	104.8	105.0	107.0	102.8	108.6	107.6	106.7	101.4	101.0	90.8	91.8	106.0	104.8
Tariff scale 7	109.6	104.1	104.7	105.6	104.4	108.0	106.8	106.5	100.8	100.7	89.7	93.2	105.4	104.1
Tariff scale 8	108.8	104.8	102.5	105.5	100.8	104.0	109.3	105.7	101.4	98.6	89.6	90.0	101.5	106.5
Tariff scale 9	109.1	104.1	99.4	104.2	106.4	101.7	111.8	106.1	100.8	95.7	88.4	95.0	99.3	108.9
Tariff scale 10	109.6	105.5	98.7	103.5	107.0	101.4	111.1	106.5	102.1	95.0	87.9	95.5	99.0	108.2
Tariff scale 11	109.4	104.5	98.0	104.0	106.7	99.1	112.6	106.3	101.2	94.3	88.3	95.3	96.7	109.7
Tariff scale 12	108.5	104.4	98.3	103.8	106.7	99.7	113.3	105.4	101.1	94.6	88.1	95.3	97.3	110.4

Inflation rate per individual year	2018	2019	2020	2021	2022	2023	2024	2025
	2.1	2.8	3.2	3.8	15.1	10.7	2.4	2,6*

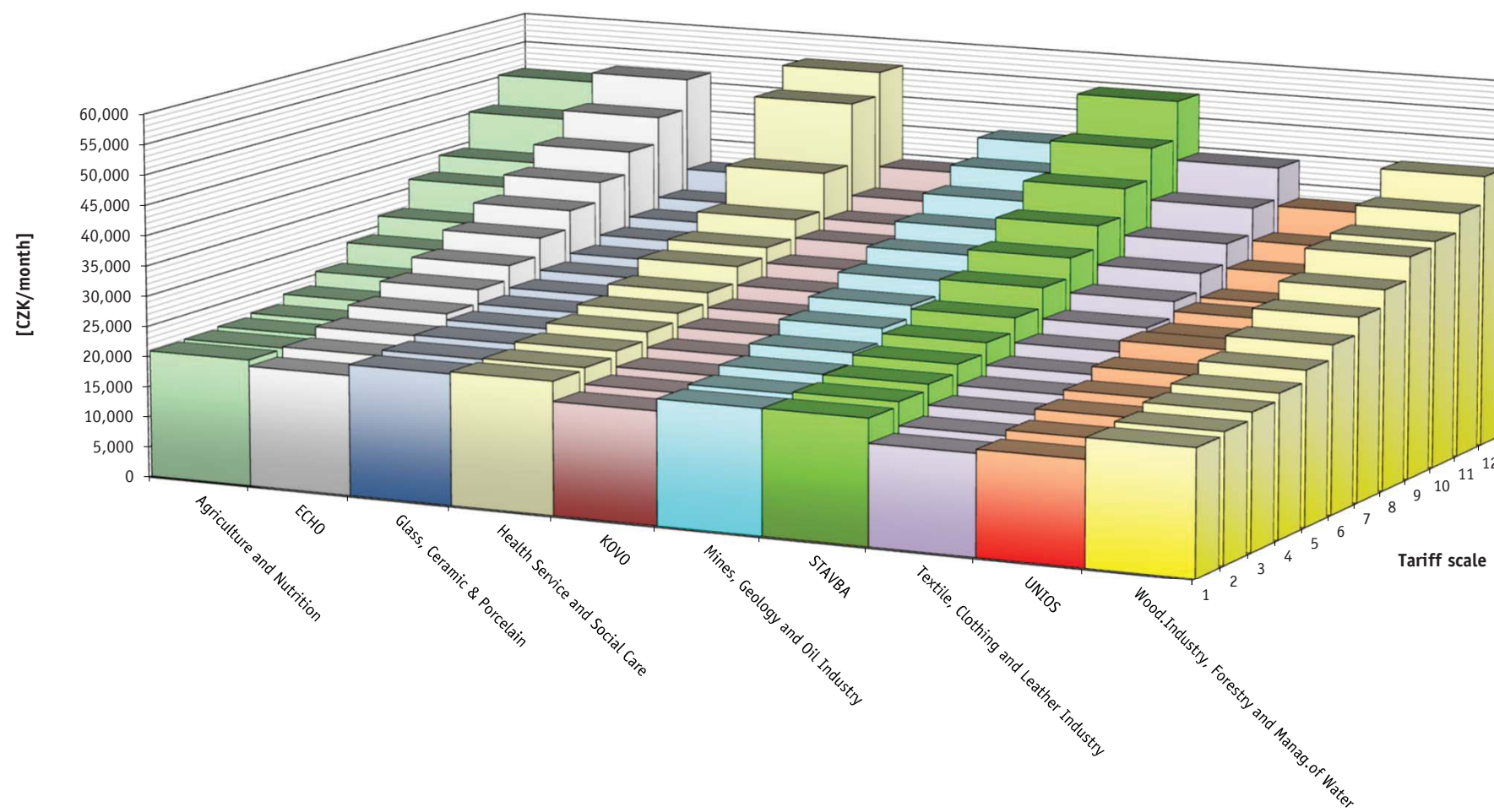
Explanatory notes: * Year-on-year inflation rate - data from August 2025 (source: CZSO)

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

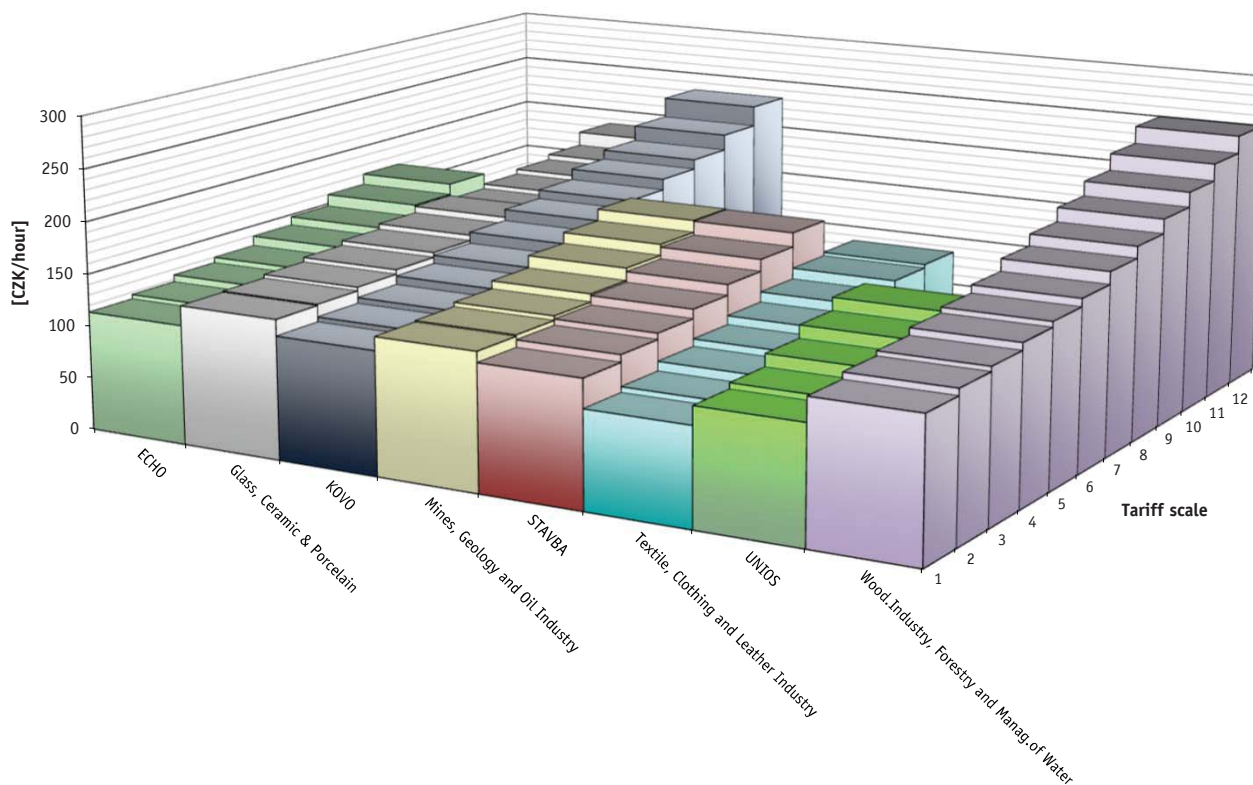
	unit of measure	2018	2019	2020	2021	2022	2023	2024	2025	index 19/18	index 20/19	index 21/20	index 22/21	index 23/22	index 24/23	index 25/24
For overtime work on working days	% AE	26.3	26.4	26.3	26.3	26.3	26.3	26.3	26.3	100.2	99.8	99.9	100.1	99.8	99.9	100.2
For overtime work on Saturdays and Sundays	% AE	47.7	47.7	47.9	47.7	47.4	47.4	47.3	46.9	100.0	100.5	99.5	99.3	100.0	100.0	99.0
For overtime work undistinguished	% AE	26.6	26.7	27.0	27.0	27.2	27.4	27.3	27.3	100.2	101.2	100.2	100.6	101.0	99.7	99.8
For working on public holidays	% AE	101.8	102.6	102.5	102.7	102.6	102.5	102.6	103.0	100.8	99.9	100.2	99.9	99.9	100.1	100.4
For night work	CZK/hour	15.82	17.26	18.17	18.61	19.75	21.07	22.54	24.54	109.1	105.3	102.4	106.1	106.6	107.0	108.9
	% AE	11.6	11.7	11.8	11.9	12.2	12.4	12.6	12.8	100.8	101.4	100.5	102.2	101.7	101.9	101.3
For work on Saturdays and Sundays	% AE	22.9	23.6	23.3	23.5	23.0	23.4	23.6	23.3	102.9	98.7	101.1	97.8	101.8	100.6	98.6
For work in difficult conditions	CZK/hour	8.15	9.16	9.49	9.70	10.05	10.60	11.40	12.23	112.4	103.6	102.1	103.7	105.4	107.5	107.4
	% MM	10.4	10.4	10.4	10.4	10.4	10.4	10.5	10.5	99.9	99.3	100.2	99.6	100.4	100.6	100.1
For afternoon work	CZK/hour	7.54	8.16	8.78	9.17	8.71	8.89	9.50	10.00	108.1	107.6	104.5	94.9	102.1	106.9	105.2
For standby duty	CZK/hour	16.44	17.31	18.14	18.86	18.57	19.90	22.29	22.29	105.3	104.8	103.9	98.5	107.2	112.0	100.0
	% AE	16.9	16.8	16.8	16.6	16.6	16.7	17.0	17.0	99.5	99.6	99.4	99.9	100.1	102.3	99.8

