INFORMATION ON WORKING CONDITIONS

negotiated in collective agreements

2026

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Ministery of Labour and Social Affairs

Developed by: TREXIMA, spol. s r.o., třída Tomáše Bati 299, Louky, 763 02 Zlín

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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.kolektivnismlouvy.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 2026 selected data about wage and working conditions were analyzed from 1,693 collective agreements from 28 different trade unions, of which:

- 1,240 collective agreements agreed in the entrepreneurial area
- 453 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. 356/2025 Coll., i.e. above CZK 22,400/month and CZK 134.40/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
- 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
- the number of organizations and average amount of compensation negotiated in collective agreements for termination of employment under Section 52(d) of the Labour Code with specification of the minimum multiple

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 nomial and real (after deduction of the inflation rate) year-on-year comparison (20/19, 21/20, 22/21, 23/22, 24/23, 25/24, 26/25) 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 nomial and real (after deduction of the inflation rate) year-on-year comparison (20/19, 21/20, 22/21, 23/22, 24/23, 25/24, 26/25) 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 nomial and real (after deduction of the inflation rate) year-on-year comparison (20/19, 21/20, 22/21, 23/22, 24/23, 25/24, 26/25) 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 (20/19, 21/20, 22/21, 23/22, 24/23, 25/24, 26/25) of negotiated wage supplementary charges and bonuses.

B. TABLE SECTION OF PUBLIC SERVICES AND ADMINISTRATION

1. Employee Wages (Tables Nos. B1a, B1b)
The output is the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated:

- year–on–year growth of the average earnings in %
- year–on–year increase of total amount of payroll funds in %
- reduction of total amount of payroll funds
- reduction of a wage component
- method of determination or arrangement of employees' wages
  - wage tariff determination according to the tenure pursuant to Section 4 of the Government Decree No. 341/2017 Coll.
  - 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 2026

(based on the sample of 1,240 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. 356/2025 Coll., i.e. in an amount above CZK 22,400.00/month and CZK 134.40/hour with a working hour fund of 40 hours per week.

The average minimum monthly salary has been agreed in the amount of... CZK **25,623.00**/month

The average minimum hourly salary at a working hour fund of 40 hours per week has been agreed in the amount of ..... CZK **156.86**/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:

1st tariff scale	CZK **20,881.00**
2nd tariff scale	CZK **21,739.00**
3rd tariff scale	CZK **22,855.00**
4th tariff scale	CZK **24,233.00**
5th tariff scale	CZK **26,005.00**
6th tariff scale	CZK **28,078.00**
7th tariff scale	CZK **30,463.00**
8th tariff scale	CZK **33,115.00**
9th tariff scale	CZK **36,212.00**
10th tariff scale	CZK **39,190.00**
11th tariff scale	CZK **43,251.00**
12th tariff scale	CZK **48,256.00**

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

	40 hours/week	37.5 hours/week
1st tariff scale	CZK **128.64**	CZK **127.32**
2nd tariff scale	CZK **131.23**	CZK **133.26**
3rd tariff scale	CZK **135.64**	CZK **139.08**
4th tariff scale	CZK **141.29**	CZK **146.48**
5th tariff scale	CZK **150.32**	CZK **155.35**
6th tariff scale	CZK **161.83**	CZK **163.28**
7th tariff scale	CZK **178.39**	CZK **174.54**
8th tariff scale	CZK **179.76**	CZK **179.28**
9th tariff scale	CZK **198.63**	CZK **189.18**
10th tariff scale	CZK **226.80**	CZK **198.98**
11th tariff scale	CZK	CZK **214.31**
12th tariff scale	CZK	CZK **235.07**

Wage development

Number of collective agreements regulating wage development ...**921** (i.e. 74.3% of the total amount of collective agreements in the file).

The wage increases is agreed in 73.1% collective agreements, of which:

47.7%	collective agreements, offering a year-on-year increase of wage scales by....	**4.1%**
17.6%	collective agreements offering a year-on-year increase of the average nominal wage by	**3.8%**
0.9%	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 5 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		**26.4%**	AE
overtime bonus for work on Saturdays and Sundays		**46.8%**	AE
overtime bonus for work undistinguished		**27.6%**	AE
overtime bonus for work on public holidays		**103.1%**	AE
bonus for night work	CZK	**24.74**	/hour
.....		**12.9%**	AE
bonus for work in difficult conditions	CZK	**12.95**	/hour
.....		**10.9%**	AE
.....		**10.5%**	MM
bonus for work on Saturdays and Sundays	CZK	**28.76**	/hour
.....		**23.4%**	AE
bonus for afternoon work	CZK	**9.82**	/hour
.....		**9.3%**	AE
bonus for working in shift operation	CZK	**134.34**	/shift
.....		**16.1%**	AE
bonus for team management	CZK	**8.62**	/hour
bonus for working at heights	CZK	**8.53**	/hour
bonus for working in hazardous conditions	CZK	**32.91**	/hour
bonus for the knowledge of foreign languages	CZK	**860.00**	/month
bonus for substitution	CZK	**1,307.14**	/month
.....		**29.4%**	AE
bonus for training other people	CZK	**1,049.23**	/month
.....		**11.4%**	AE
individual bonus		**19.2%**	AE
remuneration for standby duty	CZK	**23.79**	/hour
.....		**17.3%**	AE

Explanatory note: AE average earnings
MM basic tariff of minimum wage

2. Working hours

1	number of CA in the business sector	1,240
2	the number of CA regulating the length of working hours	1,104
3	% of CA regulating the length of working hours based on the number of CA in the business sector	89.0
	uniform regulation of working hours	
4	number of CA with a uniform regulation of working hours	732
5	% of CA with a uniform regulation of working hours based on the number of CA in the business sector	59.0
6	average length of working hours (*hours/week*)	37.9
	share of CA with uniform regulation of working hours according to its length to the total number of CA in the business sector in %	
7	*37,5 hours/week (PD<40 hours/week)*	*49.4*
8	*40 hours/week*	*9.6*
	adjustment of working hours in shift modes	
9	number of CA with adjustment of working hours in shift modes	372
10	% of CA with shift work arrangements based on the number of CA in the business sector	30.0
	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)	88.1
16	2 shift (38,75 hours/week)	65.6
17	multishift (37,5 hours/week)	96.9
18	uninterrupted (37,5 hours/week)	92.4
	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 %	
19	1 shift *(PD<40 hours/week)*	*11.9*
20	2 shift *(PD<38,75 hours/week)*	*34.4*
21	multishift *(PD<37,5 hours/week)*	*3.1*
22	uninterrupted *(PD<37,5 hours/week)*	*7.6*
	agreed average length of reduced working hours according to shift modes	
23	1 shift	37.7
24	2 shift	37.4
25	multishift	35.7
26	uninterrupted	35.5

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	**2.0 days**
escorting a disabled child to a health or social care provider	**6.5 days**
moving house	**1.3 days**
looking for a new job	**3.7 days**
for mothers caring for a child (per year)	**4.2 days**
care for a family member (per year)	**1.9 days**
sick days (per year)	**3.2 days**

4. Benefits and working conditions to employees

Company catering

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

costs	CZK **82.76**	
		54.6% of the price of a meal
profit, social fund, FSCR	CZK **21.10**	
		23.2% of the price of a meal
without distinguishing sources	CZK **104.19**	
		59.8% 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	**755.99** /month
maximum average value of the contribution	CZK	**1,279.65** /month

Life insurance

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

minimum average value of the contribution	CZK	**657.04** /month
maximum average value of the contribution	CZK	**1062.14** /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:

3.47% of collective agreements in the form of part-time work

0.40% of collective agreements in the form of assistance with childcare placement

0.24% 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..... **5 CA**

- wage indexation agreed for employees returning from parental leave ..... 1**0 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..... **33 CA**

- for part of the working time..... **40 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.....**199** (i.e. 16.0% of the total number of collective agreements in the file), of which specific provisions concerning these employees are included in **116 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	**1,693**	**1,240**	**453**	**115**
Agriculture and Nutrition	39	35	4	
Banking and Insurance	16	16		
Catering, Hotels and Tourism	12	10	2	
Civilian Employees of the Army	9	5	4	
Commerce	13	12	1	
Culture and Nature Preservation	35		35	
Education	145		145	
ECHO	57	57		
Fire Fighters	13		13	
Food Industry and Allied Trade	45	44	1	
Glass, Ceramic & Porcelain	25	25		
Health Service and Social Care	95	34	61	
KOVO	526	519	7	
Mines, Geology and Oil Industry	24	22	2	
Postal, Telecom. and Newspaper Services	8	8		
Profess.and Trade Union of Orchestral Music.	16	2	14	
Railway Trade Unions	30	28	2	
Science and Research	30	28	2	
State Bodies and Organisations	115		115	113
STAVBA	126	113	13	
Textile, Clothing and Leather Industry	37	36	1	
Transport	9	9		
Transport, Road Economy and Repair Vehicles	12	12		
Union of Aviation Employees	5	5		
Union of Professional Singers	4		4	
UNIOS	135	114	21	2
Universities Trade Union	17	17		
Wood.Industry, Forestry and Manag.of Water	95	89	6	

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		**1,693**	**1,240**	**453**	**115**
CZ010	Capital Prague	238	196	42	4
CZ020	Středočeský	114	77	37	11
CZ031	Jihočeský	122	98	24	6
CZ032	Plzeňský	103	69	34	11
CZ041	Karlovarský	50	35	15	5
CZ042	Ústecký	129	95	34	17
CZ051	Liberecký	80	61	19	7
CZ052	Královéhradecký	99	72	27	8
CZ053	Pardubický	70	50	20	4
CZ061	Vysočina	93	70	23	8
CZ062	Jihomoravský	161	113	48	8
CZ071	Olomoucký	108	68	40	12
CZ072	Zlínský	114	84	30	5
CZ080	Moravskoslezský	212	152	60	9

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**	**25 623**	**25**	**2,0**	**156,86**	**8**	**0,6**	**163,83**	**179**	**14,4**	**270**	**21,8**	**46**	**3,7**	**57**	**4,6**	**59**	**4,8**	**144**	**11,6**
Agriculture and Nutrition										3	8,6	12	34,3	1	2,9	6	17,1	1	2,9	2	5,7
Banking and Insurance	2	12,5																			
Catering, Hotels and Tourism												4	40,0								
Civilian Employees of the Army												5	100,0							2	40,0
Commerce																					
ECHO	3	5,3	28 600				1	1,8		26	45,6	10	17,5	1	1,8			2	3,5	5	8,8
Food Industry and Allied Trade	1	2,3										8	18,2			3	6,8			4	9,1
Glass, Ceramic & Porcelain										9	36,0	9	36,0					6	24,0	6	24,0
Health Service and Social Care										4	11,8	6	17,6								
KOVO	9	1,7	25 649	2	0,4		1	0,2		56	10,8	101	19,5	1	0,2	16	3,1	23	4,4	82	15,8
Mines, Geology and Oil Industry							1	4,5		4	18,2	6	27,3	1	4,5	2	9,1	3	13,6	2	9,1
Postal, Telecom. and Newspaper Services	1	12,5								1	12,5										
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions												12	42,9			1	3,6			1	3,6
Science and Research												3	10,7								
STAVBA	8	7,1	24 039	14	12,4	139,93	3	2,7	158,20	46	40,7	19	16,8	37	32,7	19	16,8	7	6,2	6	5,3
Textile, Clothing and Leather Industry										5	13,9	9	25,0	1	2,8			5	13,9	10	27,8
Transport				7	77,8	195,86	2	22,2				2	22,2			1	11,1			1	11,1
Transport, Road Economy and Repair Vehicles										1	8,3	2	16,7					1	8,3	4	33,3
Union of Aviation Employees												2	40,0								
UNIOS										14	12,3	32	28,1	4	3,5	9	7,9	5	4,4	9	7,9
Universities Trade Union										1	5,9	12	70,6								
Wood.Industry, Forestry and Manag.of Water				2	2,2					9	10,1	16	18,0					6	6,7	10	11,2

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
- CZK — average value of the monthly minimum wage
- CZK/h — average value of the hourly minimum wage
- TS — tariff system

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

Trade union	TARIFF SCALE																					
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	**148**	**20 881**	**153**	**21 739**	**162**	**22 855**	**168**	**24 233**	**172**	**26 005**	**174**	**28 078**	**175**	**30 463**	**174**	**33 115**	**170**	**36 212**	**171**	**39 190**	**170**	**43 251**	**168**	**48 256**
Agriculture and Nutrition	1		1		1		2		3	25 121	3	28 091	3	31 145	3	34 660	3	41 052	2		2		2	
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	22	20 598	22	22 089	25	23 620	25	25 524	25	27 767	25	30 396	26	33 324	26	36 490	26	39 749	26	43 599	26	48 169	26	53 697
Food Industry and Allied Trade																								
Glass, Ceramic & Porcelain	8	22 471	8	23 175	8	24 068	9	24 877	9	25 956	9	27 146	9	28 681	9	30 108	9	31 869	9	33 712	9	35 786	8	39 701
Health Service and Social Care	3	21 867	4	21 350	4	22 400	4	23 550	4	25 125	4	26 385	4	27 941	4	28 967	4	30 339	4	32 906	4	43 093	4	46 126
KOVO	44	19 951	45	20 933	49	21 899	50	23 207	51	24 812	52	26 339	53	28 299	52	30 388	50	33 094	53	34 962	52	37 345	52	40 718
Mines, Geology and Oil Industry	4	21 620	4	22 248	4	23 455	4	25 365	4	27 743	4	29 983	4	32 478	4	35 128	4	37 863	4	40 965	4	44 105	4	47 245
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	42	22 262	45	22 720	45	23 716	45	25 078	46	26 883	46	29 290	46	32 704	46	36 163	46	40 122	46	45 004	46	50 628	46	57 491
Textile, Clothing and Leather Industry	4	17 105	4	17 710	5	19 960	5	20 980	5	22 420	5	23 860	5	25 796	5	28 144	5	31 054	5	34 442	5	39 538	5	44 726
Transport																								
Transport, Road Economy and Repair Vehicles							1		1		1		1		1		1		1		1		1	
Union of Aviation Employees																								
UNIOS	11	18 528	11	19 786	12	21 473	12	22 524	13	24 274	14	27 120	13	26 994	13	29 131	11	29 744	11	32 238	11	35 095	10	38 742
Universities Trade Union	1		1		1		1		1		1		1		1		1		1		1		1	
Wood.Industry, Forestry and Manag.of Water	7	21 998	7	22 702	7	23 901	9	25 114	9	27 291	9	29 762	9	32 668	9	35 639	9	39 073	8	39 636	8	42 893	8	48 531

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	2		2		2																																	
4 scale	13	23 190	13	26 478	13	30 185	13	34 747																														
5 scale	15	21 771	15	24 214	15	26 938	15	30 198	14	34 618																												
6 scale	25	22 368	26	24 709	26	27 478	26	30 630	26	34 220	25	37 544																										
7 scale	17	22 413	18	23 917	20	26 174	21	28 775	22	31 870	22	35 258	19	40 542																								
8 scale	42	20 886	42	22 083	45	23 997	45	25 852	47	28 207	47	31 350	47	35 022	47	40 734																						
9 scale	18	22 475	19	23 969	20	25 743	23	27 021	22	29 023	22	31 691	23	34 032	23	38 064	22	42 404																				
10 scale	20	22 235	21	23 409	22	24 823	25	26 659	26	28 164	26	30 520	28	32 745	28	36 322	27	39 686	27	44 419																		
11 scale	15	22 339	15	23 684	15	24 965	15	26 805	16	28 488	16	30 687	17	32 652	17	36 842	17	40 702	17	46 461	17	51 345																
13 scale	18	19 786	19	20 796	20	22 383	20	24 120	20	25 822	20	27 758	20	29 779	20	32 347	20	35 749	20	40 050	20	45 688	20	52 714	20	62 652												
14 scale	13	21 773	13	22 549	14	23 555	15	24 863	15	26 280	16	27 561	17	28 912	18	30 501	18	32 949	18	35 416	18	38 580	18	41 831	18	48 745	17	51 677										
15 scale	9	22 564	9	23 866	10	25 169	10	27 039	11	28 054	11	29 662	11	31 553	11	33 885	11	37 166	11	40 594	11	43 918	11	47 987	11	52 770	11	56 494	11	60 929								
16 scale	9	20 621	9	21 397	9	22 666	9	23 686	9	25 548	11	26 862	11	28 856	12	30 973	12	33 168	12	35 145	12	37 495	12	39 630	11	41 177	10	42 539	10	46 217	10	49 626						
17 scale	9	16 478	9	22 100	9	28 667	5	14 900	5	16 100	5	17 600	5	20 100	5	22 600	5	25 100	5	27 600	5	30 100	5	40 200	5	50 200	5	59 200	5	64 200	5	70 300	5	100 000				
18 scale																																						
19 scale																																						
20 scale	3	20 811	3	22 121	4	24 048	4	25 231	4	26 489	4	27 796	4	29 433	4	30 940	4	32 548	4	34 281	4	36 138	4	38 121	4	40 254	5	39 449	5	42 060	5	44 801	5	47 747	5	51 036	5	54 342	5	57 928

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**	**128,64**	**46**	**131,23**	**46**	**135,64**	**44**	**141,29**	**44**	**150,32**	**44**	**161,83**	**44**	**178,39**	**5**	**179,76**	**3**	**198,63**	**3**	**226,80**	**2**		**2**	
Agriculture and Nutrition	1		1		1		1		1		1		1											
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	1		1		1		1		1		1		1		1		1		1					
Food Industry and Allied Trade																								
Glass, Ceramic & Porcelain																								
Health Service and Social Care																								
KOVO	1		1		1		1		1		1		1											
Mines, Geology and Oil Industry	1		1		1		1		1		1		1		1		1		1		1		1	
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions																								
Science and Research																								
STAVBA	37	135,58	37	137,16	37	141,30	37	147,95	37	157,49	37	169,81	37	187,95										
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	106,88	4	115,18	4	121,23	2		2		2		2		2									
Universities Trade Union																								
Wood.Industry, Forestry and Manag.of Water																								

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 (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
2 scale																																						
3 scale																																						
4 scale	6	122,40	6	135,22	6	170,03	6	195,85																														
5 scale																																						
6 scale	1		1		1		1		1		1																											
7 scale	9	123,34	9	125,33	9	130,19	10	138,24	9	144,30	9	153,94	9	163,24																								
8 scale	16	116,21	17	121,82	17	131,17	17	141,59	16	150,08	14	164,70	14	183,14	13	214,09																						
9 scale	3	139,80	3	152,67	3	169,00	3	183,67	3	198,67	3	215,23	3	232,73	2		1																					
10 scale	3	116,40	3	123,22	3	130,02	4	143,00	4	152,31	4	166,19	2		2		2		2																			
11 scale	2		2		2		2		2		2		2		1		1		1		1																	
13 scale	1		1		1		1		1																													
14 scale	3	121,27	3	124,70	3	129,77	3	132,93	3	137,13	3	141,83	3	146,87	3	152,10	3	158,63	3	165,73	2		2		2		2											
15 scale																																						
16 scale	2		2		2		2		2		3	170,46	3	180,46	3	192,32	3	205,73	2		2		1		1		1		1		1							
17 scale	4	138,00	4	153,50	4	159,00	4	170,00	4	191,50																												
18 scale	1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1					
19 scale																																						
20 scale	2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2	

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	**47**	**127,32**	**54**	**133,26**	**56**	**139,08**	**57**	**146,48**	**58**	**155,35**	**56**	**163,28**	**54**	**174,54**	**38**	**179,28**	**30**	**189,18**	**27**	**198,98**	**26**	**214,31**	**24**	**235,07**
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	1		1		2		2		2		2		2		2		2		2		2		2	
Food Industry and Allied Trade																								
Glass, Ceramic & Porcelain	6	138,48	6	140,03	6	144,22	6	149,53	6	155,23	6	161,90	6	170,17	5	165,34	5	171,34	5	177,68	5	184,42	4	200,78
Health Service and Social Care																								
KOVO	19	122,50	21	128,16	21	134,07	22	141,75	23	151,42	23	160,30	21	170,04	18	179,98	14	192,72	11	199,51	11	213,04	10	228,64
Mines, Geology and Oil Industry	3	135,13	3	136,47	3	140,87	3	147,57	3	159,93	3	171,03	3	183,00	1									
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions																								
Science and Research																								
STAVBA	3	126,63	6	133,72	6	137,93	6	146,18	7	156,70	7	168,16	7	182,47	2		1		1		1		1	
Textile, Clothing and Leather Industry	3	96,34	4	111,24	5	116,54	5	123,52	5	132,49	5	140,77	5	150,88	3	154,76	2		2		1		1	
Transport																								
Transport, Road Economy and Repair Vehicles			1		1		1		1		1		1		1									
Union of Aviation Employees																								
UNIOS	5	129,82	5	135,30	5	146,80	5	157,82	4	171,83	2		2		1		1		1		1		1	
Universities Trade Union																								
Wood.Industry, Forestry and Manag.of Water	6	138,46	6	144,76	6	152,42	6	158,78	6	164,37	6	173,46	6	186,67	4	196,63	4	211,90	4	226,75	4	245,15	4	266,10

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) - 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
2 scale																																						
3 scale	4	179,47	3	187,73	2																																	
4 scale	9	133,87	9	151,41	9	172,75	8	198,20																														
5 scale	8	132,49	9	144,22	9	157,12	9	171,08	9	195,15																												
6 scale	16	134,56	16	142,01	16	152,82	16	164,72	16	180,79	15	202,31																										
7 scale	21	146,02	23	151,29	23	158,83	24	169,33	24	183,25	23	200,38	22	215,62																								
8 scale	22	131,48	23	137,09	23	145,51	22	154,25	22	165,60	20	175,40	19	192,52	18	217,40																						
9 scale	9	134,71	10	140,27	10	147,19	12	151,89	13	162,50	13	175,47	11	190,64	9	205,79	9	226,62																				
10 scale	7	136,00	8	145,24	9	151,26	9	163,01	9	174,68	9	185,74	7	207,24	6	223,05	5	210,28	4	222,15																		
11 scale	4	130,08	4	137,15	5	146,38	9	148,53	9	156,76	9	165,50	9	178,20	7	206,43	4	188,50	4	206,00	4	229,50																
13 scale	3	103,37	3	107,70	3	114,73	3	120,83	3	127,30	3	136,83	3	150,13	3	161,87	2		2		2		2		2													
14 scale	4	142,60	4	149,23	6	142,39	6	150,95	6	161,23	6	173,56	7	179,55	7	192,72	7	209,80	7	228,08	4	276,36	3	267,94	3	301,14	3	341,97										
15 scale	4	130,98	4	134,73	5	143,26	6	143,80	6	154,05	6	163,38	6	175,32	5	196,90	4	225,53	2		2		2		1		1		1									
16 scale	5	122,12	5	126,26	5	131,58	5	135,66	6	140,57	6	146,02	6	153,97	6	159,73	6	168,55	6	176,63	6	186,10	6	193,82	6	203,93	5	186,10	5	197,34	5	208,22						
17 scale	1		1		1		1		1		1		1		1		1		1																			
18 scale																																						
19 scale																																						
20 scale	5	133,95	5	139,54	5	145,12	5	150,66	5	156,19	5	161,55	5	167,01	5	172,66	5	178,72	5	184,27	5	190,35	5	195,98	5	201,69	5	207,38	5	213,22	5	219,08	5	226,22	5	231,99	5	237,91	5	243,97

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

Wage supplementary charges according to LC classification based on trade unions

Trade union	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE	% AE																
Total	**1 039**	**83,8**	**26,4**	**46,8**	**27,6**	**963**	**77,7**	**103,1**	**1 021**	**82,3**	**24,74**	**12,9**	**676**	**54,5**	**12,95**	**10,9**	**10,5**	**995**	**80,2**	**28,76**	**23,4**
Agriculture and Nutrition	31	88,6	27,3	48,0	27,2	30	85,7	115,8	31	88,6	31,35	11,6	20	57,1	11,60	10,0	11,0	30	85,7	14,00	19,1
Banking and Insurance	7	43,8	25,0		29,0	7	43,8	100,0	6	37,5	25,00	10,8	2	12,5				7	43,8		50,0
Catering, Hotels and Tourism	10	100,0			29,0	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	18,93			4	80,0		18,8
Commerce	9	75,0	25,0		26,6	9	75,0	102,8	10	83,3	8,00	14,5	4	33,3	10,00		13,8	10	83,3	35,00	15,0
ECHO	55	96,5	27,2	48,9	31,9	53	93,0	108,2	53	93,0	30,68	12,6	43	75,4	14,81	10,0	10,0	52	91,2	32,22	23,4
Food Industry and Allied Trade	41	93,2	26,9	48,1	27,9	39	88,6	103,2	41	93,2	21,50	14,7	25	56,8	9,62		10,0	42	95,5	25,00	26,1
Glass, Ceramic & Porcelain	24	96,0			29,6	21	84,0	101,4	23	92,0	21,08	14,6	21	84,0	12,86		10,0	24	96,0	22,00	32,5
Health Service and Social Care	24	70,6	25,0	50,0	25,7	26	76,5	100,0	28	82,4	30,00	18,6	14	41,2	12,15		10,0	27	79,4	45,00	23,0
KOVO	450	86,7	26,6	45,6	27,1	411	79,2	103,0	447	86,1	26,06	13,1	257	49,5	11,88	10,4	10,1	425	81,9	34,23	25,8
Mines, Geology and Oil Industry	20	90,9	25,0	50,0	28,0	17	77,3	102,1	19	86,4	28,19	13,0	16	72,7	12,76		15,0	18	81,8	31,55	21,3
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.																					
Railway Trade Unions	18	64,3	27,1	47,5	26,7	18	64,3	100,0	19	67,9	19,00	12,4	14	50,0	10,00	11,7	10,0	20	71,4	25,00	16,7
Science and Research	6	21,4			25,0	6	21,4	100,0	7	25,0		11,4	9	32,1			10,0	7	25,0		14,3
STAVBA	103	91,2	25,7	48,1	32,0	103	91,2	101,0	103	91,2	17,26	11,1	95	84,1	13,97	10,9	10,2	101	89,4	37,51	18,1
Textile, Clothing and Leather Industry	33	91,7	27,6	43,5	26,8	30	83,3	102,5	33	91,7	23,10	14,0	17	47,2	14,30	10,0	10,2	33	91,7	15,69	15,1
Transport	9	100,0	28,0		27,0	7	77,8	100,0	9	100,0	11,00	10,0	8	88,9	9,44	10,0	11,7	9	100,0		27,8
Transport, Road Economy and Repair Vehicles	11	91,7			26,8	10	83,3	100,0	12	100,0	17,50	10,2	8	66,7	12,40	11,7	10,0	11	91,7		32,7
Union of Aviation Employees	3	60,0	30,0		37,5	3	60,0	100,0	3	60,0		15,0	3	60,0	16,60		10,0	3	60,0		21,8
UNIOS	84	73,7	26,4	48,3	25,0	67	58,8	104,4	70	61,4	20,09	12,7	47	41,2	13,60	10,6	10,9	70	61,4	19,20	24,1
Universities Trade Union	16	94,1	25,8	47,5	25,0	15	88,2	100,0	16	94,1		13,4	13	76,5			10,0	16	94,1		20,3
Wood.Industry, Forestry and Manag.of Water	75	84,3	25,8	44,5	25,8	72	80,9	102,7	72	80,9	20,05	12,2	49	55,1	13,57	10,0	10,5	70	78,7	24,18	18,5

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

Other supplementary charges I
classification based on trade unions

Trade union	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
Total	**28**	**9,3**	**537**	**9,82**	**4**	**12**	**16,1**	**16**	**134,34**	**177**	**3**	**9,7**	**137**	**8,62**	**42**	**1**		**136**	**8,53**	**4**
Agriculture and Nutrition	1		13	10,69						4			2		1			1		
Banking and Insurance			1																	
Catering, Hotels and Tourism																				
Civilian Employees of the Army			1																	
Commerce																				
ECHO	2		28	14,19						34			1					18	15,19	
Food Industry and Allied Trade	1		24	8,69	1	1				5	1		2							
Glass, Ceramic & Porcelain	1		21	11,00						1			4	4,75				2		
Health Service and Social Care										10					1					
KOVO	16	8,8	321	9,93	3	7	16,3	10	139,95	80	1		54	10,13	15	1		64	6,09	1
Mines, Geology and Oil Industry			7	8,00						6			4	12,00	3			7	5,57	
Postal, Telecom. and Newspaper Services																		1		
Profess.and Trade Union of Orchestral Music.																				
Railway Trade Unions	1		3	13,00		1		2		8	1		3	15,00	2			4	10,50	
Science and Research															2					
STAVBA	3	7,3	45	6,56						13			32	5,93	7			27	10,89	
Textile, Clothing and Leather Industry			30	11,12						1			8	13,48	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	21	7,29		3	20,0	1		6			10	7,45	10			6	8,42	3
Universities Trade Union										7										
Wood.Industry, Forestry and Manag.of Water			20	9,60						2			4	5,13				4	4,63	

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/shift — 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	**4**	**7,9**	**164**	**32,91**	**19**			**10**	**860**	**6**	**24**	**29,4**	**14**	**1 307**	**108**	**15**	**11,4**	**26**	**1 049**	**81**	**14**	**19,2**	**63**	**533**
Agriculture and Nutrition													1		2								1	7
Banking and Insurance					1					3					1									2
Catering, Hotels and Tourism															2									2
Civilian Employees of the Army																								2
Commerce															1									4
ECHO			17	114,45									4	2 000	7			1		6	1		1	36
Food Industry and Allied Trade			2		2						1				4	1		2						15
Glass, Ceramic & Porcelain	1		1								1									1				15
Health Service and Social Care					1								1		3								4	16
KOVO	2		99	9,64	7			6	800	2	5	30,0	3	1 133	33	5	10,0	15	743	43	10	16,9	38	213
Mines, Geology and Oil Industry			7	78,43									1		5					8				13
Postal, Telecom. and Newspaper Services																								6
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions	1		4	67,75						1	2				3	4	14,8			5	1		4	11
Science and Research															1								3	4
STAVBA			27	52,12											4			5	1 780	3	1		1	73
Textile, Clothing and Leather Industry			2					1			3	36,7	1		7	3	9,0	1		5			1	21
Transport																1				2	1		1	3
Transport, Road Economy and Repair Vehicles			2		1								1		1					5				12
Union of Aviation Employees			1												2			1						3
UNIOS			2		6			2			11	30,9	1		16	1		1		1			3	34
Universities Trade Union					1								1		9								5	16
Wood.Industry, Forestry and Manag.of Water								1			1				7					2			1	25

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 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	**653**	**52,7**	**213**	**17,2**	**416**	**33,5**	**246**	**19,8**	**54**	**4,4**	**151**	**12,2**	**145**	**11,7**	**128**	**10,3**	**666**	**53,7**
Agriculture and Nutrition	14	40,0	2	5,7	11	31,4	10	28,6			4	11,4	4	11,4	3	8,6	21	60,0
Banking and Insurance	4	25,0	1	6,3	2	12,5	1	6,3	1	6,3	1	6,3			2	12,5	12	75,0
Catering, Hotels and Tourism	5	50,0	1	10,0	4	40,0							4	40,0	1	10,0	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	39	68,4	12	21,1	30	52,6	20	35,1	7	12,3	10	17,5	19	33,3	5	8,8	45	78,9
Food Industry and Allied Trade	40	90,9	12	27,3	20	45,5	9	20,5	4	9,1	25	56,8	7	15,9			37	84,1
Glass, Ceramic & Porcelain	6	24,0	3	12,0	3	12,0	2	8,0					3	12,0			6	24,0
Health Service and Social Care	1	2,9			1	2,9											26	76,5
KOVO	318	61,3	106	20,4	203	39,1	99	19,1	20	3,9	56	10,8	53	10,2	64	12,3	265	51,1
Mines, Geology and Oil Industry	12	54,5	1	4,5	8	36,4	7	31,8	1	4,5			3	13,6	7	31,8	18	81,8
Postal, Telecom. and Newspaper Services	2	25,0			2	25,0	2	25,0									4	50,0
Profess.and Trade Union of Orchestral Music.																		
Railway Trade Unions	8	28,6			6	21,4	2	7,1	1	3,6	4	14,3	2	7,1			17	60,7
Science and Research																	2	7,1
STAVBA	56	49,6	13	11,5	38	33,6	18	15,9	18	15,9	14	12,4	13	11,5	20	17,7	34	30,1
Textile, Clothing and Leather Industry	16	44,4	4	11,1	12	33,3	10	27,8			1	2,8	4	11,1	5	13,9	11	30,6
Transport	3	33,3	1	11,1	3	33,3	2	22,2					2	22,2			5	55,6
Transport, Road Economy and Repair Vehicles	6	50,0			2	16,7	1	8,3			1	8,3	1	8,3	1	8,3	10	83,3
Union of Aviation Employees	1	20,0			1	20,0					1	20,0					4	80,0
UNIOS	60	52,6	28	24,6	28	24,6	32	28,1	1	0,9	23	20,2	10	8,8	4	3,5	69	60,5
Universities Trade Union	4	23,5	4	23,5	1	5,9	4	23,5	1	5,9			1	5,9	1	5,9	12	70,6
Wood.Industry, Forestry and Manag.of Water	54	60,7	24	27,0	37	41,6	26	29,2			10	11,2	19	21,3	15	16,9	53	59,6

