



# **INFORMATION ON WORKING CONDITIONS**

**negotiated in collective agreements**

**2015**

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**Ministry of Labour and Social Affairs**

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## **Introduction**





## Basic informations about IPP

Survey "Information on working conditions" (IPP) annually monitors the working and wage conditions for employers in the Czech Republic based on an analysis of collective agreements. Under the auspices of the Ministry of Labour and Social Affairs, this survey has been conducted regularly since 1993. Its purpose is to map and analyse the content of collective bargaining in the Czech Republic. The aim of the survey is to provide the state and other institutions an overview of trends of collective bargaining and to provide contractual partners adequate information for further negotiations on a corporate level or for negotiations in respect of a higher-level collective agreement.

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

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

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

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

The results of the IPP survey are available for free at the Internet sites of the Ministry of Labour and Social Affairs ([www.mpsv.cz/en](http://www.mpsv.cz/en)) in the section *Incomes and Standard of Living* or at the site [www.kolektivnismlouvny.cz/indexEN.html](http://www.kolektivnismlouvny.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 2015 selected data about wage and working conditions were analyzed from 1,627 collective agreements from 26 different trade unions, of which:

- 1,288 collective agreements agreed in the entrepreneurial area
- 339 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 when it was determined to be above the limit specified by Statutory Decree No. 567/2006 Coll., i.e. in an amount exceeding 9,200 CZK/month and 55 CZK/hour with a 40-hour working week
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the wage scales were negotiated

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The system follows:

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

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

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

The system follows:

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

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

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

The system follows:

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

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

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

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

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

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

The output is:

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

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

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

The output is:

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

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

The output is:

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



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

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

The output is:

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

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

The output is:

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



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

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

The output is:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (09/08, 10/09, 11/10, 12/11, 13/12, 14/13, 15/14) of the negotiated monthly wage scales.

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

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (09/08, 10/09, 11/10, 12/11, 13/12, 14/13, 15/14) of the negotiated hourly wage scales in the fund of working hours of 40 hours/week.

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

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (09/08, 10/09, 11/10, 12/11, 13/12, 14/13, 15/14) of the negotiated hourly wage scales in the fund of working hours of 37,5 hours/week.

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

The output is the year-on-year comparison (09/08, 10/09, 11/10, 12/11, 13/12, 14/13, 15/14) of negotiated wage supplementary charges and bonuses.

**B. TABLE SECTION OF PUBLIC SERVICES AND ADMINISTRATION**

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

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

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

- reduction of total amount of payroll funds
- reduction of a wage component
- method of determination or arrangement of employees' wages
  - wage tariff determination according to the tenure pursuant to Section 4 of the Government Decree No. 564/2006 Coll.
  - special method of wage tariff determination pursuant to Section 6 of the Government Decree No. 564/2006 Coll.
- 3.1 - more detailed conditions for the provision of a personal supplementary charge
- 3.2 - more detailed conditions for the provision of bonuses
- 3.3 - proportion between provided non-claimable parts of the wage (personal supplementary charges, bonuses)
- 3.4 - creation of a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.) by municipality or regional authorities
- 3.5 - rules governing the allotment of resources to the reward funds and rules of granting rewards
- 3.6 - detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results
- 3.7 - rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 564/2006 Coll.)
- 3.8 - 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
  - from the budget in CZK or % of the price of a meal
  - z FSCR in CZK or % of the price of a meal
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to pensioners for corporate catering is negotiated
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to pension insurance was negotiated
- the average amount of the contribution to pension insurance in CZK per month covered from the FSCR
- the number of organizations in which the conditions for provision of the contribution to pension insurance were agreed
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to life insurance was agreed
- the average amount of the contribution to life insurance in CZK per month covered from the FSCR
- the number of organizations in which the conditions for provision of the contribution to life insurance were agreed

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

The output is:

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

H - due to care for a sick family member within the calendar year

I - in case of other impediments

- the number of organizations and their share in the overall number of the collective agreements in the file, in the collective agreements of which were increased or specified requirements on time off without compensation of wage for activities of guides in children's and youth camps

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

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

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

### **C. TABLE SECTION FOR MUNICIPALITIES AND REGIONS**

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

The output is:

- the number of municipalities, in the collective agreements of which the creation of a social fund was agreed, of this:
  - allotment specified in % of the planned volume of resources allotted of pay
  - allotment specified of an absolute amount per 1 employer
  - allotment specified in % of annual volume of pay related costs
  - allotment determined in a different manner
- total additions to the Social Fund and average amount in 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 2015**  
(based on the sample of 1,288 collective agreements)

**1. Wage agreements**

**Minimum monthly and hourly salary**

The minimum monthly and hourly salary are followed in the system on the condition that they have been agreed beyond the framework given by Statutory Decree 567/2006 Coll., i.e. in an amount above CZK 9,200.00/month and CZK 55/hour with a working hour fund of 40 hours per week.

The average minimum monthly salary has been agreed in the amount of... CZK **10,833.00**/month

The average minimum hourly salary at a working hour fund of 40 hours per week has been agreed in the amount of ..... CZK **66.15**/hour

**Wage scales**

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

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

1 <sup>st</sup> tariff scale.....	CZK <b>9,472.00</b>
2 <sup>nd</sup> tariff scale.....	CZK <b>10,110.00</b>
3 <sup>rd</sup> tariff scale.....	CZK <b>10,851.00</b>
4 <sup>th</sup> tariff scale.....	CZK <b>11,757.00</b>
5 <sup>th</sup> tariff scale.....	CZK <b>12,928.00</b>
6 <sup>th</sup> tariff scale.....	CZK <b>14,184.00</b>
7 <sup>th</sup> tariff scale.....	CZK <b>15,729.00</b>
8 <sup>th</sup> tariff scale.....	CZK <b>17,347.00</b>
9 <sup>th</sup> tariff scale.....	CZK <b>19,242.00</b>
10 <sup>th</sup> tariff scale.....	CZK <b>21,300.00</b>
11 <sup>th</sup> tariff scale.....	CZK <b>23,721.00</b>
12 <sup>th</sup> tariff scale.....	CZK <b>26,678.00</b>

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

	<u>40 hours/week</u>	<u>37.5 hours/week</u>
1 <sup>st</sup> tariff scale.....	CZK <b>54.51</b>	CZK <b>56.72</b>
2 <sup>nd</sup> tariff scale.....	CZK <b>56.85</b>	CZK <b>61.04</b>
3 <sup>rd</sup> tariff scale.....	CZK <b>61.22</b>	CZK <b>65.86</b>
4 <sup>th</sup> tariff scale.....	CZK <b>67.21</b>	CZK <b>71.60</b>
5 <sup>th</sup> tariff scale.....	CZK <b>73.48</b>	CZK <b>78.25</b>
6 <sup>th</sup> tariff scale.....	CZK <b>80.33</b>	CZK <b>85.83</b>
7 <sup>th</sup> tariff scale.....	CZK <b>89.98</b>	CZK <b>94.67</b>
8 <sup>th</sup> tariff scale.....	CZK <b>88.22</b>	CZK <b>102.34</b>
9 <sup>th</sup> tariff scale.....	CZK <b>95.88</b>	CZK <b>105.36</b>
10 <sup>th</sup> tariff scale.....	CZK <b>105.61</b>	CZK <b>115.34</b>
11 <sup>th</sup> tariff scale.....	CZK <b>114.48</b>	CZK <b>128.52</b>
12 <sup>th</sup> tariff scale.....	CZK <b>127.52</b>	CZK <b>142.85</b>



## Wage development

Number of collective agreements regulating wage development ...**788** (i.e. 61.2% of the total amount of collective agreements in the file).