Explanatory notes: % MM supplementary charge specified as a percentage of the basic tariff of minimum wage

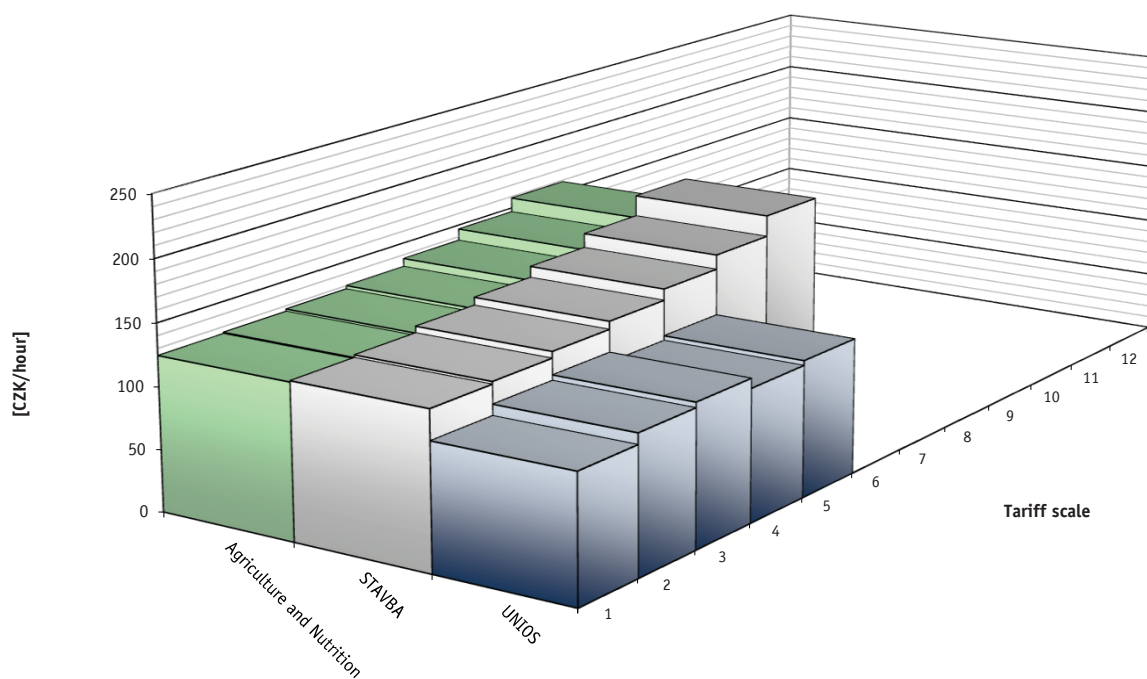
Monthly wage scales - 12-scale tariff system



Hourly wage scales at the work time fund of 37.5 hours/week (12-scale tariff system)