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
* 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	**732**	**59,0**	**92**	**3 635**	**358**	**4 494**	**607**	**7 194**	**635**	**9 354**	**704**	**11 462**	**729**	**13 305**	**732**	**15 453**	**732**	**16 924**	**732**	**18 703**	**8**	**0,6**	**20 625**
Agriculture and Nutrition	23	65,7	2		17	4 559	21	7 500	21	10 476	23	12 630	23	15 217	23	17 174	23	18 261	23	19 130			
Banking and Insurance	8	50,0			4	2 000	8	6 250	8	8 750	8	11 750	8	14 000	8	18 250	8	22 500	8	24 375	2	12,5	
Catering, Hotels and Tourism	7	70,0	7	3 857	7	7 000	7	10 571	7	13 429	7	16 000	7	17 429	7	19 571	7	19 571	7	19 571			
Civilian Employees of the Army	4	80,0			2		2		2		3	9 200	4	8 775	4	10 650	4	11 525	4	12 150			
Commerce	8	66,7			7	4 357	8	8 125	8	10 000	8	12 063	8	14 063	8	16 188	8	16 188	8	16 188			
ECHO	28	49,1	1		13	6 192	21	7 810	22	9 341	26	12 519	28	13 389	28	15 889	28	17 543	28	20 304	1	1,8	
Food Industry and Allied Trade	36	81,8	2		19	4 105	33	6 583	34	8 753	36	10 851	36	13 078	36	15 647	36	17 472	36	20 097			
Glass, Ceramic & Porcelain	13	52,0			3	4 667	9	10 000	10	13 030	12	16 192	13	18 746	13	23 292	13	27 062	13	31 308			
Health Service and Social Care	16	47,1			5	4 400	10	6 000	11	6 273	15	7 233	16	7 406	16	8 219	16	8 500	16	9 469	1	2,9	
KOVO	316	60,9	53	3 838	176	4 830	272	7 423	279	9 819	301	12 238	316	14 175	316	16 401	316	17 920	316	19 763			
Mines, Geology and Oil Industry	7	31,8	1		3	5 500	5	7 600	5	9 400	7	10 143	7	12 571	7	14 286	7	16 143	7	18 286			
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	11	39,3	1		4	2 875	10	6 000	11	8 727	11	10 818	11	12 864	11	16 273	11	18 409	11	22 455	1	3,6	
Science and Research	3	10,7									3	6 667	3	8 333	3	10 074	3	10 074	3	10 074	2	7,1	
STAVBA	90	79,6	4	2 550	23	4 713	79	8 341	82	10 912	88	13 345	89	15 570	90	17 707	90	18 906	90	20 421			
Textile, Clothing and Leather Industry	19	52,8	2		10	4 250	14	7 071	15	8 533	19	9 042	19	10 963	19	12 147	19	14 463	19	16 200			
Transport	6	66,7	3	2 167	3	3 000	3	3 900	4	4 775	5	5 760	5	6 880	6	8 417	6	9 750	6	11 250			
Transport, Road Economy and Repair Vehicles	9	75,0	1		6	4 250	6	6 000	8	7 750	9	9 583	9	11 222	9	13 139	9	14 389	9	15 633			
Union of Aviation Employees	4	80,0	1		1		2		2		4	7 500	4	8 000	4	14 500	4	15 000	4	18 750			
UNIOS	71	62,3	9	3 111	32	2 867	56	5 378	59	7 204	66	8 685	70	10 116	71	11 639	71	12 855	71	14 034			
Universities Trade Union	9	52,9	1		2		6	7 250	8	6 188	9	7 667	9	7 833	9	8 889	9	9 056	9	9 556			
Wood.Industry, Forestry and Manag.of Water	42	47,2	4	4 200	20	3 598	34	5 645	37	7 126	42	8 872	42	10 745	42	12 604	42	14 181	42	16 154			

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	**603**	**48,6**	**261**	**4 684**	**546**	**5 212**	**591**	**6 590**	**597**	**7 630**	**603**	**8 724**	**603**	**9 423**
Agriculture and Nutrition	16	45,7	8	3 500	15	5 600	16	5 938	16	6 063	16	6 188	16	6 188
Banking and Insurance	4	25,0	2		3	5 667	4	6 125	4	6 125	4	6 125	4	6 125
Catering, Hotels and Tourism	5	50,0	5	2 900	5	2 900	5	2 900	5	2 900	5	2 900	5	2 900
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	29	50,9	8	6 138	28	7 321	29	11 938	29	16 241	29	20 793	29	21 190
Food Industry and Allied Trade	24	54,5	9	3 100	19	4 442	23	6 204	24	6 850	24	8 242	24	8 708
Glass, Ceramic & Porcelain	7	28,0	5	8 700	7	7 786	7	7 786	7	7 786	7	8 500	7	8 500
Health Service and Social Care	12	35,3	5	4 600	11	4 682	12	6 333	12	7 208	12	7 917	12	8 500
KOVO	226	43,5	79	4 260	190	4 494	215	5 725	220	6 658	226	7 562	226	8 489
Mines, Geology and Oil Industry	12	54,5	4	4 250	11	4 409	12	6 375	12	7 833	12	9 042	12	10 458
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.	1	50,0	1		1		1		1		1		1	
Railway Trade Unions	9	32,1	4	6 500	8	8 063	9	12 000	9	12 722	9	13 389	9	14 056
Science and Research	10	35,7	5	5 000	9	5 111	10	5 700	10	5 700	10	6 700	10	6 700
STAVBA	76	67,3	43	4 797	72	5 922	76	7 553	76	9 051	76	10 429	76	11 446
Textile, Clothing and Leather Industry	21	58,3	6	4 167	20	4 425	21	5 745	21	6 876	21	7 752	21	8 543
Transport	2	22,2	1		2		2		2		2		2	
Transport, Road Economy and Repair Vehicles	6	50,0	2		6	5 583	6	6 000	6	6 583	6	7 333	6	7 750
Union of Aviation Employees	1	20,0					1		1		1		1	
UNIOS	84	73,7	50	5 418	83	5 766	84	6 674	84	7 326	84	7 951	84	8 231
Universities Trade Union	7	41,2	2		6	7 833	7	8 286	7	8 571	7	8 857	7	9 143
Wood.Industry, Forestry and Manag.of Water	42	47,2	20	3 769	41	4 330	42	5 540	42	6 473	42	7 731	42	8 468

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

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

Trade union	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	**721**	**58,1**	**262**	**6 531**	**621**	**8 649**	**700**	**10 974**	**712**	**13 616**	**719**	**16 569**	**719**	**18 090**	**721**	**19 780**	**721**	**20 832**	**721**	**22 036**
Agriculture and Nutrition	19	54,3	8	3 725	18	6 181	19	6 737	19	7 987	19	8 763	19	9 276	19	9 789	19	10 303	19	10 816
Banking and Insurance	7	43,8	1		6	17 333	7	19 071	7	19 071	7	19 071	7	19 071	7	19 071	7	19 071	7	19 071
Catering, Hotels and Tourism	7	70,0	5	5 000	5	8 000	7	7 143	7	7 143	7	7 143	7	7 143	7	7 143	7	7 143	7	7 143
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	9	75,0	3	1 667	8	3 625	9	5 222	9	5 222	9	5 222	9	5 222	9	5 222	9	5 222	9	5 222
ECHO	36	63,2	13	10 700	32	15 069	35	21 526	35	27 446	36	33 342	36	39 178	36	46 850	36	51 853	36	57 414
Food Industry and Allied Trade	28	63,6	9	5 100	22	6 182	27	9 459	28	10 771	28	13 904	28	15 196	28	16 739	28	17 464	28	19 250
Glass, Ceramic & Porcelain	8	32,0	4	4 563	6	6 500	8	8 813	8	10 250	8	13 125	8	17 188	8	20 313	8	22 813	8	25 313
Health Service and Social Care	20	58,8	3	5 000	18	5 583	20	8 125	20	8 750	20	9 300	20	10 100	20	10 975	20	11 275	20	11 575
KOVO	261	50,3	73	5 429	207	6 005	248	8 211	256	11 038	260	12 869	260	14 385	261	15 914	261	16 866	261	17 864
Mines, Geology and Oil Industry	15	68,2	3	10 000	13	7 346	14	9 714	15	11 967	15	13 933	15	15 700	15	17 467	15	19 900	15	20 333
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.	1	50,0	1		1		1		1		1		1		1		1		1	
Railway Trade Unions	18	64,3	5	7 600	14	13 857	17	19 441	18	24 444	18	28 167	18	31 806	18	37 444	18	38 750	18	39 556
Science and Research	9	32,1	6	5 833	8	5 750	8	5 750	8	5 750	9	6 222	9	6 778	9	6 778	9	6 778	9	6 778
STAVBA	91	80,5	44	9 073	88	12 155	90	15 387	91	21 005	91	31 401	91	32 784	91	34 610	91	35 573	91	37 468
Textile, Clothing and Leather Industry	22	61,1	5	3 200	20	3 633	22	5 314	22	6 900	22	7 927	22	8 945	22	9 700	22	9 950	22	10 200
Transport	3	33,3			3	2 750	3	3 833	3	4 917	3	6 000	3	6 417	3	6 417	3	6 417	3	6 417
Transport, Road Economy and Repair Vehicles	9	75,0	3	4 000	6	7 000	8	12 188	8	14 000	8	15 625	8	17 375	9	17 556	9	19 111	9	20 667
Union of Aviation Employees	4	80,0			2		4	14 500	4	15 000	4	15 750	4	16 250	4	17 500	4	18 750	4	20 000
UNIOS	82	71,9	47	7 072	79	6 461	81	7 548	81	8 462	82	9 322	82	9 779	82	10 066	82	10 200	82	10 371
Universities Trade Union	11	64,7	4	7 625	9	6 944	11	8 136	11	8 318	11	8 636	11	8 727	11	8 909	11	8 909	11	8 909
Wood.Industry, Forestry and Manag.of Water	53	59,6	23	4 699	49	6 892	53	9 734	53	11 615	53	14 081	53	15 708	53	17 528	53	19 113	53	20 745

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	
			of this																											
	NCA	% CA	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			
							fixed amount		by incr. in %				without manag.				by incr. in %		by abs. amount		without manag.				by incr. in %		without manag.				without manag.					
			NCA	% CA	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	% CA	NCA	% CA	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	% CA	NCA	aver.%	NCA	aver.%	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	**921**	**74,3**	**15**	**1,2**	**592**	**47,7**	**103**	**1 237**	**489**	**4,1**	**160**	**12,9**	**13**	**1,0**	**218**	**17,6**	**205**	**3,8**	**13**	**1 208**	**10**	**3,5**	**11**	**0,9**	**11**	**1,8**	**2**		**108**	**8,7**	**8**	**0,6**	**167**	**13,5**	**136**	**11,0**
Agriculture and Nutrition	25	71,4			17	48,6	8	1 038	9	4,7	2	5,7			4	11,4	4	3,1											2	5,7	1	2,9			4	11,4
Banking and Insurance	6	37,5			4	25,0			4	3,8	3	18,8																	1	6,3			2	12,5	1	6,3
Catering, Hotels and Tourism	7	70,0			4	40,0	3	1 600	1						2	20,0	2												1	10,0						
Civilian Employees of the Army	3	60,0			1	20,0			1		2	40,0																								
Commerce	9	75,0			9	75,0	3	667	6	4,6																									1	8,3
ECHO	51	89,5			30	52,6	2		28	3,4	15	26,3	2	3,5	11	19,3	10	3,7	1		3	2,8							6	10,5	1	1,8	11	19,3	14	24,6
Food Industry and Allied Trade	24	54,5			13	29,5			13	3,8	13	29,5	2	4,5	3	6,8	3	3,8					1	2,3	1				2	4,5			8	18,2	4	9,1
Glass, Ceramic & Porcelain	20	80,0			11	44,0	2		9	4,4	5	20,0			5	20,0	5	4,2															1	4,0	1	4,0
Health Service and Social Care	16	47,1			12	35,3	9	1 067	3	5,0	1	2,9			3	8,8	3	4,5																	1	2,9
KOVO	428	82,5	14	2,7	275	53,0	50	1 253	225	3,6	56	10,8	6	1,2	116	22,4	105	3,6	11	1 064	1		1	0,2	1				48	9,2	5	1,0	71	13,7	62	11,9
Mines, Geology and Oil Industry	17	77,3			10	45,5	2		8	3,1	5	22,7			5	22,7	5	3,0											2	9,1			5	22,7	5	22,7
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	24	85,7			19	67,9	3	1 067	16	3,5	7	25,0	1	3,6	4	14,3	4	3,3			1		1	3,6	1		1		3	10,7			7	25,0	2	7,1
Science and Research	5	17,9			1	3,6			1		2	7,1	1	3,6															2	7,1					2	7,1
STAVBA	89	78,8			81	71,7	4	1 394	77	5,6	11	9,7			10	8,8	10	3,3					2	1,8	2				4	3,5	1	0,9	19	16,8	17	15,0
Textile, Clothing and Leather Industry	23	63,9			14	38,9			14	3,5	3	8,3			8	22,2	8	4,2											6	16,7			7	19,4	6	16,7
Transport	4	44,4			4	44,4			4	5,5													1	11,1	1				2	22,2			3	33,3	1	11,1
Transport, Road Economy and Repair Vehicles	9	75,0			4	33,3			4	5,0	2	16,7			3	25,0	3	4,7											4	33,3			4	33,3	2	16,7
Union of Aviation Employees	3	60,0			2	40,0			2		1	20,0																	1	20,0			1	20,0		
UNIOS	75	65,8	1	0,9	46	40,4	11	1 650	35	4,8	12	10,5			22	19,3	22	5,0					1	0,9	1				15	13,2			21	18,4	4	3,5
Universities Trade Union	4	23,5			1	5,9			1		2	11,8																	1	5,9						
Wood.Industry, Forestry and Manag.of Water	78	87,6			34	38,2	6	1 071	28	3,9	18	20,2	1	1,1	21	23,6	20	4,1	1		5	3,9	4	4,5	4	1,0	1		8	9,0			7	7,9	8	9,0

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
- 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						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue											
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
Total	**660**	**53,2**	**87**	**7,0**	**29**	**2,3**	**586**	**47,3**	**210**	**16,9**	**96,5**	**201**	**16,2**	**83,6**	**391**	**31,5**	**17,3**	**23,79**
Agriculture and Nutrition	16	45,7	2	5,7			16	45,7	2	5,7		2	5,7		7	20,0	15,4	24,30
Banking and Insurance	8	50,0					8	50,0				4	25,0	100,0	1	6,3		
Catering, Hotels and Tourism	9	90,0	1	10,0			8	80,0	5	50,0	100,0	7	70,0	94,3	4	40,0	15,0	
Civilian Employees of the Army	1	20,0					1	20,0				1	20,0					
Commerce	3	25,0					3	25,0	2	16,7		2	16,7		2	16,7		
ECHO	40	70,2	8	14,0	1	1,8	31	54,4	33	57,9	90,0	33	57,9	74,5	25	43,9	18,7	33,81
Food Industry and Allied Trade	23	52,3					23	52,3	3	6,8	100,0	8	18,2	84,4	13	29,5	16,4	13,00
Glass, Ceramic & Porcelain	19	76,0	1	4,0			18	72,0	1	4,0		5	20,0	80,0	6	24,0	19,0	20,00
Health Service and Social Care	20	58,8					20	58,8	3	8,8	100,0	4	11,8	87,5	15	44,1	17,1	
KOVO	266	51,3	26	5,0	12	2,3	239	46,1	78	15,0	96,1	68	13,1	83,7	131	25,2	19,1	17,79
Mines, Geology and Oil Industry	14	63,6	2	9,1			12	54,5	8	36,4	100,0	9	40,9	100,0	8	36,4	15,7	23,40
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	46,4	2	7,1	1	3,6	10	35,7	5	17,9	92,0	7	25,0	76,4	7	25,0	17,4	29,00
Science and Research	11	39,3			1	3,6	11	39,3	2	7,1		2	7,1					
STAVBA	64	56,6	30	26,5	5	4,4	44	38,9	37	32,7	100,0	4	3,5	75,0	93	82,3	15,7	14,00
Textile, Clothing and Leather Industry	19	52,8	7	19,4	4	11,1	16	44,4	2	5,6		2	5,6		5	13,9	17,3	20,00
Transport	7	77,8					7	77,8	2	22,2		3	33,3	100,0	5	55,6	35,0	18,00
Transport, Road Economy and Repair Vehicles	12	100,0					12	100,0	4	33,3	97,5	2	16,7		3	25,0	15,0	
Union of Aviation Employees	3	60,0	1	20,0			3	60,0										
UNIOS	47	41,2	4	3,5	2	1,8	43	37,7	8	7,0	95,6	14	12,3	82,1	32	28,1	15,8	20,28
Universities Trade Union	16	94,1					16	94,1							5	29,4	15,0	
Wood.Industry, Forestry and Manag.of Water	43	48,3	3	3,4	3	3,4	39	43,8	15	16,9	100,0	21	23,6	85,2	29	32,6	15,5	37,38

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)	
				agreed in CA		% of average earnings	other form								
	NCA	% CA	weeks	NCA	% CA	% AE	NCA	% CA	NCA	% CA	hours	NCA	% CA	NCA	% CA
Total	**102**	**8,2**	**48,6**	**25**	**2,0**	**95,3**	**4**	**0,3**	**15**	**1,2**	**68,7**	**145**	**11,7**	**82**	**6,6**
Agriculture and Nutrition	6	17,1	52,0	3	8,6	85,0	1	2,9	1	2,9		6	17,1	2	5,7
Banking and Insurance															
Catering, Hotels and Tourism															
Civilian Employees of the Army															
Commerce	1	8,3													
ECHO	3	5,3	52,0	1	1,8							6	10,5	1	1,8
Food Industry and Allied Trade	3	6,8	43,3	2	4,5				1	2,3		8	18,2	4	9,1
Glass, Ceramic & Porcelain	1	4,0										6	24,0	4	16,0
Health Service and Social Care	1	2,9													
KOVO	53	10,2	49,5	15	2,9	96,7	3	0,6	12	2,3	63,8	73	14,1	41	7,9
Mines, Geology and Oil Industry	3	13,6	52,0									4	18,2	4	18,2
Postal, Telecom. and Newspaper Services	2	25,0										3	37,5	3	37,5
Profess.and Trade Union of Orchestral Music.															
Railway Trade Unions	6	21,4	41,5									1	3,6	1	3,6
Science and Research															
STAVBA	11	9,7	52,0									15	13,3	13	11,5
Textile, Clothing and Leather Industry	5	13,9	46,8	2	5,6				1	2,8		9	25,0	5	13,9
Transport															
Transport, Road Economy and Repair Vehicles												3	25,0	1	8,3
Union of Aviation Employees															
UNIOS	2	1,8										2	1,8		
Universities Trade Union															
Wood.Industry, Forestry and Manag.of Water	5	5,6	36,4	2	2,2							9	10,1	3	3,4

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
% 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	**1 192**	**96,1**	**1 064**	**85,8**	**766**	**61,8**	**635**	**51,2**	**929**	**74,9**
Agriculture and Nutrition	35	100,0	33	94,3	26	74,3	15	42,9	30	85,7
Banking and Insurance	16	100,0	12	75,0	14	87,5	4	25,0	12	75,0
Catering, Hotels and Tourism	10	100,0	7	70,0	5	50,0	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	9	75,0	9	75,0	5	41,7	9	75,0
ECHO	56	98,2	54	94,7	32	56,1	41	71,9	52	91,2
Food Industry and Allied Trade	42	95,5	34	77,3	18	40,9	24	54,5	28	63,6
Glass, Ceramic & Porcelain	23	92,0	23	92,0	18	72,0	22	88,0	23	92,0
Health Service and Social Care	34	100,0	32	94,1	23	67,6	15	44,1	28	82,4
KOVO	492	94,8	449	86,5	353	68,0	265	51,1	402	77,5
Mines, Geology and Oil Industry	22	100,0	21	95,5	16	72,7	14	63,6	19	86,4
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.	2	100,0			2	100,0				
Railway Trade Unions	26	92,9	21	75,0	12	42,9	3	10,7	10	35,7
Science and Research	25	89,3	7	25,0	25	89,3	2	7,1	8	28,6
STAVBA	112	99,1	104	92,0	58	51,3	45	39,8	71	62,8
Textile, Clothing and Leather Industry	35	97,2	32	88,9	16	44,4	13	36,1	22	61,1
Transport	9	100,0	9	100,0	3	33,3	1	11,1	3	33,3
Transport, Road Economy and Repair Vehicles	12	100,0	11	91,7	1	8,3	10	83,3	10	83,3
Union of Aviation Employees	5	100,0	4	80,0	5	100,0	3	60,0	4	80,0
UNIOS	105	92,1	102	89,5	48	42,1	76	66,7	91	79,8
Universities Trade Union	17	100,0	7	41,2	17	100,0	16	94,1	16	94,1
Wood.Industry, Forestry and Manag.of Water	89	100,0	82	92,1	52	58,4	53	59,6	75	84,3

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
* 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	A	B	C	D	E		
	NCA	% CA	NCA	% CA	NCA	% CA			NCA	NCA	NCA	NCA	NCA	NCA	% CA
Total	**1 060**	**85,5**	**209**	**16,9**	**706**	**56,9**	**1 112**	**89,7**	**996**	**435**	**789**	**413**	**263**	**374**	**30,2**
Agriculture and Nutrition	30	85,7	2	5,7	14	40,0	30	85,7	25	7	23	4	9	7	20,0
Banking and Insurance	15	93,8	1	6,3	11	68,8	16	100,0	16	11	16	4	8		
Catering, Hotels and Tourism	9	90,0			3	30,0	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	4	5	2	2	1	20,0
Commerce	9	75,0			7	58,3	10	83,3	7	6	9	4	9	4	33,3
ECHO	54	94,7	13	22,8	34	59,6	56	98,2	55	40	47	21	25	16	28,1
Food Industry and Allied Trade	38	86,4	2	4,5	41	93,2	38	86,4	35	7	19	20	5	4	9,1
Glass, Ceramic & Porcelain	22	88,0	3	12,0	18	72,0	21	84,0	21	4	9	5	1	13	52,0
Health Service and Social Care	29	85,3			26	76,5	31	91,2	30	13	28	3	13	2	5,9
KOVO	418	80,5	149	28,7	298	57,4	466	89,8	403	197	338	223	62	250	48,2
Mines, Geology and Oil Industry	18	81,8	6	27,3	13	59,1	20	90,9	19	4	17	7	4	14	63,6
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.	2	100,0					2	100,0	2		2				
Railway Trade Unions	23	82,1	11	39,3	12	42,9	22	78,6	20	12	19	14	9	2	7,1
Science and Research	25	89,3			14	50,0	22	78,6	20	3	16	2	11	5	17,9
STAVBA	101	89,4	5	4,4	20	17,7	108	95,6	92	44	66	51	10	13	11,5
Textile, Clothing and Leather Industry	31	86,1	5	13,9	12	33,3	26	72,2	24	7	12	5		9	25,0
Transport	8	88,9	1	11,1	2	22,2	9	100,0	9	1	5	4		2	22,2
Transport, Road Economy and Repair Vehicles	9	75,0	4	33,3	6	50,0	11	91,7	11	3	4	7	2	7	58,3
Union of Aviation Employees	4	80,0			2	40,0	5	100,0	4		3	1	3	3	60,0
UNIOS	108	94,7	1	0,9	96	84,2	100	87,7	89	27	58	22	22	11	9,6
Universities Trade Union	17	100,0			7	41,2	16	94,1	15		13	3	4	4	23,5
Wood.Industry, Forestry and Manag.of Water	78	87,6	1	1,1	62	69,7	81	91,0	80	34	66	3	58	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	**949**	**76,5**	**136**	**11,0**	**63**	**5,1**	**14**	**1,1**	**78**	**6,3**	**278**	**95,5**	**13**	**4,5**
Agriculture and Nutrition	22	62,9	10	28,6	1	2,9			2	5,7	13	100,0		
Banking and Insurance	11	68,8	1	6,3	1	6,3			3	18,8	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	4	33,3	3	25,0			1	8,3	4	33,3	8	100,0		
ECHO	41	71,9	4	7,0	4	7,0	1	1,8	7	12,3	16	100,0		
Food Industry and Allied Trade	25	56,8	9	20,5	7	15,9			3	6,8	19	100,0		
Glass, Ceramic & Porcelain	16	64,0	5	20,0	2	8,0	1	4,0	1	4,0	8	88,9	1	11,1
Health Service and Social Care	18	52,9	9	26,5	3	8,8	1	2,9	3	8,8	16	100,0		
KOVO	451	86,9	47	9,1	13	2,5	3	0,6	5	1,0	64	94,1	4	5,9
Mines, Geology and Oil Industry	19	86,4			2	9,1			1	4,5	3	100,0		
Postal, Telecom. and Newspaper Services	7	87,5							1	12,5	1	100,0		
Profess.and Trade Union of Orchestral Music.	2	100,0												
Railway Trade Unions	14	50,0	5	17,9	2	7,1			7	25,0	13	92,9	1	7,1
Science and Research	27	96,4	1	3,6							1	100,0		
STAVBA	70	61,9	11	9,7	9	8,0			23	20,4	43	100,0		
Textile, Clothing and Leather Industry	33	91,7	3	8,3							3	100,0		
Transport	4	44,4	3	33,3	2	22,2					5	100,0		
Transport, Road Economy and Repair Vehicles	3	25,0	5	41,7	1	8,3			3	25,0	9	100,0		
Union of Aviation Employees	1	20,0			2	40,0	2	40,0			4	100,0		
UNIOS	100	87,7	9	7,9	4	3,5			1	0,9	14	100,0		
Universities Trade Union	4	23,5	5	29,4	1	5,9			7	41,2	8	61,5	5	38,5
Wood.Industry, Forestry and Manag.of Water	69	77,5	5	5,6	5	5,6	4	4,5	6	6,7	20	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 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	**51**	**4,1**	**1 033**	**83,3**	**394**	**31,8**	**4**	**0,3**	**382**	**30,8**	**90**	**7,3**	**50**	**4,0**	**909**	**73,3**	**315**	**25,4**
Agriculture and Nutrition			15	42,9	4	11,4			4	11,4					16	45,7	6	17,1
Banking and Insurance	1	6,3	13	81,3	5	31,3			2	12,5	2	12,5	1	6,3	11	68,8	4	25,0
Catering, Hotels and Tourism	2	20,0	10	100,0					2	20,0					10	100,0	1	10,0
Civilian Employees of the Army			5	100,0	2	40,0					1	20,0			5	100,0	5	100,0
Commerce			10	83,3	1	8,3			4	33,3	1	8,3			10	83,3	3	25,0
ECHO	6	10,5	51	89,5	24	42,1			21	36,8	7	12,3	1	1,8	46	80,7	25	43,9
Food Industry and Allied Trade			37	84,1	24	54,5			1	2,3	2	4,5	1	2,3	30	68,2	3	6,8
Glass, Ceramic & Porcelain			20	80,0	18	72,0			7	28,0					11	44,0	14	56,0
Health Service and Social Care			31	91,2	5	14,7			16	47,1					22	64,7	2	5,9
KOVO	18	3,5	450	86,7	228	43,9	2	0,4	194	37,4	34	6,6	10	1,9	420	80,9	168	32,4
Mines, Geology and Oil Industry			12	54,5	8	36,4			3	13,6					16	72,7	11	50,0
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.			2	100,0	1	50,0									1	50,0	1	50,0
Railway Trade Unions	10	35,7	19	67,9	2	7,1	1	3,6	4	14,3	3	10,7	2	7,1	15	53,6	3	10,7
Science and Research			24	85,7	13	46,4			2	7,1					20	71,4	16	57,1
STAVBA	8	7,1	89	78,8	15	13,3			92	81,4	38	33,6	35	31,0	68	60,2	9	8,0
Textile, Clothing and Leather Industry			15	41,7	5	13,9									10	27,8	6	16,7
Transport	2	22,2	6	66,7	1	11,1	1	11,1	1	11,1	1	11,1			5	55,6		
Transport, Road Economy and Repair Vehicles			9	75,0	1	8,3									10	83,3	8	66,7
Union of Aviation Employees	2	40,0	4	80,0	2	40,0			1	20,0					5	100,0	2	40,0
UNIOS	2	1,8	114	100,0	7	6,1			2	1,8					114	100,0	8	7,0
Universities Trade Union			17	100,0	4	23,5			8	47,1					16	94,1	6	35,3
Wood.Industry, Forestry and Manag.of Water			73	82,0	20	22,5			17	19,1	1	1,1			42	47,2	13	14,6

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
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																									Provision of compensation for dismissal under Section 52(d) expressed as multiples		
	dismissal relating to Section 52 a) – c)												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	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	AE
Total	**388**	**31,3**	**1,3**	**2,2**	**391**	**31,5**	**1,2**	**2,1**	**683**	**55,1**	**1,3**	**4,3**	**664**	**53,5**	**489**	**39,4**	**401**	**32,3**	**84**	**6,8**	**112**	**9,0**	**81**	**6,5**	**3,3**
Agriculture and Nutrition	4	11,4	1,8	2,0	4	11,4	1,0	1,3	10	28,6	1,0	3,9	10	28,6	10	28,6	1	2,9	3	8,6	1	2,9	1	2,9	
Banking and Insurance	10	62,5	1,3	2,2	10	62,5	1,0	1,9	15	93,8	1,1	4,4	15	93,8	13	81,3	8	50,0	3	18,8	1	6,3	1	6,3	
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	3,6	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	4	33,3	1,0	1,5	3	25,0	1	8,3					2	16,7			
ECHO	43	75,4	1,3	2,6	43	75,4	1,1	2,6	52	91,2	1,5	10,5	52	91,2	48	84,2	43	75,4	15	26,3	5	8,8	21	36,8	2,9
Food Industry and Allied Trade	4	9,1	1,0	2,0	5	11,4	1,2	2,0	24	54,5	1,3	3,7	23	52,3	18	40,9	8	18,2	3	6,8	8	18,2			
Glass, Ceramic & Porcelain	8	32,0	1,3	2,3	8	32,0	1,0	1,9	23	92,0	1,0	4,0	23	92,0	23	92,0	6	24,0	2	8,0	1	4,0	1	4,0	
Health Service and Social Care	7	20,6	1,5	2,0	6	17,6	1,2	1,8	7	20,6	1,5	2,1	7	20,6	3	8,8	3	8,8			1	2,9			
KOVO	105	20,2	1,5	2,1	105	20,2	1,3	1,9	238	45,9	1,4	3,3	238	45,9	166	32,0	129	24,9	26	5,0	62	11,9	20	3,9	1,9
Mines, Geology and Oil Industry	15	68,2	1,1	1,9	15	68,2	1,0	1,9	19	86,4	1,0	4,4	19	86,4	15	68,2	13	59,1			2	9,1	1	4,5	
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	1	12,5	
Profess.and Trade Union of Orchestral Music.																									
Railway Trade Unions	10	35,7	1,7	2,6	11	39,3	1,6	2,8	16	57,1	1,3	4,2	17	60,7	14	50,0	9	32,1	4	14,3	5	17,9	3	10,7	12,0
Science and Research	4	14,3	1,3	2,0	4	14,3	1,0	1,8	9	32,1	1,1	2,3	8	28,6	5	17,9	2	7,1			5	17,9	2	7,1	
STAVBA	79	69,9	1,2	2,3	79	69,9	1,0	2,2	95	84,1	1,0	4,2	92	81,4	55	48,7	87	77,0	7	6,2	4	3,5	13	11,5	3,5
Textile, Clothing and Leather Industry	4	11,1	1,3	1,5	5	13,9	1,3	1,6	8	22,2	2,0	2,9	8	22,2	6	16,7	2	5,6	4	11,1	1	2,8			
Transport	1	11,1			1	11,1			2	22,2			2	22,2	2	22,2									
Transport, Road Economy and Repair Vehicles	4	33,3	1,7	2,8	4	33,3	1,0	2,3	6	50,0	1,0	3,2	6	50,0	2	16,7	5	41,7					3	25,0	3,7
Union of Aviation Employees					1	20,0			3	60,0	2,0	4,0	3	60,0	3	60,0			2	40,0					
UNIOS	26	22,8	1,7	2,3	26	22,8	1,6	2,2	57	50,0	1,9	4,2	45	39,5	35	30,7	24	21,1	3	2,6	8	7,0	3	2,6	8,3
Universities Trade Union	8	47,1	1,0	2,0	8	47,1	1,0	2,0	15	88,2	1,0	2,7	15	88,2	9	52,9	12	70,6	1	5,9	1	5,9	1	5,9	
Wood.Industry, Forestry and Manag.of Water	37	41,6	1,3	2,1	37	41,6	1,2	2,0	60	67,4	1,3	5,0	58	65,2	49	55,1	35	39,3	7	7,9	4	4,5	9	10,1	1,6