The wage increases is agreed in 58.5% collective agreements, of which:

- 25.9% collective agreements, offering a year-on-year increase of wage scales by... **2.6%**
- 23.3% collective agreements offering a year-on-year increase of the average nominal wage by ..... **2.6%**
- 1.5% collective agreements offering an increase of the average real wage by ..... **1.9%**

## Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day .....	<b>26.2%</b> AE
overtime bonus for work on Saturdays and Sundays .....	<b>48.0%</b> AE
overtime bonus for work undistinguished .....	<b>26.5%</b> AE
overtime bonus for work on public holidays .....	<b>101.8%</b> AE
bonus for night work .....	CZK <b>14.25</b> /hour
.....	<b>11.4%</b> AE
bonus for work in difficult conditions .....	CZK <b>7.56</b> /hour
.....	<b>10.7%</b> AE
.....	<b>10.7%</b> MM
bonus for work on Saturdays and Sundays .....	CZK <b>19.86</b> /hour
.....	<b>23.3%</b> AE
bonus for afternoon work .....	CZK <b>6.86</b> /hour
.....	<b>8.8%</b> AE
bonus for working in shift operation.....	CZK <b>92.43</b> /shift
.....	<b>13.4%</b> AE
bonus for team management .....	CZK <b>5.03</b> /hour
.....	<b>7.7%</b> AE
bonus for working at heights .....	CZK <b>5.67</b> /hour
bonus for working in hazardous conditions .....	CZK <b>25.83</b> /hour
bonus for the knowledge of foreign languages .....	CZK <b>483.33</b> /month
bonus for substitution .....	CZK <b>1,600.00</b> /month
.....	<b>28.3%</b> AE
bonus for training other people .....	CZK <b>798.94</b> /month
.....	<b>10.1%</b> AE
remuneration for standby duty.....	CZK <b>15.81</b> /hour
.....	<b>16.8%</b> AE

Explanatory note: AE average earnings

MM basic tariff of minimum wage

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

### Refund of wages in the case of personal obstacles at work

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

one's own wedding.....	<b>1.3 days</b>
birth of a child to the wife of an employee.....	<b>1.2 days</b>
death of a direct relative .....	<b>2.0 days</b>
escorting a disabled child to a health or social care provider.....	<b>6.0 days</b>
moving house.....	<b>1.2 days</b>
looking for a new job .....	<b>3.7 days</b>
for mothers caring for a child (per year).....	<b>3.8 days</b>
care for a family member (per year).....	<b>2.2 days</b>

## 3. Benefits and working conditions to employees

### Company catering

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

costs.....	<b>CZK 36.59</b>
.....	<b>54.7%</b> of the price of a meal
profit, social fund, FSCR.....	<b>CZK 13.36</b>
.....	<b>19.7%</b> of the price of a meal
without distinguishing sources .....	<b>CZK 38.09</b>
.....	<b>55.8%</b> 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 .....	<b>CZK 451.96</b> /month
maximum average value of the contribution .....	<b>CZK 699.78</b> /month

### Life insurance

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

minimum average value of the contribution .....	<b>CZK 452.93</b> /month
maximum average value of the contribution .....	<b>CZK 665.17</b> /month

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

Trade union	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
<b>Total</b>	<b>1,627</b>	<b>1,288</b>	<b>339</b>	<b>123</b>
Agriculture and Nutrition	34	32	2	
Banking and Insurance	18	17	1	
Catering, Hotels and Tourism	12	12		
Civilian Employees of the Army	5	4	1	
Commerce	12	12		
Culture and Nature Preservation	33		33	
Education	41		41	
ECHO	49	49		
Fire Fighters	10		10	
Food Industry and Allied Trade	65	63	2	
Glass, Ceramic & Porcelain	32	32		
Health Service and Social Care	98	23	75	
KOVO	566	559	7	
Mines, Geology and Oil Industry	27	24	3	
Postal, Telecom. and Newspaper Services	10	10		
Profess.and Trade Union of Orchestral Music.	8		8	
Railway Trade Unions	28	25	3	
Science and Research	32	32		
State Bodies and Organisations	122		122	122
STAVBA	131	121	10	
Textile, Clothing and Leather Industry	36	36		
Transport	35	35		
Transport, Road Economy and Repair Vehicles	12	12		
UNIOS	134	117	17	1
Universities Trade Union	19	19		
Wood.Industry, Forestry and Manag.of Water	58	54	4	