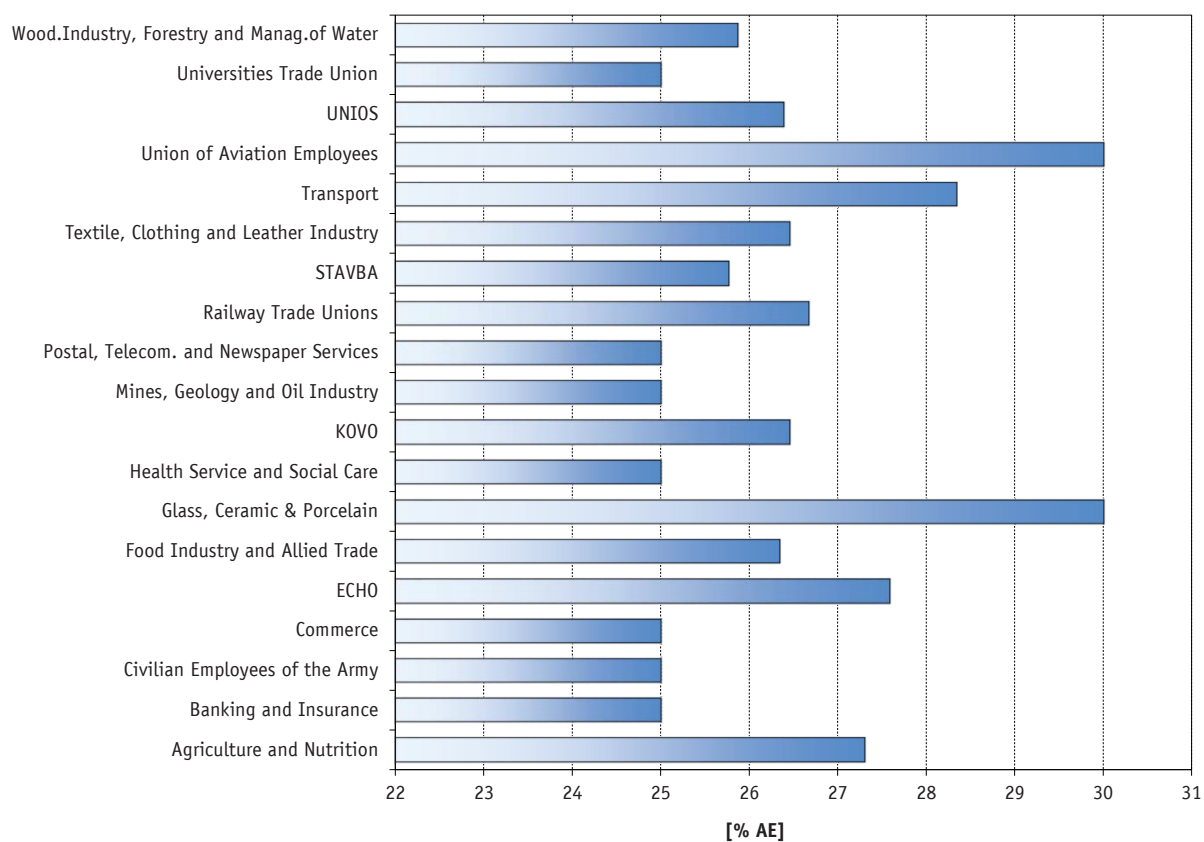


Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

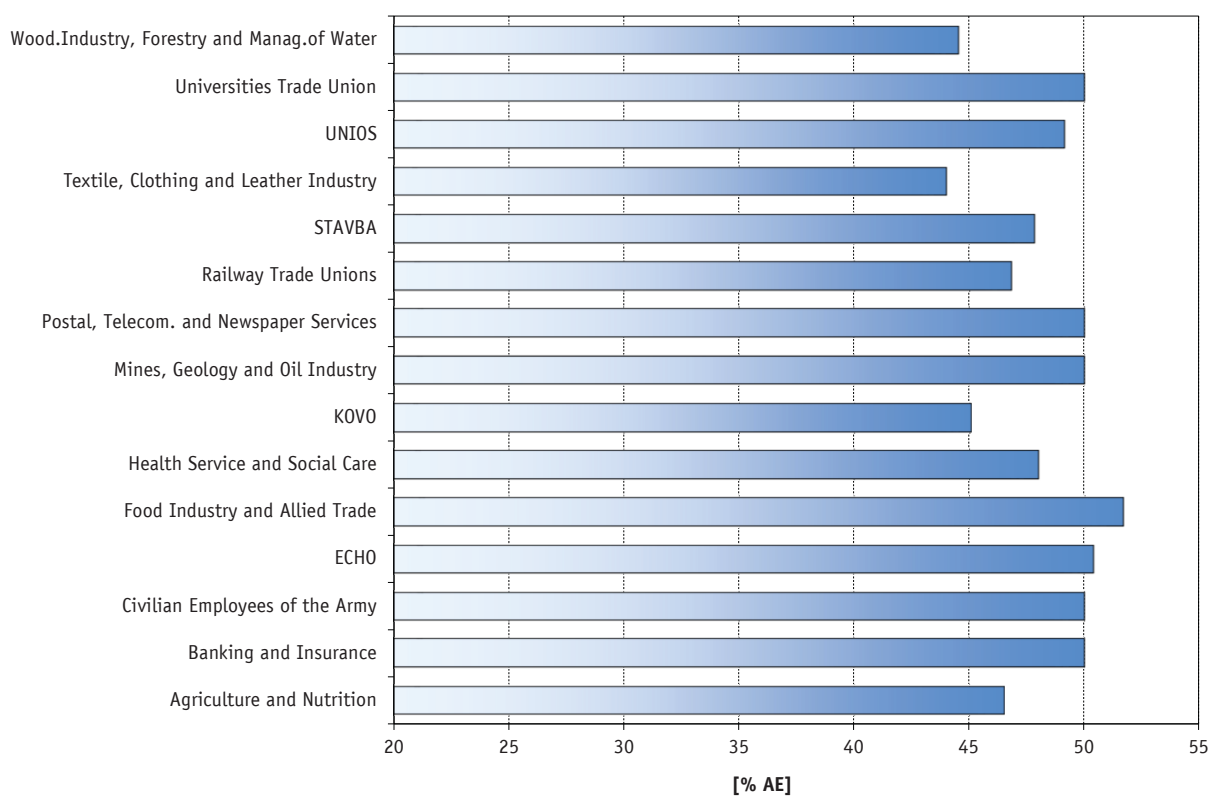


Wage supplementary charges

A - for overtime work on working day

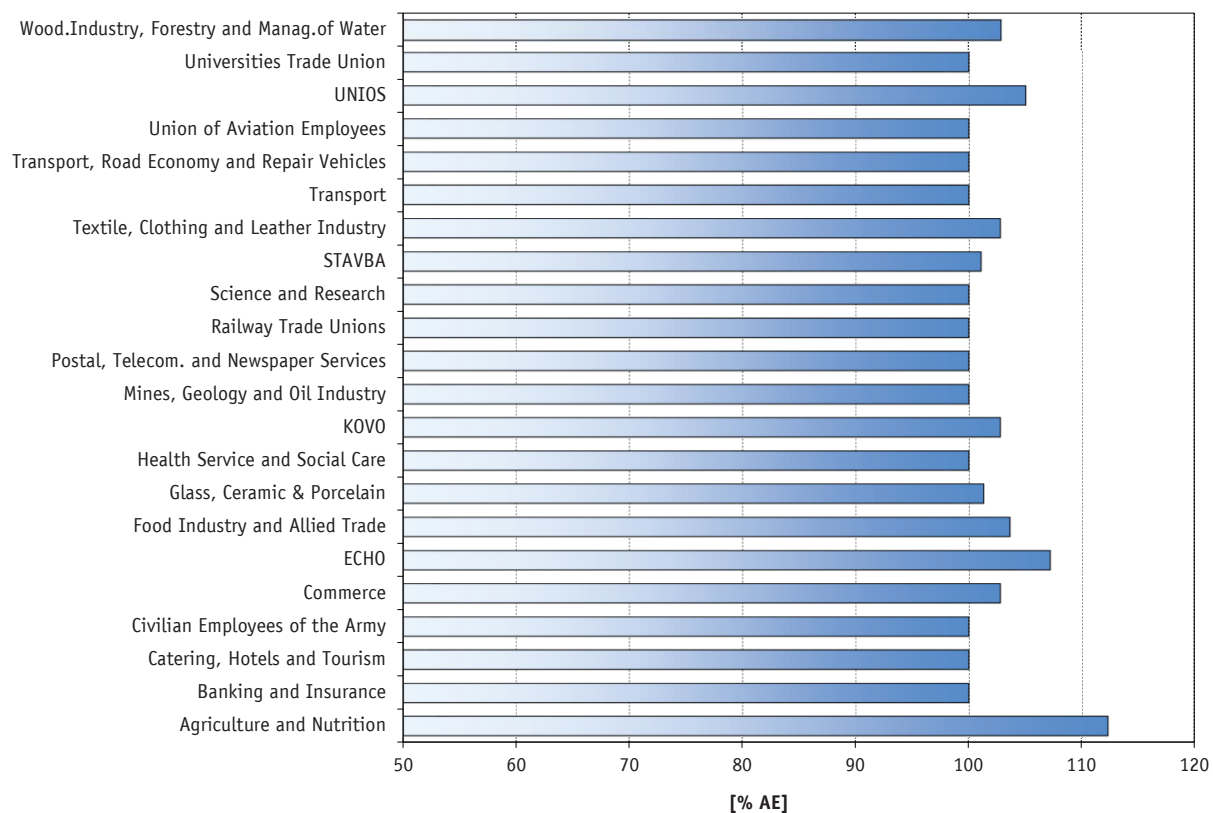


B - for overtime work on Saturdays and Sundays

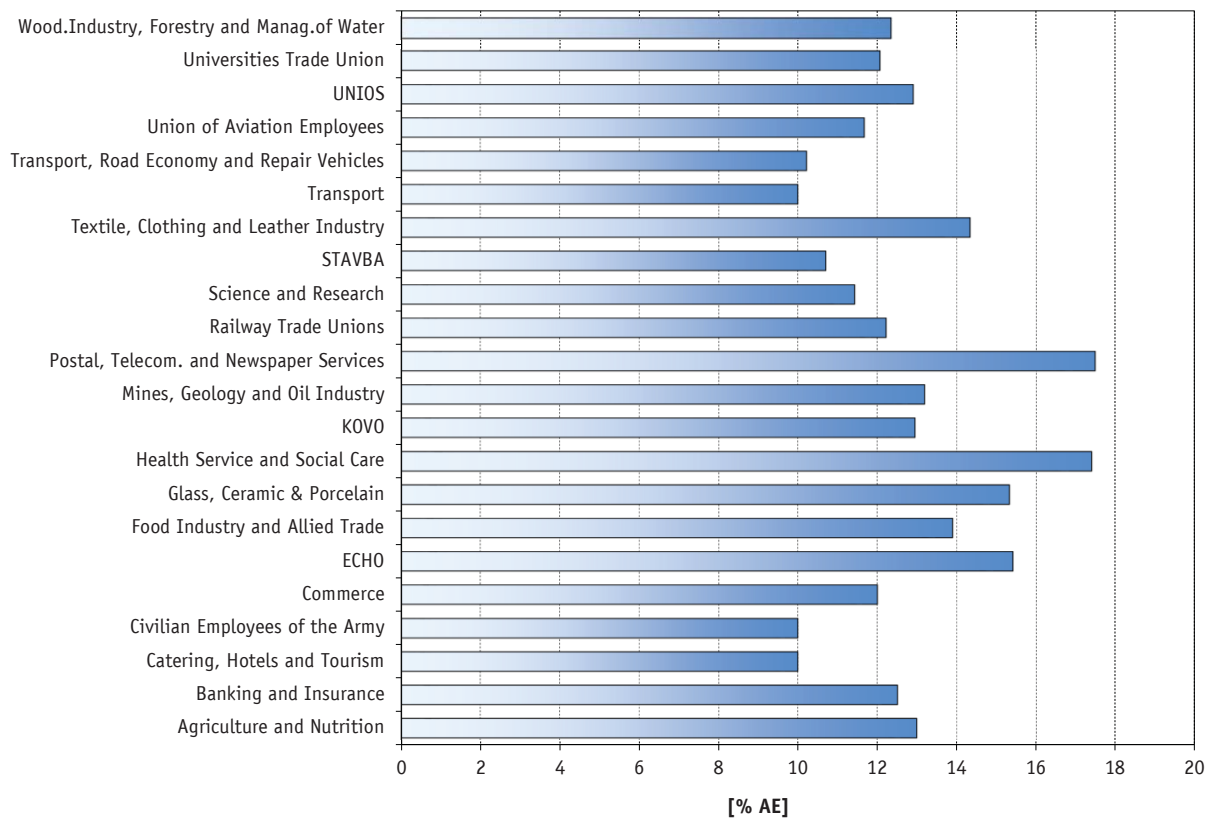


Wage supplementary charges

C - for working on public holidays

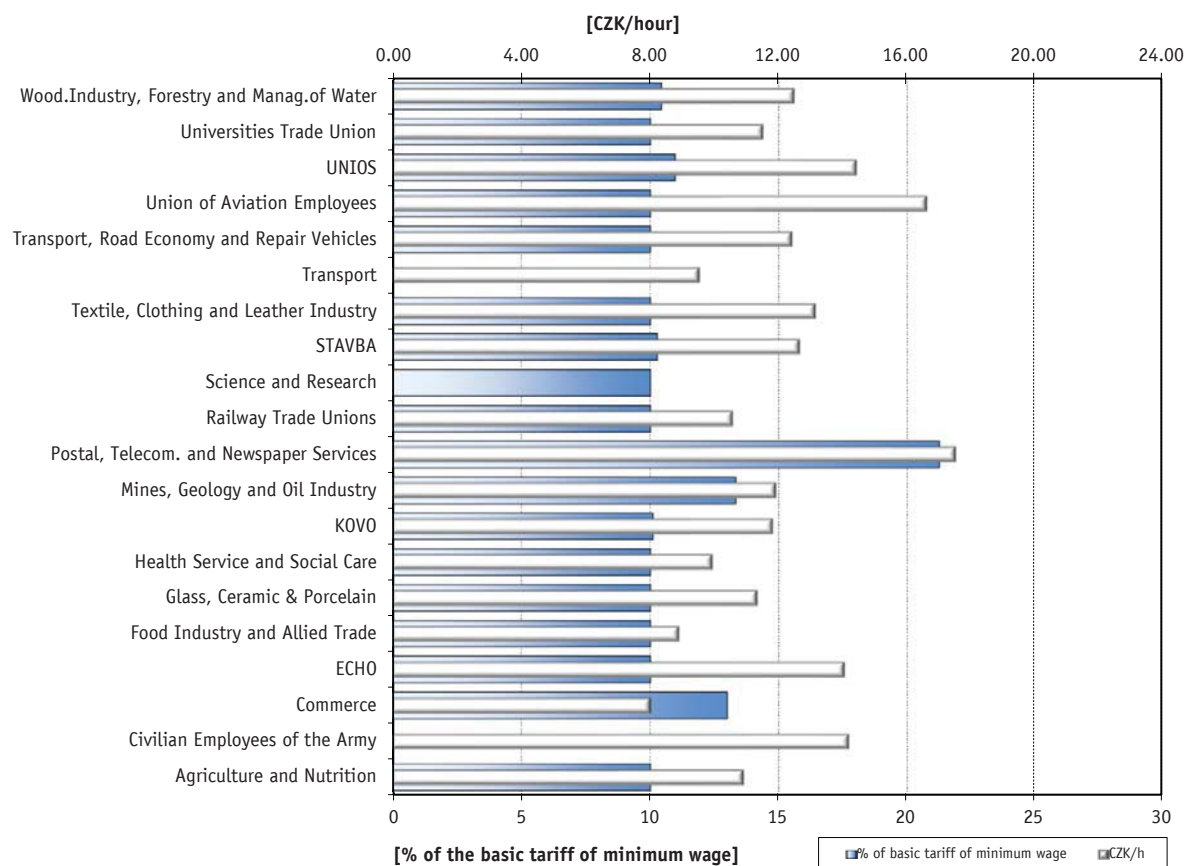


D - for night work



Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays

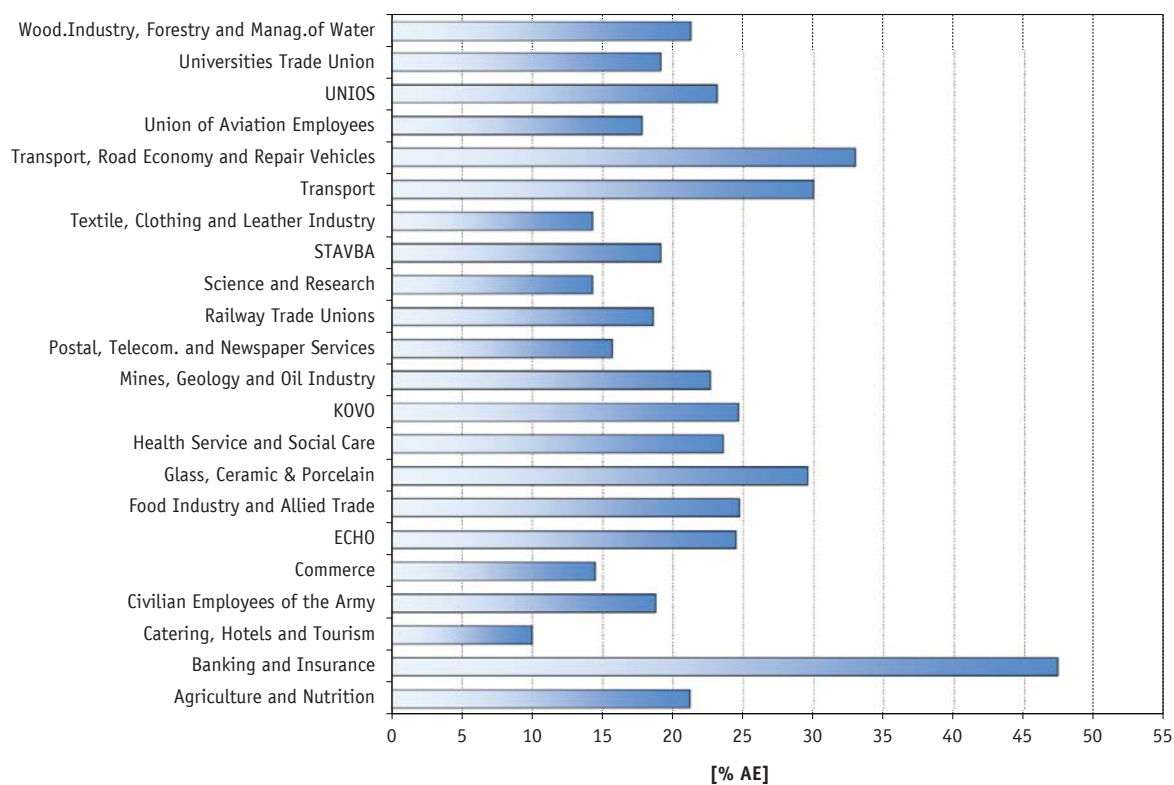




Table section B

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
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin										
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	NCA	NCA	NCA	NCA	NCA	NCA	NCA	
Total	421			8	4.6			3	0.7	135	32.1	122	29.0	134	75	34	97	77	2	79	341	11
Agriculture and Nutrition	5									3	60.0	1	20.0	2	1							5
Catering, Hotels and Tourism	3			1						1	33.3			1	1							3
Civilian Employees of the Army	4									1	25.0	1	25.0	1						1		2
Commerce	2									2	100.0	1	50.0		1					1		1
Culture and Nature Preservation	30			1						17	56.7	8	26.7	9	5	1				6	23	1
Education	124									26	21.0	58	46.8	38	23	14				34	104	
Fire Fighters	13											1	7.7			1				1	12	
Food Industry and Allied Trade	1																					
Health Service and Social Care	64			2						40	62.5	27	42.2	38	16					21	60	2
KOVO	8			1				1	12.5	1	12.5	1	12.5	2	1	2					4	1
Mines, Geology and Oil Industry	3											1	33.3							1	2	
Profess.and Trade Union of Orchestral Music.	14									4	28.6	2	14.3	3	5	1				1	10	
Railway Trade Unions	2									1	50.0	1	50.0	2	2					1	2	
Science and Research	2			1						1	50.0	1	50.0	1	1						2	
State Bodies and Organisations	108			2				2	1.9	26	24.1	14	13.0	28	16	15	97	77	1	8	82	6
STAVBA	12									5	41.7	2	16.7	2						1	9	1
Textile, Clothing and Leather Industry	1											1	100.0								1	
Transport	1																				1	
UNIOS	20									7	35.0	1	5.0	7	2				1	2	15	
Wood.Industry, Forestry and Manaq.of Water	4											1	25.0		1					1	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
 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. 341/2017 Coll.)?
 3.8 Does the CA agree on a regular term of wage payment?
 3.9 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	143	45.5	121	3,888	141	4,284	143	4,665	143	4,874	143	5,133	143	5,264
Agriculture and Nutrition	1	20.0			1		1		1		1		1	
Catering, Hotels and Tourism	1	33.3	1		1		1		1		1		1	
Civilian Employees of the Army	2	50.0	2		2		2		2		2		2	
Commerce														
Culture and Nature Preservation	6	20.0	5	3,600	5	4,100	6	4,500	6	4,833	6	5,083	6	5,167
Education	65	52.4	63	4,122	64	4,228	65	4,452	65	4,594	65	4,797	65	4,843
Fire Fighters	9	69.2	8	3,531	9	3,806	9	4,500	9	4,639	9	5,111	9	5,250
Food Industry and Allied Trade														
Health Service and Social Care	25	39.1	15	3,567	25	4,408	25	5,128	25	5,468	25	5,888	25	6,128
KOVO	2	25.0	2		2		2		2		2		2	
Mines, Geology and Oil Industry	1	33.3			1		1		1		1		1	
Profess.and Trade Union of Orchestral Music.	2	14.3	2		2		2		2		2		2	
Railway Trade Unions	2	100.0			2		2		2		2		2	
Science and Research														
State Bodies and Organisations														
STAVBA	10	83.3	10	2,400	10	3,300	10	3,800	10	4,000	10	4,350	10	4,550
Textile, Clothing and Leather Industry														
Transport														
UNIOS	17	89.5	13	4,269	17	4,206	17	4,471	17	4,588	17	4,706	17	5,000
Wood.Industry, Forestry and Manag.of Water														

Explanatory notes: NCA
% CA
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 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	141	44.9	113	4,699	132	4,827	140	5,644	141	6,066	141	6,411	141	6,543	141	6,695	141	6,741	141	6,835
Agriculture and Nutrition	1	20.0			1		1		1		1		1		1		1		1	
Catering, Hotels and Tourism	1	33.3	1		1		1		1		1		1		1		1		1	
Civilian Employees of the Army	2	50.0	2		2		2		2		2		2		2		2		2	
Commerce																				
Culture and Nature Preservation	8	26.7	5	4,800	6	5,167	8	5,938	8	6,188	8	6,375	8	6,438	8	6,438	8	6,438	8	6,438
Education	64	51.6	60	5,100	61	5,195	63	5,506	64	5,658	64	5,786	64	5,864	64	5,911	64	5,911	64	5,911