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

Working hours and holidays
classification based on trade unions

Trade union	Length of working hours											Flexible organization of working hours		Increase of holiday entitlement					
	agreed in CA		generally undistinguished			in working modes								agreed in CA		by days		by 1 week	by 2 weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift hours/week	2 shift hours/week	multishift hours/week	uninterrupted hours/week	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA
Total	**1 104**	**89,0**	**732**	**59,0**	**37,9**	**372**	**30,0**	**39,7**	**38,30**	**37,4**	**37,3**	**375**	**30,2**	**1 114**	**89,8**	**8,4**	**4,8**	**77,2**	**4,3**
Agriculture and Nutrition	31	88,6	15	42,9	38,5	16	45,7	39,8	38,46	37,5	37,5	11	31,4	33	94,3	11,4	4,5	80,0	2,9
Banking and Insurance	15	93,8	12	75,0	39,8	3	18,8	40,0	38,33	37,5	37,5	11	68,8	13	81,3			68,8	12,5
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	38,75	37,5	37,5	1	8,3	9	75,0			66,7	8,3
ECHO	54	94,7	43	75,4	37,6	11	19,3	38,4	37,75	37,4	36,6	33	57,9	56	98,2	8,8	6,2	84,2	5,3
Food Industry and Allied Trade	43	97,7	25	56,8	38,0	18	40,9	40,0	38,54	37,5	37,5	17	38,6	42	95,5	9,1	5,0	86,4	
Glass, Ceramic & Porcelain	24	96,0	21	84,0	37,5	3	12,0	39,2	38,75	37,5	37,5	4	16,0	24	96,0	8,0	4,5	88,0	
Health Service and Social Care	19	55,9	1	2,9		18	52,9	39,7	38,60	37,5	37,5	7	20,6	33	97,1	5,9	6,0	88,2	2,9
KOVO	457	88,1	323	62,2	37,7	134	25,8	39,8	38,13	37,4	37,4	133	25,6	450	86,7	10,2	4,1	75,9	0,6
Mines, Geology and Oil Industry	20	90,9	16	72,7	37,7	4	18,2	40,0	38,75	37,5	37,5	15	68,2	21	95,5	9,1	5,0	68,2	18,2
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.														2	100,0			100,0	
Railway Trade Unions	25	89,3	13	46,4	38,1	12	42,9	39,8	38,38	37,2	36,9	11	39,3	25	89,3	7,1	5,0	71,4	10,7
Science and Research	12	42,9	12	42,9	40,0							13	46,4	22	78,6	3,6	5,0	67,9	7,1
STAVBA	106	93,8	40	35,4	38,4	66	58,4	40,0	38,38	37,5	37,5	22	19,5	103	91,2	3,5	6,0	87,6	
Textile, Clothing and Leather Industry	36	100,0	32	88,9	37,6	4	11,1	39,7	38,17	37,5	37,5	7	19,4	27	75,0	2,8	6,0	72,2	
Transport	9	100,0	9	100,0	39,3									8	88,9	11,1	3,0	77,8	
Transport, Road Economy and Repair Vehicles	10	83,3				10	83,3	37,5	37,50	37,5		6	50,0	12	100,0			100,0	
Union of Aviation Employees	4	80,0	2	40,0		2	40,0					2	40,0	3	60,0			60,0	
UNIOS	111	97,4	85	74,6	38,0	26	22,8	39,9	38,60	37,5	36,8	18	15,8	112	98,2	7,0	5,1	86,0	5,3
Universities Trade Union	14	82,4	4	23,5	40,0	10	58,8	40,0	38,75	37,5	37,5	9	52,9	17	100,0			11,8	88,2
Wood.Industry, Forestry and Manag.of Water	84	94,4	71	79,8	37,8	13	14,6	39,0	38,02	37,3	37,1	41	46,1	83	93,3	15,7	6,7	65,2	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
- 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**	**847**	**68,3**	**50,3**	**560**	**45,2**	**48,3**
Agriculture and Nutrition				27	77,1	50,1	14	40,0	46,4
Banking and Insurance				9	56,3	47,6	2	12,5	
Catering, Hotels and Tourism				9	90,0	26,0	9	90,0	37,6
Civilian Employees of the Army				5	100,0	52,0	1	20,0	
Commerce				9	75,0	52,0	8	66,7	52,0
ECHO				50	87,7	51,5	43	75,4	50,8
Food Industry and Allied Trade	1	2,3		36	81,8	49,8	20	45,5	45,5
Glass, Ceramic & Porcelain				21	84,0	49,5	20	80,0	52,0
Health Service and Social Care				26	76,5	51,0	19	55,9	48,2
KOVO	1	0,2		337	64,9	50,8	197	38,0	49,5
Mines, Geology and Oil Industry				19	86,4	46,5	16	72,7	48,8
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				16	57,1	47,9	19	67,9	42,9
Science and Research	1	3,6		4	14,3	45,5	9	32,1	30,8
STAVBA	1	0,9		95	84,1	50,9	74	65,5	51,3
Textile, Clothing and Leather Industry				19	52,8	49,3	10	27,8	52,0
Transport				4	44,4	52,0	2	22,2	
Transport, Road Economy and Repair Vehicles				9	75,0	52,0	9	75,0	22,6
Union of Aviation Employees				4	80,0	52,0	5	100,0	52,0
UNIOS	1	0,9		58	50,9	51,5	28	24,6	46,6
Universities Trade Union				12	70,6	52,0	10	58,8	45,0
Wood.Industry, Forestry and Manag.of Water				70	78,7	50,5	38	42,7	48,7

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
hours/year — average value of the stipulated decrease of overtime limit
weeks — average length of the compensatory period in weeks

Employment rate I
classification based on 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		hours worked						
			NCA	max.%	hours/year	NCA	% CA	NCA	% CA	NCA	% CA
Total	**40**	**3,2**	**9**	**23**		**39**	**3,1**	**39**	**3,1**	**48**	**3,9**
Agriculture and Nutrition	1	2,9								5	14,3
Banking and Insurance						2	12,5	1	6,3	4	25,0
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	1,8	1			2	3,5	1	1,8	4	7,0
Food Industry and Allied Trade	2	4,5								5	11,4
Glass, Ceramic & Porcelain	1	4,0									
Health Service and Social Care										2	5,9
KOVO	35	6,7	8	22		21	4,0	16	3,1	1	0,2
Mines, Geology and Oil Industry								3	13,6	5	22,7
Postal, Telecom. and Newspaper Services										1	12,5
Profess.and Trade Union of Orchestral Music.											
Railway Trade Unions								2	7,1	2	7,1
Science and Research								1	3,6	4	14,3
STAVBA						6	5,3	6	5,3		
Textile, Clothing and Leather Industry											
Transport											
Transport, Road Economy and Repair Vehicles						2	16,7	1	8,3		
Union of Aviation Employees											
UNIOS						2	1,8	6	5,3		
Universities Trade Union						1	5,9	1	5,9	3	17,6
Wood.Industry, Forestry and Manag.of Water										3	3,4

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
- 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	NCA	% CA
Total	**398**	**32,1**	**14**	**1,1**	**387**	**31,2**	**6**	**0,5**	**82**	**6,6**	**81**	**6,5**			**2**	**0,2**			**3**	**0,2**
Agriculture and Nutrition	8	22,9			8	22,9			3	8,6	3	8,6								
Banking and Insurance	9	56,3			9	56,3			6	37,5	6	37,5								
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	7	58,3			7	58,3														
ECHO	37	64,9	1	1,8	37	64,9			9	15,8	9	15,8			2	3,5				
Food Industry and Allied Trade	27	61,4			27	61,4			2	4,5	2	4,5								
Glass, Ceramic & Porcelain	1	4,0			1	4,0			1	4,0	1	4,0								
Health Service and Social Care	3	8,8			3	8,8			3	8,8	3	8,8								
KOVO	123	23,7	7	1,3	119	22,9			18	3,5	18	3,5							1	0,2
Mines, Geology and Oil Industry	10	45,5			10	45,5			6	27,3	6	27,3								
Postal, Telecom. and Newspaper Services	6	75,0			6	75,0			2	25,0	2	25,0								
Profess.and Trade Union of Orchestral Music.																				
Railway Trade Unions	11	39,3	1	3,6	10	35,7			3	10,7	3	10,7								
Science and Research	7	25,0	3	10,7	3	10,7	1	3,6	8	28,6	7	25,0							2	7,1
STAVBA	22	19,5			22	19,5	1	0,9												
Textile, Clothing and Leather Industry									1	2,8	1	2,8								
Transport	1	11,1	1	11,1																
Transport, Road Economy and Repair Vehicles	5	41,7			5	41,7	2	16,7												
Union of Aviation Employees	3	60,0	1	20,0	3	60,0	1	20,0	2	40,0	2	40,0								
UNIOS	50	43,9			49	43,0	1	0,9	1	0,9	1	0,9								
Universities Trade Union	11	64,7			11	64,7			3	17,6	3	17,6								
Wood.Industry, Forestry and Manag.of Water	52	58,4			52	58,4			12	13,5	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

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	**1 171**	**94,4**	**82,76**	**54,6**	**21,10**	**23,2**	**104,19**	**59,8**	**288**	**163**	**13,1**	**21**	**1,7**	**24**	**1,9**
Agriculture and Nutrition	35	100,0	112,13	55,0	17,00		100,69	61,6	3	2	5,7				
Banking and Insurance	15	93,8	80,50	55,0	40,83		110,54		2	1	6,3				
Catering, Hotels and Tourism	10	100,0		55,0	10,00		124,67	77,5		2	20,0	1	10,0		
Civilian Employees of the Army	5	100,0	90,82	55,0	21,98		123,90			2	40,0				
Commerce	12	100,0					98,94		2						
ECHO	57	100,0	79,20	55,0	23,00	10,0	96,20	57,2	17	15	26,3	1	1,8	1	1,8
Food Industry and Allied Trade	43	97,7	64,85	55,0	10,00		126,13		26	7	15,9				
Glass, Ceramic & Porcelain	23	92,0		55,0	17,00		80,83	62,5	10	11	44,0				
Health Service and Social Care	30	88,2		55,0	14,00		90,58	55,0	18	10	29,4	1	2,9	2	5,9
KOVO	489	94,2	78,00	55,0	9,19		99,10	61,7	151	66	12,7	10	1,9	11	2,1
Mines, Geology and Oil Industry	20	90,9		55,0			99,88	54,3	4	1	4,5				
Postal, Telecom. and Newspaper Services	8	100,0	73,00	55,0	25,00		119,23								
Profess.and Trade Union of Orchestral Music.	1	50,0							1						
Railway Trade Unions	26	92,9	87,50	53,0	10,00		105,54	55,0	4	4	14,3	2	7,1	1	3,6
Science and Research	23	82,1	75,25	47,2	25,15	15,4	112,50		4	4	14,3				
STAVBA	106	93,8	68,25	55,0	13,00		107,54	55,0	5	9	8,0	4	3,5	4	3,5
Textile, Clothing and Leather Industry	31	86,1	69,00	52,9			83,07	53,8	3	4	11,1				
Transport	9	100,0	75,00	55,0			71,50		2						
Transport, Road Economy and Repair Vehicles	11	91,7	103,33	55,0			130,00		3	6	50,0	1	8,3	1	8,3
Union of Aviation Employees	4	80,0		52,5	25,00		110,00			1	20,0				
UNIOS	111	97,4	85,31	54,7	24,50	23,0	125,23	70,0	6	6	5,3	1	0,9	4	3,5
Universities Trade Union	16	94,1					53,33		9	3	17,6				
Wood.Industry, Forestry and Manag.of Water	86	96,6	99,77	55,0	26,66		110,99	59,2	18	9	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
- 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 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	
	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	**131**	**10,6**	**1 073**	**69,0**	**291**	**23,5**	**882**	**71,1**	**756**	**1 280**	**3,2**	**689**	**55,6**	**293**	**23,6**	**657**	**1 062**	**232**	**18,7**
Agriculture and Nutrition	3	8,6	900	30,0	9	25,7	18	51,4	767	950	3,5	16	45,7	7	20,0	633	829	6	17,1
Banking and Insurance					8	50,0	11	68,8	752	1 203	3,5	7	43,8	7	43,8	830	1 128	6	37,5
Catering, Hotels and Tourism					10	100,0	9	90,0	893	964	3,0	9	90,0	7	70,0	943	943	7	70,0
Civilian Employees of the Army	1	20,0			2	40,0	5	100,0	1 271	1 317	3,0	4	80,0	2	40,0			2	40,0
Commerce	1	8,3			5	41,7	4	33,3	575	575		4	33,3	1	8,3			1	8,3
ECHO	5	8,8	1 061		19	33,3	52	91,2	1 082	1 831	3,6	47	82,5	21	36,8	1 265	1 930	17	29,8
Food Industry and Allied Trade	6	13,6	1 048	30,0	18	40,9	36	81,8	875	1 199	3,1	30	68,2	12	27,3	1 045	1 338	12	27,3
Glass, Ceramic & Porcelain	1	4,0			3	12,0	22	88,0	715	1 038		20	80,0	8	32,0	350	600	7	28,0
Health Service and Social Care	2	5,9			17	50,0	25	73,5	550	1 328	2,0	23	67,6	6	17,6	500	1 200	4	11,8
KOVO	88	17,0	1 074	71,0	48	9,2	352	67,8	733	1 104	3,2	259	49,9	99	19,1	611	888	74	14,3
Mines, Geology and Oil Industry	1	4,5			4	18,2	19	86,4	634	1 273	3,8	19	86,4	5	22,7	613	1 203	5	22,7
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.																			
Railway Trade Unions	3	10,7	900		18	64,3	23	82,1	679	1 570	2,5	18	64,3	13	46,4	583	1 442	10	35,7
Science and Research					4	14,3	17	60,7	350	436		14	50,0	5	17,9	367	375	4	14,3
STAVBA	4	3,5	975		50	44,2	88	77,9	725	1 997	2,8	76	67,3	15	13,3	492	1 227	14	12,4
Textile, Clothing and Leather Industry	2	5,6			4	11,1	14	38,9	567	657	3,8	6	16,7	3	8,3	350	400	1	2,8
Transport							7	77,8	500	567	3,0	2	22,2						
Transport, Road Economy and Repair Vehicles							10	83,3	825	1 200	3,0	9	75,0	3	25,0	500	500	2	16,7
Union of Aviation Employees	1	20,0			3	60,0	4	80,0	400	1 500	3,0	3	60,0						
UNIOS	4	3,5	1 150	50,0	22	19,3	86	75,4	863	1 305	3,6	55	48,2	44	38,6	592	1 061	29	25,4
Universities Trade Union					11	64,7	6	35,3	438	1 010	2,7	4	23,5						
Wood.Industry, Forestry and Manag.of Water	9	10,1	1 456		35	39,3	67	75,3	818	1 229	3,1	58	65,2	31	34,8	823	1 050	27	30,3

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
- 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
						agreed in CA		amount allowed			
	NCA	% CA	CZK/month	NCA	% CA	NCA	% CA	CZK/month	NCA	% CA	CZK/month
Total	**9**	**0,7**	**3 467**	**2**	**0,2**	**9**	**0,7**	**2 278**			
Agriculture and Nutrition											
Banking and Insurance						1	6,3				
Catering, Hotels and Tourism											
Civilian Employees of the Army											
Commerce											
ECHO											
Food Industry and Allied Trade											
Glass, Ceramic & Porcelain											
Health Service and Social Care	1	2,9									
KOVO	2	0,4				7	1,3	1 929			
Mines, Geology and Oil Industry											
Postal, Telecom. and Newspaper Services											
Profess.and Trade Union of Orchestral Music.	1	50,0									
Railway Trade Unions	1	3,6				1	3,6				
Science and Research				2	7,1						
STAVBA	2	1,8									
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 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 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	**367**	**29,6**	**40**	**2,2**	**25**	**2 262**	**72**	**1,3**	**208**	**110**	**5 377**	**260**	**21,0**	**64**	**9 871**	**15**	**2,2**	**127**	**97**	**3 287**
Agriculture and Nutrition	8	22,9			1		1		5	2		1	2,9						1	
Banking and Insurance	9	56,3	3	2,5			3	2,3	1	2		1	6,3	1						
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				2		2	4	5 907									
Commerce	1	8,3							1			1	8,3					1	1	
ECHO	24	42,1	1						22	6	3 149	20	35,1	13	18 615			3	4	3 371
Food Industry and Allied Trade	14	31,8	1		1		1		11			10	22,7	8	8 338			2		
Glass, Ceramic & Porcelain	8	32,0	7	2,9					1	2		15	60,0			5	2,4	8	7	7 978
Health Service and Social Care	12	35,3					2		10	1		1	2,9					1		
KOVO	78	15,0	3	1,3	12	2 192	7	2,8	50	22	2 712	113	21,8	26	7 144	3	2,7	80	25	3 426
Mines, Geology and Oil Industry	11	50,0					1		10	1		1	4,5			1				
Postal, Telecom. and Newspaper Services	4	50,0					1		3	2										
Profess.and Trade Union of Orchestral Music.																				
Railway Trade Unions	11	39,3	2		2		1		6	3	25 500									
Science and Research	24	85,7	1				22	1,2	1	12	3 834									
STAVBA	33	29,2	1		1		20	0,9	7	13	679	49	43,4	10	8 120			6	40	2 430
Textile, Clothing and Leather Industry	8	22,2			3	1 183	1		4	1		3	8,3	1				1	3	357
Transport	2	22,2	2																	
Transport, Road Economy and Repair Vehicles	3	25,0	2				1			1		1	8,3						1	
Union of Aviation Employees												1	20,0					1		
UNIOS	60	52,6	10	2,3	4	2 250			41	20	781	21	18,4	3	9 767			16	3	128
Universities Trade Union	13	76,5	1				3	1,0	9											
Wood.Industry, Forestry and Manag.of Water	36	40,4	5	2,2	1		6	1,7	23	15	5 965	19	21,3	1		6	1,7	7	11	5 715

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

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

Trade union	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K				
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	NCA	% CA	NCA	% CA
Total	**8,24**	**8,52**	**1,37**	**20,52**	**1,39**	**2,69**	**0,36**	**12,75**	**2,46**	**29,85**	**11,85**	**346**	**27,9**	**307**	**24,8**
Agriculture and Nutrition	39,80	6,76	4,73	19,59	0,25	12,70		6,76	1,69	5,24	2,49	4	11,4	13	37,1
Banking and Insurance												9	56,3	12	75,0
Catering, Hotels and Tourism									100,00			1	10,0		
Civilian Employees of the Army	26,26			22,33	0,17	5,42		38,08	0,78	4,49	2,47	5	100,0	3	60,0
Commerce														4	33,3
ECHO	23,59	7,28	6,49	1,10	1,75	3,56		31,18	4,70	17,36	3,00	21	36,8	40	70,2
Food Industry and Allied Trade												7	15,9	11	25,0
Glass, Ceramic & Porcelain	6,28	7,76	0,64	14,95	2,95	7,36	0,32	4,86		52,27	2,60	14	56,0	11	44,0
Health Service and Social Care												9	26,5	10	29,4
KOVO	5,19	2,26	1,45	27,13	1,54	3,97	2,08	6,33	1,23	31,79	17,04	107	20,6	33	6,4
Mines, Geology and Oil Industry												5	22,7	10	45,5
Postal, Telecom. and Newspaper Services												2	25,0	1	12,5
Profess.and Trade Union of Orchestral Music.															
Railway Trade Unions	0,33	64,01		0,26	0,39	0,26		34,31	0,16	0,28	0,01	10	35,7	4	14,3
Science and Research	4,07	1,45	1,30	20,49	3,78	2,34		5,66	0,07	39,17	21,67	17	60,7	12	42,9
STAVBA	24,97	0,51	1,32	10,28	0,21	2,58		1,13	8,06	42,53	8,40	32	28,3	58	51,3
Textile, Clothing and Leather Industry	3,98	7,17		10,35	19,49	3,98		27,71	24,13	3,19		9	25,0	1	2,8
Transport															
Transport, Road Economy and Repair Vehicles												5	41,7		
Union of Aviation Employees														2	40,0
UNIOS	15,09	3,31	7,15	15,16	5,35	1,93		7,33	1,37	5,90	37,41	59	51,8	46	40,4
Universities Trade Union												6	35,3		
Wood.Industry, Forestry and Manag.of Water	7,69	3,76	2,80	22,01	0,62	1,87		15,27	3,76	9,90	32,31	24	27,0	36	40,4

Explanatory notes:

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

Obstacles to work classification based on 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																												
	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	**6**	**0,5**	**77,5**	**508**	**41,0**	**1,4**	**426**	**34,4**	**1,3**	**627**	**50,6**	**2,0**	**265**	**21,4**	**6,5**	**278**	**22,4**	**1,3**	**130**	**10,5**	**3,7**	**231**	**18,6**	**4,2**	**84**	**6,8**	**1,9**	**262**	**21,1**	**3,2**	**556**	**44,8**
Agriculture and Nutrition				14	40,0	1,4	11	31,4	1,3	9	25,7	1,6	3	8,6	8,0	2	5,7		1	2,9					1	2,9		3	8,6	2,7	14	40,0
Banking and Insurance				1	6,3					1	6,3											10	62,5	4,4	1	6,3		7	43,8	4,9	8	50,0
Catering, Hotels and Tourism							10	100,0	1,0	10	100,0	2,1	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	6	50,0	1,2	6	50,0	1,3	3	25,0	6,0	1	8,3											1	8,3		11	91,7
ECHO	1	1,8		41	71,9	1,5	40	70,2	1,8	42	73,7	1,9	31	54,4	6,3	10	17,5	1,8	19	33,3	4,7	27	47,4	2,9				20	35,1	2,5	44	77,2
Food Industry and Allied Trade				7	15,9	1,4	13	29,5	1,2	9	20,5	2,0	5	11,4	11,4	5	11,4	1,0	1	2,3								3	6,8	3,0	25	56,8
Glass, Ceramic & Porcelain				22	88,0	2,0	3	12,0	1,0	24	96,0	2,1	23	92,0	14,0	15	60,0	1,8				3	12,0	1,3	22	88,0	1,1	6	24,0	3,0	22	88,0
Health Service and Social Care				4	11,8	1,0	2	5,9		8	23,5	1,6	1	2,9		1	2,9		1	2,9		4	11,8	3,5				11	32,4	3,0	14	41,2
KOVO				229	44,1	1,4	213	41,0	1,2	270	52,0	2,5	24	4,6	5,0	161	31,0	1,2	19	3,7	2,1	63	12,1	2,8	16	3,1	2,5	58	11,2	2,7	198	38,2
Mines, Geology and Oil Industry				10	45,5	1,1	13	59,1	1,0	15	68,2	1,1	3	13,6	14,0	9	40,9	1,3	12	54,5	3,7	10	45,5	4,4	7	31,8	4,0	5	22,7	3,8	15	68,2
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.																														1	50,0
Railway Trade Unions				6	21,4	1,5	9	32,1	1,4	11	39,3	1,5	6	21,4	9,3	4	14,3	1,3	4	14,3	2,3	1	3,6		1	3,6		3	10,7	4,0	6	21,4
Science and Research				2	7,1		2	7,1		1	3,6					1	3,6		3	10,7	2,7				1	3,6		8	28,6	3,9	7	25,0
STAVBA	5	4,4	75,0	83	73,5	1,0	31	27,4	1,6	95	84,1	1,4	92	81,4	3,6	20	17,7	1,0	64	56,6	3,9	36	31,9	8,3	1	0,9		33	29,2	2,8	50	44,2
Textile, Clothing and Leather Industry				6	16,7	1,2	5	13,9	1,0	10	27,8	2,0	2	5,6		1	2,8		1	2,8		2	5,6					5	13,9	3,2	3	8,3
Transport				1	11,1		4	44,4	1,0	3	33,3	2,0	4	44,4	6,5	4	44,4	1,0														
Transport, Road Economy and Repair Vehicles				2	16,7		3	25,0	6,7	8	66,7	1,3	6	50,0	8,5	2	16,7					3	25,0	5,7				1	8,3		3	25,0
Union of Aviation Employees							4	80,0	1,0				3	60,0	6,0							2	40,0					1	20,0		3	60,0
UNIOS				35	30,7	1,6	17	14,9	1,4	65	57,0	2,2	43	37,7	7,6	24	21,1	1,3	4	3,5	4,0	37	32,5	2,2	22	19,3	1,3	50	43,9	3,8	60	52,6
Universities Trade Union				1	5,9		1	5,9																				5	29,4	4,4	4	23,5
Wood.Industry, Forestry and Manag.of Water				35	39,3	1,2	32	36,0	1,2	32	36,0	1,2	6	6,7	7,3	16	18,0	1,1				25	28,1	5,8	3	3,4	1,0	29	32,6	3,9	53	59,6

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
% 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	**416**	**33,5**	**34**	**2,7**	**497**	**40,1**	**1 038**	**83,7**	**648**	**52,3**	**5**	**0,4**	**14**	**1,1**
Agriculture and Nutrition	3	8,6			13	37,1	32	91,4	3	8,6	1	2,9	1	2,9
Banking and Insurance	6	37,5			10	62,5	14	87,5	7	43,8			1	6,3
Catering, Hotels and Tourism	6	60,0			5	50,0	10	100,0	6	60,0				
Civilian Employees of the Army	3	60,0			2	40,0	5	100,0	2	40,0				
Commerce	5	41,7	2	16,7	8	66,7	11	91,7	5	41,7	2	16,7	1	8,3
ECHO	32	56,1			30	52,6	53	93,0	21	36,8	1	1,8		
Food Industry and Allied Trade	25	56,8			4	9,1	41	93,2	31	70,5				
Glass, Ceramic & Porcelain					1	4,0	24	96,0	23	92,0				
Health Service and Social Care	25	73,5	6	17,6	11	32,4	30	88,2	12	35,3				
KOVO	126	24,3	9	1,7	216	41,6	384	74,0	315	60,7	1	0,2	7	1,3
Mines, Geology and Oil Industry	4	18,2			6	27,3	20	90,9	5	22,7				
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	50,0					1	50,0						
Railway Trade Unions	14	50,0	4	14,3	10	35,7	22	78,6	18	64,3			1	3,6
Science and Research	16	57,1	2	7,1	4	14,3	23	82,1	6	21,4				
STAVBA	39	34,5			76	67,3	94	83,2	46	40,7			1	0,9
Textile, Clothing and Leather Industry					3	8,3	35	97,2	20	55,6				
Transport	2	22,2			3	33,3	5	55,6	3	33,3				
Transport, Road Economy and Repair Vehicles	4	33,3					9	75,0	8	66,7				
Union of Aviation Employees	3	60,0	1	20,0	3	60,0	5	100,0	2	40,0				
UNIOS	44	38,6	10	8,8	29	25,4	111	97,4	92	80,7			2	1,8
Universities Trade Union	11	64,7			10	58,8	16	94,1	7	41,2				
Wood.Industry, Forestry and Manag.of Water	43	48,3			51	57,3	85	95,5	15	16,9				

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

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**	**25,623**	**25**	**2.0**	**156.86**	**8**	**0.6**	**163.83**	**179**	**14.4**	**270**	**21.8**	**46**	**3.7**	**57**	**4.6**	**59**	**4.8**	**144**	**11.6**
CZ010 Capital Prague	4	2.0	26,600	10	5.1	141.00				33	16.8	36	18.4	20	10.2	7	3.6	2	1.0	6	3.1
CZ020 Středočeský	3	3.9	29,587	1	1.3					10	13.0	12	15.6	3	3.9	1	1.3	4	5.2	6	7.8
CZ031 Jihočeský	1	1.0		1	1.0		1	1.0		11	11.2	12	12.2	3	3.1			1	1.0	8	8.2
CZ032 Plzeňský	3	4.3	23,333							12	17.4	14	20.3	1	1.4	3	4.3	8	11.6	5	7.2
CZ041 Karlovarský				2	5.7					7	20.0	8	22.9	1	2.9	2	5.7	4	11.4	2	5.7
CZ042 Ústecký				2	2.1					14	14.7	28	29.5	1	1.1	2	2.1	3	3.2	8	8.4
CZ051 Liberecký	1	1.6								13	21.3	19	31.1	2	3.3	4	6.6	3	4.9	11	18.0
CZ052 Královéhradecký				1	1.4		2	2.8		10	13.9	16	22.2	1	1.4	5	6.9	3	4.2	18	25.0
CZ053 Pardubický				2	4.0		1	2.0		7	14.0	17	34.0	3	6.0	7	14.0	3	6.0	7	14.0
CZ061 Vysočina	6	8.6	26,173	1	1.4		1	1.4		7	10.0	12	17.1	4	5.7	6	8.6	3	4.3	5	7.1
CZ062 Jihomoravský	1	0.9		1	0.9		1	0.9		9	8.0	29	25.7	2	1.8	7	6.2	4	3.5	11	9.7
CZ071 Olomoucký	2	2.9		1	1.5		1	1.5		8	11.8	17	25.0	1	1.5	1	1.5	6	8.8	17	25.0
CZ072 Zlínský	3	3.6	24,200	1	1.2					7	8.3	15	17.9	1	1.2	7	8.3	5	6.0	17	20.2
CZ080 Moravskoslezský				2	1.3		1	0.7		31	20.4	35	23.0	3	2.0	5	3.3	10	6.6	23	15.1

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 — average value of the monthly minimum wage
- CZK/h — average value of the hourly minimum wage
- TS — tariff system

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

Region NUTS 3	TARIFF SCALE																					
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	**148**	**20,881**	**153**	**21,739**	**162**	**22,855**	**168**	**24,233**	**172**	**26,005**	**174**	**28,078**	**175**	**30,463**	**174**	**33,115**	**170**	**36,212**	**171**	**39,190**	**170**	**43,251**	**168**	**48,256**
CZ010 Capital Prague	31	21,653	32	22,390	32	23,836	32	25,547	32	27,783	32	30,609	32	34,469	32	38,389	32	42,951	32	47,398	32	54,799	32	62,773
CZ020 Středočeský	10	22,407	10	23,301	10	24,486	10	26,123	10	28,454	10	30,724	10	33,234	10	35,873	8	38,594	8	42,182	8	45,818	8	49,701
CZ031 Jihočeský	8	23,745	9	24,189	9	25,034	9	26,309	9	27,736	9	29,420	9	31,240	9	33,190	9	35,331	11	34,944	11	37,679	11	40,613
CZ032 Plzeňský	8	15,957	10	18,159	10	19,484	11	21,426	11	23,342	12	24,964	12	27,853	12	31,573	11	36,338	11	40,147	10	42,321	10	47,843
CZ041 Karlovarský	4	21,248	4	21,468	6	24,003	7	25,078	7	26,436	7	29,973	6	28,229	6	30,080	6	31,851	6	33,761	6	36,025	5	42,219
CZ042 Ústecký	13	22,511	13	23,383	13	24,326	14	25,747	14	27,718	14	29,861	14	32,328	14	34,591	14	37,604	14	40,548	14	44,250	14	48,865
CZ051 Liberecký	11	17,304	11	17,895	11	18,959	12	20,535	13	22,447	13	24,560	13	27,273	13	30,229	13	33,877	12	36,704	12	42,272	12	48,207
CZ052 Královéhradecký	9	22,427	9	23,869	9	25,474	9	27,434	10	29,627	10	31,890	10	34,712	9	37,893	9	40,999	9	44,304	9	48,211	9	52,489
CZ053 Pardubický	6	19,995	6	20,990	7	21,252	7	22,193	7	23,405	7	24,919	7	27,008	7	29,059	7	32,853	7	36,690	7	40,694	7	45,364
CZ061 Vysočina	6	19,587	6	20,497	7	21,752	7	22,703	7	24,111	7	25,373	7	27,010	7	28,862	7	30,769	7	32,936	7	35,166	6	38,544
CZ062 Jihomoravský	9	21,397	9	22,591	9	23,724	9	25,282	9	27,112	9	29,308	9	31,742	9	34,148	9	36,724	9	39,596	9	42,440	9	45,836
CZ071 Olomoucký	5	21,444	5	21,730	6	22,073	6	23,208	7	24,968	7	26,928	8	28,417	8	30,790	8	33,926	8	37,660	8	41,653	8	46,620
CZ072 Zlínský	5	20,634	6	20,633	6	21,860	7	22,716	7	24,277	7	25,834	7	27,750	7	29,724	7	31,830	7	34,114	7	36,707	7	39,353
CZ080 Moravskoslezský	23	20,311	23	21,354	27	22,169	28	23,236	29	24,495	30	26,110	31	28,102	31	30,044	30	31,940	30	34,271	30	37,163	30	40,654