### Recapitulation of agreements classification based on regions

Region NUTS 3	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
<b>Total</b>	<b>1,627</b>	<b>1,288</b>	<b>339</b>	<b>123</b>
CZ010 Capital Prague	251	221	30	5
CZ020 Středočeský	115	72	43	23
CZ031 Jihočeský	106	88	18	11
CZ032 Plzeňský	91	66	25	12
CZ041 Karlovarský	54	41	13	7
CZ042 Ústecký	127	88	39	12
CZ051 Liberecký	60	46	14	6
CZ052 Královéhradecký	83	75	8	3
CZ053 Pardubický	91	67	24	8
CZ061 Vysočina	88	69	19	6
CZ062 Jihomoravský	152	118	34	11
CZ071 Olomoucký	131	105	26	10
CZ072 Zlínský	98	81	17	3
CZ080 Moravskoslezský	180	151	29	6



## **Table section A**

### **Corporate area**



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

Trade union	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
<b>Total</b>	<b>117</b>	<b>9.1</b>	<b>10,833</b>	<b>22</b>	<b>1.7</b>	<b>66.15</b>	<b>26</b>	<b>2.0</b>	<b>72.24</b>	<b>308</b>	<b>23.9</b>	<b>369</b>	<b>28.6</b>	<b>83</b>	<b>6.4</b>	<b>97</b>	<b>7.5</b>	<b>123</b>	<b>9.5</b>	<b>215</b>	<b>16.7</b>
Agriculture and Nutrition										1	3.1	10	31.3	1	3.1	12	37.5			3	9.4
Banking and Insurance	2	11.8								2	11.8	1	5.9							1	5.9
Catering, Hotels and Tourism												4	33.3								
Civilian Employees of the Army												1	25.0								
Commerce												2	16.7			2	16.7				
ECHO	16	32.7	11,040				1	2.0		30	61.2	7	14.3					3	6.1	3	6.1
Food Industry and Allied Trade	1	1.6								8	12.7	20	31.7	3	4.8	11	17.5	4	6.3	12	19.0
Glass, Ceramic & Porcelain										14	43.8	9	28.1					11	34.4	8	25.0
Health Service and Social Care	1	4.3								4	17.4	5	21.7								
KOVO	33	5.9	12,272	7	1.3	67.47	21	3.8	74.54	130	23.3	181	32.4	16	2.9	38	6.8	71	12.7	127	22.7
Mines, Geology and Oil Industry										4	16.7	9	37.5			1	4.2	5	20.8	1	4.2
Postal, Telecom. and Newspaper Services	1	10.0		1	10.0					1	10.0	1	10.0								
Railway Trade Unions	6	24.0	10,301							3	12.0	11	44.0								
Science and Research																					
STAVBA	53	43.8	9,916	14	11.6	65.50	2	1.7		62	51.2	23	19.0	46	38.0	18	14.9	10	8.3	7	5.8
Textile, Clothing and Leather Industry	1	2.8								8	22.2	8	22.2	2	5.6			4	11.1	18	50.0
Transport										9	25.7	8	22.9	5	14.3	1	2.9	3	8.6	4	11.4
Transport, Road Economy and Repair Vehicles										3	25.0	3	25.0					2	16.7	5	41.7
UNIOS										13	11.1	37	31.6	5	4.3	10	8.5	4	3.4	10	8.5
Universities Trade Union										5	26.3	6	31.6	3	15.8	1	5.3				
Wood.Industry, Forestry and Manag.of Water	3	5.6	10,067				2	3.7		11	20.4	23	42.6	2	3.7	3	5.6	6	11.1	16	29.6