Fire Fighters	4	30.8	4	4,250	4	4,250	4	4,500	4	4,500	4	4,750	4	4,750	4	4,750	4	4,750	4	4,750
Food Industry and Allied Trade																				
Health Service and Social Care	26	40.6	15	4,300	24	4,696	26	6,354	26	7,200	26	8,085	26	8,431	26	8,777	26	8,931	26	9,250
KOVO	2	25.0	2		2		2		2		2		2		2		2		2	
Mines, Geology and Oil Industry	1	33.3			1		1		1		1		1		1		1		1	
Profess.and Trade Union of Orchestral Music.	3	21.4	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167
Railway Trade Unions	2	100.0	1		2		2		2		2		2		2		2		2	
Science and Research																				
State Bodies and Organisations																				
STAVBA	10	83.3	9	3,167	10	3,350	10	3,800	10	3,950	10	4,300	10	4,500	10	4,700	10	4,700	10	4,700
Textile, Clothing and Leather Industry																				
Transport																				
UNIOS	17	89.5	11	4,409	15	4,100	17	5,206	17	5,324	17	5,735	17	5,794	17	6,088	17	6,088	17	6,088
Wood.Industry, Forestry and Manag.of Water																				

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
Total	322	76.5	12	2.9	148	35.2	378	89.8	356	92	326	74	64
Agriculture and Nutrition	4	80.0					5	100.0	5		4		1
Catering, Hotels and Tourism	3	100.0			3	100.0	3	100.0	3	1	3	1	
Civilian Employees of the Army	3	75.0	1	25.0			4	100.0	4	2	1		1
Commerce					1	50.0	2	100.0	1		1		2
Culture and Nature Preservation	25	83.3			17	56.7	27	90.0	25	4	24	7	4
Education	71	57.3	1	0.8	20	16.1	118	95.2	117	18	113	2	4
Fire Fighters	12	92.3			2	15.4	12	92.3	9	3	9		9
Food Industry and Allied Trade	1	100.0	1	100.0									
Health Service and Social Care	51	79.7	1	1.6	37	57.8	61	95.3	60	25	47	10	25
KOVO	5	62.5			4	50.0	6	75.0	6			2	
Mines, Geology and Oil Industry	3	100.0			1	33.3	3	100.0	3	2	3		
Profess.and Trade Union of Orchestral Music.	12	85.7			3	21.4	13	92.9	11	1	13		2
Railway Trade Unions	2	100.0			1	50.0	1	50.0	1	1	1	1	
Science and Research	2	100.0			1	50.0	1	50.0	1	1	1		1
State Bodies and Organisations	94	87.0	7	6.5	39	36.1	89	82.4	79	33	76	40	11
STAVBA	10	83.3			2	16.7	12	100.0	11	1	11	5	1
Textile, Clothing and Leather Industry	1	100.0					1	100.0	1		1		
Transport	1	100.0											
UNIOS	20	100.0	1	5.0	15	75.0	18	90.0	17		16	6	3
Wood.Industry, Forestry and Manag.of Water	2	50.0			2	50.0	2	50.0	2		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 - 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	% CA	NCA	% CA	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*								
Total	339	80.5	51	12.1	16	3.8	5	1.2	10	2.4	71	86.6	11	13.4	320	76.0	52	12.4	198	47.0	125	29.7
Agriculture and Nutrition	1	20.0	3	60.0	1	20.0					4	100.0			3	60.0			3	60.0	3	60.0
Catering, Hotels and Tourism	1	33.3	1	33.3	1	33.3					2	100.0			3	100.0	1	33.3	3	100.0		
Civilian Employees of the Army	4	100.0													4	100.0			2	50.0	1	25.0
Commerce	2	100.0													2	100.0	1	50.0	2	100.0	2	100.0
Culture and Nature Preservation	25	83.3	3	10.0					2	6.7	5	100.0			26	86.7	6	20.0	12	40.0	9	30.0
Education	118	95.2	4	3.2	2	1.6					6	100.0			102	82.3	6	4.8	58	46.8	72	58.1
Fire Fighters			3	23.1	3	23.1	2	15.4	5	38.5	6	46.2	7	53.8	5	38.5	2	15.4	5	38.5	6	46.2
Food Industry and Allied Trade	1	100.0																				
Health Service and Social Care	40	62.5	16	25.0	6	9.4	2	3.1			24	100.0			54	84.4	12	18.8	37	57.8	9	14.1
KOVO	5	62.5	3	37.5							3	100.0			6	75.0	2	25.0	6	75.0	2	25.0
Mines, Geology and Oil Industry	2	66.7	1	33.3									1	100.0	2	66.7	1	33.3	2	66.7	1	33.3
Profess.and Trade Union of Orchestral Music.	9	64.3	1	7.1	2	14.3	1	7.1	1	7.1	5	100.0			12	85.7	6	42.9	8	57.1	6	42.9
Railway Trade Unions	1	50.0	1	50.0							1	100.0			2	100.0			1	50.0		
Science and Research	1	50.0	1	50.0							1	100.0			2	100.0	2	100.0	2	100.0	2	100.0
State Bodies and Organisations	100	92.6	6	5.6					2	1.9	5	62.5	3	37.5	62	57.4	11	10.2	27	25.0	8	7.4
STAVBA	6	50.0	5	41.7	1	8.3					6	100.0			12	100.0			9	75.0		
Textile, Clothing and Leather Industry	1	100.0													1	100.0			1	100.0		
Transport			1	100.0							1	100.0			1	100.0	1	100.0	1	100.0	1	100.0
UNIOS	19	95.0	1	5.0							1	100.0			19	95.0	1	5.0	19	95.0	1	5.0
Wood.Industry, Forestry and Manag.of Water	3	75.0	1	25.0							1	100.0			2	50.0					2	50.0