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**	**128.64**	**46**	**131.23**	**46**	**135.64**	**44**	**141.29**	**44**	**150.32**	**44**	**161.83**	**44**	**178.39**	**5**	**179.76**	**3**	**198.63**	**3**	**226.80**	**2**		**2**	
CZ010 Capital Prague	20	137.57	20	139.95	20	145.70	20	154.10	20	164.90	20	180.00	20	203.55										
CZ020 Středočeský	3	134.43	3	134.83	3	137.33	3	141.67	3	148.67	3	157.67	3	170.67										
CZ031 Jihočeský	3	134.40	3	135.00	3	136.00	3	138.00	3	143.00	3	148.00	3	153.00										
CZ032 Plzeňský	1		1		1		1		1		1		1											
CZ041 Karlovarský	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	3	127.77	3	133.63	3	137.67	2		2		2		2											
CZ061 Vysočina	4	108.80	4	110.50	4	112.50	4	118.75	4	130.43	4	140.45	4	149.73	1		1		1		1		1	
CZ062 Jihomoravský	2		2		2		2		2		2		2		1		1		1		1		1	
CZ071 Olomoucký	1		1		1		1		1		1		1											
CZ072 Zlínský	1		1		1		1		1		1		1											
CZ080 Moravskoslezský	3	128.87	3	134.37	3	138.57	3	143.47	3	149.83	3	156.47	3	165.00	2		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	**47**	**127.32**	**54**	**133.26**	**56**	**139.08**	**57**	**146.48**	**58**	**155.35**	**56**	**163.28**	**54**	**174.54**	**38**	**179.28**	**30**	**189.18**	**27**	**198.98**	**26**	**214.31**	**24**	**235.07**
CZ010 Capital Prague	2		2		2		2		2		2		2		2		1		1		1		1	
CZ020 Středočeský	4	114.33	4	117.93	4	124.00	4	134.15	4	140.70	4	151.15	3	158.20	2		2		2		2		2	
CZ031 Jihočeský			1		1		1		1		1		1											
CZ032 Plzeňský	5	115.95	7	129.28	7	134.68	7	141.12	8	149.35	8	159.63	7	168.36	4	149.38	2		1		1		1	
CZ041 Karlovarský	4	141.38	4	142.13	4	147.25	4	151.28	4	156.03	4	162.93	4	172.40	3	173.77	2		2		2		1	
CZ042 Ústecký	3	134.23	3	136.57	3	143.63	3	151.10	3	159.47	2		2		2		2		2		2		2	
CZ051 Liberecký	3	140.27	3	141.47	3	145.70	3	151.23	3	159.43	3	166.53	3	175.33	2		2		2		2		2	
CZ052 Královéhradecký	3	130.70	3	139.01	3	148.50	3	159.83	3	171.47	3	184.59	3	199.07	3	213.94	3	227.11	3	234.45	3	250.01	3	267.45
CZ053 Pardubický	3	124.91	3	129.08	3	136.02	3	144.98	3	157.03	3	167.06	3	179.94	3	194.03	3	209.18	2		2		2	
CZ061 Vysočina	2		3	141.23	3	144.41	3	154.11	3	163.19	3	169.50	3	176.61	3	190.33	3	200.67	3	211.96	2		2	
CZ062 Jihomoravský	3	137.07	3	146.80	4	147.78	4	156.76	4	167.72	4	179.87	4	194.85	1									
CZ071 Olomoucký	4	137.93	5	139.94	5	142.40	5	148.48	6	157.62	6	163.72	6	172.92	4	178.50	3	195.93	3	211.87	3	226.87	2	
CZ072 Zlínský	2		3	108.30	4	121.83	5	128.22	5	135.00	5	141.72	5	151.32	4	165.75	4	175.50	3	178.00	3	193.00	3	207.33
CZ080 Moravskoslezský	9	119.14	10	129.63	10	136.76	10	144.72	9	154.18	8	157.04	8	169.45	5	177.88	3	181.50	3	197.33	3	217.13	3	236.37

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																
			% AE	% AE	% AE	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
Total	**1,039**	**83.8**	**26.4**	**46.8**	**27.6**	**963**	**77.7**	**103.1**	**1,021**	**82.3**	**24.74**	**12.9**	**676**	**54.5**	**12.95**	**10.9**	**10.5**	**995**	**80.2**	**28.76**	**23.4**
CZ010 Capital Prague	140	71.4	26.1	47.7	28.2	125	63.8	101.0	136	69.4	20.42	11.9	109	55.6	14.54	12.0	11.8	140	71.4	39.00	21.8
CZ020 Středočeský	63	81.8	25.5	46.6	29.0	55	71.4	104.4	61	79.2	19.33	12.8	38	49.4	15.19	11.0	10.7	60	77.9	23.45	23.1
CZ031 Jihočeský	91	92.9	25.9	47.9	29.0	87	88.8	104.8	86	87.8	24.73	13.9	49	50.0	13.30	10.0	10.0	84	85.7	30.33	27.3
CZ032 Plzeňský	59	85.5	27.0	47.0	25.3	60	87.0	103.2	56	81.2	26.92	13.1	41	59.4	11.47	14.3	10.0	60	87.0		21.6
CZ041 Karlovarský	31	88.6	26.3	48.2	26.8	26	74.3	103.1	29	82.9	18.67	12.8	19	54.3	12.48	10.0	11.4	28	80.0	29.33	19.7
CZ042 Ústecký	79	83.2	27.7	47.5	29.8	70	73.7	101.6	77	81.1	22.17	14.7	56	58.9	11.49	10.0	10.7	73	76.8	28.16	19.8
CZ051 Liberecký	56	91.8	27.3	48.2	27.8	52	85.2	107.1	54	88.5	24.33	11.4	29	47.5	11.22	10.0	10.9	51	83.6	18.33	27.5
CZ052 Královéhradecký	63	87.5	25.1	46.7	26.4	54	75.0	101.9	64	88.9	25.63	12.3	36	50.0	11.65	10.0	10.0	56	77.8	19.57	22.3
CZ053 Pardubický	42	84.0	27.9	46.4	28.0	43	86.0	103.5	45	90.0	25.27	11.3	29	58.0	10.43	11.7	10.0	44	88.0	23.18	17.6
CZ061 Vysočina	55	78.6	26.1	46.0	25.2	54	77.1	105.6	56	80.0	28.93	12.8	33	47.1	14.41	10.0	10.0	56	80.0	24.63	22.1
CZ062 Jihomoravský	94	83.2	26.6	46.5	30.2	83	73.5	101.4	96	85.0	23.54	13.2	64	56.6	12.75	10.7	10.2	87	77.0	20.70	25.1
CZ071 Olomoucký	62	91.2	25.7	44.7	27.2	56	82.4	103.7	59	86.8	25.51	11.6	40	58.8	14.05	13.0	10.3	63	92.6	34.00	26.0
CZ072 Zlínský	76	90.5	25.9	46.6	26.9	75	89.3	101.7	76	90.5	30.74	16.0	50	59.5	13.17	10.0	10.0	70	83.3	29.48	30.3
CZ080 Moravskoslezský	128	84.2	27.1	45.2	27.0	123	80.9	103.9	126	82.9	25.63	12.3	83	54.6	13.33	10.0	10.3	123	80.9	35.68	21.0

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 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	**28**	**9.3**	**537**	**9.82**	**4**	**12**	**16.1**	**16**	**134.34**	**177**	**3**	**9.7**	**137**	**8.62**	**42**	**1**		**136**	**8.53**	**4**
CZ010 Capital Prague	1		45	9.22		3	14.0	3	83.33	20	1		18	6.96	8			30	13.01	
CZ020 Středočeský			25	8.59		1		2		5			2		2			3	8.83	
CZ031 Jihočeský	3	10.3	55	10.63		2		3	263.33	27			11	9.87	4			9	5.88	
CZ032 Plzeňský	1		33	9.56		2		1		6			3	30.13				8	8.45	
CZ041 Karlovarský			11	7.76	1					6			2		2			2		1
CZ042 Ústecký	6	8.2	30	10.11				2		14	2		8	14.60	1			10	7.54	
CZ051 Liberecký	2		37	10.65		2				8			8	7.69	3			2		
CZ052 Královéhradecký	2		44	10.04	1			1		18			12	7.44	3			7	6.09	
CZ053 Pardubický			28	10.34				1		14			11	4.65				6	6.03	
CZ061 Vysočina	3	8.3	35	10.86				2		2			14	9.21	1			7	7.21	2
CZ062 Jihomoravský	3	9.7	41	10.02						11			11	9.45	3			13	7.83	
CZ071 Olomoucký	3	8.7	41	8.69	1	1				7			13	5.36	3			12	6.53	
CZ072 Zlínský			56	11.56		1		1		16			10	8.48	1			4	9.50	
CZ080 Moravskoslezský	4	8.8	56	7.78	1					23			14	9.21	11	1		23	7.30	1

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/shift — 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 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	**4**	**7.9**	**164**	**32.91**	**19**			**10**	**860**	**6**	**24**	**29.4**	**14**	**1,307**	**108**	**15**	**11.4**	**26**	**1,049**	**81**	**14**	**19.2**	**63**	**533**
CZ010 Capital Prague	1		23	75.49	4			1		2	4	21.3	4	1,375	10	4	15.0	2		2			7	81
CZ020 Středočeský			6	51.29	1						1				6			1		4			1	19
CZ031 Jihočeský			11	10.84	1			1		1			1		14			3	1,833	5	2		3	53
CZ032 Plzeňský			8	10.30				3	1,100		1				3					1	1		4	21
CZ041 Karlovarský			1								1				1					2			2	17
CZ042 Ústecký	1		14	61.35	1			1		1	6	25.8	1		12	1		1		9	2		3	50
CZ051 Liberecký			3	76.67						1	1		1		4	1				4			2	21
CZ052 Královéhradecký			9	23.88				2			1		2		7			2		8				35
CZ053 Pardubický			5	18.80											8			2		6	1			26
CZ061 Vysočina			13	18.39	1			2			2		1		7	2				1	2		5	26
CZ062 Jihomoravský			12	30.54	1					1	1				8	1		2		8	2		3	46
CZ071 Olomoucký	1		10	15.82											5	1		1		6	4	23.8	4	26
CZ072 Zlínský			18	19.67	3						2				9	5	10.0	6	617	4			7	49
CZ080 Moravskoslezský	1		31	17.60	7						4	32.5	4	1,400	14			6	578	21			22	63

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	**653**	**52.7**	**213**	**17.2**	**416**	**33.5**	**246**	**19.8**	**54**	**4.4**	**151**	**12.2**	**145**	**11.7**	**128**	**10.3**	**666**	**53.7**
CZ010 Capital Prague	67	34.2	14	7.1	46	23.5	18	9.2	11	5.6	16	8.2	19	9.7	14	7.1	91	46.4
CZ020 Středočeský	38	49.4	13	16.9	28	36.4	15	19.5	3	3.9	9	11.7	8	10.4	7	9.1	33	42.9
CZ031 Jihočeský	71	72.4	28	28.6	37	37.8	31	31.6	8	8.2	28	28.6	18	18.4	5	5.1	67	68.4
CZ032 Plzeňský	38	55.1	7	10.1	22	31.9	17	24.6	4	5.8	4	5.8	16	23.2	10	14.5	41	59.4
CZ041 Karlovarský	15	42.9	6	17.1	6	17.1	6	17.1	1	2.9	4	11.4	2	5.7	4	11.4	20	57.1
CZ042 Ústecký	61	64.2	16	16.8	40	42.1	26	27.4	5	5.3	13	13.7	16	16.8	10	10.5	54	56.8
CZ051 Liberecký	33	54.1	9	14.8	20	32.8	12	19.7	3	4.9	9	14.8	4	6.6	7	11.5	36	59.0
CZ052 Královéhradecký	37	51.4	15	20.8	27	37.5	19	26.4	2	2.8	12	16.7	9	12.5	6	8.3	40	55.6
CZ053 Pardubický	25	50.0	3	6.0	17	34.0	11	22.0	3	6.0	3	6.0	6	12.0	3	6.0	24	48.0
CZ061 Vysočina	32	45.7	14	20.0	21	30.0	16	22.9			6	8.6	6	8.6	7	10.0	41	58.6
CZ062 Jihomoravský	59	52.2	10	8.8	31	27.4	20	17.7	7	6.2	8	7.1	15	13.3	13	11.5	56	49.6
CZ071 Olomoucký	24	35.3	9	13.2	11	16.2	7	10.3	1	1.5	8	11.8	3	4.4	6	8.8	41	60.3
CZ072 Zlínský	65	77.4	21	25.0	51	60.7	15	17.9	4	4.8	6	7.1	10	11.9	15	17.9	41	48.8
CZ080 Moravskoslezský	88	57.9	48	31.6	59	38.8	33	21.7	2	1.3	25	16.4	13	8.6	21	13.8	81	53.3

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	**732**	**59.0**	**92**	**3,635**	**358**	**4,494**	**607**	**7,194**	**635**	**9,354**	**704**	**11,462**	**729**	**13,305**	**732**	**15,453**	**732**	**16,924**	**732**	**18,703**	**8**	**0.6**	**20,625**
CZ010 Capital Prague	114	58.2	11	4,045	34	5,154	88	8,704	95	11,049	112	13,014	114	15,191	114	17,806	114	19,402	114	21,037	5	2.6	21,000
CZ020 Středočeský	47	61.0	5	2,400	23	4,217	37	7,466	39	9,615	44	12,324	46	14,446	47	17,213	47	18,309	47	20,011	1	1.3	
CZ031 Jihočeský	62	63.3	18	4,000	40	4,286	53	6,942	55	10,002	61	12,131	62	14,565	62	17,250	62	19,146	62	21,219	1	1.0	
CZ032 Plzeňský	42	60.9	4	5,500	24	5,033	42	7,821	42	9,933	42	12,876	42	14,890	42	16,831	42	18,295	42	19,724			
CZ041 Karlovarský	19	54.3	3	1,900	7	2,557	13	5,038	14	6,850	19	9,453	19	10,879	19	13,674	19	14,963	19	16,384	1	2.9	
CZ042 Ústecký	55	57.9	5	3,460	29	4,435	47	6,926	48	8,891	54	10,702	55	12,348	55	14,354	55	15,764	55	18,157			
CZ051 Liberecký	42	68.9	7	4,214	23	4,565	39	7,472	39	10,235	40	12,983	42	14,904	42	16,886	42	18,380	42	20,610			
CZ052 Královéhradecký	47	65.3	7	2,314	26	3,642	37	6,611	40	8,210	47	10,532	47	12,440	47	14,657	47	16,143	47	18,145			
CZ053 Pardubický	35	70.0	2		18	4,737	32	7,325	32	9,247	35	10,666	35	12,557	35	14,591	35	15,983	35	17,674			
CZ061 Vysočina	44	62.9	3	3,333	21	5,838	39	7,024	39	9,571	43	11,203	43	13,049	44	14,338	44	15,445	44	16,576			
CZ062 Jihomoravský	76	67.3	13	3,631	37	4,789	57	6,980	61	9,138	66	11,479	76	12,689	76	14,893	76	16,787	76	18,701			
CZ071 Olomoucký	44	64.7	2		22	4,045	37	6,797	40	8,350	44	10,261	44	12,398	44	14,125	44	15,216	44	16,318			
CZ072 Zlínský	42	50.0	5	4,600	24	4,879	35	6,951	35	9,143	36	11,619	41	13,378	42	15,719	42	17,512	42	20,214			
CZ080 Moravskoslezský	63	41.4	7	2,929	30	3,563	51	5,880	56	7,445	61	8,761	63	9,833	63	11,011	63	12,043	63	13,384			

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	**603**	**48.6**	**261**	**4,684**	**546**	**5,212**	**591**	**6,590**	**597**	**7,630**	**603**	**8,724**	**603**	**9,423**
CZ010 Capital Prague	82	41.8	38	5,632	74	7,516	81	9,822	82	11,754	82	13,985	82	14,877
CZ020 Středočeský	31	40.3	14	4,557	28	4,661	31	5,710	31	6,668	31	7,894	31	8,442
CZ031 Jihočeský	46	46.9	20	5,425	41	5,188	46	6,059	46	6,596	46	7,113	46	8,685
CZ032 Plzeňský	34	49.3	17	3,941	28	4,850	31	7,329	34	8,647	34	9,118	34	10,529
CZ041 Karlovarský	15	42.9	5	5,340	15	4,927	15	6,980	15	8,980	15	10,713	15	11,413
CZ042 Ústecký	41	43.2	15	6,587	39	5,856	40	7,178	40	8,432	41	9,598	41	10,168
CZ051 Liberecký	28	45.9	10	4,050	25	4,955	28	6,801	28	8,719	28	10,654	28	11,389
CZ052 Královéhradecký	48	66.7	16	2,944	42	4,686	48	5,985	48	6,767	48	7,840	48	8,038
CZ053 Pardubický	27	54.0	13	4,654	25	4,670	27	5,500	27	6,157	27	6,889	27	7,306
CZ061 Vysočina	39	55.7	20	4,088	35	4,506	38	5,593	39	6,564	39	7,574	39	8,165
CZ062 Jihomoravský	60	53.1	29	4,552	56	4,789	60	5,918	60	6,515	60	7,270	60	7,842
CZ071 Olomoucký	32	47.1	13	2,884	32	4,159	32	5,503	32	6,278	32	7,381	32	8,041
CZ072 Zlínský	42	50.0	21	4,740	39	4,855	42	5,976	42	6,725	42	7,938	42	8,633
CZ080 Moravskoslezský	78	51.3	30	4,830	67	4,816	72	5,604	73	6,163	78	6,610	78	6,974

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	**721**	**58.1**	**262**	**6,531**	**621**	**8,649**	**700**	**10,974**	**712**	**13,616**	**719**	**16,569**	**719**	**18,090**	**721**	**19,780**	**721**	**20,832**	**721**	**22,036**
CZ010 Capital Prague	110	56.1	41	7,241	93	16,755	106	19,070	108	22,863	110	29,784	110	31,667	110	33,226	110	34,213	110	35,308
CZ020 Středočeský	47	61.0	13	5,077	45	6,922	47	9,436	47	11,713	47	13,691	47	15,489	47	16,968	47	18,649	47	20,436
CZ031 Jihočeský	58	59.2	20	9,135	46	7,618	58	9,048	58	10,130	58	11,295	58	13,030	58	14,116	58	14,706	58	15,831
CZ032 Plzeňský	38	55.1	13	4,338	31	6,452	33	9,436	38	17,361	38	18,929	38	19,805	38	20,405	38	20,863	38	21,232
CZ041 Karlovarský	14	40.0	5	9,540	13	7,669	14	9,871	14	11,907	14	13,693	14	14,264	14	15,193	14	15,907	14	15,907
CZ042 Ústecký	48	50.5	13	10,558	45	10,206	48	14,074	48	17,321	48	20,143	48	23,030	48	26,857	48	28,830	48	30,982
CZ051 Liberecký	30	49.2	11	4,773	25	5,632	29	7,717	29	9,714	30	12,840	30	14,643	30	15,860	30	17,093	30	18,327
CZ052 Královéhradecký	54	75.0	21	5,429	46	6,534	53	8,462	53	9,794	53	11,451	53	12,262	54	13,835	54	14,207	54	14,837
CZ053 Pardubický	35	70.0	15	6,883	32	6,305	34	8,397	34	10,640	35	12,514	35	14,236	35	16,486	35	17,979	35	19,414
CZ061 Vysočina	49	70.0	18	4,067	42	5,317	48	8,266	48	9,307	49	10,884	49	11,722	49	13,052	49	14,057	49	14,981
CZ062 Jihomoravský	63	55.8	23	7,757	55	9,600	63	12,838	63	15,735	63	19,886	63	21,806	63	24,695	63	25,862	63	27,981
CZ071 Olomoucký	39	57.4	14	4,178	32	7,558	36	9,329	39	13,114	39	17,494	39	19,037	39	20,905	39	22,174	39	23,456
CZ072 Zlínský	56	66.7	29	6,584	47	7,071	54	8,330	54	9,756	55	11,553	55	12,790	56	14,402	56	15,595	56	16,580
CZ080 Moravskoslezský	80	52.6	26	5,896	69	6,138	77	8,023	79	10,004	80	11,583	80	12,501	80	13,696	80	14,532	80	15,472

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	
			of this																											
	NCA	% CA	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			
							fixed amount		by incr. in %				without manag.				by incr. in %		by abs. amount		without manag.			by incr. in %		without manag.			without manag.					
			NCA	% CA	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	% CA	NCA	% CA	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	% CA	NCA	aver.%	NCA	aver.%	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	**921**	**74.3**	**15**	**1.2**	**592**	**47.7**	**103**	**1,237**	**489**	**4.1**	**160**	**12.9**	**13**	**1.0**	**218**	**17.6**	**205**	**3.8**	**13**	**1,208**	**10**	**3.5**	**11**	**0.9**	**11**	**1.8**	**2**		**108**	**8.7**	**8**	**0.6**	**167**	**13.5**	**136**	**11.0**
CZ010 Capital Prague	136	69.4	1	0.5	100	51.0	14	1,407	86	4.6	25	12.8	4	2.0	18	9.2	18	3.6			4	2.9	4	2.0	4	2.1	1		16	8.2	1	0.5	23	11.7	29	14.8
CZ020 Středočeský	63	81.8			41	53.2	4	950	37	4.5	13	16.9	3	3.9	13	16.9	12	4.0	1		2								6	7.8	1	1.3	9	11.7	5	6.5
CZ031 Jihočeský	72	73.5	7	7.1	33	33.7	6	829	27	3.7	30	30.6	1	1.0	16	16.3	16	3.5			1								9	9.2			21	21.4	14	14.3
CZ032 Plzeňský	53	76.8			36	52.2	5	1,280	31	3.6	11	15.9	3	4.3	11	15.9	11	3.4											15	21.7	3	4.3	18	26.1	16	23.2
CZ041 Karlovarský	22	62.9			14	40.0	2		12	5.2	4	11.4	1	2.9	5	14.3	5	3.5					2	5.7	2		1		2	5.7			5	14.3	5	14.3
CZ042 Ústecký	76	80.0	1	1.1	63	66.3	5	1,360	58	3.7	9	9.5			5	5.3	5	4.3					2	2.1	2				8	8.4	1	1.1	12	12.6	10	10.5
CZ051 Liberecký	53	86.9			38	62.3	8	921	30	3.5	4	6.6			13	21.3	12	3.3	1										2	3.3			4	6.6	3	4.9
CZ052 Královéhradecký	52	72.2	1	1.4	29	40.3	5	1,640	24	3.6	13	18.1	1	1.4	16	22.2	15	4.8	1		1								5	6.9	1	1.4	10	13.9	9	12.5
CZ053 Pardubický	32	64.0			18	36.0	2		16	3.5	10	20.0			10	20.0	9	3.6	1		1		1	2.0	1				2	4.0			9	18.0	4	8.0
CZ061 Vysočina	47	67.1	1	1.4	29	41.4	8	825	21	4.4	5	7.1			21	30.0	20	3.7	1				1	1.4	1				6	8.6			14	20.0	6	8.6
CZ062 Jihomoravský	89	78.8			49	43.4	5	1,368	44	4.1	12	10.6			28	24.8	26	3.6	2		1								11	9.7	1	0.9	11	9.7	10	8.8
CZ071 Olomoucký	49	72.1	1	1.5	25	36.8	7	1,483	18	3.9	2	2.9			20	29.4	17	4.0	3	761									6	8.8			5	7.4	5	7.4
CZ072 Zlínský	66	78.6	3	3.6	46	54.8	12	957	34	3.8	9	10.7			9	10.7	7	3.0	2										7	8.3			7	8.3	6	7.1
CZ080 Moravskoslezský	111	73.0			71	46.7	20	1,491	51	4.3	13	8.6			33	21.7	32	4.4	1				1	0.7	1				13	8.6			19	12.5	14	9.2

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 regions

Region NUTS 3	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue											
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
Total	**660**	**53.2**	**87**	**7.0**	**29**	**2.3**	**586**	**47.3**	**210**	**16.9**	**96.5**	**201**	**16.2**	**83.6**	**391**	**31.5**	**17.3**	**23.79**
CZ010 Capital Prague	98	50.0	11	5.6	3	1.5	90	45.9	44	22.4	97.5	38	19.4	85.4	64	32.7	16.1	34.54
CZ020 Středočeský	28	36.4	3	3.9	2	2.6	25	32.5	8	10.4	97.5	9	11.7	78.9	24	31.2	16.3	30.00
CZ031 Jihočeský	58	59.2	8	8.2			55	56.1	18	18.4	98.9	17	17.3	87.4	36	36.7	18.2	19.36
CZ032 Plzeňský	35	50.7	4	5.8	8	11.6	24	34.8	8	11.6	95.0	13	18.8	85.4	14	20.3	21.2	30.00
CZ041 Karlovarský	19	54.3	2	5.7	1	2.9	17	48.6	6	17.1	98.3	6	17.1	93.3	15	42.9	19.7	15.95
CZ042 Ústecký	60	63.2	12	12.6	2	2.1	47	49.5	23	24.2	94.0	25	26.3	80.8	35	36.8	19.4	23.42
CZ051 Liberecký	35	57.4	5	8.2	1	1.6	32	52.5	6	9.8	95.8	5	8.2	85.0	8	13.1	15.4	24.33
CZ052 Královéhradecký	43	59.7	8	11.1	1	1.4	38	52.8	17	23.6	97.1	13	18.1	84.6	25	34.7	16.6	27.43
CZ053 Pardubický	28	56.0	3	6.0			27	54.0	11	22.0	95.0	6	12.0	79.2	13	26.0	19.7	30.00
CZ061 Vysočina	34	48.6	3	4.3	2	2.9	34	48.6	10	14.3	95.0	13	18.6	82.3	16	22.9	16.6	35.66
CZ062 Jihomoravský	57	50.4	11	9.7	6	5.3	49	43.4	18	15.9	97.5	11	9.7	85.5	38	33.6	16.9	20.29
CZ071 Olomoucký	37	54.4	4	5.9	2	2.9	31	45.6	11	16.2	95.5	14	20.6	85.4	25	36.8	15.1	23.60
CZ072 Zlínský	48	57.1	7	8.3			42	50.0	15	17.9	96.0	16	19.0	78.1	33	39.3	18.8	28.29
CZ080 Moravskoslezský	80	52.6	6	3.9	1	0.7	75	49.3	15	9.9	95.3	15	9.9	81.7	45	29.6	16.1	12.32

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

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

Region NUTS 3	Applying the working hours account under Section 86 LC								Applying the working hours account in overtime under Subsec. 4,LC			Use of wage by the task			
	agreed in CA		compensatory period	The amount of fixed wages beyond the scope of Section 120, subsec. 1,LC					agreed in CA		extent	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)	
				agreed in CA		% of average earnings	other form								
	NCA	% CA	weeks	NCA	% CA	% AE	NCA	% CA	NCA	% CA	hours	NCA	% CA	NCA	% CA
Total	**102**	**8.2**	**48.6**	**25**	**2.0**	**95.3**	**4**	**0.3**	**15**	**1.2**	**68.7**	**145**	**11.7**	**82**	**6.6**
CZ010 Capital Prague	15	7.7	47.8	2	1.0				2	1.0		17	8.7	9	4.6
CZ020 Středočeský	4	5.2	52.0	1	1.3		1	1.3				2	2.6		
CZ031 Jihočeský	14	14.3	52.0	1	1.0				7	7.1	50.9	7	7.1	1	1.0
CZ032 Plzeňský	6	8.7	47.7	4	5.8	100.0	2	2.9	2	2.9		18	26.1	16	23.2
CZ041 Karlovarský												3	8.6	1	2.9
CZ042 Ústecký	7	7.4	52.0	2	2.1				2	2.1		7	7.4	3	3.2
CZ051 Liberecký	6	9.8	52.0	1	1.6							7	11.5	4	6.6
CZ052 Královéhradecký	6	8.3	47.7									7	9.7	4	5.6
CZ053 Pardubický	8	16.0	42.3	5	10.0	97.0						3	6.0	3	6.0
CZ061 Vysočina	4	5.7	45.5	1	1.4							11	15.7	4	5.7
CZ062 Jihomoravský	7	6.2	52.0	3	2.7	100.0			1	0.9		14	12.4	6	5.3
CZ071 Olomoucký	8	11.8	48.8	2	2.9							6	8.8	4	5.9
CZ072 Zlínský	2	2.4		1	1.2							30	35.7	17	20.2
CZ080 Moravskoslezský	15	9.9	46.8	2	1.3		1	0.7	1	0.7		13	8.6	10	6.6

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
% 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	**1,192**	**96.1**	**1,064**	**85.8**	**766**	**61.8**	**635**	**51.2**	**929**	**74.9**
CZ010 Capital Prague	181	92.3	149	76.0	121	61.7	84	42.9	127	64.8
CZ020 Středočeský	66	85.7	59	76.6	37	48.1	26	33.8	48	62.3
CZ031 Jihočeský	97	99.0	91	92.9	64	65.3	32	32.7	82	83.7
CZ032 Plzeňský	69	100.0	61	88.4	61	88.4	21	30.4	61	88.4
CZ041 Karlovarský	35	100.0	33	94.3	21	60.0	17	48.6	29	82.9
CZ042 Ústecký	95	100.0	82	86.3	54	56.8	48	50.5	68	71.6
CZ051 Liberecký	57	93.4	49	80.3	29	47.5	18	29.5	31	50.8
CZ052 Královéhradecký	70	97.2	66	91.7	36	50.0	37	51.4	51	70.8
CZ053 Pardubický	48	96.0	45	90.0	29	58.0	24	48.0	38	76.0
CZ061 Vysočina	70	100.0	63	90.0	42	60.0	27	38.6	53	75.7
CZ062 Jihomoravský	107	94.7	94	83.2	75	66.4	72	63.7	86	76.1
CZ071 Olomoucký	65	95.6	55	80.9	27	39.7	41	60.3	48	70.6
CZ072 Zlínský	83	98.8	80	95.2	53	63.1	69	82.1	74	88.1
CZ080 Moravskoslezský	149	98.0	137	90.1	117	77.0	119	78.3	133	87.5

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
* 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	A	B	C	D	E		
	NCA	% CA	NCA	% CA	NCA	% CA			NCA	NCA	NCA	NCA	NCA	NCA	% CA
Total	**1,060**	**85.5**	**209**	**16.9**	**706**	**56.9**	**1,112**	**89.7**	**996**	**435**	**789**	**413**	**263**	**374**	**30.2**
CZ010 Capital Prague	167	85.2	27	13.8	95	48.5	176	89.8	149	83	129	60	55	49	25.0
CZ020 Středočeský	63	81.8	8	10.4	28	36.4	59	76.6	51	24	49	15	24	7	9.1
CZ031 Jihočeský	82	83.7	22	22.4	69	70.4	91	92.9	88	34	73	25	29	38	38.8
CZ032 Plzeňský	59	85.5	14	20.3	47	68.1	63	91.3	58	17	41	37	7	28	40.6
CZ041 Karlovarský	30	85.7	5	14.3	23	65.7	30	85.7	28	11	21	8	8	9	25.7
CZ042 Ústecký	84	88.4	16	16.8	50	52.6	87	91.6	86	30	63	40	18	23	24.2
CZ051 Liberecký	55	90.2	12	19.7	26	42.6	57	93.4	52	18	44	22	4	25	41.0
CZ052 Královéhradecký	66	91.7	13	18.1	32	44.4	68	94.4	64	25	48	21	19	26	36.1
CZ053 Pardubický	45	90.0	11	22.0	24	48.0	47	94.0	42	16	34	15	16	20	40.0
CZ061 Vysočina	69	98.6	8	11.4	46	65.7	66	94.3	63	25	54	29	10	6	8.6
CZ062 Jihomoravský	84	74.3	16	14.2	49	43.4	93	82.3	85	33	58	40	18	17	15.0
CZ071 Olomoucký	61	89.7	11	16.2	37	54.4	59	86.8	46	28	31	13	9	21	30.9
CZ072 Zlínský	64	76.2	18	21.4	64	76.2	71	84.5	56	32	36	18	19	34	40.5
CZ080 Moravskoslezský	131	86.2	28	18.4	116	76.3	145	95.4	128	59	108	70	27	71	46.7

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

Plurality of trade unions
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	**949**	**76.5**	**136**	**11.0**	**63**	**5.1**	**14**	**1.1**	**78**	**6.3**	**278**	**95.5**	**13**	**4.5**
CZ010 Capital Prague	127	64.8	16	8.2	14	7.1	6	3.1	33	16.8	66	95.7	3	4.3
CZ020 Středočeský	55	71.4	12	15.6	4	5.2			6	7.8	22	100.0		
CZ031 Jihočeský	76	77.6	12	12.2	5	5.1			5	5.1	19	86.4	3	13.6
CZ032 Plzeňský	55	79.7	7	10.1	3	4.3	1	1.4	3	4.3	14	100.0		
CZ041 Karlovarský	32	91.4	1	2.9	1	2.9			1	2.9	3	100.0		
CZ042 Ústecký	76	80.0	8	8.4	2	2.1	2	2.1	7	7.4	19	100.0		
CZ051 Liberecký	44	72.1	14	23.0	2	3.3			1	1.6	17	100.0		
CZ052 Královéhradecký	58	80.6	8	11.1	4	5.6			2	2.8	14	100.0		
CZ053 Pardubický	37	74.0	9	18.0	2	4.0			2	4.0	13	100.0		
CZ061 Vysočina	63	90.0	6	8.6	1	1.4					7	100.0		
CZ062 Jihomoravský	82	72.6	14	12.4	7	6.2	1	0.9	9	8.0	28	90.3	3	9.7
CZ071 Olomoucký	57	83.8	6	8.8	2	2.9			3	4.4	8	72.7	3	27.3
CZ072 Zlínský	70	83.3	9	10.7	3	3.6	2	2.4			14	100.0		
CZ080 Moravskoslezský	117	77.0	14	9.2	13	8.6	2	1.3	6	3.9	34	97.1	1	2.9