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed  
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file  
 CZK average value of 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
<b>Total</b>	<b>277</b>	<b>9,472</b>	<b>279</b>	<b>10,110</b>	<b>284</b>	<b>10,851</b>	<b>289</b>	<b>11,757</b>	<b>293</b>	<b>12,928</b>	<b>297</b>	<b>14,184</b>	<b>297</b>	<b>15,729</b>	<b>307</b>	<b>17,347</b>	<b>301</b>	<b>19,242</b>	<b>299</b>	<b>21,300</b>	<b>297</b>	<b>23,721</b>	<b>293</b>	<b>26,678</b>
Agriculture and Nutrition	1		1		1		1		1		1		1		1		1		1		1		1	
Banking and Insurance	2		2		2		2		2		2		2		2		2		2		2		2	
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	29	10,832	29	11,386	29	12,442	30	13,544	30	15,426	30	17,267	30	19,227	30	21,205	30	23,307	30	25,499	30	27,961	30	31,626
Food Industry and Allied Trade	8	9,226	8	9,979	8	10,769	8	11,724	8	13,051	8	14,293	8	15,858	8	19,170	6	21,678	6	24,270	5	24,104	5	29,800
Glass, Ceramic & Porcelain	14	9,866	14	10,312	14	10,745	14	11,388	14	12,158	14	13,109	14	14,224	14	15,374	14	16,728	14	18,274	14	20,261	14	22,379
Health Service and Social Care	4	9,573	4	10,118	4	10,563	4	11,238	4	11,945	4	13,073	4	14,845	4	16,123	4	17,923	4	21,225	4	24,503	4	28,313
KOVO	117	9,140	119	9,797	122	10,453	124	11,274	127	12,276	128	13,418	129	14,773	129	16,227	128	17,855	127	19,566	127	21,661	123	24,035
Mines, Geology and Oil Industry	2		2		2		2		4	13,088	4	14,188	4	15,663	4	16,813	4	19,025	4	21,563	4	24,263	4	27,138
Postal, Telecom. and Newspaper Services	1		1		1		1		1		1		1		1		1		1		1		1	
Railway Trade Unions	3	9,200	3	9,537	3	10,133	3	10,983	3	12,017	3	13,193	3	14,310	3	15,587	3	16,927	3	19,160	3	21,207	3	23,753
Science and Research																								
STAVBA	53	9,493	53	10,124	53	11,048	53	12,200	53	13,657	53	15,143	53	17,015	62	18,736	62	21,497	62	24,711	62	28,126	62	31,870
Textile, Clothing and Leather Industry	8	10,339	8	11,021	8	11,683	8	12,654	8	13,556	8	14,808	8	16,232	8	17,804	8	19,963	8	22,182	8	24,951	8	28,465
Transport	8	7,762	8	8,185	8	8,554	9	8,860	8	9,660	9	10,577	8	11,643	9	12,695	7	13,026	8	14,350	7	16,387	8	18,895
Transport, Road Economy and Repair Vehicles	2		2		2		3	13,300	3	14,571	3	16,170	3	17,802	3	19,020	3	20,938	3	22,911	3	25,545	3	27,771
UNIOS	11	9,487	11	10,389	13	10,952	13	11,862	13	12,962	13	14,205	13	15,708	13	16,922	12	17,225	12	19,320	12	21,220	12	24,084
Universities Trade Union	5	8,886	5	9,290	5	10,036	5	10,944	5	11,844	5	13,300	5	15,034	5	16,956	5	19,408	4	18,123	4	20,713	4	23,318
Wood.Industry, Forestry and Manag.of Water	9	9,467	9	10,770	9	12,088	9	13,151	9	14,422	11	15,196	11	17,112	11	19,256	11	21,034	10	21,997	10	23,730	9	26,264