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							
							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	1	0.2	1	0.2	16	3.8	24	5.7	1.5	2.0	25	5.9	1.2	1.7	59	14.0	1.6	3.0	52	12.4	44	10.5	9	2.1	1	0.2
Agriculture and Nutrition							1	20.0			1	20.0			1	20.0			1	20.0			1	20.0		
Catering, Hotels and Tourism							1	33.3			1	33.3			2	66.7			2	66.7	1	33.3	1	33.3		
Civilian Employees of the Army					1	25.0	2	50.0			2	50.0			4	100.0	1.0	3.5	4	100.0	4	100.0				
Commerce																										
Culture and Nature Preservation					5	16.7	1	3.3			1	3.3			11	36.7	1.1	2.7	11	36.7	10	33.3	1	3.3		
Education					1	0.8	3	2.4	1.3	2.0	3	2.4	1.0	1.7	4	3.2	1.3	1.8	4	3.2	2	1.6	2	1.6		
Fire Fighters																										
Food Industry and Allied Trade																										
Health Service and Social Care							6	9.4	1.8	2.0	6	9.4	1.2	1.3	9	14.1	1.8	2.8	9	14.1	8	12.5	2	3.1	1	1.6
KOVO															2	25.0			2	25.0	2	25.0				
Mines, Geology and Oil Industry																										
Profess.and Trade Union of Orchestral Music.					1	7.1	1	7.1			1	7.1			3	21.4	1.7	3.7	2	14.3	2	14.3				
Railway Trade Unions					1	50.0	1	50.0			1	50.0			1	50.0			1	50.0	1	50.0				
Science and Research					1	50.0																				
State Bodies and Organisations	1	0.9	1	0.9	6	5.6	3	2.8	1.0	2.0	4	3.7	1.7	2.5	10	9.3	2.6	4.8	8	7.4	8	7.4				
STAVBA							2	16.7			2	16.7			1	8.3			1	8.3			1	8.3		
Textile, Clothing and Leather Industry																										
Transport																										
UNIOS							2	10.0			2	10.0			10	50.0	1.5	2.7	7	35.0	6	30.0	1	5.0		
Wood.Industry, Forestry and Manag.of Water							1	25.0			1	25.0			1	25.0										

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.%
Total	267	85.0	121	38.5	4,391	1.31	0.80	0.15	10.06	0.15	0.35	0.54	18.86	15.96	0.69	26.35	1.05	0.24	4.83	3.22	15.44
Agriculture and Nutrition	4	80.0	2	40.0																	
Catering, Hotels and Tourism	3	100.0	1	33.3																	
Civilian Employees of the Army	3	75.0	1	25.0																	
Commerce	1	50.0																			
Culture and Nature Preservation	25	83.3	19	63.3	1,220	0.67	0.22		8.01		0.15	3.23	35.26	4.09	1.79	13.56	0.41	0.01	3.91	0.70	27.98
Education	116	93.5	34	27.4	784	0.06	0.95	0.11	18.84		2.35	2.09	20.09	12.62	2.16	21.08	0.53	0.35	3.32	5.03	10.42
Fire Fighters	12	92.3	8	61.5	7,552	7.89	4.80	0.32	9.13		0.77	0.99	32.61	2.81	0.59	26.74	0.43		9.02		3.90
Food Industry and Allied Trade																					
Health Service and Social Care	57	89.1	32	50.0	8,590	0.51	0.13	0.21	13.02	0.27		0.31	15.24	16.72	0.63	30.95	1.68	0.08	6.09	1.77	12.39
KOVO	2	25.0	2	25.0																	
Mines, Geology and Oil Industry	3	100.0	2	66.7																	
Profess.and Trade Union of Orchestral Music.	6	42.9	1	7.1																	
Railway Trade Unions	2	100.0																			
Science and Research	2	100.0	1	50.0																	
State Bodies and Organisations	1	50.0	1	50.0																	
STAVBA	11	91.7	10	83.3	1,677	0.43	0.54	0.01	3.46	0.12	0.60		28.42	8.32	0.12	31.55		0.03	2.73	2.34	21.33
Textile, Clothing and Leather Industry																					
Transport	1	100.0																			
UNIOS	15	78.9	5	26.3	825	1.45			3.63				43.18	0.85	0.73	17.44			5.02	5.21	22.49
Wood.Industry, Forestry and Manag.of Water	3	75.0	2	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 use for this purpose of the overall creation of FSCR	I contribution to recreation (domestic, foreign, children's)
	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	

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 contri- bution of FSCR		conditions for his provision		agreed in CA		amount of contri- bution of FSCR		conditions for his provision	
			of budget		of FSCR																
	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	% CA
Total	252	80.3	54.45	51.3	18.27	37.8	95	50	15.9	139	44.3	310	454	86	27.4	34	10.8	289	420	28	8.9
Agriculture and Nutrition	5	100.0	72.50		10.61		1	3	60.0	3	60.0	267	350	3	60.0	2	40.0			2	40.0
Catering, Hotels and Tourism	2	66.7								3	100.0	300	400	3	100.0	1	33.3			1	33.3
Civilian Employees of the Army	3	75.0					2	2	50.0	3	75.0		1,833	3	75.0	1	25.0			1	25.0
Commerce																					
Culture and Nature Preservation	28	93.3	61.29	50.0	18.71	20.0	9			11	36.7	235	415	9	30.0	3	10.0	117	350	3	10.0
Education	87	70.2	23.50		16.11	12.0	34	18	14.5	44	35.5	295	312	17	13.7	6	4.8	314	331	4	3.2
Fire Fighters	12	92.3	40.60		27.43		5			9	69.2	350	407	8	61.5	5	38.5	362	452	5	38.5
Food Industry and Allied Trade	1	100.0					1														
Health Service and Social Care	58	90.6	57.54	49.3	20.33	45.0	23	16	25.0	41	64.1	287	514	28	43.8	10	15.6	217	395	7	10.9
KOVO	4	50.0			9.73		1	1	12.5	1	12.5					2	25.0			1	12.5
Mines, Geology and Oil Industry	3	100.0			13.00		1	1	33.3	3	100.0	300	475	3	100.0	2	66.7			2	66.7
Profess.and Trade Union of Orchestral Music.	8	57.1	23.50		28.50		6			1	7.1			1	7.1						
Railway Trade Unions	1	50.0																			
Science and Research	2	100.0					1			1	50.0			1	50.0						
State Bodies and Organisations	2	100.0								2	100.0			2	100.0						
STAVBA	12	100.0	45.67		15.75		4	7	58.3	8	66.7	256	488	6	50.0	2	16.7			2	16.7
Textile, Clothing and Leather Industry	1	100.0					1														
Transport																					
UNIOS	19	100.0	69.59	52.5	15.94	45.0	5	2	10.5	7	36.8	548	566	1	5.3						
Wood.Industry, Forestry and Manag.of Water	4	100.0			20.00		1			2	50.0			1	25.0						

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

Obstacles to work
classification based on trade unions - public service and administration

Trade union	Pay compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC			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			
				Type of personal obstacle																															
	agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I			J				
	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	NCA	days				
Total	4	1.0		92.5	33	7.8	1.3	61	14.5	1.6	50	11.9	1.7	18	4.3	4.9	62	14.7	1.3	18	4.3	3.1	48	11.4	7.0	54	12.8	3.1	156	37.1	3.8	130	30.9	17	13.5
Agriculture and Nutrition								1	20.0								1	20.0		1	20.0							1	20.0		1	20.0			
Catering, Hotels and Tourism								1	33.3		1	33.3		1	33.3											1	33.3		3	100.0	3.7	1	33.3		
Civilian Employees of the Army																												3	75.0	4.3	2	50.0			
Commerce											1	50.0																2	100.0		1	50.0			
Culture and Nature Preservation					3	10.0	1.3	2	6.7		1	3.3					1	3.3		1	3.3		8	26.7	8.4	5	16.7	8.2	18	60.0	4.1	5	16.7	1	
Education					10	8.1	1.3	38	30.6	1.8	3	2.4	1.0	3	2.4	7.0	45	36.3	1.3	1	0.8					39	31.5	2.2	17	13.7	2.2	52	41.9	1	
Fire Fighters					1	7.7		1	7.7		2	15.4					1	7.7					1	7.7				12	92.3	5.0	1	7.7			
Food Industry and Allied Trade								1	100.0					1	100.0																				
Health Service and Social Care					2	3.1		6	9.4	1.0	16	25.0	2.5	1	1.6				4	6.3	3.5	10	15.6	6.9	2	3.1		32	50.0	3.4	21	32.8	8	11.9	
KOVO					2	25.0		2	25.0		3	37.5	1.3				2	25.0					1	12.5		1	12.5		2	25.0		1	12.5		
Mines, Geology and Oil Industry								1	33.3														1	33.3				1	33.3						
Profess.and Trade Union of Orchestral Music.																															3	21.4			
Railway Trade Unions											1	50.0		1	50.0								1	50.0				1	50.0		1	50.0			
Science and Research														1	50.0		1	50.0		2	100.0						1	50.0		1	50.0				
State Bodies and Organisations	4	3.7		92.5	11	10.2	1.5	7	6.5	1.3	15	13.9	1.3	7	6.5	2.9	7	6.5	1.4	6	5.6	1.7	22	20.4	7.1	3	2.8	7.0	51	47.2	4.2	33	30.6	7	15.0
STAVBA					1	8.3					2	16.7		2	16.7		1	8.3		3	25.0	4.0				1	8.3		1	8.3		2	16.7		
Textile, Clothing and Leather Industry																																			
Transport																																			
UNIOS					2	10.0					5	25.0	1.0	1	5.0		2	10.0					3	15.0	1.0	2	10.0		10	50.0	3.3	4	20.0		
Wood.Industry, Forestry and Manaq.of Water					1	25.0		1	25.0																			1	25.0		1	25.0			