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	**51**	**4.1**	**1033**	**83.3**	**394**	**31.8**	**4**	**0.3**	**382**	**30.8**	**90**	**7.3**	**50**	**4.0**	**909**	**73.3**	**315**	**25.4**
CZ010 Capital Prague	21	10.7	166	84.7	59	30.1	1	0.5	65	33.2	33	16.8	25	12.8	141	71.9	49	25.0
CZ020 Středočeský	1	1.3	49	63.6	13	16.9	1	1.3	12	15.6	3	3.9	3	3.9	46	59.7	13	16.9
CZ031 Jihočeský	1	1.0	89	90.8	31	31.6			43	43.9	15	15.3	7	7.1	82	83.7	22	22.4
CZ032 Plzeňský	4	5.8	62	89.9	36	52.2			11	15.9	3	4.3			58	84.1	26	37.7
CZ041 Karlovarský			29	82.9	14	40.0			6	17.1	5	14.3	1	2.9	23	65.7	12	34.3
CZ042 Ústecký	9	9.5	77	81.1	14	14.7	1	1.1	19	20.0	4	4.2	2	2.1	66	69.5	18	18.9
CZ051 Liberecký	4	6.6	46	75.4	21	34.4			10	16.4	3	4.9	1	1.6	38	62.3	20	32.8
CZ052 Královéhradecký	2	2.8	59	81.9	16	22.2			16	22.2	1	1.4	1	1.4	54	75.0	12	16.7
CZ053 Pardubický	1	2.0	41	82.0	7	14.0			6	12.0	3	6.0	3	6.0	36	72.0	5	10.0
CZ063 Vysočina			40	57.1	16	22.9			18	25.7	4	5.7	1	1.4	32	45.7	10	14.3
CZ064 Jihomoravský	3	2.7	94	83.2	40	35.4			21	18.6	5	4.4	3	2.7	80	70.8	19	16.8
CZ071 Olomoucký	1	1.5	61	89.7	24	35.3			30	44.1	6	8.8	2	2.9	52	76.5	15	22.1
CZ072 Zlínský	2	2.4	77	91.7	28	33.3	1	1.2	60	71.4	2	2.4	1	1.2	70	83.3	19	22.6
CZ080 Moravskoslezský	2	1.3	143	94.1	75	49.3			65	42.8	3	2.0			131	86.2	75	49.3

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
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)												conditions for provision of the compensation money										Provision of compensation for dismissal under Section 52(d) expressed as multiples		
	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	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	AE
Total	**388**	**31,3**	**1,3**	**2,2**	**391**	**31,5**	**1,2**	**2,1**	**683**	**55,1**	**1,3**	**4,3**	**664**	**53,5**	**489**	**39,4**	**401**	**32,3**	**84**	**6,8**	**112**	**9,0**	**81**	**6,5**	**3,3**
CZ010 Capital Prague	87	44,4	1,3	2,3	88	44,9	1,1	2,1	139	70,9	1,3	5,1	133	67,9	111	56,6	88	44,9	26	13,3	25	12,8	18	9,2	5,2
CZ020 Středočeský	14	18,2	1,4	2,1	15	19,5	1,1	1,9	35	45,5	1,2	3,8	30	39,0	26	33,8	13	16,9	3	3,9	4	5,2	1	1,3	
CZ031 Jihočeský	31	31,6	1,4	2,2	30	30,6	1,0	1,8	52	53,1	1,3	4,0	52	53,1	36	36,7	22	22,4	4	4,1	26	26,5	7	7,1	1,7
CZ032 Plzeňský	21	30,4	1,3	2,1	22	31,9	1,1	1,9	39	56,5	1,3	3,2	38	55,1	26	37,7	29	42,0	6	8,7	4	5,8			
CZ041 Karlovarský	11	31,4	1,7	2,4	11	31,4	1,6	2,4	21	60,0	1,6	3,9	18	51,4	14	40,0	9	25,7	3	8,6	2	5,7	1	2,9	
CZ042 Ústecký	43	45,3	1,3	2,1	42	44,2	1,2	2,0	62	65,3	1,3	5,4	59	62,1	48	50,5	35	36,8	5	5,3	5	5,3	14	14,7	3,1
CZ051 Liberecký	6	9,8	1,4	2,0	6	9,8	1,2	1,8	24	39,3	1,6	4,7	25	41,0	23	37,7	9	14,8	3	4,9	1	1,6	1	1,6	
CZ052 Královéhradecký	22	30,6	1,6	2,5	21	29,2	1,6	2,6	42	58,3	1,4	4,4	43	59,7	32	44,4	22	30,6	8	11,1	12	16,7	2	2,8	
CZ053 Pardubický	12	24,0	1,4	2,5	13	26,0	1,4	2,2	23	46,0	1,4	4,8	23	46,0	18	36,0	17	34,0	3	6,0	4	8,0	4	8,0	2,3
CZ061 Vysočina	9	12,9	1,8	2,4	10	14,3	1,4	2,0	28	40,0	1,4	2,6	28	40,0	14	20,0	22	31,4	1	1,4	8	11,4	1	1,4	
CZ062 Jihomoravský	31	27,4	1,4	2,3	31	27,4	1,3	2,2	50	44,2	1,4	4,2	51	45,1	40	35,4	27	23,9	5	4,4	8	7,1	6	5,3	7,3
CZ071 Olomoucký	27	39,7	1,2	2,0	27	39,7	1,0	1,8	37	54,4	1,1	4,0	38	55,9	19	27,9	27	39,7	4	5,9	3	4,4	3	4,4	2,3
CZ072 Zlínský	29	34,5	1,2	2,3	29	34,5	1,0	2,1	43	51,2	1,2	3,2	42	50,0	22	26,2	33	39,3	2	2,4	2	2,4	4	4,8	2,3
CZ080 Moravskoslezský	45	29,6	1,2	2,1	46	30,3	1,2	2,0	88	57,9	1,4	4,1	84	55,3	60	39,5	48	31,6	11	7,2	8	5,3	19	12,5	1,8

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	NCA	% CA	hours/week	NCA	% CA	1 shift hours/week	2 shift hours/week	multishift hours/week	uninterrupted hours/week	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA
Total	**1,104**	**89.0**	**732**	**59.0**	**37.9**	**372**	**30.0**	**39.7**	**38.30**	**37.4**	**37.3**	**375**	**30.2**	**1,114**	**89.8**	**8.4**	**4.8**	**77.2**	**4.3**
CZ010 Capital Prague	159	81.1	77	39.3	38.3	82	41.8	39.8	38.28	37.3	37.3	75	38.3	171	87.2	4.1	5.0	77.0	6.1
CZ020 Středočeský	59	76.6	39	50.6	38.0	20	26.0	39.8	38.50	37.5	37.4	16	20.8	64	83.1	10.4	5.8	68.8	3.9
CZ031 Jihočeský	86	87.8	55	56.1	37.8	31	31.6	39.7	38.38	37.3	37.2	36	36.7	91	92.9	7.1	5.4	83.7	2.0
CZ032 Plzeňský	64	92.8	40	58.0	37.8	24	34.8	39.9	38.04	37.5	37.5	19	27.5	65	94.2	7.2	6.6	84.1	2.9
CZ041 Karlovarský	32	91.4	20	57.1	38.3	12	34.3	39.6	38.59	37.5	37.3	9	25.7	27	77.1	8.6	5.0	62.9	5.7
CZ042 Ústecký	84	88.4	67	70.5	37.7	17	17.9	39.7	38.30	37.5	37.5	34	35.8	82	86.3	11.6	4.9	68.4	6.3
CZ051 Liberecký	51	83.6	33	54.1	37.9	18	29.5	39.6	38.05	37.5	37.5	17	27.9	55	90.2	11.5	4.9	75.4	3.3
CZ052 Královéhradecký	69	95.8	51	70.8	37.9	18	25.0	39.6	38.36	37.5	37.5	25	34.7	66	91.7	4.2	7.3	84.7	2.8
CZ053 Pardubický	48	96.0	28	56.0	37.9	20	40.0	39.9	38.48	37.5	37.5	11	22.0	44	88.0	4.0	5.5	80.0	4.0
CZ061 Vysočina	64	91.4	39	55.7	38.0	25	35.7	39.7	38.38	37.5	37.5	17	24.3	67	95.7	8.6	3.8	82.9	4.3
CZ062 Jihomoravský	100	88.5	71	62.8	38.0	29	25.7	39.7	38.17	37.5	37.4	19	16.8	101	89.4	11.5	3.4	74.3	3.5
CZ071 Olomoucký	65	95.6	50	73.5	37.7	15	22.1	39.6	38.25	37.5	37.5	19	27.9	61	89.7	5.9	4.5	79.4	4.4
CZ072 Zlínský	80	95.2	55	65.5	37.8	25	29.8	39.5	38.33	37.5	37.0	19	22.6	77	91.7	8.3	6.0	79.8	3.6
CZ080 Moravskoslezský	143	94.1	107	70.4	37.6	36	23.7	39.9	38.31	37.5	37.1	59	38.8	143	94.1	13.2	4.2	76.3	4.6

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

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**	**847**	**68.3**	**50.3**	**560**	**45.2**	**48.3**
CZ010 Capital Prague	2	1.0		126	64.3	49.4	99	50.5	45.7
CZ020 Středočeský				47	61.0	51.4	37	48.1	48.7
CZ031 Jihočeský				76	77.6	50.6	56	57.1	45.9
CZ032 Plzeňský	1	1.4		57	82.6	51.6	23	33.3	50.2
CZ041 Karlovarský				26	74.3	51.0	16	45.7	47.1
CZ042 Ústecký				53	55.8	50.5	49	51.6	49.7
CZ051 Liberecký				27	44.3	44.7	16	26.2	48.8
CZ052 Královéhradecký				50	69.4	50.4	31	43.1	49.1
CZ053 Pardubický	1	2.0		37	74.0	49.2	23	46.0	49.7
CZ061 Vysočina				56	80.0	50.6	22	31.4	46.1
CZ062 Jihomoravský	1	0.9		75	66.4	51.3	42	37.2	52.0
CZ071 Olomoucký				52	76.5	50.5	29	42.6	49.3
CZ072 Zlínský				55	65.5	52.0	26	31.0	51.0
CZ080 Moravskoslezský				110	72.4	49.9	91	59.9	48.7

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
- hours/year — average value of the stipulated decrease of overtime limit
- weeks — average length of the compensatory period in weeks

Employment rate I
classification based on regions

Region NUTS 3	Limitations of the scope of agency employment					CA contains specific conditions (programmes)					
	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	**40**	**3.2**	**9**	**23**		**39**	**3.1**	**39**	**3.1**	**48**	**3.9**
CZ010 Capital Prague	2	1.0				8	4.1	8	4.1	18	9.2
CZ020 Středočeský	2	2.6	1			2	2.6	1	1.3	4	5.2
CZ031 Jihočeský	4	4.1	3	25		5	5.1	8	8.2	3	3.1
CZ032 Plzeňský	6	8.7				7	10.1	2	2.9	4	5.8
CZ041 Karlovarský										2	5.7
CZ042 Ústecký						1	1.1	6	6.3	6	6.3
CZ051 Liberecký	3	4.9	1			1	1.6	1	1.6	1	1.6
CZ052 Královéhradecký	1	1.4	1			1	1.4	2	2.8	4	5.6
CZ053 Pardubický						2	4.0	2	4.0	1	2.0
CZ061 Vysočina	6	8.6	2			3	4.3	1	1.4		
CZ062 Jihomoravský	2	1.8	1					2	1.8	2	1.8
CZ071 Olomoucký	1	1.5				3	4.4	2	2.9	1	1.5
CZ072 Zlínský	6	7.1				3	3.6			2	2.4
CZ080 Moravskoslezský	7	4.6				3	2.0	4	2.6		

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	**398**	**32.1**	**14**	**1.1**	**387**	**31.2**	**6**	**0.5**	**82**	**6.6**	**81**	**6.5**			**2**	**0.2**			**3**	**0.2**
CZ010 Capital Prague	74	37.8	6	3.1	69	35.2	3	1.5	26	13.3	25	12.8							2	1.0
CZ020 Středočeský	22	28.6	1	1.3	22	28.6			4	5.2	4	5.2								
CZ031 Jihočeský	56	57.1	1	1.0	56	57.1			9	9.2	9	9.2								
CZ032 Plzeňský	24	34.8			24	34.8			4	5.8	4	5.8								
CZ041 Karlovarský	11	31.4			11	31.4			1	2.9	1	2.9								
CZ042 Ústecký	32	33.7	2	2.1	30	31.6			9	9.5	9	9.5			1	1.1				
CZ051 Liberecký	6	9.8			6	9.8			2	3.3	2	3.3								
CZ052 Královéhradecký	12	16.7			12	16.7			7	9.7	7	9.7			1	1.4			1	1.4
CZ053 Pardubický	13	26.0			13	26.0			2	4.0	2	4.0								
CZ061 Vysočina	23	32.9			23	32.9			3	4.3	3	4.3								
CZ062 Jihomoravský	23	20.4	2	1.8	21	18.6	1	0.9	4	3.5	4	3.5								
CZ071 Olomoucký	17	25.0			17	25.0			2	2.9	2	2.9								
CZ072 Zlínský	28	33.3			28	33.3			3	3.6	3	3.6								
CZ080 Moravskoslezský	57	37.5	2	1.3	55	36.2	2	1.3	6	3.9	6	3.9								

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

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	**1,171**	**94.4**	**82.76**	**54.6**	**21.10**	**23.2**	**104.19**	**59.8**	**288**	**163**	**13.1**	**21**	**1.7**	**24**	**1.9**
CZ010 Capital Prague	185	94.4	81.59	53.3	23.85	15.4	114.46	59.4	21	19	9.7	2	1.0	2	1.0
CZ020 Středočeský	73	94.8	80.30	54.0	25.00	45.0	109.18	56.1	12	10	13.0	1	1.3	1	1.3
CZ031 Jihočeský	91	92.9		55.0		40.0	88.88	58.9	47	13	13.3			4	4.1
CZ032 Plzeňský	67	97.1	52.33	55.0			103.92	61.3	39	6	8.7	1	1.4	1	1.4
CZ041 Karlovarský	32	91.4	104.75	55.0	17.00		98.65	61.7	10	4	11.4	2	5.7	2	5.7
CZ042 Ústecký	85	89.5	84.20	54.6	31.50	22.0	101.52	58.7	21	22	23.2	2	2.1	2	2.1
CZ051 Liberecký	59	96.7	59.50	54.8		16.0	108.76	67.2	13	13	21.3	3	4.9	3	4.9
CZ052 Královéhradecký	68	94.4	76.50	54.7	18.33		93.35	53.8	13	15	20.8	1	1.4	1	1.4
CZ053 Pardubický	48	96.0	88.05	53.6	10.50		96.40	55.0	11	12	24.0				
CZ061 Vysočina	65	92.9	98.63	56.1	17.40		98.07	58.7	12	7	10.0			1	1.4
CZ062 Jihomoravský	106	93.8	74.94	54.8	21.21		96.40	57.0	16	17	15.0	3	2.7	4	3.5
CZ071 Olomoucký	64	94.1	81.24	55.0		15.0	97.84	55.0	21	8	11.8				
CZ072 Zlínský	83	98.8	79.50	55.0	10.00		116.61	67.8	9	7	8.3	6	7.1	2	2.4
CZ080 Moravskoslezský	145	95.4	86.75	54.9	15.11	18.3	103.03	57.4	43	10	6.6			1	0.7

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. 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	
	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	**131**	**10.6**	**1,073**	**69.0**	**291**	**23.5**	**882**	**71.1**	**756**	**1,280**	**3.2**	**689**	**55.6**	**293**	**23.6**	**657**	**1,062**	**232**	**18.7**
CZ010 Capital Prague	7	3.6	1,040	66.7	65	33.2	151	77.0	713	1,569	3.3	124	63.3	52	26.5	703	1,078	44	22.4
CZ020 Středočeský	2	2.6			20	26.0	54	70.1	736	956	3.1	46	59.7	18	23.4	707	954	16	20.8
CZ031 Jihočeský	24	24.5	1,346		22	22.4	77	78.6	748	1,095	3.0	58	59.2	27	27.6	810	956	22	22.4
CZ032 Plzeňský	14	20.3	1,721	50.0	19	27.5	52	75.4	739	1,007	3.1	45	65.2	19	27.5	406	806	17	24.6
CZ041 Karlovarský	3	8.6	1,403		9	25.7	24	68.6	620	1,082		20	57.1	13	37.1	743	1,221	9	25.7
CZ042 Ústecký	9	9.5	1,016	100.0	19	20.0	79	83.2	745	1,346	3.0	66	69.5	34	35.8	602	1,332	28	29.5
CZ051 Liberecký	2	3.3			7	11.5	35	57.4	831	1,067	3.4	27	44.3	12	19.7	618	840	8	13.1
CZ052 Královéhradecký	7	9.7	510	100.0	13	18.1	58	80.6	817	1,297	3.2	49	68.1	13	18.1	845	1,112	13	18.1
CZ053 Pardubický	2	4.0			11	22.0	36	72.0	667	1,227	2.9	29	58.0	6	12.0	375	750	5	10.0
CZ061 Vysočina	10	14.3	1,100		18	25.7	46	65.7	866	1,338	3.5	37	52.9	18	25.7	627	881	13	18.6
CZ062 Jihomoravský	7	6.2	1,256		23	20.4	71	62.8	869	1,271	3.0	41	36.3	23	20.4	893	1,199	16	14.2
CZ071 Olomoucký	11	16.2	591		15	22.1	45	66.2	898	1,311	3.0	33	48.5	13	19.1	753	940	11	16.2
CZ072 Zlínský	20	23.8	819	51.7	17	20.2	53	63.1	758	1,537	3.4	36	42.9	10	11.9	410	1,340	7	8.3
CZ080 Moravskoslezský	13	8.6	700	100.0	33	21.7	101	66.4	670	1,226	3.3	78	51.3	35	23.0	564	1,058	23	15.1

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 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
						agreed in CA		amount allowed			
	NCA	% CA	CZK/month	NCA	% CA	NCA	% CA	CZK/month	NCA	% CA	CZK/month
Total	**9**	**0.7**	**3,467**	**2**	**0.2**	**9**	**0.7**	**2,278**			
CZ010 Capital Prague	1	0.5		2	1.0	2	1.0				
CZ020 Středočeský	1	1.3									
CZ031 Jihočeský	1	1.0				2	2.0				
CZ032 Plzeňský											
CZ041 Karlovarský											
CZ042 Ústecký	2	2.1									
CZ051 Liberecký											
CZ052 Královéhradecký											
CZ053 Pardubický											
CZ061 Vysočina											
CZ062 Jihomoravský	1	0.9									
CZ071 Olomoucký	1	1.5									
CZ072 Zlínský	1	1.2				5	6.0	2,500			
CZ080 Moravskoslezský	1	0.7									

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

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	**367**	**29.6**	**40**	**2.2**	**25**	**2,262**	**72**	**1.3**	**208**	**110**	**5,377**	**260**	**21.0**	**64**	**9,871**	**15**	**2.2**	**127**	**97**	**3,287**
CZ010 Capital Prague	83	42.3	12	2.3	4	1,775	40	1.2	23	26	13,389	44	22.4	20	10,300	2		7	22	2,593
CZ020 Středočeský	18	23.4	2				4	2.0	10	8	1,465	12	15.6	1		1		7	3	339
CZ031 Jihočeský	22	22.4	1		1		5	1.5	14	6	1,310	33	33.7	3	7,167	3	2.7	25	3	1,050
CZ032 Plzeňský	19	27.5	2		2		1		13	3	503	5	7.2	1				2	2	
CZ041 Karlovarský	9	25.7	2						7	5	2,153	9	25.7	1		1		7	1	
CZ042 Ústecký	43	45.3	7	2.7	3	1,883			32	11	5,205	13	13.7	4	14,000	3	1.8	4	7	5,128
CZ051 Liberecký	18	29.5			2		1		11	6	4,584	9	14.8	2				5	4	7,545
CZ052 Královéhradecký	21	29.2	2		2		4	1.5	10	8	1,255	17	23.6	3	9,667	1		5	8	4,907
CZ053 Pardubický	15	30.0	3	1.8	2		2		7	4	475	8	16.0	2				3	3	6,985
CZ061 Vysočina	19	27.1			2		1		14	4	2,086	9	12.9					6	3	3,050
CZ062 Jihomoravský	33	29.2	5	1.6	2		5	1.1	21	9	1,718	28	24.8	8	9,381	2		15	13	2,901
CZ071 Olomoucký	16	23.5	1				2		13	3	7,348	12	17.6	2		1		4	9	1,936
CZ072 Zlínský	20	23.8	2		5	2,400	2		11	7	1,253	42	50.0	13	6,292			26	9	3,602
CZ080 Moravskoslezský	31	20.4	1				5	1.7	22	10	6,017	19	12.5	4	18,825	1		11	10	1,357

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

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

Region NUTS 3	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K				
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	NCA	% CA	NCA	% CA
Total	**8.24**	**8.52**	**1.37**	**20.52**	**1.39**	**2.69**	**0.36**	**12.75**	**2.46**	**29.85**	**11.85**	**346**	**27.9**	**307**	**24.8**
CZ010 Capital Prague	4.53	13.99	0.81	22.49	0.82	0.83	0.07	17.59	3.04	32.44	3.39	75	38.3	81	41.3
CZ020 Středočeský	18.59	6.91	9.42	4.20	1.88	0.05	3.93	21.30	3.91	24.15	5.64	14	18.2	23	29.9
CZ031 Jihočeský	21.89	1.91	5.18	5.32	0.36	11.90		3.81	17.07	23.43	9.14	44	44.9	19	19.4
CZ032 Plzeňský	94.76			0.93		0.28	1.86		0.50	0.05	1.63	10	14.5	14	20.3
CZ041 Karlovarský	18.93		1.27	8.03	3.13	3.68		20.79	1.10	2.03	41.06	10	28.6	8	22.9
CZ042 Ústecký	6.26	8.69	1.77	22.79	1.13	3.09		9.95	1.11	36.80	8.42	24	25.3	31	32.6
CZ051 Liberecký	6.41	1.56		27.98	3.16	3.84		6.11	1.48	10.79	38.67	23	37.7	11	18.0
CZ052 Královéhradecký	3.97	3.06		19.67	0.62	3.26	4.30	10.85	3.75	43.42	7.09	19	26.4	18	25.0
CZ053 Pardubický	7.18	0.46	1.58	13.19	0.11	0.18		0.50	0.59	61.69	14.53	13	26.0	13	26.0
CZ061 Vysočina	3.50	9.17	14.86	45.04	1.46	7.80		10.32	0.60	1.21	6.02	18	25.7	16	22.9
CZ062 Jihomoravský	4.53	0.95	0.03	19.68	3.41	9.12		7.71	2.84	38.17	13.57	32	28.3	25	22.1
CZ071 Olomoucký	0.82	1.82	2.53	25.13	0.75	4.72		2.93	2.20	54.53	4.56	14	20.6	13	19.1
CZ072 Zlínský	12.97	3.20	2.18	21.34	1.57	2.77		11.90	1.06	35.31	7.70	20	23.8	10	11.9
CZ080 Moravskoslezský	10.12	6.79	1.02	8.57	3.41	4.52		12.13	0.88	2.41	50.14	30	19.7	25	16.4

Explanatory notes:

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

Obstacles to work
classification based on regions

Region NUTS 3	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	**6**	**0.5**	**77.5**	**508**	**41.0**	**1.4**	**426**	**34.4**	**1.3**	**627**	**50.6**	**2.0**	**265**	**21.4**	**6.5**	**278**	**22.4**	**1.3**	**130**	**10.5**	**3.7**	**231**	**18.6**	**4.2**	**84**	**6.8**	**1.9**	**262**	**21.1**	**3.2**	**556**	**44.8**
CZ010 Capital Prague	2	1.0		82	41.8	1.3	64	32.7	1.6	102	52.0	1.9	71	36.2	5.1	38	19.4	1.3	42	21.4	3.6	61	31.1	5.4	20	10.2	2.2	75	38.3	3.3	110	56.1
CZ020 Středočeský				30	39.0	1.7	21	27.3	1.1	35	45.5	2.2	16	20.8	7.3	18	23.4	1.4	7	9.1	4.1	15	19.5	3.7	6	7.8	1.3	12	15.6	4.6	28	36.4
CZ031 Jihočeský				52	53.1	1.3	42	42.9	1.3	52	53.1	1.8	21	21.4	5.4	23	23.5	1.5	5	5.1	5.4	22	22.4	3.3	2	2.0		15	15.3	3.7	49	50.0
CZ032 Plzeňský				31	44.9	1.3	34	49.3	1.2	41	59.4	2.4	5	7.2	6.0	23	33.3	1.0	6	8.7	4.2	9	13.0	5.8	1	1.4		17	24.6	2.5	30	43.5
CZ041 Karlovarský				10	28.6	1.3	10	28.6	1.3	19	54.3	1.9	10	28.6	8.8	8	22.9	1.5	4	11.4	6.3	8	22.9	5.5	5	14.3	1.6	7	20.0	3.0	17	48.6
CZ042 Ústecký	1	1.1		51	53.7	1.6	38	40.0	1.3	52	54.7	2.1	26	27.4	10.2	32	33.7	1.3	11	11.6	3.5	10	10.5	2.6	10	10.5	1.0	20	21.1	3.5	45	47.4
CZ051 Liberecký				19	31.1	1.4	15	24.6	1.5	21	34.4	2.8	8	13.1	10.5	5	8.2	1.2	4	6.6	1.8	7	11.5	4.3	8	13.1	1.8	8	13.1	2.9	21	34.4
CZ052 Královéhradecký				24	33.3	1.2	25	34.7	1.2	32	44.4	1.8	11	15.3	6.5	13	18.1	1.3	5	6.9	3.2	9	12.5	3.4	3	4.2	1.0	19	26.4	2.6	31	43.1
CZ053 Pardubický	2	4.0		24	48.0	1.2	20	40.0	1.2	31	62.0	2.3	10	20.0	7.9	13	26.0	1.1	3	6.0	4.0	5	10.0	6.4	1	2.0		9	18.0	3.6	17	34.0
CZ061 Vysočina				25	35.7	1.4	22	31.4	1.4	30	42.9	2.2	10	14.3	5.6	13	18.6	1.2	5	7.1	3.6	10	14.3	3.6	2	2.9		7	10.0	2.6	29	41.4
CZ062 Jihomoravský				34	30.1	1.4	30	26.5	1.2	42	37.2	1.9	24	21.2	6.1	25	22.1	1.3	10	8.8	3.2	13	11.5	3.0	6	5.3	3.0	21	18.6	3.0	32	28.3
CZ071 Olomoucký				31	45.6	1.3	24	35.3	1.4	35	51.5	1.8	11	16.2	4.9	20	29.4	1.1	3	4.4	4.0	7	10.3	5.7	2	2.9		10	14.7	2.8	39	57.4
CZ072 Zlínský	1	1.2		40	47.6	1.2	36	42.9	1.4	53	63.1	2.3	12	14.3	5.3	17	20.2	1.0	10	11.9	3.2	10	11.9	2.4	2	2.4		15	17.9	3.7	47	56.0
CZ080 Moravskoslezský				55	36.2	1.3	45	29.6	1.2	82	53.9	2.0	30	19.7	6.4	30	19.7	1.3	15	9.9	3.3	45	29.6	3.3	16	10.5	2.6	27	17.8	3.1	61	40.1

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

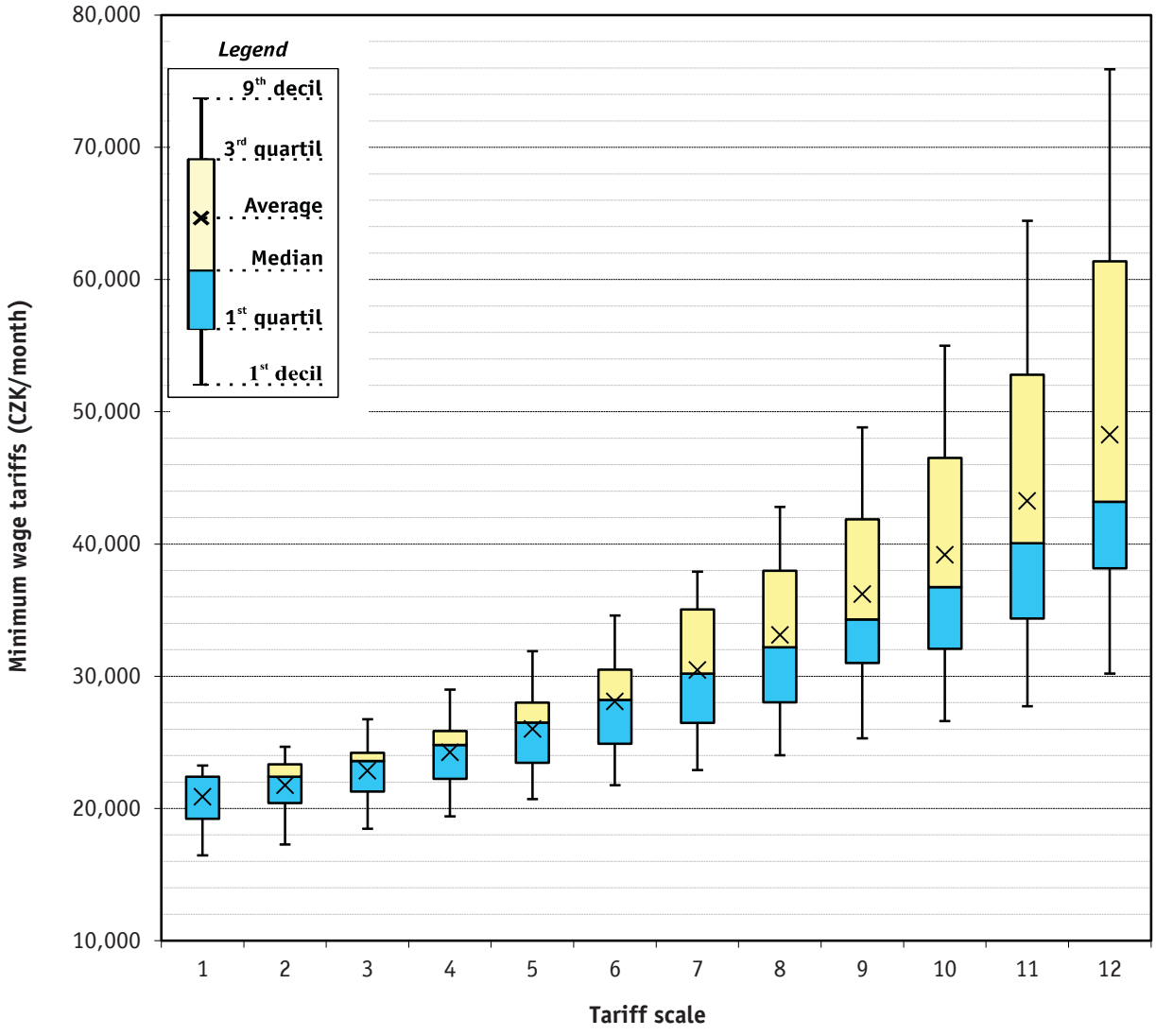
Personnel development, fair treatment, industrial safety and health protection at work (ISHPW), general agreements of European social partners classification based on regions

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	**416**	**33.5**	**34**	**2.7**	**497**	**40.1**	**1,038**	**83.7**	**648**	**52.3**	**5**	**0.4**	**14**	**1.1**
CZ010 Capital Prague	87	44.4	7	3.6	91	46.4	160	81.6	78	39.8	1	0.5	3	1.5
CZ020 Středočeský	21	27.3	4	5.2	23	29.9	59	76.6	25	32.5	2	2.6	2	2.6
CZ031 Jihočeský	45	45.9	11	11.2	55	56.1	87	88.8	70	71.4				
CZ032 Plzeňský	14	20.3			24	34.8	65	94.2	40	58.0			2	2.9
CZ041 Karlovarský	14	40.0			11	31.4	30	85.7	15	42.9				
CZ042 Ústecký	36	37.9	4	4.2	41	43.2	87	91.6	60	63.2	1	1.1	1	1.1
CZ051 Liberecký	5	8.2	1	1.6	23	37.7	52	85.2	36	59.0				
CZ052 Královéhradecký	16	22.2			19	26.4	45	62.5	37	51.4				
CZ053 Pardubický	11	22.0			13	26.0	32	64.0	24	48.0	1	2.0		
CZ061 Vysočina	19	27.1	3	4.3	16	22.9	50	71.4	40	57.1			1	1.4
CZ062 Jihomoravský	31	27.4	2	1.8	26	23.0	92	81.4	50	44.2			1	0.9
CZ071 Olomoucký	23	33.8	1	1.5	14	20.6	59	86.8	39	57.4				
CZ072 Zlínský	39	46.4			55	65.5	81	96.4	43	51.2			4	4.8
CZ080 Moravskoslezský	55	36.2	1	0.7	86	56.6	139	91.4	91	59.9				