Explanatory notes: NCA  
CZK/m

number of collective agreements, in which the appropriate indicator has been agreed  
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
<b>Total</b>	<b>81</b>	<b>54.51</b>	<b>79</b>	<b>56.85</b>	<b>81</b>	<b>61.22</b>	<b>81</b>	<b>67.21</b>	<b>81</b>	<b>73.48</b>	<b>81</b>	<b>80.33</b>	<b>79</b>	<b>89.98</b>	<b>20</b>	<b>88.22</b>	<b>16</b>	<b>95.88</b>	<b>15</b>	<b>105.61</b>	<b>14</b>	<b>114.48</b>	<b>14</b>	<b>127.52</b>
Agriculture and Nutrition	1		1		1		1		1		1		1											
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO																								
Food Industry and Allied Trade	3	52.70	3	55.43	3	58.23	3	61.73	3	65.93	3	71.03	3	76.63	3	82.57	3	88.23	3	95.23	3	103.30	3	112.30
Glass, Ceramic & Porcelain																								
Health Service and Social Care																								
KOVO	14	49.94	13	52.16	15	55.27	15	60.03	15	66.01	15	72.88	15	80.42	8	92.99	6	104.87	6	117.96	5	128.23	5	145.15
Mines, Geology and Oil Industry																								
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	46	57.76	46	59.74	46	65.29	46	72.75	46	80.15	46	87.81	46	98.61	1									
Textile, Clothing and Leather Industry	2		2		2		2		2		2		2		2		2		2		2		2	
Transport	5	44.44	5	46.36	5	48.74	5	50.86	5	54.10	5	58.46	4	68.05	1		1		1		1		1	
Transport, Road Economy and Repair Vehicles																								
UNIOS	5	55.58	4	60.55	4	64.08	4	68.48	4	72.58	4	78.45	3	85.80	3	91.87	2		1		1		1	
Universities Trade Union	3	52.43	3	54.20	3	58.83	3	64.33	3	68.40	3	74.73	3	81.37										
Wood.Industry, Forestry and Manag.of Water	2		2		2		2		2		2		2		2		2		2		2		2	

Explanatory notes: NCA  
CZK/h

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



**Hourly wage scales (37.5 hours/week) - 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
<b>Total</b>	<b>111</b>	<b>56.72</b>	<b>115</b>	<b>61.04</b>	<b>120</b>	<b>65.86</b>	<b>123</b>	<b>71.60</b>	<b>123</b>	<b>78.25</b>	<b>121</b>	<b>85.83</b>	<b>116</b>	<b>94.67</b>	<b>65</b>	<b>102.34</b>	<b>43</b>	<b>105.36</b>	<b>40</b>	<b>115.34</b>	<b>34</b>	<b>128.52</b>	<b>33</b>	<b>142.85</b>
Agriculture and Nutrition																								
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	3	64.26	3	71.54	3	75.76	3	81.87	3	89.91	3	98.56	3	106.98	2									
Food Industry and Allied Trade	4	60.35	4	65.21	4	71.25	4	78.91	4	86.44	4	94.31	4	106.06	3	107.33	1		1		1		1	
Glass, Ceramic & Porcelain	11	59.93	11	61.85	11	64.06	11	67.68	11	72.34	11	78.15	11	84.82	9	88.52	8	97.28	8	106.54	8	117.58	8	130.05
Health Service and Social Care																								
KOVO	64	55.11	66	59.60	69	64.71	71	70.65	71	77.08	70	84.54	69	93.00	38	105.19	25	108.40	22	119.65	18	135.88	18	149.44
Mines, Geology and Oil Industry	4	65.93	4	67.93	5	71.68	5	76.46	5	82.52	5	90.92	5	99.30	2		1		1		1		1	
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	9	58.00	9	62.57	10	68.91	10	76.76	10	86.10	10	96.76	9	111.00	2		1		1					
Textile, Clothing and Leather Industry	4	58.92	4	64.41	4	67.39	4	70.90	4	75.68	4	81.22	4	87.96	2		1		1		1		1	
Transport	2		2		2		3	65.60	3	74.30	2		1		1		1		1		1		1	
Transport, Road Economy and Repair Vehicles	1		2		2		2		2		2		2		2		1		1					
UNIOS	3	50.43	4	55.23	4	59.38	4	64.90	4	71.20	4	78.95	3	89.20	3	96.27	3	103.57	3	111.33	3	123.00	2	
Universities Trade Union																								
Wood.Industry, Forestry and Manag.of Water	6	54.47	6	60.45	6	66.68	6	72.35	6	80.25	6	87.82	5	97.24	1		1		1		1		1	