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
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	sick days (per year)
J	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 - 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	NCA	% CA
Total	247	58.7	12	2.9	80	19.0	386	91.7	225	53.4	3	0.7	3	0.7
Agriculture and Nutrition	4	80.0			2	40.0	5	100.0	3	60.0				
Catering, Hotels and Tourism	3	100.0			3	100.0	3	100.0	1	33.3				
Civilian Employees of the Army	2	50.0			1	25.0	4	100.0	2	50.0				
Commerce							2	100.0	2	100.0				
Culture and Nature Preservation	21	70.0			3	10.0	29	96.7	17	56.7				
Education	82	66.1	2	1.6	14	11.3	120	96.8	94	75.8				
Fire Fighters	5	38.5			3	23.1	11	84.6	9	69.2				
Food Industry and Allied Trade							1	100.0	1	100.0				
Health Service and Social Care	39	60.9	4	6.3	15	23.4	62	96.9	32	50.0	2	3.1	1	1.6
KOVO					3	37.5	6	75.0	4	50.0				
Mines, Geology and Oil Industry	2	66.7	1	33.3	2	66.7	3	100.0						
Profess.and Trade Union of Orchestral Music.	4	28.6			3	21.4	12	85.7	1	7.1				
Railway Trade Unions	2	100.0			1	50.0	2	100.0	1	50.0				
Science and Research	1	50.0					2	100.0	1	50.0				
State Bodies and Organisations	70	64.8	4	3.7	22	20.4	88	81.5	31	28.7	1	0.9	2	1.9
STAVBA	3	25.0	1	8.3	5	41.7	11	91.7	7	58.3				
Textile, Clothing and Leather Industry	1	100.0												
Transport					1	100.0	1	100.0	1	100.0				
UNIOS	5	25.0			2	10.0	20	100.0	17	85.0				
Wood.Industry, Forestry and Manag.of Water	3	75.0					4	100.0	1	25.0				

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
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin										
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	NCA	NCA	NCA	NCA	NCA	NCA	NCA	NCA
Total	421			8	4.6			3	0.7	135	32.1	122	29.0	134	75	34	97	77	2	79	341	11
CZ010 Capital Prague	38			3	7.8					15	39.5	9	23.7	15	7		4	5		4	29	
CZ020 Středočeský	43									11	25.6	11	25.6	17	8	7	13	10	1	5	36	2
CZ031 Jihočeský	13									6	46.2	4	30.8	5	2	2	2	1		1	12	
CZ032 Plzeňský	31									11	35.5	7	22.6	10	7	1	10	7		4	26	
CZ041 Karlovarský	9			1						3	33.3	1	11.1	3	1	1	4	4		1	6	
CZ042 Ústecký	33									9	27.3	10	30.3	5	7	3	13	10		6	24	1
CZ051 Liberecký	23									4	17.4	8	34.8	3		1	5	5		2	18	
CZ052 Královéhradecký	20									4	20.0	5	25.0	4	3	1	6	4		2	17	
CZ053 Pardubický	18									7	38.9	4	22.2	6	7	1	4	4		4	15	
CZ061 Vysočina	21									9	42.9	6	28.6	7	2	1	6	3		6	19	3
CZ062 Jihomoravský	44							1	2.3	21	47.7	11	25.0	16	6	4	8	7	1	8	34	1
CZ071 Olomoucký	26			2				1	3.8	9	34.6	6	23.1	12	6	1	11	10		7	21	1
CZ072 Zlínský	33							1	3.0	13	39.4	14	42.4	11	10	4	4	4		11	26	1
CZ080 Moravskoslezský	69			2						13	18.8	26	37.7	20	9	7	7	3		18	58	2

Explanatory notes: NCA

% CA

aver. %

TAPF

3.1

3.2

3.3

3.4

3.5

3.6

3.7

3.8

3.9

*

**

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 increase in percentage

total amount of payroll funds

Does the CA agree on more detailed conditions for provision of personal bonuses?

Does the CA agree on more detailed conditions for the provision of remunerations?

Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?

Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?

Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?

Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?

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. 341/2017 Coll.)?

Does the CA agree on a regular term of wage payment?

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	143	45.5	121	3,888	141	4,284	143	4,665	143	4,874	143	5,133	143	5,264
CZ010 Capital Prague	8	24.2	5	2,600	8	5,188	8	6,063	8	6,563	8	7,125	8	7,125
CZ020 Středočeský	17	65.4	16	3,781	17	4,029	17	4,029	17	4,029	17	4,029	17	4,265
CZ031 Jihočeský	7	63.6	5	2,800	7	3,357	7	3,643	7	3,643	7	3,786	7	3,786
CZ032 Plzeňský	7	33.3	6	7,167	7	7,000	7	7,429	7	8,000	7	8,429	7	8,714
CZ041 Karlovarský	1	20.0	1		1		1		1		1		1	
CZ042 Ústecký	7	38.9	6	3,333	7	4,429	7	5,643	7	6,000	7	7,357	7	7,714
CZ051 Liberecký	8	44.4	6	3,750	8	3,563	8	3,625	8	3,688	8	3,688	8	3,688
CZ052 Královéhradecký	6	46.2	4	2,250	5	2,400	6	3,417	6	3,667	6	3,833	6	3,833
CZ053 Pardubický	8	57.1	6	1,833	8	2,088	8	2,400	8	2,525	8	2,963	8	3,150
CZ061 Vysočina	7	46.7	7	4,536	7	5,250	7	5,429	7	5,607	7	5,786	7	5,964
CZ062 Jihomoravský	10	27.8	8	4,313	10	5,150	10	6,000	10	6,250	10	6,500	10	6,700
CZ071 Olomoucký	7	46.7	4	4,375	7	4,786	7	4,786	7	4,786	7	4,786	7	4,786
CZ072 Zlínský	16	59.3	15	4,100	16	4,531	16	4,625	16	4,844	16	4,938	16	5,281
CZ080 Moravskoslezský	34	54.8	32	4,006	33	4,094	34	4,497	34	4,768	34	5,038	34	5,038

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	141	44.9	113	4,699	132	4,827	140	5,644	141	6,066	141	6,411	141	6,543	141	6,695	141	6,741	141	6,835
CZ010 Capital Prague	10	30.3	6	3,167	10	4,400	10	6,800	10	8,950	10	9,650	10	9,650	10	9,900	10	10,150	10	10,650
CZ020 Středočeský	16	61.5	14	4,714	16	4,563	16	4,563	16	4,563	16	4,563	16	4,563	16	4,563	16	4,563	16	4,563
CZ031 Jihočeský	7	63.6	4	3,000	6	3,833	7	5,143	7	5,143	7	5,286	7	5,286	7	5,286	7	5,286	7	5,286
CZ032 Plzeňský	6	28.6	5	7,400	5	7,600	6	7,333	6	7,833	6	8,333	6	9,167	6	10,000	6	10,000	6	10,000
CZ041 Karlovarský																				
CZ042 Ústecký	7	38.9	5	2,100	6	3,333	7	6,071	7	7,143	7	8,214	7	8,571	7	9,643	7	10,000	7	10,357
CZ051 Liberecký	8	44.4	5	5,800	7	4,714	8	5,375	8	5,375	8	5,375	8	5,375	8	5,375	8	5,375	8	5,375
CZ052 Královéhradecký	6	46.2	4	3,000	4	3,000	6	4,833	6	4,833	6	4,833	6	4,833	6	4,833	6	4,833	6	4,833
CZ053 Pardubický	8	57.1	6	2,417	8	2,275	8	2,588	8	2,713	8	3,275	8	3,463	8	3,650	8	3,838	8	4,563
CZ061 Vysočina	7	46.7	6	6,083	7	6,714	7	6,857	7	7,000	7	7,214	7	7,214	7	7,214	7	7,214	7	7,214
CZ062 Jihomoravský	10	27.8	8	4,250	10	4,800	10	6,150	10	6,900	10	7,150	10	7,350	10	7,350	10	7,350	10	7,350
CZ071 Olomoucký	7	46.7	5	5,700	7	5,357	7	6,071	7	6,786	7	6,786	7	6,786	7	6,786	7	6,786	7	6,786
CZ072 Zlínský	16	59.3	14	5,179	14	5,500	15	6,100	16	6,313	16	6,719	16	7,063	16	7,375	16	7,375	16	7,375
CZ080 Moravskoslezský	33	53.2	31	5,145	32	5,200	33	5,770	33	6,048	33	6,509	33	6,570	33	6,570	33	6,570	33	6,570

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	322	76.5	12	2.9	148	35.2	378	89.8	356	92	326	74	64
CZ010 Capital Prague	28	73.7	1	2.6	16	42.1	35	92.1	32	10	32	6	8
CZ020 Středočeský	34	79.1	4	9.3	18	41.9	36	83.7	34	4	31	11	5
CZ031 Jihočeský	10	76.9			3	23.1	10	76.9	8	1	10	2	3
CZ032 Plzeňský	19	61.3	2	6.5	14	45.2	27	87.1	27	6	25	8	3
CZ041 Karlovarský	8	88.9			4	44.4	7	77.8	6	1	5	3	3
CZ042 Ústecký	26	78.8	1	3.0	13	39.4	28	84.8	24	10	23	9	2
CZ051 Liberecký	17	73.9			5	21.7	21	91.3	21	5	18	4	3
CZ052 Královéhradecký	19	95.0			7	35.0	18	90.0	17	4	14	2	4
CZ053 Pardubický	14	77.8			8	44.4	18	100.0	16	3	13	2	5
CZ061 Vysočina	18	85.7			11	52.4	19	90.5	18	6	16	4	5
CZ062 Jihomoravský	36	81.8			18	40.9	40	90.9	39	9	36	6	9
CZ071 Olomoucký	21	80.8	1	3.8	12	46.2	24	92.3	22	9	20	6	6
CZ072 Zlínský	22	66.7	1	3.0	7	21.2	31	93.9	30	7	28	6	2
CZ080 Moravskoslezský	50	72.5	2	2.9	12	17.4	64	92.8	62	17	55	5	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
 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									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	339	80.5	51	12.1	16	3.8	5	1.2	10	2.4	71	86.6	11	13.4	320	76.0	52	12.4	198	47.0	125	29.7
CZ010 Capital Prague	29	76.3	4	10.5	2	5.3			3	7.9	8	88.9	1	11.1	33	86.8	8	21.1	21	55.3	7	18.4
CZ020 Středočeský	39	90.7	3	7.0					1	2.3	2	50.0	2	50.0	29	67.4	5	11.6	22	51.2	11	25.6
CZ031 Jihočeský	12	92.3							1	7.7			1	100.0	8	61.5	3	23.1	7	53.8	5	38.5
CZ032 Plzeňský	25	80.6	4	12.9	1	3.2	1	3.2			6	100.0			26	83.9	5	16.1	12	38.7	6	19.4
CZ041 Karlovarský	8	88.9					1	11.1					1	100.0	6	66.7	1	11.1	3	33.3	1	11.1
CZ042 Ústecký	26	78.8	5	15.2	2	6.1					7	100.0			23	69.7	2	6.1	11	33.3	6	18.2
CZ051 Liberecký	17	73.9	4	17.4	1	4.3	1	4.3			4	66.7	2	33.3	19	82.6	3	13.0	13	56.5	6	26.1
CZ052 Královéhradecký	17	85.0	2	10.0					1	5.0	2	66.7	1	33.3	13	65.0	3	15.0	9	45.0	3	15.0
CZ053 Pardubický	15	83.3	3	16.7							3	100.0			14	77.8	2	11.1	8	44.4	3	16.7
CZ061 Vysočina	15	71.4	2	9.5	3	14.3			1	4.8	5	83.3	1	16.7	13	61.9	1	4.8	7	33.3	4	19.0
CZ062 Jihomoravský	31	70.5	12	27.3					1	2.3	12	92.3	1	7.7	35	79.5	7	15.9	16	36.4	11	25.0
CZ071 Olomoucký	20	76.9	4	15.4	1	3.8	1	3.8			6	100.0			22	84.6	1	3.8	14	53.8	8	30.8
CZ072 Zlínský	28	84.8	5	15.2							5	100.0			26	78.8	4	12.1	21	63.6	15	45.5
CZ080 Moravskoslezský	57	82.6	3	4.3	6	8.7	1	1.4	2	2.9	11	91.7	1	8.3	53	76.8	7	10.1	34	49.3	39	56.5