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

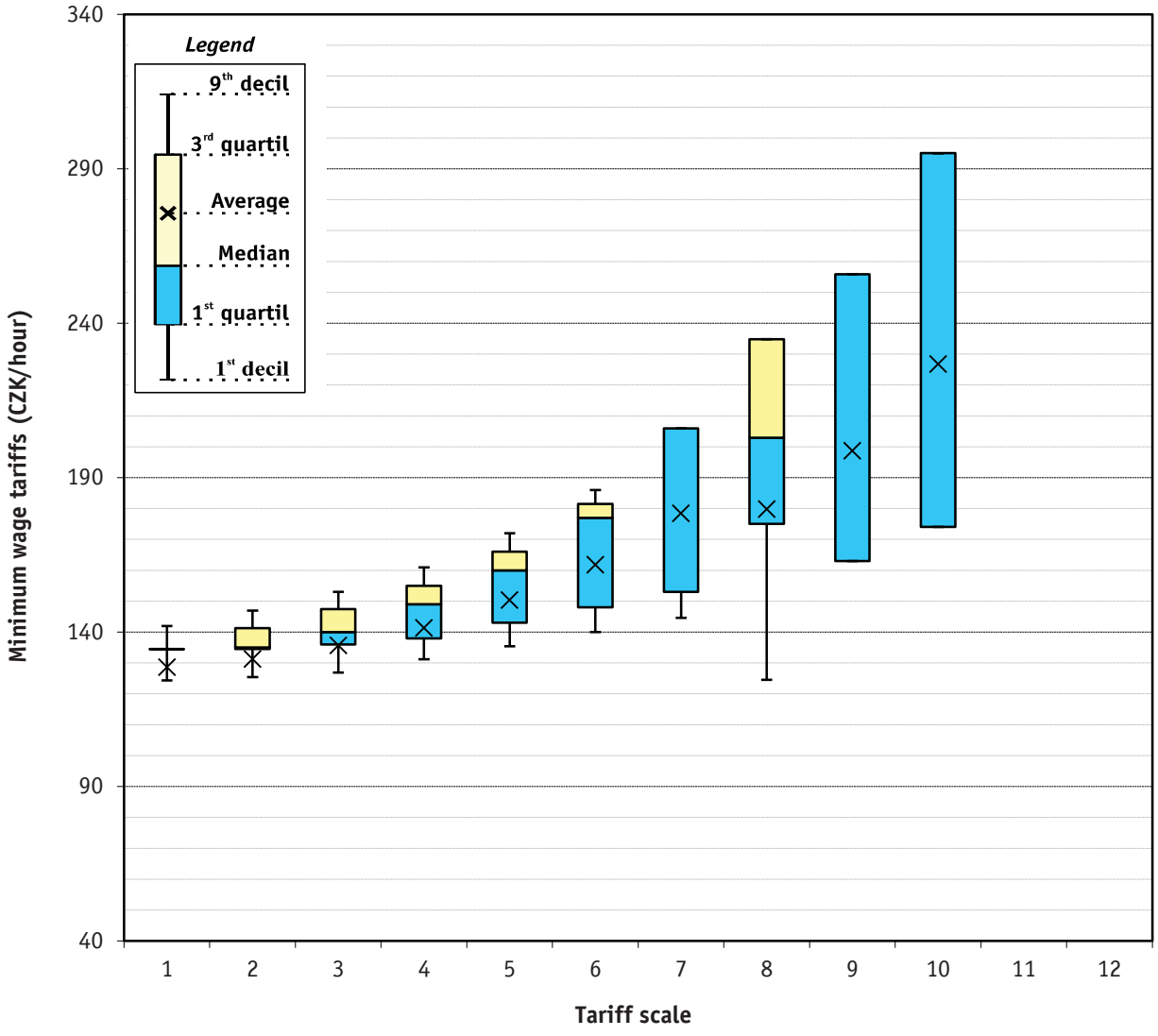
Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	**24**	**25,623**	**22,500**	**22,800**	**24,825**	**28,030**	**30,000**
Tariff scale 1	148	20,881	16,450	19,225	22,400	22,400	23,250
Tariff scale 2	153	21,739	17,270	20,405	22,400	23,330	24,656
Tariff scale 3	162	22,855	18,475	21,275	23,600	24,200	26,755
Tariff scale 4	168	24,233	19,400	22,250	24,800	25,860	29,000
Tariff scale 5	172	26,005	20,700	23,460	26,500	28,000	31,900
Tariff scale 6	174	28,078	21,750	24,900	28,200	30,500	34,600
Tariff scale 7	175	30,463	22,900	26,465	30,200	35,050	37,900
Tariff scale 8	174	33,115	24,025	28,030	32,200	37,975	42,809
Tariff scale 9	170	36,212	25,300	31,000	34,300	41,863	48,825
Tariff scale 10	171	39,190	26,600	32,072	36,750	46,500	55,000
Tariff scale 11	170	43,251	27,730	34,355	40,050	52,800	64,450
Tariff scale 12	168	48,256	30,200	38,160	43,184	61,373	75,900



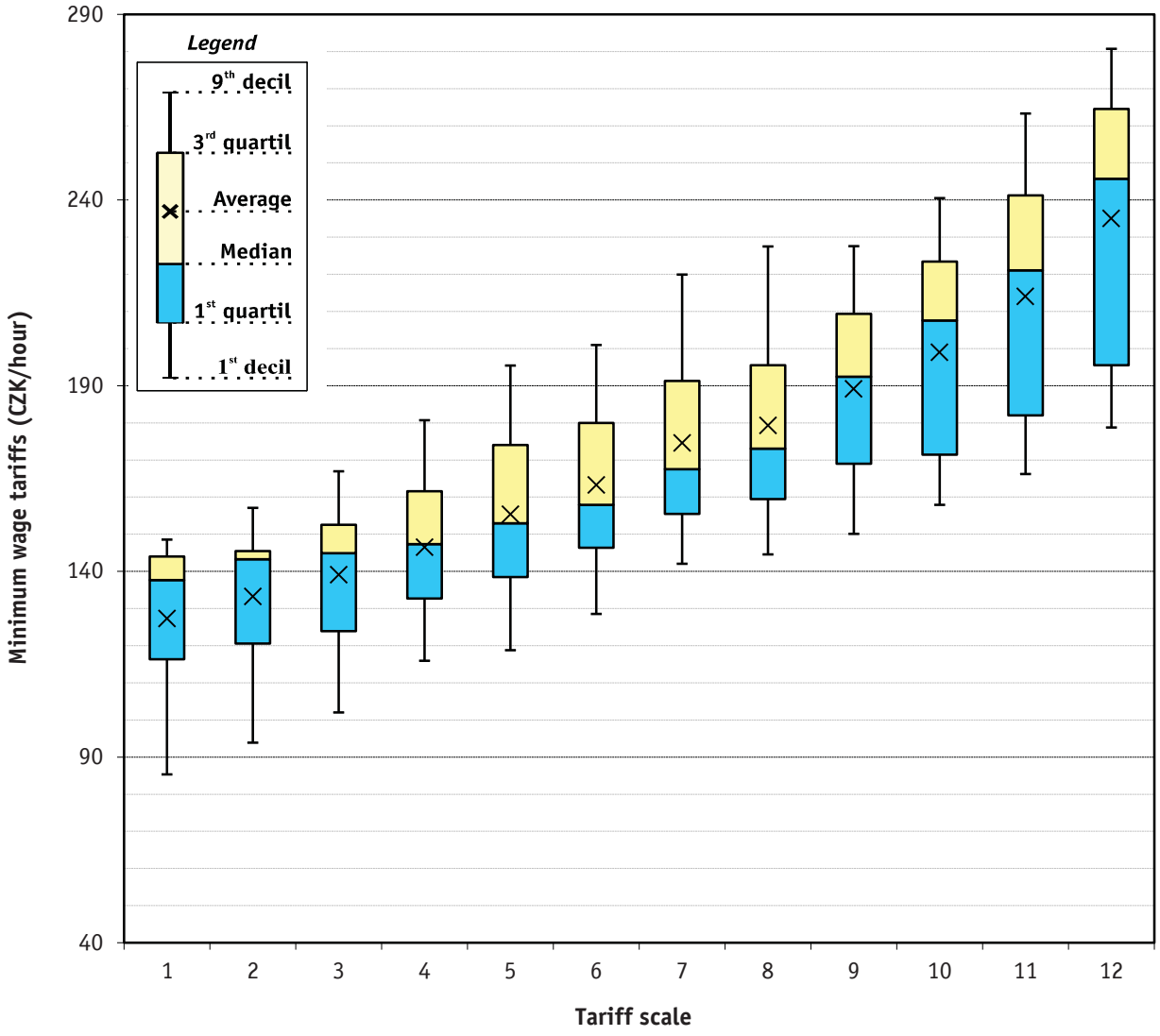
Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	**25**	**156.86**	**137.00**	**139.10**	**142.00**	**188.00**	**194.50**
Tariff scale 1	46	128.64	124.40	134.40	134.50	134.50	142.00
Tariff scale 2	46	131.23	125.40	134.50	135.00	141.30	147.00
Tariff scale 3	46	135.64	126.90	136.00	140.00	147.40	153.00
Tariff scale 4	44	141.29	131.20	138.00	149.00	155.00	161.00
Tariff scale 5	44	150.32	135.40	143.00	160.00	166.00	172.00
Tariff scale 6	44	161.83	140.00	148.00	177.00	181.50	186.00
Tariff scale 7	44	178.39	144.65	153.00	206.00	206.00	206.00
Tariff scale 8	5	179.76	124.55	175.00	202.90	234.85	234.85
Tariff scale 9	3	198.63	163.00	163.00	255.85	255.85	255.85
Tariff scale 10	3	226.80	174.10	174.10	295.05	295.05	295.05
Tariff scale 11	2						
Tariff scale 12	2						



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	**8**	**163.83**	**143.75**	**144.60**	**158.80**	**182.00**	**191.17**
Tariff scale 1	47	127.32	85.30	116.35	137.65	144.00	148.60
Tariff scale 2	54	133.26	93.85	120.55	143.30	145.50	157.10
Tariff scale 3	56	139.08	102.00	123.90	144.90	152.53	167.00
Tariff scale 4	57	146.48	115.92	132.73	147.38	161.63	180.75
Tariff scale 5	58	155.35	118.75	138.45	153.00	174.00	195.42
Tariff scale 6	56	163.28	128.55	146.40	157.95	180.00	200.95
Tariff scale 7	54	174.54	142.05	155.50	167.57	191.30	219.95
Tariff scale 8	38	179.28	144.55	159.50	173.05	195.50	227.48
Tariff scale 9	30	189.18	150.15	169.00	192.45	209.32	227.59
Tariff scale 10	27	198.98	157.90	171.45	207.60	223.47	240.54
Tariff scale 11	26	214.04	166.25	182.00	221.05	241.29	263.30
Tariff scale 12	24	235.07	178.75	195.50	245.75	264.50	280.77



Year-on-year comparison - monthly wage scales

Tariff scale	nominal index							real index after deduction of the inflation rate						
	20/19	21/20	22/21	23/22	24/23	25/24	26/25	20/19	21/20	22/21	23/22	24/23	25/24	26/25
Tariff scale 1	106.4	106.1	105.3	108.6	108.7	108.9	106.5	103.0	102.0	89.4	97.0	106.1	106.2	104.4
Tariff scale 2	106.2	105.9	105.6	108.4	108.4	108.2	106.0	102.8	101.9	89.6	96.8	105.8	105.5	103.9
Tariff scale 3	105.8	105.7	105.5	108.3	108.8	107.6	106.0	102.4	101.7	89.5	96.7	106.2	104.9	103.8
Tariff scale 4	105.9	105.6	105.0	108.0	108.4	107.7	105.6	102.5	101.6	89.1	96.4	105.8	105.0	103.5
Tariff scale 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	105.1	103.4
Tariff scale 6	105.9	105.5	104.8	108.0	107.3	107.4	105.6	102.5	101.5	89.0	96.5	104.7	104.7	103.5
Tariff scale 7	105.1	105.8	105.0	108.2	107.0	107.5	105.2	101.7	101.8	89.2	96.6	104.4	104.8	103.1
Tariff scale 8	104.7	105.5	104.9	108.5	107.4	107.1	105.3	101.3	101.5	89.0	96.9	104.8	104.5	103.2
Tariff scale 9	103.7	106.0	104.7	109.2	107.3	107.8	105.1	100.4	101.9	88.9	97.5	104.7	105.1	103.0
Tariff scale 10	102.9	105.8	105.2	108.9	106.2	108.0	104.7	99.6	101.8	89.3	97.3	103.6	105.3	102.6
Tariff scale 11	101.9	106.4	105.2	108.6	106.4	108.4	104.4	98.6	102.3	89.4	97.0	103.8	105.7	102.3
Tariff scale 12	101.9	106.6	105.7	108.7	106.7	108.2	104.3	98.6	102.5	89.7	97.1	104.1	105.5	102.2

Inflation rate per individual year	2019	2020	2021	2022	2023	2024	2025	2026
	2.8	3.2	3.8	15.1	10.7	2.4	2.5	2,0*

Explanatory notes: * Year-on-year inflation rate - data from August 2026 (source: CZSO)

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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	20/19	21/20	22/21	23/22	24/23	25/24	26/25	20/19	21/20	22/21	23/22	24/23	25/24	26/25
Tariff scale 1	107.9	108.0	104.6	111.4	106.7	111.0	108.0	104.5	103.9	88.8	99.5	104.2	108.2	105.8
Tariff scale 2	106.7	108.6	104.9	111.4	106.4	109.2	107.8	103.3	104.5	89.1	99.5	103.8	106.5	105.7
Tariff scale 3	104.8	109.9	104.9	111.9	105.7	108.4	107.3	101.4	105.7	89.1	99.9	103.1	105.6	105.1
Tariff scale 4	104.4	111.2	104.6	111.8	104.9	107.1	107.3	101.1	106.9	88.8	99.8	102.4	104.4	105.2
Tariff scale 5	103.1	111.1	104.7	111.9	105.0	106.5	107.4	99.8	106.9	88.8	99.9	102.5	103.9	105.3
Tariff scale 6	101.9	111.9	104.7	111.7	105.1	106.5	107.6	98.7	107.7	88.9	99.7	102.5	103.9	105.4
Tariff scale 7	101.8	111.7	104.4	112.9	105.4	106.2	107.5	98.5	107.5	88.6	100.9	102.9	103.6	105.4
Tariff scale 8	101.8	112.0	104.3	113.2	105.7	105.6	108.2	98.5	107.7	88.5	101.1	103.1	103.0	106.1
Tariff scale 9	102.4	109.0	108.8	112.8	102.0	105.3	119.0	99.1	104.8	92.4	100.7	99.5	102.6	116.6
Tariff scale 10	100.1	109.5	111.0	107.3	104.5	98.4	135.6	96.9	105.3	94.2	95.8	102.0	95.9	132.9
Tariff scale 11	95.5	105.3	113.1	105.5	105.0	98.0		92.5	101.3	96.0	94.2	102.5	95.6	
Tariff scale 12	98.1	102.0	125.3	104.0	98.3	99.7		95.0	98.1	106.4	92.8	96.0	97.2	

Inflation rate per individual year	2019	2020	2021	2022	2023	2024	2025	2026
	2.8	3.2	3.8	15.1	10.7	2.4	2.5	2,0*

Explanatory notes: * Year-on-year inflation rate - data from August 2026 (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						
	20/19	21/20	22/21	23/22	24/23	25/24	26/25	20/19	21/20	22/21	23/22	24/23	25/24	26/25
Tariff scale 1	106.0	105.3	105.9	105.9	110.3	112.5	106.5	102.6	101.3	89.9	94.6	107.7	109.6	104.4
Tariff scale 2	105.5	105.4	106.3	105.1	110.8	111.2	107.6	102.1	101.4	90.3	93.9	108.1	108.4	105.4
Tariff scale 3	104.9	105.2	106.7	104.7	109.7	110.4	107.7	101.6	101.2	90.5	93.5	107.1	107.6	105.6
Tariff scale 4	104.9	105.2	106.8	104.0	109.1	110.0	107.1	101.6	101.2	90.7	92.8	106.5	107.3	104.9
Tariff scale 5	104.9	105.2	106.8	103.5	108.4	109.2	107.0	101.5	101.2	90.7	92.4	105.8	106.4	104.9
Tariff scale 6	104.8	105.0	107.0	102.8	108.6	107.6	106.1	101.4	101.0	90.8	91.8	106.0	104.9	103.9
Tariff scale 7	104.1	104.7	105.6	104.4	108.0	106.8	105.6	100.8	100.7	89.7	93.2	105.4	104.2	103.5
Tariff scale 8	104.8	102.5	105.5	100.8	104.0	109.3	105.9	101.4	98.6	89.6	90.0	101.5	106.6	103.8
Tariff scale 9	104.1	99.4	104.2	106.4	101.7	111.8	105.1	100.8	95.7	88.4	95.0	99.3	109.0	103.0
Tariff scale 10	105.5	98.7	103.5	107.0	101.4	111.1	104.7	102.1	95.0	87.9	95.5	99.0	108.3	102.6
Tariff scale 11	104.5	98.0	104.0	106.7	99.1	112.6	105.0	101.2	94.3	88.3	95.3	96.7	109.8	102.9
Tariff scale 12	104.4	98.3	103.8	106.7	99.7	113.3	104.8	101.1	94.6	88.1	95.3	97.3	110.5	102.7

Inflation rate per individual year	2019	2020	2021	2022	2023	2024	2025	2026
	2.8	3.2	3.8	15.1	10.7	2.4	2.5	2,0*

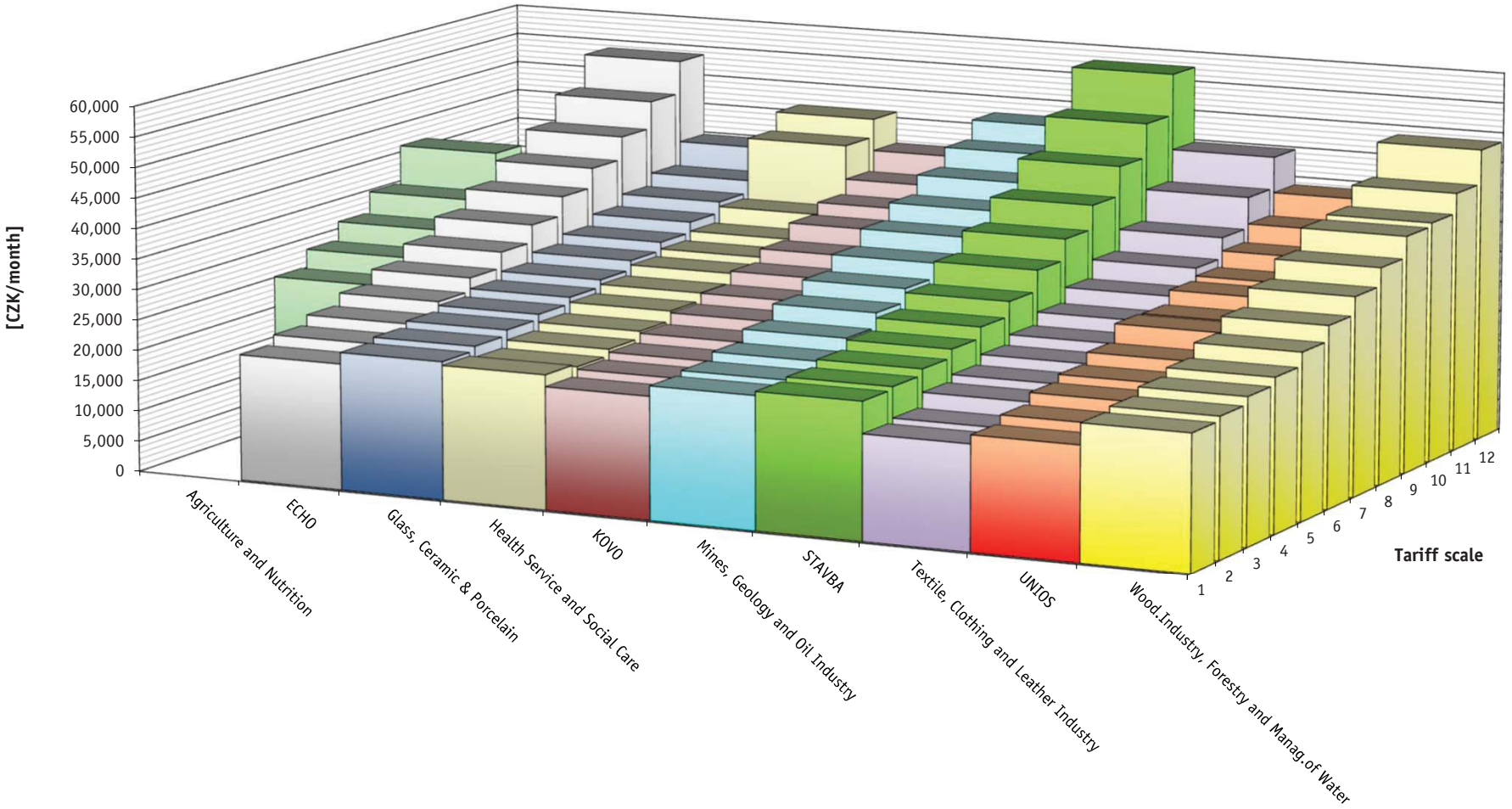
Explanatory notes: * Year-on-year inflation rate - data from August 2026 (source: CZSO)

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

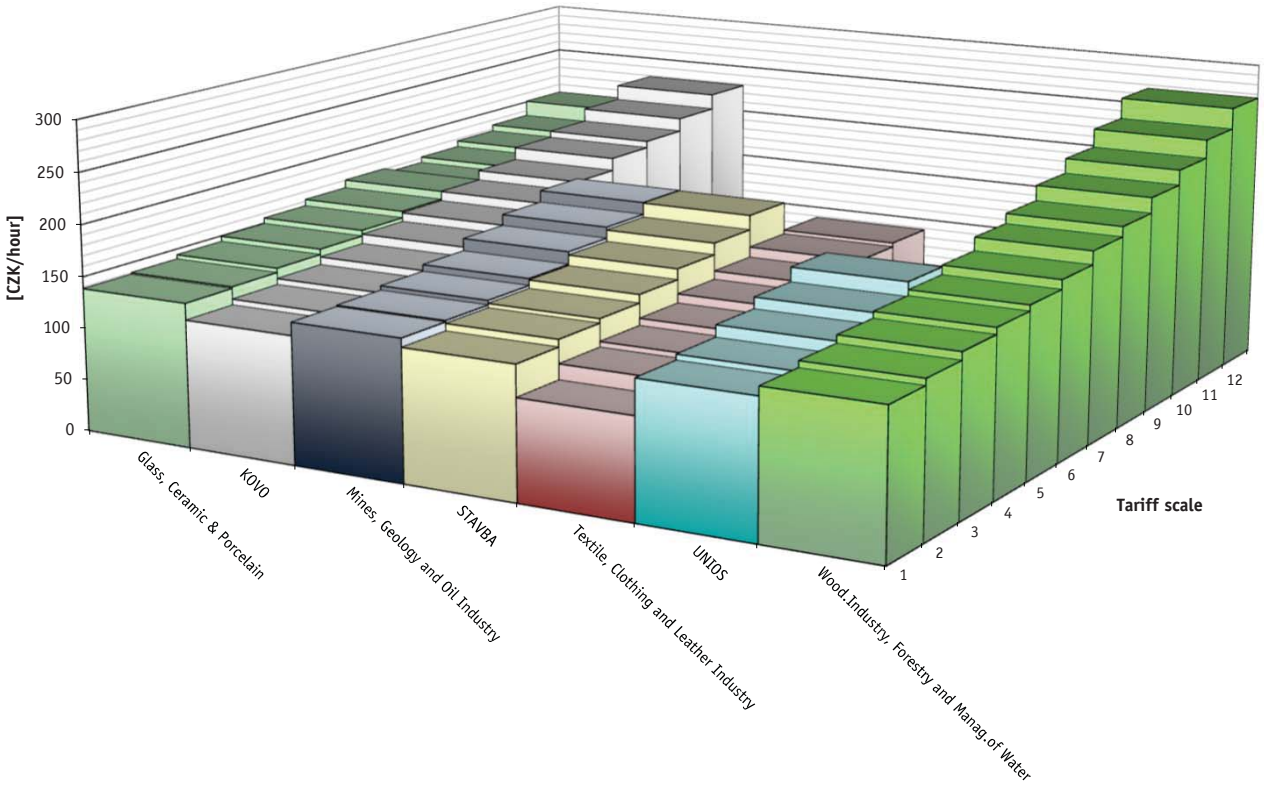
	unit of measure	2019	2020	2021	2022	2023	2024	2025	2026	index 20/19	index 21/20	index 22/21	index 23/22	index 24/23	index 25/24	index 26/25
For overtime work on working days	% AE	26.4	26.3	26.3	26.3	26.3	26.3	26.3	26.4	99.8	99.9	100.1	99.8	99.9	100.2	100.3
For overtime work on Saturdays and Sundays	% AE	47.7	47.9	47.7	47.4	47.4	47.3	46.9	46.8	100.5	99.5	99.3	100.0	100.0	99.0	99.9
For overtime work undistinguished	% AE	26.7	27.0	27.0	27.2	27.4	27.3	27.3	27.6	101.2	100.2	100.6	101.0	99.7	99.8	101.3
For working on public holidays	% AE	102.6	102.5	102.7	102.6	102.5	102.6	103.0	103.1	99.9	100.2	99.9	99.9	100.1	100.4	100.2
For night work	CZK/hour	17.26	18.17	18.61	19.75	21.07	22.54	24.54	24.74	105.3	102.4	106.1	106.6	107.0	108.9	100.8
	% AE	11.7	11.8	11.9	12.2	12.4	12.6	12.8	12.9	101.4	100.5	102.2	101.7	101.9	101.3	100.7
For work on Saturdays and Sundays	% AE	23.6	23.3	23.5	23.0	23.4	23.6	23.3	23.4	98.7	101.1	97.8	101.8	100.6	98.6	100.7
For work in difficult conditions	CZK/hour	9.16	9.49	9.70	10.05	10.60	11.40	12.23	12.95	103.6	102.1	103.7	105.4	107.5	107.4	105.9
	% MM	10.4	10.4	10.4	10.4	10.4	10.5	10.5	10.5	99.3	100.2	99.6	100.4	100.6	100.1	100.6
For afternoon work	CZK/hour	8.16	8.78	9.17	8.71	8.89	9.50	10.00	9.82	107.6	104.5	94.9	102.1	106.9	105.2	98.2
For standby duty	CZK/hour	17.31	18.14	18.86	18.57	19.90	22.29	22.29	23.79	104.8	103.9	98.5	107.2	112.0	100.0	106.7
	% AE	16.8	16.8	16.6	16.6	16.7	17.0	17.0	17.3	99.6	99.4	99.9	100.1	102.3	99.8	101.9

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

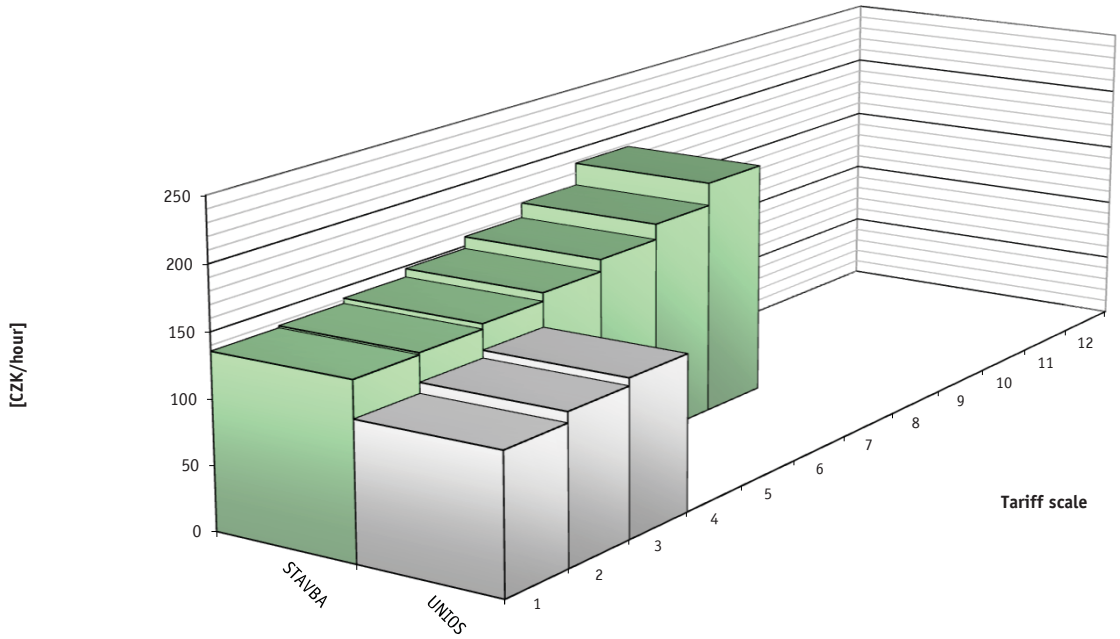
Monthly wage scales - 12-scale tariff system