Explanatory notes: NCA  
CZK/h

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

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

SCALE SYSTEM	TARIFF SCALE																																							
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
2 scale	3	55.77	3	60.87																																				
3 scale	4	65.27	3	70.77	3	78.53																																		
4 scale	5	72.03	5	83.05	5	96.84	5	114.16																																
5 scale	9	67.61	9	74.90	9	81.60	9	89.58	8	104.07																														
6 scale	19	67.50	19	73.25	20	77.34	20	84.34	20	94.00	18	102.93																												
7 scale	20	61.01	21	66.89	21	73.43	21	79.82	21	88.80	19	99.08	19	112.24																										
8 scale	37	58.24	37	63.65	39	70.41	39	76.94	39	85.02	38	93.63	35	104.89	31	115.49																								
9 scale	19	60.89	21	64.76	22	70.13	22	76.52	22	84.50	19	92.11	19	100.19	14	104.54	14	115.35																						
10 scale	22	56.60	22	60.05	23	64.28	23	69.62	24	76.22	22	83.31	21	90.30	7	97.69	6	95.84	5	94.18																				
11 scale	4	54.15	4	57.65	4	63.80	4	70.45	4	76.63	4	86.13	4	97.55	2		2		1		1																			
13 scale	9	57.17	9	59.00	11	64.96	11	68.29	10	71.51	10	77.17	10	86.55	8	93.82	4	93.64	4	100.17	3	98.75	3	106.79	2															
14 scale	9	64.95	9	70.86	13	75.68	14	81.09	14	86.63	14	93.49	14	100.26	12	110.39	9	114.50	9	123.28	8	125.95	8	140.55	8	156.84	8	176.18												
15 scale	2		2		3	70.87	3	75.77	3	86.03	3	95.47	3	104.57	2		2		1		1		1		1		1		1											
16 scale	6	60.13	7	65.19	7	69.83	9	69.87	9	75.78	9	82.79	9	90.18	8	91.81	7	94.16	7	99.73	6	108.93	6	115.52	5	118.72	5	125.44	5	132.96	5	142.10								
17 scale	8	53.33	9	54.82	9	56.92	9	60.56	9	65.82	9	72.01	9	80.01	8	93.43	7	109.91	1		1		1		1		1		1		1									
18 scale																																								
19 scale	10	80.50	10	80.50	10	80.50	10	80.50	10	80.50	10	83.00	10	90.00	10	97.50	10	105.00																						
20 scale	2		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