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	1	0.2	1	0.2	16	3.8	24	5.7	1.5	2.0	25	5.9	1.2	1.7	59	14.0	1.6	3.0	52	12.4	44	10.5	9	2.1	1	0.2
CZ010 Capital Prague			1	2.6	6	15.8	7	18.4	1.3	2.0	7	18.4	1.1	1.9	14	36.8	1.4	3.6	14	36.8	12	31.6	3	7.9		
CZ020 Středočeský					1	2.3	1	2.3			2	4.7			8	18.6	1.6	3.3	7	16.3	6	14.0	1	2.3	1	2.3
CZ031 Jihočeský							1	7.7			1	7.7			2	15.4			2	15.4	2	15.4				
CZ032 Plzeňský	1	3.2			1	3.2	1	3.2			1	3.2			5	16.1	2.0	3.0	3	9.7	3	9.7				
CZ041 Karlovarský					1	11.1																				
CZ042 Ústecký					1	3.0	3	9.1	1.7	1.7	3	9.1	1.0	1.0	4	12.1	2.0	3.0	2	6.1	2	6.1				
CZ051 Liberecký							1	4.3			1	4.3			1	4.3			1	4.3	1	4.3				
CZ052 Královéhradecký							1	5.0			1	5.0			2	10.0			2	10.0	2	10.0				
CZ053 Pardubický															1	5.6			1	5.6	1	5.6				
CZ061 Vysočina							2	9.5			2	9.5			1	4.8			1	4.8			1	4.8		
CZ062 Jihomoravský					1	2.3	3	6.8	2.0	2.3	3	6.8	1.3	1.7	6	13.6	1.8	2.8	4	9.1	3	6.8	1	2.3		
CZ071 Olomoucký					3	11.5									2	7.7			2	7.7	2	7.7				
CZ072 Zlínský					1	3.0	2	6.1			2	6.1			3	9.1	2.0	2.7	3	9.1	2	6.1	1	3.0		
CZ080 Moravskoslezský					1	1.4	2	2.9			2	2.9			10	14.5	1.2	1.7	10	14.5	8	11.6	2	2.9		

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 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.%
Total	267	85.0	121	38.5	4,391	1.31	0.80	0.15	10.06	0.15	0.35	0.54	18.86	15.96	0.69	26.35	1.05	0.24	4.83	3.22	15.44
CZ010 Capital Prague	28	84.8	13	39.4	10,768	1.07	0.44		3.16	0.01	0.48	0.38	17.62	22.43	0.14	23.27	0.38	0.66	1.22	6.89	21.87
CZ020 Středočeský	24	92.3	8	30.8	3,130	0.80	0.13		2.53			0.24	27.48	2.10	2.00	27.79	0.36		6.78	0.80	29.00
CZ031 Jihočeský	9	81.8	2	18.2																	
CZ032 Plzeňský	17	81.0	8	38.1	1,949		0.26	0.01	8.97		1.80	2.24	23.67	7.05	1.64	33.30		0.06	9.20	1.62	10.18
CZ041 Karlovarský	5	100.0	2	40.0																	
CZ042 Ústecký	15	83.3	10	55.6	1,573		0.77		8.46		1.32		18.10	6.17	0.25	36.82		0.45	3.24	6.24	18.18
CZ051 Liberecký	16	88.9	6	33.3	4,530	0.37	10.12	0.72	12.46		0.74	1.66	10.94	2.43	1.10	33.44	8.10	0.03	4.88	3.70	9.35
CZ052 Královéhradecký	8	61.5	4	30.8	2,612	28.59	0.05		5.11		3.47	1.91	40.11	8.10	0.43	1.78		0.02	4.73	2.11	3.59
CZ053 Pardubický	12	85.7	9	64.3	1,866	0.46	0.89		5.24				27.55	5.45	2.98	35.15		0.01	4.42	3.64	14.20
CZ061 Vysočina	13	86.7	8	53.3	7,695	2.15	0.04		7.65			0.97	14.96	21.21	0.60	21.26		0.02	7.59	4.76	18.79
CZ062 Jihomoravský	31	86.1	15	41.7	2,421	1.59	0.02	1.58	4.46	0.39	0.03	1.01	33.92	11.64	0.59	27.96		0.02	6.20	0.50	10.08
CZ071 Olomoucký	12	80.0	7	46.7	8,596				17.01		0.03		19.59	14.95	0.55	22.22		0.01	10.39	0.43	14.81
CZ072 Zlínský	23	85.2	10	37.0	1,406		0.78	0.07	14.90		0.99	1.39	39.53	2.08	1.28	20.45	0.14	0.06	6.50	3.11	8.71
CZ080 Moravskoslezský	54	87.1	19	30.6	5,195	0.02	0.41	0.02	22.31	0.62		0.10	7.77	22.00	0.72	32.27	2.70	0.22	3.24	0.25	7.35

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		
			of budget		of FSCR																
	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	% CA
Total	252	80.3	54.45	51.3	18.27	37.8	95	50	15.9	139	44.3	310	454	86	27.4	34	10.8	289	420	28	8.9
CZ010 Capital Prague	27	81.8	55.35	52.5	21.88	15.0	13	4	12.1	12	36.4	270	971	12	36.4	4	12.1	233	413	4	12.1
CZ020 Středočeský	19	73.1	78.00	52.5	18.55		6	4	15.4	14	53.8	286	425	9	34.6	5	19.2	367	410	3	11.5
CZ031 Jihočeský	8	72.7	74.00	50.0	17.60		1	2	18.2	6	54.5	252	312	3	27.3	1	9.1				
CZ032 Plzeňský	15	71.4	51.67		18.36		9	4	19.0	7	33.3	314	403	6	28.6	1	4.8			1	4.8
CZ041 Karlovarský	4	80.0	52.67		24.67		1	1	20.0	3	60.0	87	500	3	60.0	2	40.0			2	40.0
CZ042 Ústecký	16	88.9	45.00	37.8	18.45	20.0	3	4	22.2	12	66.7	330	427	8	44.4	2	11.1			2	11.1
CZ051 Liberecký	14	77.8			27.00	50.0	7	4	22.2	7	38.9	500	504	6	33.3	2	11.1			2	11.1
CZ052 Královéhradecký	12	92.3	57.13		17.78		5	1	7.7	5	38.5	308	386	1	7.7	2	15.4			2	15.4
CZ053 Pardubický	13	92.9	57.45		11.23		5	4	28.6	5	35.7	217	360	3	21.4	1	7.1			1	7.1
CZ061 Vysočina	15	100.0	55.67		15.35		4	4	26.7	8	53.3	300	410	6	40.0	2	13.3			1	6.7
CZ062 Jihomoravský	30	83.3	59.57	55.0	18.35		13	4	11.1	18	50.0	357	369	8	22.2	3	8.3	267	294	3	8.3
CZ071 Olomoucký	14	93.3	33.40		20.88		2	3	20.0	7	46.7	230	478	5	33.3	3	20.0	230	487	3	20.0
CZ072 Zlínský	22	81.5	69.00	52.5	15.01	45.0	7	3	11.1	9	33.3	248	298	3	11.1	2	7.4			1	3.7
CZ080 Moravskoslezský	43	69.4	43.29	55.0	16.73		19	8	12.9	26	41.9	347	413	13	21.0	4	6.5	300	325	3	4.8

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

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

Region NUTS 3	Pay compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC			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		
				Type of personal obstacle																														
	agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I			J			
	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	NCA	% CA	NCA	days
Total	4	1.0	92.5	33	7.8	1.3	61	14.5	1.6	50	11.9	1.7	18	4.3	4.9	62	14.7	1.3	18	4.3	3.1	48	11.4	7.0	54	12.8	3.1	156	37.1	3.8	130	30.9	17	13.5
CZ010 Capital Prague	1	2.6		3	7.9	1.3	4	10.5	1.3	8	21.1	1.4	4	10.5	4.5	2	5.3		5	13.2	3.6	6	15.8	11.2	3	7.9	7.0	22	57.9	4.4	15	39.5	4	16.5
CZ020 Středočeský				3	7.0	1.7	6	14.0	2.0	4	9.3	2.0	4	9.3	5.5	7	16.3	1.3	4	9.3	3.3	6	14.0	8.5	7	16.3	4.7	19	44.2	3.6	11	25.6	3	5.3
CZ031 Jihočeský							2	15.4								1	7.7							2	15.4		4	30.8	3.5	3	23.1	1		
CZ032 Plzeňský	1	3.2		5	16.1	1.4	3	9.7	1.0	5	16.1	2.8	4	12.9	3.5	3	9.7	2.0	2	6.5		4	12.9	4.8	2	6.5		10	32.3	4.0	13	41.9		
CZ041 Karlovarský																						1	11.1		1	11.1		5	55.6	4.0	2	22.2		
CZ042 Ústecký				4	12.1	1.0	3	9.1	1.0	7	21.2	1.3	1	3.0		2	6.1		2	6.1		4	12.1	6.3				11	33.3	4.4	8	24.2		
CZ051 Liberecký							4	17.4	2.0	1	4.3					4	17.4	1.5				3	13.0	6.3	4	17.4	3.5	7	30.4	3.7	7	30.4	1	
CZ052 Královéhradecký				2	10.0		2	10.0		4	20.0	2.3				3	15.0	1.3				4	20.0	4.0	2	10.0		8	40.0	3.8	6	30.0	1	
CZ053 Pardubický				1	5.6		2	11.1		3	16.7	2.0				1	5.6		1	5.6		4	22.2	4.8				8	44.4	4.0	3	16.7	2	
CZ061 Vysočina							2	9.5		4	19.0	1.5	1	4.8		1	4.8		1	4.8		1	4.8		2	9.5		4	19.0	3.0	7	33.3	1	
CZ062 Jihomoravský				4	9.1	1.5	4	9.1	2.0	1	2.3		1	2.3		7	15.9	1.4	1	2.3		5	11.4	6.4	6	13.6	4.2	14	31.8	4.1	10	22.7	1	
CZ071 Olomoucký	1	3.8		1	3.8		3	11.5	1.7	3	11.5	2.3				2	7.7		1	3.8		3	11.5	10.7	2	7.7		14	53.8	3.6	10	38.5	2	
CZ072 Zlínský	1	3.0		1	3.0		4	12.1	2.0	1	3.0					5	15.2	1.0				1	3.0		6	18.2	2.0	10	30.3	3.1	6	18.2		
CZ080 Moravskoslezský				9	13.0	1.1	22	31.9	1.4	9	13.0	1.3	3	4.3	7.3	24	34.8	1.2	1	1.4		6	8.7	6.2	17	24.6	1.9	20	29.0	3.5	29	42.0	1	