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

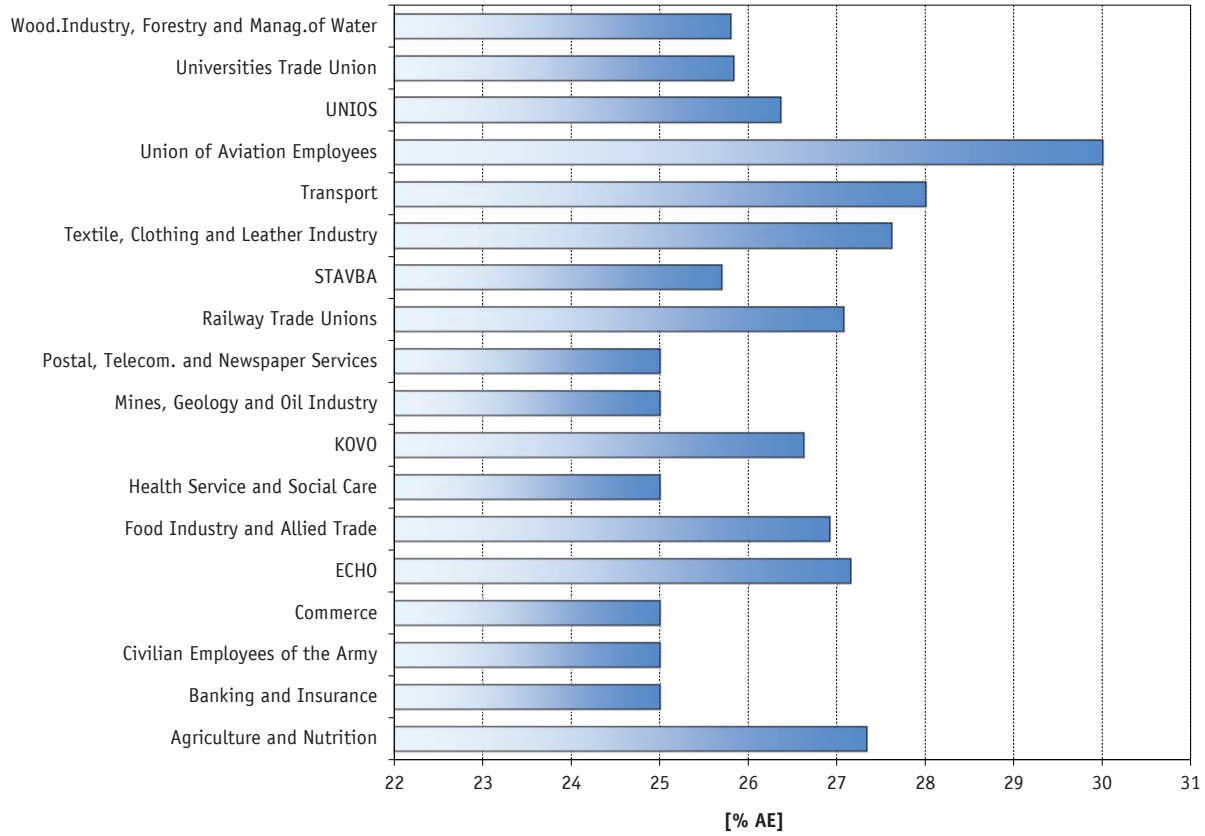


Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

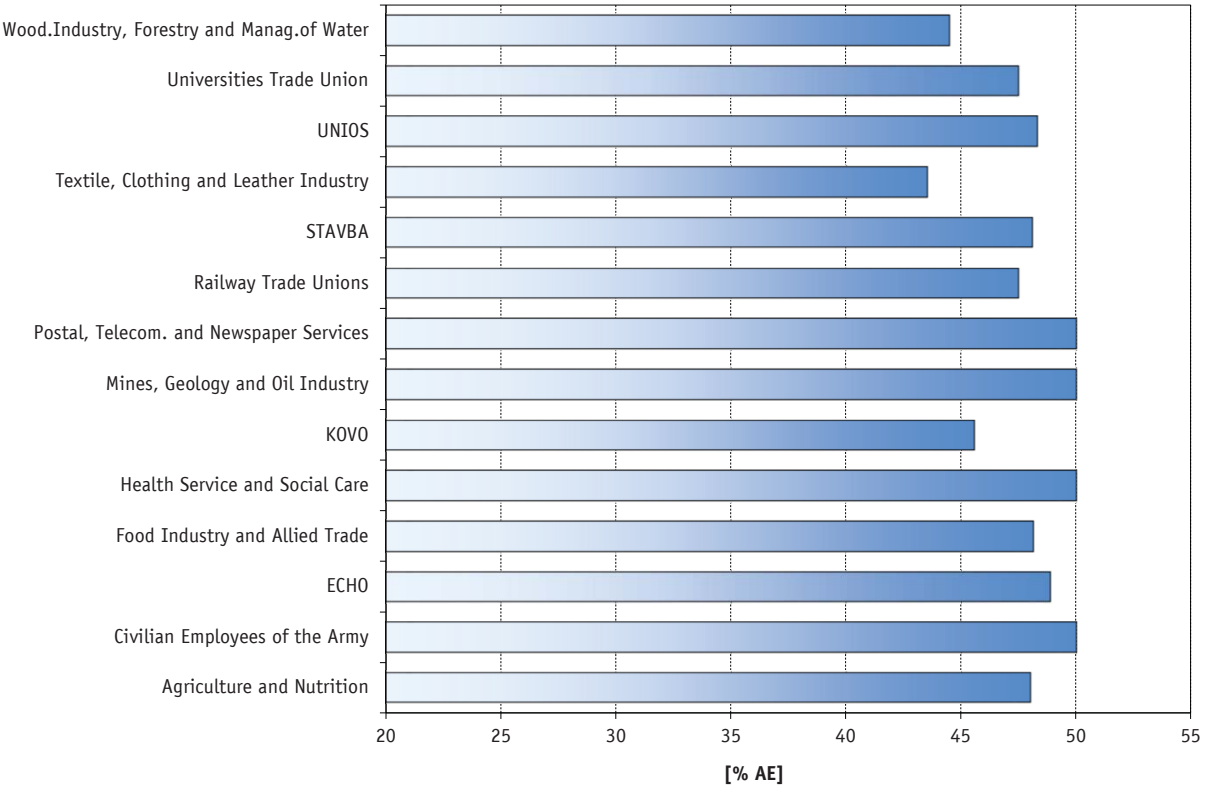


Wage supplementary charges

A - for overtime work on working day

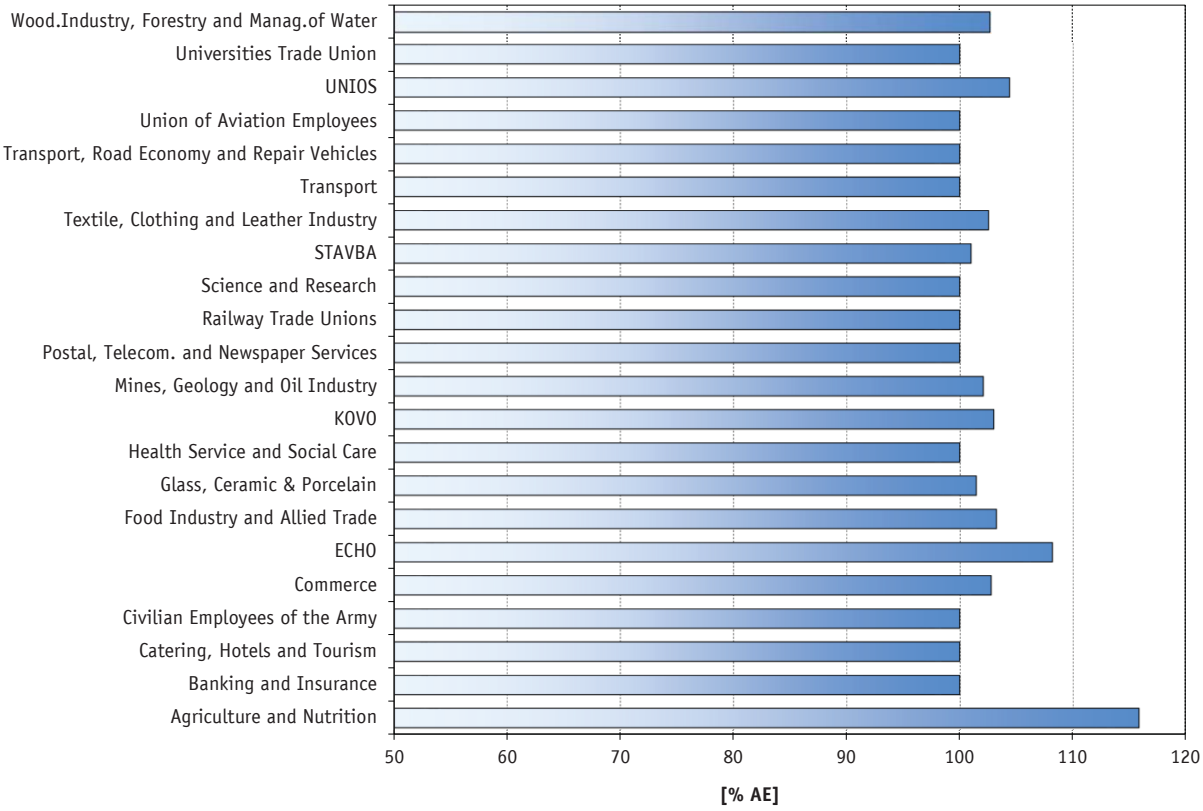


B - for overtime work on Saturdays and Sundays

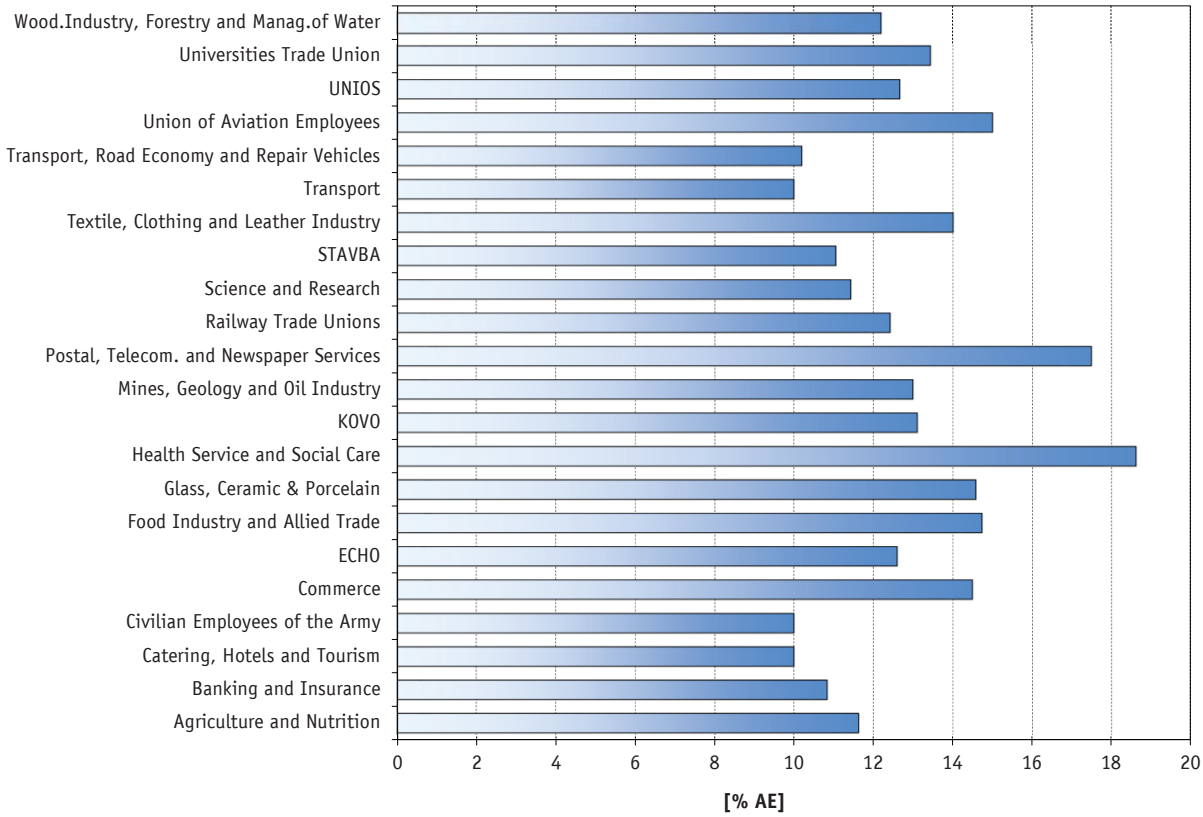


Wage supplementary charges

C - for working on public holidays

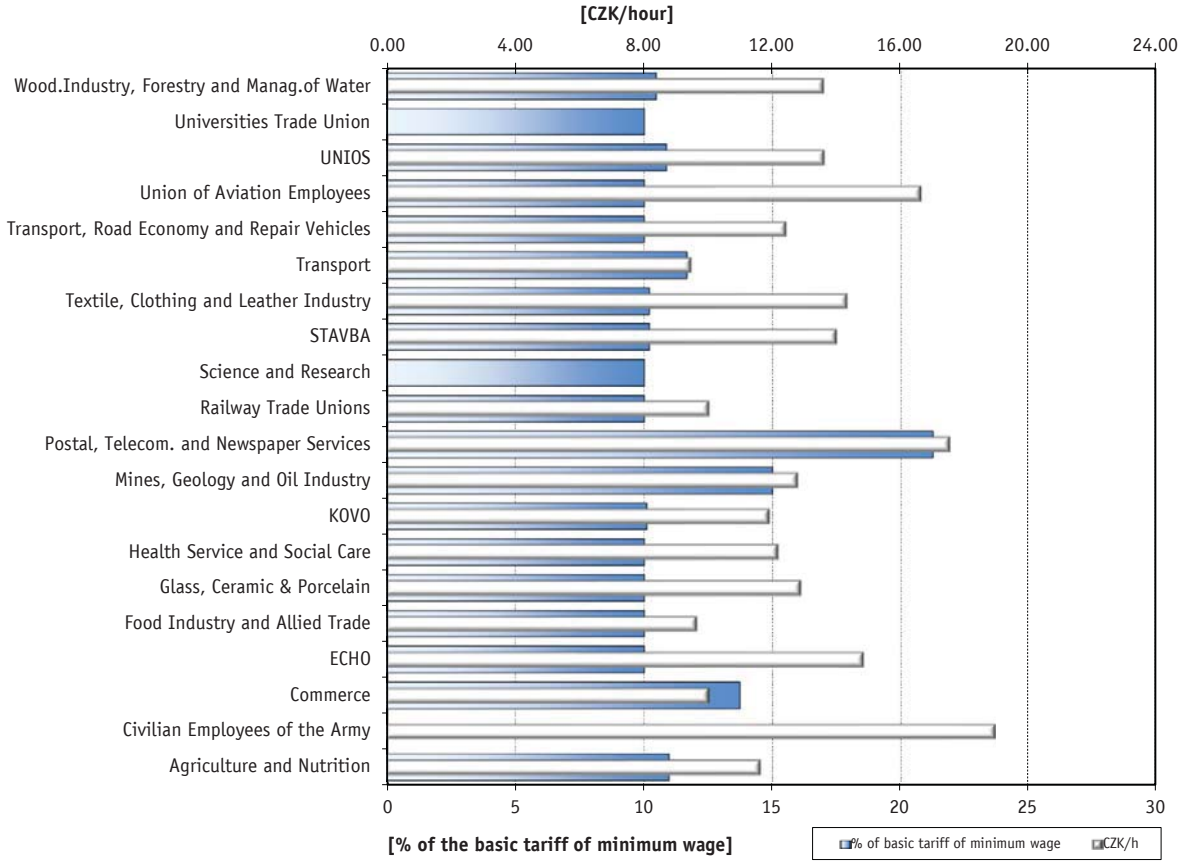


D - for night work



Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays

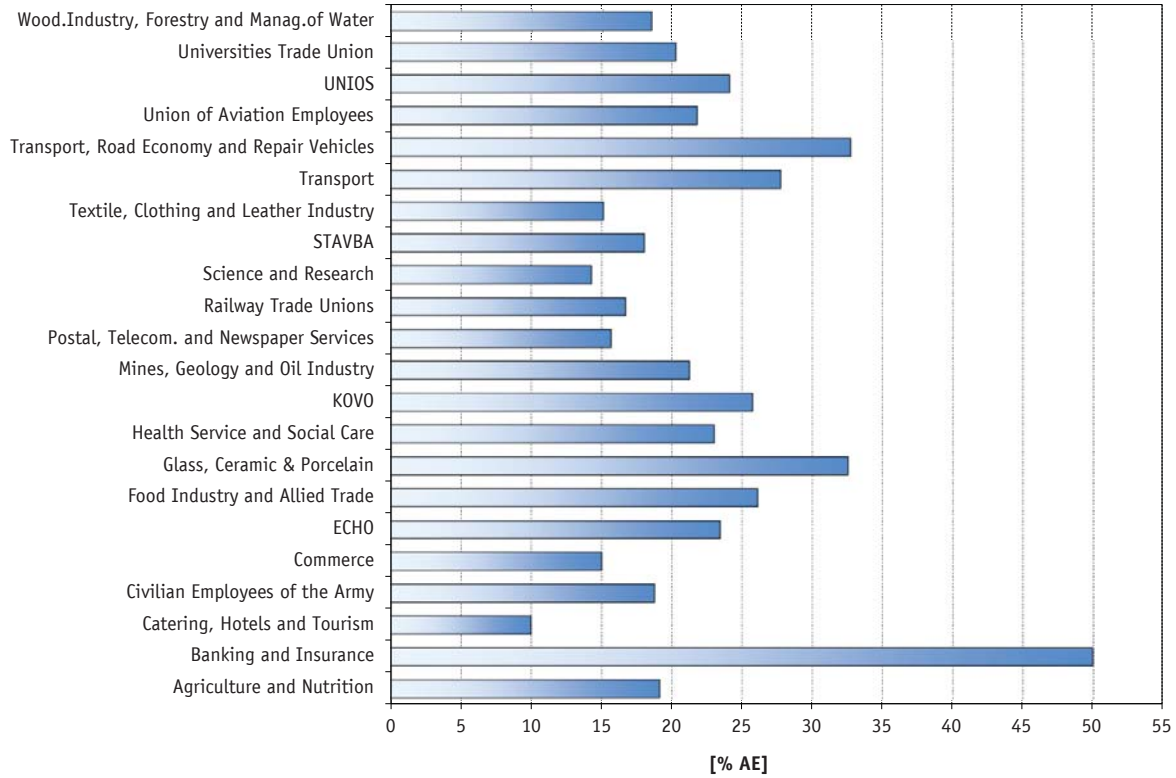


Table section B

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	NCA
Total	**453**			**9**	**4,1**			**3**	**0,7**	**143**	**31,6**	**132**	**29,1**	**141**	**94**	**36**	**108**	**86**	**2**	**79**	**364**	**14**
Agriculture and Nutrition	4									3	75,0	1	25,0	2	1						4	
Catering, Hotels and Tourism	2			1						1	50,0			1	1						2	
Civilian Employees of the Army	4									1	25,0	1	25,0	1						1	2	
Commerce	1									1	100,0	1	100,0							1		
Culture and Nature Preservation	35			1						23	65,7	9	25,7	11	7	3				7	31	1
Education	145									26	17,9	63	43,4	44	32	19				34	119	1
Fire Fighters	13											1	7,7			1				1	12	
Food Industry and Allied Trade	1																					
Health Service and Social Care	61			2						36	59,0	25	41,0	36	18					17	57	1
KOVO	7			1				1	14,3	2	28,6	2	28,6	2	1	2					4	1
Mines, Geology and Oil Industry	2											1	50,0							1	1	
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	115			3	5,2			2	1,7	29	25,2	17	14,8	27	19	10	108	86	2	11	85	8
STAVBA	13									5	38,5	2	15,4	2						1	10	1
Textile, Clothing and Leather Industry	1											1	100,0								1	
Union of Professional Singers	4									2	50,0	2	50,0	2	2						2	
UNIOS	21									7	33,3	1	4,8	7	3					2	16	1
Wood.Industry, Forestry and Manag.of Water	6									1	16,7	1	16,7		2					1	4	

Explanatory notes:
- NCA number of collective agreements, in which the appropriate indicator has been agreed
- % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
- aver. % average 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	**136**	**40.2**	**115**	**4,198**	**134**	**4,509**	**136**	**4,816**	**136**	**4,914**	**136**	**5,125**	**136**	**5,233**
Agriculture and Nutrition	1	25.0			1		1		1		1		1	
Catering, Hotels and Tourism														
Civilian Employees of the Army	2	50.0	2		2		2		2		2		2	
Commerce														
Culture and Nature Preservation	8	22.9	7	5,000	7	5,214	8	5,250	8	5,375	8	5,563	8	5,625
Education	60	41.4	59	4,525	60	4,575	60	4,750	60	4,767	60	4,992	60	5,042
Fire Fighters	9	69.2	8	3,781	9	4,028	9	4,722	9	4,861	9	5,333	9	5,472
Food Industry and Allied Trade														
Health Service and Social Care	23	37.7	14	3,643	22	4,636	23	5,304	23	5,435	23	5,652	23	5,783
KOVO	1	14.3	1		1		1		1		1		1	
Mines, Geology and Oil Industry	1	50.0			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	9	69.2	9	2,833	9	3,667	9	3,889	9	4,111	9	4,278	9	4,500
Textile, Clothing and Leather Industry														
Union of Professional Singers														
UNIOS	17	89.5	12	3,250	17	3,294	17	3,441	17	3,500	17	3,559	17	3,853
Wood.Industry, Forestry and Manag.of Water	1	16.7	1		1		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
CZK average value of remuneration in CZK

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

Trade union	agreed in CA		length of employment in the organization:																	
			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	**135**	**39.9**	**108**	**5,204**	**127**	**5,268**	**134**	**5,955**	**135**	**6,400**	**135**	**6,759**	**135**	**6,981**	**135**	**7,181**	**135**	**7,319**	**135**	**7,437**
Agriculture and Nutrition	1	25.0			1		1		1		1		1		1		1		1	
Catering, Hotels and Tourism	1	50.0	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	12	34.3	9	6,611	10	6,850	12	7,417	12	8,333	12	9,292	12	10,167	12	11,000	12	11,833	12	12,667
Education	57	39.3	54	5,731	55	5,855	56	6,152	57	6,254	57	6,456	57	6,640	57	6,789	57	6,877	57	6,965
Fire Fighters	4	30.8	4	4,750	4	4,750	4	5,000	4	5,000	4	5,250	4	5,250	4	5,250	4	5,250	4	5,250
Food Industry and Allied Trade																				
Health Service and Social Care	25	41.0	13	4,077	22	4,636	25	6,080	25	6,800	25	7,500	25	7,740	25	7,980	25	8,020	25	8,060
KOVO	1	14.3	1		1		1		1		1		1		1		1		1	
Mines, Geology and Oil Industry	1	50.0			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	8	61.5	7	3,929	8	3,938	8	4,125	8	4,313	8	4,500	8	4,750	8	4,750	8	4,750	8	4,750
Textile, Clothing and Leather Industry																				
Union of Professional Singers																				
UNIOS	17	89.5	12	3,708	16	3,594	17	4,088	17	4,206	17	4,265	17	4,324	17	4,324	17	4,324	17	4,324
Wood.Industry, Forestry and Manag.of Water	1	16.7	1		1		1		1		1		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
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	A	B	C	D	E
	NCA	% CA	NCA	% CA	NCA	% CA			NCA	NCA	NCA	NCA	NCA
Total	**337**	**74.4**	**9**	**2.0**	**161**	**35.5**	**413**	**91.2**	**386**	**102**	**353**	**79**	**77**
Agriculture and Nutrition	4	100.0					4	100.0	4		3		1
Catering, Hotels and Tourism	2	100.0			2	100.0	2	100.0	2	1	2	1	
Civilian Employees of the Army	3	75.0	1	25.0			4	100.0	4	2	1		1
Commerce							1	100.0	1		1		1
Culture and Nature Preservation	25	71.4			18	51.4	31	88.6	31	3	26	7	6
Education	80	55.2	1	0.7	32	22.1	139	95.9	133	26	132	5	8
Fire Fighters	12	92.3			2	15.4	12	92.3	9	3	9		10
Food Industry and Allied Trade	1	100.0	1	100.0									
Health Service and Social Care	48	78.7	1	1.6	34	55.7	58	95.1	56	25	43	17	29
KOVO	4	57.1			4	57.1	6	85.7	6		2	4	
Mines, Geology and Oil Industry	2	100.0					2	100.0	2	2	2		
Profess.and Trade Union of Orchestral Music.	11	78.6			3	21.4	13	92.9	11	1	12		3
Railway Trade Unions	2	100.0					1	50.0	1		1	1	
Science and Research	2	100.0			1	50.0	1	50.0	1	1	1		1
State Bodies and Organisations	101	87.8	3	2.6	42	36.5	98	85.2	86	37	82	33	12
STAVBA	11	84.6			2	15.4	13	100.0	12	1	12	6	1
Textile, Clothing and Leather Industry	1	100.0					1	100.0	1		1		
Union of Professional Singers	3	75.0	1	25.0	2	50.0	4	100.0	4		3		2
UNIOS	21	100.0	1	4.8	17	81.0	19	90.5	18		16	5	1
Wood.Industry, Forestry and Manag.of Water	4	66.7			2	33.3	4	66.7	4		4		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, 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	**363**	**80.1**	**60**	**13.2**	**15**	**3.3**	**5**	**1.1**	**10**	**2.2**	**80**	**88.9**	**10**	**11.1**	**338**	**74.6**	**79**	**17.4**	**217**	**47.9**	**145**	**32.0**
Agriculture and Nutrition	1	25.0	2	50.0	1	25.0					3	100.0			3	75.0			3	75.0	3	75.0
Catering, Hotels and Tourism			1	50.0	1	50.0					2	100.0			2	100.0	1	50.0	2	100.0		
Civilian Employees of the Army	4	100.0													4	100.0			2	50.0	1	25.0
Commerce	1	100.0													1	100.0	1	100.0	1	100.0	1	100.0
Culture and Nature Preservation	30	85.7	4	11.4					1	2.9	5	100.0			30	85.7	7	20.0	13	37.1	9	25.7
Education	136	93.8	9	6.2							9	100.0			119	82.1	20	13.8	74	51.0	82	56.6
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	38	62.3	15	24.6	7	11.5	1	1.6			23	100.0			52	85.2	19	31.1	37	60.7	13	21.3
KOVO	3	42.9	4	57.1							4	100.0			6	85.7	4	57.1	6	85.7	4	57.1
Mines, Geology and Oil Industry	1	50.0	1	50.0									1	100.0	1	50.0			1	50.0		
Profess.and Trade Union of Orchestral Music.	9	64.3	2	14.3	1	7.1	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	105	91.3	8	7.0					2	1.7	9	90.0	1	10.0	58	50.4	14	12.2	28	24.3	12	10.4
STAVBA	7	53.8	5	38.5	1	7.7					6	100.0			13	100.0			10	76.9		
Textile, Clothing and Leather Industry	1	100.0													1	100.0			1	100.0		
Union of Professional Singers			1	25.0	1	25.0	1	25.0	1	25.0	3	75.0	1	25.0	4	100.0	3	75.0	3	75.0	2	50.0
UNIOS	20	95.2	1	4.8							1	100.0			20	95.2			20	95.2		
Wood.Industry, Forestry and Manag.of Water	4	66.7	2	33.3							2	100.0			3	50.0					4	66.7

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	**2**	**0.4**	**3**	**0.7**	**23**	**5.1**	**29**	**6.4**	**1.5**	**2.0**	**29**	**6.4**	**1.2**	**1.8**	**74**	**16.3**	**1.5**	**2.7**	**66**	**14.6**	**51**	**11.3**	**14**	**3.1**	**4**	**0.9**
Agriculture and Nutrition							1	25.0			1	25.0			1	25.0			1	25.0			1	25.0		
Catering, Hotels and Tourism							1	50.0			1	50.0			2	100.0			2	100.0	1	50.0	1	50.0		
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	1	25.0		
Commerce																										
Culture and Nature Preservation					7	20.0	2	5.7			2	5.7			13	37.1	1.0	2.2	12	34.3	10	28.6	1	2.9	2	5.7
Education					4	2.8	7	4.8	1.1	1.9	7	4.8	1.0	1.7	8	5.5	1.0	1.6	8	5.5	2	1.4	6	4.1		
Fire Fighters																										
Food Industry and Allied Trade																										
Health Service and Social Care	1	1.6	1	1.6	1	1.6	5	8.2	1.8	2.0	5	8.2	1.2	1.4	11	18.0	1.5	2.3	11	18.0	9	14.8	2	3.3	2	3.3
KOVO															1	14.3			1	14.3	1	14.3				
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	2	1.7	6	5.2	5	4.3	1.3	2.0	5	4.3	1.5	2.3	15	13.0	2.2	4.2	12	10.4	10	8.7	1	0.9		
STAVBA							2	15.4			2	15.4			1	7.7			1	7.7			1	7.7		
Textile, Clothing and Leather Industry																										
Union of Professional Singers					1	25.0									2	50.0			2	50.0	2	50.0				
UNIOS							1	4.8			1	4.8			10	47.6	1.5	2.7	8	38.1	8	38.1				
Wood.Industry, Forestry and Manag.of Water							1	16.7			1	16.7			2	33.3			1	16.7	1	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
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	Structure of planned use of the fund														
						A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	NCA	% CA	NCA	% CA	in thousands CZK	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	**288**	**85.2**	**138**	**40.8**	**4,161**	**1.37**	**0.77**	**0.15**	**9.64**	**0.13**	**0.39**	**0.30**	**20.16**	**15.69**	**0.68**	**27.28**	**1.61**	**0.21**	**4.50**	**2.83**	**14.29**
Agriculture and Nutrition	3	75.0	2	50.0																	
Catering, Hotels and Tourism	2	100.0	2	100.0																	
Civilian Employees of the Army	3	75.0	1	25.0																	
Commerce																					
Culture and Nature Preservation	29	82.9	19	54.3	1,423	0.54	0.22		7.62		0.13	2.63	27.53	4.13	1.74	16.14	0.07		4.94	1.24	33.08
Education	134	92.4	50	34.5	682	0.40	0.77	0.19	19.22		2.28	0.57	22.85	10.88	2.01	19.35	0.24	0.41	4.13	4.80	11.90
Fire Fighters	12	92.3	8	61.5	7,681	7.93	4.72	0.32	8.51		1.26	0.73	34.70	2.86	0.58	26.01	0.39		8.09		3.90
Food Industry and Allied Trade																					
Health Service and Social Care	54	88.5	30	49.2	9,676	0.63	0.16	0.20	12.15	0.26		0.07	15.41	17.34	0.59	33.27	2.91	0.07	5.43	1.28	10.24
KOVO	4	57.1	2	28.6																	
Mines, Geology and Oil Industry	2	100.0	2	100.0																	
Profess.and Trade Union of Orchestral Music.	6	42.9	2	14.3																	
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	12	92.3	10	76.9	1,597	0.14	0.57	0.02	3.88	0.13	0.06		28.00	8.73	0.13	32.09		0.03	3.57	3.27	19.38
Textile, Clothing and Leather Industry																					
Union of Professional Singers	1	25.0	1	25.0																	
UNIOS	16	84.2	4	21.1	754	1.99			11.94				42.85	1.66		16.58			5.57	7.13	12.28
Wood.Industry, Forestry and Manag.of Water	5	83.3	3	50.0	744				12.82			4.48	8.47	4.48	4.12	24.75			9.64	5.38	25.85

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
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, working anniversaries, life anniversaries...)
O	other uses
P	fund balance

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	**268**	**79.3**	**59.17**	**50.6**	**18.98**	**36.1**	**100**	**46**	**13.6**	**157**	**46.4**	**317**	**439**	**100**	**29.6**	**39**	**11.5**	**323**	**419**	**31**	**9.2**
Agriculture and Nutrition	4	100.0	79.50		10.61			2	50.0	3	75.0	267	350	3	75.0	2	50.0			2	50.0
Catering, Hotels and Tourism	2	100.0					1			2	100.0			2	100.0	1	50.0			1	50.0
Civilian Employees of the Army	3	75.0					2	2	50.0	3	75.0		647	3	75.0	1	25.0			1	25.0
Commerce																					
Culture and Nature Preservation	32	91.4	67.59	46.0	16.99	26.5	12			14	40.0	270	433	12	34.3	5	14.3	244	400	4	11.4
Education	97	66.9	24.63		17.15		40	16	11.0	56	38.6	263	361	25	17.2	9	6.2	290	309	6	4.1
Fire Fighters	13	100.0	40.67		27.67		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	55	90.2	65.82	50.7	20.51	38.8	15	16	26.2	40	65.6	338	526	31	50.8	10	16.4	333	478	8	13.1
KOVO	4	57.1			9.60		2	1	14.3	3	42.9	347	391			3	42.9	347	391	1	14.3
Mines, Geology and Oil Industry	2	100.0					1			2	100.0			2	100.0	1	50.0			1	50.0
Profess.and Trade Union of Orchestral Music.	8	57.1	34.00		29.00		5			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	13	100.0	45.67		16.39		4	7	53.8	11	84.6	350	420	6	46.2	2	15.4			2	15.4
Textile, Clothing and Leather Industry	1	100.0					1														
Union of Professional Singers	3	75.0	25.00		30.00		2	1	25.0												
UNIOS	19	100.0	76.16	55.0	18.75	45.0	6	1	5.3	6	31.6	534	555	1	5.3						
Wood.Industry, Forestry and Manag.of Water	6	100.0			13.00		2			4	66.7	383	543	3	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. CZK	average contribution in CZK
aver. % of price	average contribution specified as a percentage of the price of a meal
CZK	average contribution in CZK per month

Obstacles to work
classification based on 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	days	NCA	% CA	NCA	days
Total	**5**	**1.1**	**90.0**	**30**	**6.6**	**1.5**	**53**	**11.7**	**1.8**	**48**	**10.6**	**1.8**	**16**	**3.5**	**4.6**	**48**	**10.6**	**1.4**	**14**	**3.1**	**3.3**	**47**	**10.4**	**7.4**	**54**	**11.9**	**3.2**	**169**	**37.3**	**3.8**	**124**	**27.4**	**18**	**15.0**
Agriculture and Nutrition																1	25.0		1	25.0		1	25.0					1	25.0		1	25.0		
Catering, Hotels and Tourism							1	50.0		1	50.0		1	50.0														2	100.0		1	50.0		
Civilian Employees of the Army																												3	75.0	4.3	2	50.0		
Commerce																												1	100.0					
Culture and Nature Preservation				4	11.4	1.5	3	8.6	1.3	3	8.6	2.7				1	2.9					9	25.7	8.2	6	17.1	8.0	20	57.1	4.2	6	17.1		
Education				9	6.2	1.4	30	20.7	2.2	2	1.4		2	1.4		35	24.1	1.4				1	0.7		37	25.5	2.2	25	17.2	2.6	44	30.3	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		1	100.0																
Health Service and Social Care				3	4.9	1.3	5	8.2	1.0	17	27.9	2.5	1	1.6					6	9.8	2.7	9	14.8	7.3	2	3.3		34	55.7	3.3	20	32.8	10	12.0
KOVO				1	14.3		1	14.3		2	28.6					1	14.3								1	14.3		2	28.6		1	14.3		
Mines, Geology and Oil Industry																												1	50.0					
Profess.and Trade Union of Orchestral Music.																												1	7.1		3	21.4		
Railway Trade Unions																															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	5	4.3	90.0	9	7.8	1.8	10	8.7	1.2	13	11.3	1.4	6	5.2	2.7	5	4.3	1.6	2	1.7		20	17.4	8.4	3	2.6	8.7	50	43.5	4.4	34	29.6	7	19.3
STAVBA				1	7.7					2	15.4		2	15.4		1	7.7		3	23.1	4.0				1	7.7		1	7.7		2	15.4		
Textile, Clothing and Leather Industry																																	
Union of Professional Singers																																	
UNIOS				1	4.8					6	28.6	1.2	2	9.5		1	4.8					4	19.0	1.0	4	19.0	2.3	13	61.9	3.1	6	28.6		
Wood.Industry, Forestry and Manag.of Water				1	16.7		1	16.7														2	33.3					2	33.3		1	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
% 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	**251**	**55.4**	**18**	**4.0**	**83**	**18.3**	**412**	**90.9**	**243**	**53.6**	**4**	**0.9**	**5**	**1.1**
Agriculture and Nutrition	3	75.0			1	25.0	4	100.0	3	75.0				
Catering, Hotels and Tourism	2	100.0			2	100.0	2	100.0	1	50.0				
Civilian Employees of the Army	2	50.0			1	25.0	4	100.0	2	50.0				
Commerce							1	100.0	1	100.0				
Culture and Nature Preservation	21	60.0			4	11.4	34	97.1	20	57.1				
Education	88	60.7	7	4.8	17	11.7	137	94.5	105	72.4				
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	34	55.7	3	4.9	18	29.5	60	98.4	38	62.3	2	3.3	2	3.3
KOVO	1	14.3			2	28.6	6	85.7	5	71.4				
Mines, Geology and Oil Industry	1	50.0	1	50.0	1	50.0	2	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	2	100.0				
Science and Research	1	50.0					2	100.0	1	50.0				
State Bodies and Organisations	69	60.0	5	4.3	20	17.4	91	79.1	27	23.5	2	1.7	3	2.6
STAVBA	4	30.8	1	7.7	5	38.5	12	92.3	7	53.8				
Textile, Clothing and Leather Industry	1	100.0												
Union of Professional Singers	1	25.0			1	25.0	4	100.0	1	25.0				
UNIOS	7	33.3	1	4.8	3	14.3	21	100.0	18	85.7				
Wood.Industry, Forestry and Manag.of Water	5	83.3			1	16.7	6	100.0	1	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

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	**453**			**9**	**4.1**			**3**	**0.7**	**143**	**31.6**	**132**	**29.1**	**141**	**94**	**36**	**108**	**86**	**2**	**79**	**364**	**14**
CZ010 Capital Prague	42			2						15	35.7	8	19.0	17	7	1	3	4		5	34	
CZ020 Středočeský	37									9	24.3	9	24.3	17	12	5	10	8	2	5	31	2
CZ031 Jihočeský	24									8	33.3	6	25.0	7	3	1	5	2		2	22	1
CZ032 Plzeňský	34									11	32.4	10	29.4	11	9	1	11	9		4	26	
CZ041 Karlovarský	15			1						4	26.7	2	13.3	2	2	2	5	4		2	10	
CZ042 Ústecký	34									13	38.2	11	32.4	4	9	2	15	14		5	25	1
CZ051 Liberecký	19									3	15.8	5	26.3	3	2	1	7	7			15	1
CZ052 Královéhradecký	27									3	11.1	7	25.9	4	4	1	7	6			23	
CZ053 Pardubický	20			1						10	50.0	8	40.0	7	6		4	3		8	17	
CZ061 Vysočina	23									12	52.2	8	34.8	10	2	2	8	4		9	19	4
CZ062 Jihomoravský	48							1	2.1	19	39.6	12	25.0	16	9	7	8	7		9	39	1
CZ071 Olomoucký	40			2				1	2.5	12	30.0	9	22.5	12	8	3	12	9		6	33	1
CZ072 Zlínský	30							1	3.3	12	40.0	12	40.0	11	10	5	4	5		9	24	1
CZ080 Moravskoslezský	60			3	4.2					12	20.0	25	41.7	20	11	5	9	4		15	46	2