Explanatory notes: NCA

% CA

% AE

days

A

B

C

D

E

F

G

H

I

J

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 compensation, defined by the percentage from the average earnings

average extent of time off (in days)

one's own wedding

birth of a child to the wife of an employee

death of a direct relative

escorting a disabled child to a health or social care provider

moving house

looking for a new job

for mothers caring for a child (per year)

care for a family member (per year)

sick days (per year)

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	247	58.7	12	2.9	80	19.0	386	91.7	225	53.4	3	0.7	3	0.7
CZ010 Capital Prague	22	57.9	1	2.6	9	23.7	34	89.5	21	55.3			1	2.6
CZ020 Středočeský	26	60.5			9	20.9	39	90.7	22	51.2				
CZ031 Jihočeský	8	61.5			2	15.4	13	100.0	4	30.8				
CZ032 Plzeňský	17	54.8	2	6.5	3	9.7	28	90.3	14	45.2	1	3.2	1	3.2
CZ041 Karlovarský	3	33.3			1	11.1	9	100.0	2	22.2				
CZ042 Ústecký	20	60.6	1	3.0	10	30.3	29	87.9	13	39.4	1	3.0	1	3.0
CZ051 Liberecký	16	69.6	2	8.7	4	17.4	22	95.7	13	56.5				
CZ052 Královéhradecký	7	35.0			3	15.0	18	90.0	9	45.0				
CZ053 Pardubický	8	44.4	1	5.6	2	11.1	17	94.4	7	38.9				
CZ061 Vysočina	12	57.1	2	9.5	4	19.0	18	85.7	10	47.6				
CZ062 Jihomoravský	25	56.8			13	29.5	40	90.9	24	54.5				
CZ071 Olomoucký	16	61.5	2	7.7	5	19.2	24	92.3	11	42.3	1	3.8		
CZ072 Zlínský	18	54.5			3	9.1	29	87.9	22	66.7				
CZ080 Moravskoslezský	49	71.0	1	1.4	12	17.4	66	95.7	53	76.8				

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	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK	NCA	% CA	NCA	% CA
Total	101	94.4	44	3.9	3	20,015	28	4.1	17	3,779	62	57.9	58	54.2
State Bodies and Organisations	100	94.3	43	4.0	3	20,015	28	4.1	17	3,779	62	58.5	58	54.7
UNIOS	1	100.0	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 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	0.05	0.05	4.86	0.02	2.32	0.35	0.91	30.39	15.21	0.56	15.40	0.95	0.46	3.82	7.64	17.00	66	61.7
State Bodies and Organisations	0.05	0.05	4.86	0.02	2.32	0.35	0.91	30.39	15.21	0.56	15.40	0.95	0.46	3.82	7.64	17.00	66	62.3
UNIOS																		

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	95	88.8	60.00	56.3	41.38	34.0	100.00	13	6	5.6	4	3.7	3	2.8	
State Bodies and Organisations	94	88.7	60.00	56.4	41.38	34.0	100.00	13	6	5.7	4	3.8	3	2.8	
UNIOS	1	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	77	72.0	514	643	4.7	51	47.7	21	19.6	471	667	17	15.9
State Bodies and Organisations	76	71.7	504	639	4.7	50	47.2	21	19.8	471	667	17	16.0
UNIOS	1	100.0				1	100.0						

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

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	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK	NCA	% CA	NCA	% CA
Total	101	94.4	44	3.9	3	20,015	28	4.1	17	3,779	62	57.9	58	54.2
CZ010 Capital Prague	5	100.0	3	4.7					1	2,553	2	40.0	2	40.0
CZ020 Středočeský	17	100.0	9	4.5	1		2		5	2,782	12	70.6	11	64.7
CZ031 Jihočeský	2	100.0	2								1	50.0	1	50.0
CZ032 Plzeňský	10	100.0	4	3.9			3	4.8	3	1,777	8	80.0	6	60.0
CZ041 Karlovarský	4	100.0	2						2	1,481	3	75.0	3	75.0
CZ042 Ústecký	13	86.7	4	3.9			4	4.8	3	4,623	6	40.0	6	40.0
CZ051 Liberecký	4	80.0	1				2		1	2,398	3	60.0	3	60.0
CZ052 Královéhradecký	7	100.0	4	3.2			2			3,166	5	71.4	5	71.4
CZ053 Pardubický	4	100.0	1				3	3.5		1,842	3	75.0	3	75.0
CZ061 Vysočina	6	100.0	3	3.0			1			2,505	2	33.3	1	16.7
CZ062 Jihomoravský	8	100.0	4	4.2			2			4,644	6	75.0	6	75.0
CZ071 Olomoucký	11	100.0	4	4.1	1		4	3.5	2	5,592	6	54.5	6	54.5
CZ072 Zlínský	4	66.7	2		1		1			5,095	4	66.7	4	66.7
CZ080 Moravskoslezský	6	85.7	1				4	5.0		7,730	1	14.3	1	14.3

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
 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	0.05	0.05	4.86	0.02	2.32	0.35	0.91	30.39	15.21	0.56	15.40	0.95	0.46	3.82	7.64	17.00	66	61.7
CZ010 Capital Prague			8.49		0.93	15.13	0.65	26.11	37.20		1.57	1.57		8.36			3	60.0
CZ020 Středočeský			3.10		4.08		1.02	29.58	12.45	0.80	21.27	1.94	0.46	3.35	16.38	5.57	10	58.8
CZ031 Jihočeský								29.72	16.16	0.22	17.79				1.19	34.92	1	50.0
CZ032 Plzeňský			4.10	0.46	12.35	0.03	0.50	29.48	17.21	0.97	13.07	0.09	0.91	2.25	5.37	13.21	8	80.0
CZ041 Karlovarský		0.11			0.14			31.28	46.85	0.99			1.13	5.42	5.11	8.97	3	75.0
CZ042 Ústecký		0.01	2.64		1.13			30.23	39.55	0.99	14.07	2.06	0.08	2.96	5.08	1.20	8	53.3
CZ051 Liberecký			1.67				2.61	40.52	8.72	1.04	9.87		0.76	11.55	9.17	14.08	2	40.0
CZ052 Královéhradecký	0.07		7.82		0.27		0.81	23.42	4.83	0.62	16.33	2.07	0.16	4.37	3.67	35.57	3	42.9
CZ053 Pardubický			0.75					53.82	9.15		28.23		1.36	2.48		4.22	3	75.0
CZ061 Vysočina			2.59		0.50		0.80	38.97	6.15	2.08	25.19	0.80	1.57	5.60	5.88	9.89	5	83.3
CZ062 Jihomoravský		0.38	5.40		0.29			24.11	7.06	0.13	8.58	0.96	0.47	5.57	11.35	35.70	5	62.5
CZ071 Olomoucký	0.09		7.27		2.96		2.65	30.89	6.15	0.23	13.25	0.36	0.39	3.12	5.14	27.49	8	72.7
CZ072 Zlínský	0.11		2.73					35.60	4.10	0.34	23.03		0.51	4.69	13.98	14.91	3	50.0
CZ080 Moravskoslezský	0.18	0.05	9.00		4.51		1.29	29.56	15.08	0.28	17.10	0.44	0.60	2.62	8.46	10.81	4	57.1

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	95	88.8	60.00	56.3	41.38	34.0	100.00	13	6	5.6	4	3.7	3	2.8	
CZ010 Capital Prague	4	80.0	78.25	50.0	47.75	50.0	100.00	1							
CZ020 Středočeský	14	82.4	74.21	62.5	31.28	20.0		3	2	11.8	2	11.8	2	11.8	
CZ031 Jihočeský	2	100.0													
CZ032 Plzeňský	10	100.0	51.25	60.0	36.56	40.0			1	10.0	1	10.0			
CZ041 Karlovarský	3	75.0	33.33		30.00										
CZ042 Ústecký	14	93.3	68.80	55.0	38.30			3			1	6.7	1	6.7	
CZ051 Liberecký	4	80.0	49.00		37.00										
CZ052 Královéhradecký	7	100.0	71.33	55.0	37.00			3							
CZ053 Pardubický	4	100.0	37.25		52.00										
CZ061 Vysočina	5	83.3	88.00		20.00		115.00	2	1	16.7					
CZ062 Jihomoravský	7	87.5	51.60		61.86				1	12.5					
CZ071 Olomoucký	10	90.9	62.50	50.0	47.00	40.0		1	1	9.1					
CZ072 Zlínský	5	83.3	63.80		42.40										
CZ080 Moravskoslezský	6	85.7	56.25	55.0	42.00	20.0	85.00								

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	77	72.0	514	643	4.7	51	47.7	21	19.6	471	667	17	15.9
CZ010 Capital Prague	2	40.0				2	40.0	3	60.0	500	800	2	40.0
CZ020 Středočeský	13	76.5	417	708	4.7	7	41.2	2	11.8			2	11.8
CZ031 Jihočeský	1	50.0				1	50.0						
CZ032 Plzeňský	8	80.0	392	425		5	50.0	3	30.0	450	467	3	30.0
CZ041 Karlovarský	4	100.0	363	750		2	50.0	1	25.0				
CZ042 Ústecký	12	80.0	544	583		8	53.3	2	13.3			2	13.3
CZ051 Liberecký	4	80.0	250	500		4	80.0	2	40.0			1	20.0
CZ052 Královéhradecký	4	57.1	725	800		3	42.9	2	28.6			2	28.6
CZ053 Pardubický	4	100.0	700	750		2	50.0						
CZ061 Vysočina	3	50.0		533		1	16.7	1	16.7			1	16.7
CZ062 Jihomoravský	5	62.5	633	720		5	62.5	1	12.5			1	12.5
CZ071 Olomoucký	9	81.8	513	550		8	72.7	2	18.2			2	18.2
CZ072 Zlínský	6	100.0	675	817		2	33.3	1	16.7				
CZ080 Moravskoslezský	2	28.6				1	14.3	1	14.3			1	14.3

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