Explanatory notes:

NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver. %	average increase in percentage
TAPF	total amount of payroll funds
3.1	Does the CA agree on more detailed conditions for provision of personal bonuses?
3.2	Does the CA agree on more detailed conditions for the provision of remunerations?
3.3	Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?
3.4	Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?
3.5	Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?
3.6	Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?
3.7	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 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 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	**136**	**40.2**	**115**	**4,198**	**134**	**4,509**	**136**	**4,816**	**136**	**4,914**	**136**	**5,125**	**136**	**5,233**
CZ010 Capital Prague	8	21.1	5	2,600	8	5,188	8	5,875	8	6,375	8	6,625	8	6,625
CZ020 Středočeský	16	61.5	15	3,533	16	3,813	16	3,813	16	3,813	16	3,813	16	4,063
CZ031 Jihočeský	11	61.1	9	3,944	11	4,091	11	4,727	11	4,727	11	4,818	11	4,818
CZ032 Plzeňský	9	39.1	8	6,625	9	6,556	9	6,778	9	7,111	9	7,444	9	7,667
CZ041 Karlovarský	2	20.0	1		2		2		2		2		2	
CZ042 Ústecký	5	29.4	4	2,625	5	3,900	5	4,500	5	4,500	5	5,500	5	5,500
CZ051 Liberecký	5	41.7	3	5,667	5	4,600	5	4,700	5	4,800	5	4,800	5	4,800
CZ052 Královéhradecký	8	42.1	6	3,083	7	2,786	8	3,188	8	3,188	8	3,313	8	3,313
CZ053 Pardubický	9	56.3	8	2,625	9	2,722	9	2,944	9	3,000	9	3,333	9	3,444
CZ061 Vysočina	7	46.7	7	4,607	7	4,750	7	4,929	7	5,107	7	5,286	7	5,464
CZ062 Jihomoravský	15	37.5	12	5,708	14	5,893	15	6,100	15	6,200	15	6,467	15	6,600
CZ071 Olomoucký	7	25.0	5	4,100	7	4,500	7	5,214	7	5,214	7	5,214	7	5,214
CZ072 Zlínský	14	56.0	12	3,875	14	4,571	14	4,750	14	4,929	14	5,107	14	5,429
CZ080 Moravskoslezský	20	39.2	20	4,475	20	4,550	20	4,800	20	4,800	20	5,100	20	5,100

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	**135**	**39.9**	**108**	**5,204**	**127**	**5,268**	**134**	**5,955**	**135**	**6,400**	**135**	**6,759**	**135**	**6,981**	**135**	**7,181**	**135**	**7,319**	**135**	**7,437**
CZ010 Capital Prague	10	26.3	6	3,167	10	4,400	10	6,650	10	8,800	10	9,250	10	9,250	10	9,500	10	9,750	10	9,750
CZ020 Středočeský	16	61.5	14	4,250	16	4,156	16	4,156	16	4,156	16	4,156	16	4,156	16	4,156	16	4,156	16	4,156
CZ031 Jihočeský	11	61.1	7	6,000	10	5,800	11	6,455	11	6,455	11	6,545	11	6,545	11	6,545	11	6,545	11	6,545
CZ032 Plzeňský	6	26.1	5	8,800	5	9,000	6	8,333	6	8,667	6	9,167	6	10,000	6	10,833	6	10,833	6	10,833
CZ041 Karlovarský	1	10.0			1		1		1		1		1		1		1		1	
CZ042 Ústecký	5	29.4	4	2,750	5	3,400	5	4,800	5	5,800	5	6,400	5	6,400	5	7,000	5	7,000	5	7,000
CZ051 Liberecký	5	41.7	2		4	5,125	5	6,100	5	6,100	5	6,100	5	6,100	5	6,100	5	6,100	5	6,100
CZ052 Královéhradecký	9	47.4	7	5,143	7	5,143	9	5,667	9	6,333	9	6,889	9	7,444	9	8,000	9	8,556	9	9,111
CZ053 Pardubický	9	56.3	8	3,063	9	2,889	9	3,111	9	3,167	9	3,611	9	3,722	9	3,833	9	3,944	9	4,056
CZ061 Vysočina	8	53.3	7	6,429	8	6,938	8	7,688	8	8,438	8	9,250	8	9,875	8	10,500	8	11,125	8	11,750
CZ062 Jihomoravský	14	35.0	11	5,864	13	5,808	14	6,214	14	6,679	14	6,786	14	6,929	14	6,929	14	6,929	14	6,929
CZ071 Olomoucký	8	28.6	7	5,786	8	5,938	8	6,563	8	6,563	8	6,563	8	6,563	8	6,563	8	6,563	8	6,563
CZ072 Zlínský	14	56.0	11	4,591	12	4,792	13	5,731	14	6,286	14	6,429	14	6,786	14	6,821	14	6,821	14	6,821
CZ080 Moravskoslezský	19	37.3	19	5,763	19	6,000	19	6,789	19	7,053	19	8,000	19	8,368	19	8,632	19	8,895	19	9,158

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	A	B	C	D	E
	NCA	% CA	NCA	% CA	NCA	% CA			NCA	NCA	NCA	NCA	NCA
Total	**337**	**74.4**	**9**	**2.0**	**161**	**35.5**	**413**	**91.2**	**386**	**102**	**353**	**79**	**77**
CZ010 Capital Prague	30	71.4	1	2.4	16	38.1	40	95.2	38	9	32	9	13
CZ020 Středočeský	30	81.1	1	2.7	15	40.5	31	83.8	29	5	27	8	7
CZ031 Jihočeský	16	66.7	1	4.2	7	29.2	19	79.2	17	6	18	4	4
CZ032 Plzeňský	20	58.8	1	2.9	15	44.1	30	88.2	28	7	27	11	4
CZ041 Karlovarský	10	66.7			4	26.7	13	86.7	10	3	10	3	3
CZ042 Ústecký	28	82.4			15	44.1	30	88.2	29	7	26	5	1
CZ051 Liberecký	14	73.7			5	26.3	18	94.7	18	4	14	5	4
CZ052 Královéhradecký	22	81.5			9	33.3	25	92.6	24	7	21	5	5
CZ053 Pardubický	15	75.0			8	40.0	20	100.0	18	3	13	2	6
CZ061 Vysočina	19	82.6			10	43.5	21	91.3	20	7	19	5	4
CZ062 Jihomoravský	36	75.0	1	2.1	21	43.8	43	89.6	42	7	37	4	8
CZ071 Olomoucký	30	75.0	1	2.5	12	30.0	37	92.5	33	12	33	5	7
CZ072 Zlínský	19	63.3	1	3.3	8	26.7	28	93.3	26	6	26	6	4
CZ080 Moravskoslezský	48	80.0	2	3.3	16	26.7	58	96.7	54	19	50	7	7

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

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

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	**363**	**80.1**	**60**	**13.2**	**15**	**3.3**	**5**	**1.1**	**10**	**2.2**	**80**	**88.9**	**10**	**11.1**	**338**	**74.6**	**79**	**17.4**	**217**	**47.9**	**145**	**32.0**
CZ010 Capital Prague	33	78.6	4	9.5	2	4.8			3	7.1	8	88.9	1	11.1	37	88.1	14	33.3	25	59.5	12	28.6
CZ020 Středočeský	33	89.2	3	8.1					1	2.7	3	75.0	1	25.0	26	70.3	7	18.9	16	43.2	12	32.4
CZ031 Jihočeský	23	95.8							1	4.2			1	100.0	13	54.2	5	20.8	11	45.8	7	29.2
CZ032 Plzeňský	26	76.5	5	14.7	1	2.9	2	5.9			7	87.5	1	12.5	27	79.4	7	20.6	17	50.0	9	26.5
CZ041 Karlovarský	14	93.3					1	6.7					1	100.0	11	73.3	1	6.7	5	33.3	3	20.0
CZ042 Ústecký	28	82.4	4	11.8	2	5.9					6	100.0			25	73.5	5	14.7	13	38.2	9	26.5
CZ051 Liberecký	14	73.7	4	21.1			1	5.3			3	60.0	2	40.0	15	78.9	3	15.8	11	57.9	3	15.8
CZ052 Královéhradecký	23	85.2	3	11.1					1	3.7	3	75.0	1	25.0	20	74.1	3	11.1	14	51.9	9	33.3
CZ053 Pardubický	16	80.0	4	20.0							4	100.0			15	75.0	3	15.0	8	40.0	3	15.0
CZ061 Vysočina	18	78.3	1	4.3	3	13.0			1	4.3	4	80.0	1	20.0	14	60.9	1	4.3	9	39.1	6	26.1
CZ062 Jihomoravský	33	68.8	14	29.2					1	2.1	14	93.3	1	6.7	38	79.2	9	18.8	17	35.4	14	29.2
CZ071 Olomoucký	31	77.5	6	15.0	2	5.0	1	2.5			9	100.0			31	77.5	6	15.0	21	52.5	15	37.5
CZ072 Zlínský	25	83.3	5	16.7							5	100.0			21	70.0	4	13.3	18	60.0	15	50.0
CZ080 Moravskoslezský	46	76.7	7	11.7	5	8.3			2	3.3	14	100.0			45	75.0	11	18.3	32	53.3	28	46.7

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	**2**	**0.4**	**3**	**0.7**	**23**	**5.1**	**29**	**6.4**	**1.5**	**2.0**	**29**	**6.4**	**1.2**	**1.8**	**74**	**16.3**	**1.5**	**2.7**	**66**	**14.6**	**51**	**11.3**	**14**	**3.1**	**4**	**0.9**
CZ010 Capital Prague			1	2.4	6	14.3	7	16.7	1.3	2.1	7	16.7	1.1	2.0	15	35.7	1.3	3.2	15	35.7	10	23.8	5	11.9	2	4.8
CZ020 Středočeský					1	2.7					1	2.7			8	21.6	1.3	3.0	7	18.9	6	16.2	1	2.7	1	2.7
CZ031 Jihočeský	1	4.2	1	4.2			1	4.2			1	4.2			3	12.5	1.0	2.7	3	12.5	3	12.5				
CZ032 Plzeňský	1	2.9			2	5.9	2	5.9			2	5.9			8	23.5	1.9	3.0	6	17.6	6	17.6				
CZ041 Karlovarský					2	13.3	1	6.7			1	6.7			1	6.7										
CZ042 Ústecký			1	2.9	1	2.9	5	14.7	1.4	1.8	5	14.7	1.0	1.3	7	20.6	1.8	3.2	5	14.7	3	8.8	1	2.9		
CZ051 Liberecký															1	5.3			1	5.3	1	5.3				
CZ052 Královéhradecký					2	7.4	2	7.4			1	3.7			6	22.2	1.2	2.0	6	22.2	6	22.2			1	3.7
CZ053 Pardubický															2	10.0			2	10.0	2	10.0				
CZ061 Vysočina							2	8.7			2	8.7			2	8.7			2	8.7			2	8.7		
CZ062 Jihomoravský					3	6.3	5	10.4	2.0	2.4	5	10.4	1.4	1.8	7	14.6	1.7	2.7	5	10.4	3	6.3	2	4.2		
CZ071 Olomoucký					2	5.0	1	2.5			1	2.5			3	7.5	1.7	2.7	3	7.5	2	5.0	1	2.5		
CZ072 Zlínský					2	6.7	1	3.3			1	3.3			2	6.7			2	6.7	2	6.7				
CZ080 Moravskoslezský					2	3.3	2	3.3			2	3.3			9	15.0	1.1	1.7	9	15.0	7	11.7	2	3.3		

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

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

Region NUTS 3	rules of drawing in CA		budget parts of CA		average creation including balances	Structure of planned use of the fund														
						A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	NCA	% CA	NCA	% CA	in thousands CZK	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	**288**	**85.2**	**138**	**40.8**	**4,161**	**1.37**	**0.77**	**0.15**	**9.64**	**0.13**	**0.39**	**0.30**	**20.16**	**15.69**	**0.68**	**27.28**	**1.61**	**0.21**	**4.50**	**2.83**	**14.29**
CZ010 Capital Prague	32	84.2	14	36.8	13,336	1.19	0.38		2.66	0.01	0.36	0.28	20.89	24.05	0.40	23.90	2.28	0.44	0.76	5.43	16.98
CZ020 Středočeský	23	88.5	7	26.9	3,328	0.86	0.09		2.41			0.15	43.61	2.21	1.79	22.91			6.86	0.11	19.02
CZ031 Jihočeský	16	88.9	5	27.8	2,875	0.07	0.01		1.39			0.56	28.36	0.56	0.07	38.22			0.81	1.06	28.90
CZ032 Plzeňský	19	82.6	10	43.5	1,477		0.27	0.04	7.38		4.03	0.61	27.43	5.28	2.75	27.07		0.07	8.79	0.95	15.33
CZ041 Karlovarský	9	90.0	2	20.0																	
CZ042 Ústecký	14	82.4	10	58.8	1,363		0.67		10.37		1.56	0.29	16.50	6.35	0.07	36.83		0.52	3.72	7.00	16.13
CZ051 Liberecký	10	83.3	4	33.3	5,172	0.24	13.29	0.94	13.85		0.05		9.09	1.93	0.82	36.16	10.63	0.01	6.66	0.97	5.35
CZ052 Královéhradecký	14	73.7	9	47.4	1,870	17.75	0.03		9.01		2.16		28.70	0.33	0.77	14.28		0.01	6.34	1.57	19.05
CZ053 Pardubický	14	87.5	10	62.5	1,699	0.46	0.88		5.15				27.55	5.68	2.53	35.12	0.24	0.01	4.76	2.59	15.04
CZ061 Vysočina	13	86.7	7	46.7	5,164	3.83	0.01		5.90		0.44	1.24	15.01	15.59	0.33	22.71			10.18	7.07	17.68
CZ062 Jihomoravský	34	85.0	18	45.0	2,503	1.26	0.13	1.27	7.32	0.32	0.02	0.54	25.68	10.02	0.38	37.91		0.01	6.28	1.05	7.81
CZ071 Olomoucký	25	89.3	13	46.4	4,900	0.19	0.08	0.07	17.96		0.16	0.16	19.08	15.03	0.62	22.61	0.05	0.05	10.24	0.44	13.28
CZ072 Zlínský	21	84.0	10	40.0	1,515		0.40		16.08		0.92	0.53	41.35	1.88	1.06	20.91	0.13	0.01	6.05	0.93	9.75
CZ080 Moravskoslezský	44	86.3	19	37.3	5,399	0.01	0.45	0.02	21.96	0.60		0.10	7.66	20.95	0.74	31.26	2.60	0.23	3.38	0.45	9.59

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
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, working anniversaries, life anniversaries...)
O	other uses
P	fund balance

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	**268**	**79.3**	**59.17**	**50.6**	**18.98**	**36.1**	**100**	**46**	**13.6**	**157**	**46.4**	**317**	**439**	**100**	**29.6**	**39**	**11.5**	**323**	**419**	**31**	**9.2**
CZ010 Capital Prague	31	81.6	58.33	53.3	19.52	18.3	13	4	10.5	17	44.7	340	479	16	42.1	5	13.2	375	390	5	13.2
CZ020 Středočeský	18	69.2	90.67	55.0	21.46		4	4	15.4	12	46.2	259	471	7	26.9	2	7.7			1	3.8
CZ031 Jihočeský	13	72.2	76.20		19.89		2	2	11.1	10	55.6	309	353	5	27.8	2	11.1			1	5.6
CZ032 Plzeňský	17	73.9	69.00		16.67		10	2	8.7	12	52.2	230	321	9	39.1	2	8.7			2	8.7
CZ041 Karlovarský	5	50.0	47.75		17.33		1			4	40.0	87	750	4	40.0	2	20.0			2	20.0
CZ042 Ústecký	15	88.2	27.00	37.8	19.58	20.0	2	3	17.6	11	64.7	350	470	8	47.1	3	17.6	417	650	3	17.6
CZ051 Liberecký	10	83.3	41.00		39.67		6	2	16.7	5	41.7	467	496	5	41.7	2	16.7			2	16.7
CZ052 Královéhradecký	16	84.2	48.67		20.89		8	1	5.3	8	42.1	313	330	1	5.3	2	10.5			1	5.3
CZ053 Pardubický	13	81.3	60.38		17.93		4	3	18.8	6	37.5	217	363	4	25.0	2	12.5			2	12.5
CZ061 Vysočina	15	100.0	59.00		14.56		5	4	26.7	9	60.0	301	360	5	33.3	2	13.3			1	6.7
CZ062 Jihomoravský	32	80.0	65.44		18.73		11	3	7.5	18	45.0	376	409	8	20.0	3	7.5	267	294	3	7.5
CZ071 Olomoucký	25	89.3	61.35		21.04		10	6	21.4	14	50.0	276	647	11	39.3	3	10.7	328	552	3	10.7
CZ072 Zlínský	20	80.0	64.15	55.0	17.07	45.0	7	3	12.0	10	40.0	310	343	2	8.0	5	20.0	360	388	1	4.0
CZ080 Moravskoslezský	38	74.5	43.80	48.5	15.14	33.0	17	9	17.6	21	41.2	366	457	15	29.4	4	7.8	317	383	4	7.8

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
- aver. CZK — average contribution in CZK
- aver. % of price — average contribution specified as a percentage of the price of a meal
- CZK — average contribution in CZK per month

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

Region NUTS 3	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	**5**	**1.1**	**90.0**	**30**	**6.6**	**1.5**	**53**	**11.7**	**1.8**	**48**	**10.6**	**1.8**	**16**	**3.5**	**4.6**	**48**	**10.6**	**1.4**	**14**	**3.1**	**3.3**	**47**	**10.4**	**7.4**	**54**	**11.9**	**3.2**	**169**	**37.3**	**3.8**	**124**	**27.4**	**18**	**15.0**
CZ010 Capital Prague	1	2.4		5	11.9	1.6	5	11.9	1.2	9	21.4	1.9	3	7.1	4.7	2	4.8		3	7.1	3.3	6	14.3	10.3	4	9.5	7.0	24	57.1	4.4	14	33.3	3	17.0
CZ020 Středočeský				2	5.4		4	10.8	2.5	6	16.2	2.2	3	8.1	7.0	6	16.2	1.5	3	8.1	4.0	4	10.8	10.5	5	13.5	5.0	17	45.9	3.6	12	32.4	1	
CZ031 Jihočeský							2	8.3								2	8.3								2	8.3		6	25.0	4.3	3	12.5	1	
CZ032 Plzeňský	2	5.9		3	8.8	1.7	3	8.8	1.3	5	14.7	3.0	3	8.8	4.3	2	5.9		2	5.9		3	8.8	6.0	2	5.9		8	23.5	4.0	12	35.3		
CZ041 Karlovarský							1	6.7		1	6.7					1	6.7					1	6.7		1	6.7		4	26.7	4.3	3	20.0		
CZ042 Ústecký				4	11.8	1.0	3	8.8	1.0	6	17.6	1.2				2	5.9		1	2.9		6	17.6	7.5	1	2.9		15	44.1	4.3	10	29.4		
CZ051 Liberecký				1	5.3		3	15.8	2.3							2	10.5					3	15.8	8.7	3	15.8	3.0	7	36.8	4.0	5	26.3	2	
CZ052 Královéhradecký				2	7.4		2	7.4		4	14.8	2.0				3	11.1	1.3	1	3.7		4	14.8	3.5	2	7.4		10	37.0	3.7	8	29.6	2	
CZ053 Pardubický				2	10.0		3	15.0	1.3	5	25.0	2.0	1	5.0		2	10.0		1	5.0		5	25.0	4.4	1	5.0		9	45.0	3.7	5	25.0	2	
CZ061 Vysočina							2	8.7		4	17.4	1.3	2	8.7		1	4.3		1	4.3		1	4.3		3	13.0	1.0	5	21.7	2.8	7	30.4	1	
CZ062 Jihomoravský				3	6.3	1.7	5	10.4	2.0							7	14.6	1.4	1	2.1		4	8.3	6.8	7	14.6	3.6	16	33.3	4.0	12	25.0	1	
CZ071 Olomoucký	1	2.5		2	5.0		5	12.5	2.4	3	7.5	2.3	1	2.5		3	7.5	1.3	1	2.5		5	12.5	8.2	5	12.5	2.0	14	35.0	3.5	12	30.0	3	13.7
CZ072 Zlínský	1	3.3		1	3.3		3	10.0	1.7							5	16.7	1.2				1	3.3		4	13.3	2.5	9	30.0	3.2	6	20.0		
CZ080 Moravskoslezský				5	8.3	1.2	12	20.0	1.5	5	8.3	1.0	3	5.0	4.3	10	16.7	1.2				4	6.7	8.0	14	23.3	2.5	25	41.7	3.3	15	25.0	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
% 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 - 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	**251**	**55.4**	**18**	**4.0**	**83**	**18.3**	**412**	**90.9**	**243**	**53.6**	**4**	**0.9**	**5**	**1.1**
CZ010 Capital Prague	21	50.0			11	26.2	38	90.5	26	61.9			1	2.4
CZ020 Středočeský	19	51.4			7	18.9	34	91.9	23	62.2				
CZ031 Jihočeský	13	54.2	2	8.3	3	12.5	24	100.0	7	29.2	1	4.2	1	4.2
CZ032 Plzeňský	18	52.9	2	5.9	8	23.5	29	85.3	15	44.1	2	5.9	1	2.9
CZ041 Karlovarský	8	53.3					12	80.0	6	40.0				
CZ042 Ústecký	20	58.8	3	8.8	6	17.6	30	88.2	15	44.1	1	2.9	1	2.9
CZ051 Liberecký	13	68.4	2	10.5	2	10.5	17	89.5	10	52.6				
CZ052 Královéhradecký	12	44.4	1	3.7	6	22.2	25	92.6	13	48.1				
CZ053 Pardubický	9	45.0	1	5.0	3	15.0	19	95.0	8	40.0				
CZ061 Vysočina	14	60.9	2	8.7	4	17.4	21	91.3	12	52.2				
CZ062 Jihomoravský	27	56.3			12	25.0	44	91.7	29	60.4				
CZ071 Olomoucký	26	65.0	3	7.5	6	15.0	35	87.5	18	45.0				
CZ072 Zlínský	16	53.3			2	6.7	27	90.0	21	70.0			1	3.3
CZ080 Moravskoslezský	35	58.3	2	3.3	13	21.7	57	95.0	40	66.7				

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

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	**106**	**92.2**	**52**	**4.2**	**2**		**31**	**4.0**	**13**	**4,490**	**61**	**53.0**	**57**	**49.6**
State Bodies and Organisations	104	92.0	51	4.1	2		31	4.0	12	4,490	61	54.0	57	50.4
UNIOS	2	100.0	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
- 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		
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	NCA	% CA
Total	**0.03**	**0.06**	**6.22**	**0.01**	**1.69**	**0.29**	**0.76**	**31.51**	**13.04**	**0.62**	**17.18**	**0.66**	**0.51**	**4.30**	**7.03**	**16.11**	**67**	**58.3**
State Bodies and Organisations	0.03	0.06	6.22	0.01	1.69	0.29	0.76	31.51	13.04	0.62	17.18	0.66	0.51	4.30	7.03	16.11	66	58.4
UNIOS																	1	50.0

Explanatory notes:

NCA	number of collective agreements, in which the appropriate indicator has been agreed
aver.%	average percentage of use for this purpose of the overall creation of funds
A	contribution for equipment to improve working environment
B	contribution for physical education and sport equipment
C	contributions to sporting and cultural events
D	contribution for the procurement of working clothes, footwear or uniforms
E	clothing allowance
F	contribution to transport to and from work
G	loans to cover housing needs (procurement of a housing, procurement of interior equipment)
H	contribution to corporate catering
I	contribution to recreation (domestic, foreign, children's)
J	social assistance and social loans
K	contribution to contributory pension scheme
L	contribution to life insurance
M	contribution to trade union organization
N	gifts (for extraordinary activity, working anniversaries, life anniversaries...)
O	other uses
P	fund balance

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

Trade union	Employer contribution to corporate catering									Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	**104**	**90.4**	**64.69**	**53.6**	**44.23**	**37.4**	**136.67**		**14**	**6**	**5.2**	**2**	**1.7**	**1**	**0.9**
State Bodies and Organisations	102	90.3	63.87	55.4	44.23	35.3	136.67		14	6	5.3	2	1.8	1	0.9
UNIOS	2	100.0													

Explanatory notes:

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

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

Trade union	Contribution to pension insurance							Contribution to life insurance					
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	**84**	**73.0**	**548**	**682**		**57**	**49.6**	**24**	**20.9**	**439**	**710**	**17**	**14.8**
State Bodies and Organisations	82	72.6	541	674		56	49.6	24	21.2	439	710	17	15.0
UNIOS	2	100.0				1	50.0						

Explanatory notes: NCA — number of collective agreements, in which the appropriate indicator has been agreed
% CA — share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
CZK/month — average contribution in CZK per month
aver. % MBA — 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	**106**	**92.2**	**52**	**4.2**	**2**		**31**	**4.0**	**13**	**4,490**	**61**	**53.0**	**57**	**49.6**
CZ010 Capital Prague	3	75.0	2						1	4,574	2	50.0	2	50.0
CZ020 Středočeský	11	100.0	7	4.7			3	3.3	1	2,333	7	63.6	7	63.6
CZ031 Jihočeský	5	83.3	4	3.8			1			7,419	2	33.3	2	33.3
CZ032 Plzeňský	11	100.0	5	4.7			3	4.8	2	3,869	8	72.7	6	54.5
CZ041 Karlovarský	5	100.0	1				2		2	1,685	3	60.0	3	60.0
CZ042 Ústecký	14	82.4	6	4.9			4	4.3	2	5,098	7	41.2	7	41.2
CZ051 Liberecký	6	85.7	3	3.1			2			2,197	5	71.4	5	71.4
CZ052 Královéhradecký	8	100.0	5	3.8			3	4.0		5,694	4	50.0	4	50.0
CZ053 Pardubický	4	100.0	2				2			3,626	2	50.0	2	50.0
CZ061 Vysočina	8	100.0	4	3.4	1		2			2,489	4	50.0	3	37.5
CZ062 Jihomoravský	8	100.0	4	4.3			1		2	4,973	5	62.5	5	62.5
CZ071 Olomoucký	12	100.0	4	4.4	1		4	4.0	3	5,628	8	66.7	7	58.3
CZ072 Zlínský	4	80.0	3	3.8			1			5,486	3	60.0	3	60.0
CZ080 Moravskoslezský	7	77.8	2				3	4.5		7,163	1	11.1	1	11.1

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 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		
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	NCA	% CA
Total	**0.03**	**0.06**	**6.22**	**0.01**	**1.69**	**0.29**	**0.76**	**31.51**	**13.04**	**0.62**	**17.18**	**0.66**	**0.51**	**4.30**	**7.03**	**16.11**	**67**	**58.3**
CZ010 Capital Prague			7.87		0.34	12.10		27.33	35.52	5.47				11.37			3	75.0
CZ020 Středočeský		0.04	5.39		5.84		0.89	34.07	17.03	1.20	14.65	3.47	1.37	5.14	0.89	10.02	6	54.5
CZ031 Jihočeský		0.20	1.62				0.08	32.72	7.90	0.02	31.96	0.09	0.06	0.12	12.06	13.16	2	33.3
CZ032 Plzeňský			1.58		5.93	0.01	1.09	29.47	13.28	0.16	14.76	0.04	1.49	1.09	3.75	27.36	8	72.7
CZ041 Karlovarský		0.07	31.16					18.46	34.19				0.82	2.51	2.02	10.77	3	60.0
CZ042 Ústecký		0.03	3.02		1.11		0.07	25.69	38.40	0.89	17.28	1.98	0.21	3.18	5.68	2.46	8	47.1
CZ051 Liberecký			2.82				2.28	39.09	8.24	1.14	17.05	0.53	0.55	10.50	6.68	11.12	4	57.1
CZ052 Královéhradecký	0.11	0.02	12.26		0.13	0.31	0.18	25.97	9.12	0.32	11.34	1.40	0.05	5.80	8.39	24.60	4	50.0
CZ053 Pardubický			0.54				1.38	47.30	22.92	1.31	18.62		0.77	2.46	1.07	3.64	3	75.0
CZ061 Vysočina			5.24		1.92		0.57	25.63	7.43	1.55	14.62	0.57	1.30	5.96	4.42	30.79	7	87.5
CZ062 Jihomoravský		0.35	7.21		0.27			49.24	2.00	0.09	9.59		0.62	6.10	4.17	20.35	4	50.0
CZ071 Olomoucký	0.08		5.74	0.01	3.45		1.97	27.39	8.83	0.63	23.15	0.01	0.12	1.83	10.75	16.04	8	66.7
CZ072 Zlínský	0.10		2.63					36.66		0.32	22.93		0.47	5.07	17.81	14.00	3	60.0
CZ080 Moravskoslezský	0.01	0.05	12.26		0.79		1.40	29.28	3.03	0.24	16.57	0.22	0.56	7.89	6.61	21.10	4	44.4

Explanatory notes:

NCA	number of collective agreements, in which the appropriate indicator has been agreed	**H**	contribution to corporate catering
aver.%	average percentage of use for this purpose of the overall creation of funds	**I**	contribution to recreation (domestic, foreign, children's)
A	contribution for equipment to improve working environment	**J**	social assistance and social loans
B	contribution for physical education and sport equipment	**K**	contribution to contributory pension scheme
C	contributions to sporting and cultural events	**L**	contribution to life insurance
D	contribution for the procurement of working clothes, footwear or uniforms	**M**	contribution to trade union organization
E	clothing allowance	**N**	gifts (for extraordinary activity, working anniversaries, life anniversaries...)
F	contribution to transport to and from work	**O**	other uses
G	loans to cover housing needs (procurement of a housing, procurement of interior equipment)	**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	**104**	**90.4**	**64.69**	**53.6**	**44.23**	**37.4**	**136.67**		**14**	**6**	**5.2**	**2**	**1.7**	**1**	**0.9**
CZ010 Capital Prague	3	75.0	86.75	50.0	49.75	50.0	100.00								
CZ020 Středočeský	10	90.9	66.07	70.0	36.21	20.0			1	1	9.1				
CZ031 Jihočeský	6	100.0	51.80	55.0	43.50										
CZ032 Plzeňský	11	100.0	56.25	60.0	48.89	45.0			1	1	9.1				
CZ041 Karlovarský	3	60.0	25.00	48.0	30.00	27.0						1	20.0	1	20.0
CZ042 Ústecký	16	94.1	84.40	46.5	35.78	52.0			5			1	5.9		
CZ051 Liberecký	6	85.7	52.00		34.40				1						
CZ052 Královéhradecký	8	100.0	71.33	55.0	38.00		110.00		3						
CZ053 Pardubický	4	100.0	36.00		58.25										
CZ061 Vysočina	7	87.5	84.25		27.25				3	1	12.5				
CZ062 Jihomoravský	7	87.5	49.00		70.29					1	12.5				
CZ071 Olomoucký	10	83.3	81.00	50.0	38.44	40.0				1	8.3				
CZ072 Zlínský	5	100.0	64.75		46.25		200.00								
CZ080 Moravskoslezský	8	88.9	65.50	55.0	56.20	20.0				1	11.1				

Explanatory notes:
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- % 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	**84**	**73.0**	**548**	**682**		**57**	**49.6**	**24**	**20.9**	**439**	**710**	**17**	**14.8**
CZ010 Capital Prague	2	50.0				2	50.0	2	50.0			2	50.0
CZ020 Středočeský	10	90.9	560	720		5	45.5	1	9.1			1	9.1
CZ031 Jihočeský	2	33.3				2	33.3	1	16.7			1	16.7
CZ032 Plzeňský	8	72.7	536	621		6	54.5	4	36.4	450	700	3	27.3
CZ041 Karlovarský	4	80.0	397	775		1	20.0	1	20.0				
CZ042 Ústecký	14	82.4	667	718		10	58.8	3	17.6	600	767	1	5.9
CZ051 Liberecký	6	85.7	388	617		5	71.4	3	42.9	283	517	2	28.6
CZ052 Královéhradecký	5	62.5	575	628		2	25.0	2	25.0			2	25.0
CZ053 Pardubický	4	100.0	567	575		3	75.0	1	25.0			1	25.0
CZ061 Vysočina	5	62.5	500	560		4	50.0	1	12.5			1	12.5
CZ062 Jihomoravský	5	62.5	525	620		5	62.5	1	12.5			1	12.5
CZ071 Olomoucký	10	83.3	500	690		8	66.7	2	16.7			1	8.3
CZ072 Zlínský	5	100.0	700	860		1	20.0	1	20.0				
CZ080 Moravskoslezský	4	44.4	600	638		3	33.3	1	11.1			1	11.1

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. % MBA — average contribution specified as a percentage of the monthly basis of assessment