**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																
<b>Total</b>	<b>1095</b>	<b>85.0</b>	<b>26.2</b>	<b>48.0</b>	<b>26.5</b>	<b>978</b>	<b>75.9</b>	<b>101.8</b>	<b>1060</b>	<b>82.3</b>	<b>14.25</b>	<b>11.4</b>	<b>783</b>	<b>60.8</b>	<b>7.56</b>	<b>10.7</b>	<b>10.7</b>	<b>1020</b>	<b>79.2</b>	<b>19.86</b>	<b>23.3</b>
Agriculture and Nutrition	26	81.3	26.2	45.8	25.0	26	81.3	101.9	23	71.9	10.43	12.6	19	59.4	7.06		11.7	25	78.1	34.00	20.0
Banking and Insurance	9	52.9	25.8	43.3	36.7	10	58.8	100.0	7	41.2	27.50	12.5						8	47.1		36.9
Catering, Hotels and Tourism	12	100.0			30.3	12	100.0	100.0	11	91.7		10.0	2	16.7				12	100.0	25.00	10.0
Civilian Employees of the Army	2	50.0				1	25.0		2	50.0			2	50.0				2	50.0		
Commerce	9	75.0			25.6	10	83.3	102.5	9	75.0	10.00	10.7	6	50.0	8.00	10.0	13.8	9	75.0		10.6
ECHO	49	100.0	27.3	49.8	28.0	47	95.9	105.1	48	98.0	20.74	10.0	31	63.3	7.69		10.0	48	98.0	22.80	26.0
Food Industry and Allied Trade	51	81.0	26.1	51.9	26.7	49	77.8	102.0	53	84.1	11.92	11.0	32	50.8	7.13	15.0	10.0	50	79.4	21.40	24.2
Glass, Ceramic & Porcelain	31	96.9	30.0	50.0	30.0	26	81.3	101.2	30	93.8	12.40	16.4	25	78.1	8.28		10.0	26	81.3		24.1
Health Service and Social Care	18	78.3	25.0	50.0	27.9	19	82.6	100.0	20	87.0	15.10	18.9	9	39.1	5.85		10.0	20	87.0	20.50	24.6
KOVO	495	88.6	26.3	48.7	25.9	453	81.0	101.6	486	86.9	14.80	11.3	347	62.1	7.12	10.3	10.1	449	80.3	23.26	26.4
Mines, Geology and Oil Industry	22	91.7	25.0	52.5	25.0	19	79.2	100.0	22	91.7	14.78	10.0	21	87.5	6.89		16.7	21	87.5	16.49	22.0
Postal, Telecom. and Newspaper Services	6	60.0	25.0	40.0	25.0	6	60.0	100.0	5	50.0	21.00	10.0	5	50.0	11.50	10.0	17.5	6	60.0	36.25	10.0
Railway Trade Unions	19	76.0	25.0	49.2	25.0	16	64.0	100.0	18	72.0	13.80	10.9	17	68.0	7.42	10.0	11.3	18	72.0	15.00	15.2
Science and Research	7	21.9			25.0	5	15.6	100.0	7	21.9		11.4	9	28.1		10.0	10.0	7	21.9		12.1
STAVBA	113	93.4	25.7	47.3	27.2	110	90.9	101.4	110	90.9	12.23	10.4	100	82.6	8.26	11.4	10.3	106	87.6	31.30	16.7
Textile, Clothing and Leather Industry	31	86.1	25.3	45.0	26.2	28	77.8	100.0	32	88.9	12.64	12.9	19	52.8	6.81	10.0		33	91.7	11.01	10.6
Transport	34	97.1	28.4	55.0	30.0	26	74.3	100.0	35	100.0	7.95	10.1	27	77.1	10.53	10.0	11.7	35	100.0		31.3
Transport, Road Economy and Repair Vehicles	12	100.0	26.3		25.0	12	100.0	100.0	12	100.0	9.67	10.0	11	91.7	6.71	10.0		12	100.0	35.00	30.9
UNIOS	85	72.6	26.0	50.0	25.0	39	33.3	111.3	70	59.8	12.80	11.7	47	40.2	7.48	10.7	10.7	73	62.4	14.00	20.3
Universities Trade Union	16	84.2	25.0	50.0	25.0	16	84.2	100.0	16	84.2	10.00	14.0	12	63.2	15.54	10.0	10.0	15	78.9		21.0
Wood.Industry, Forestry and Manag.of Water	48	88.9	26.0	41.4	25.3	48	88.9	100.6	44	81.5	10.63	11.8	42	77.8	7.74	10.0	12.8	45	83.3	15.81	17.0

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 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	NCA	% of aver. earnings		paid by the shift	other form	NCA	% of aver. earnings		paid by the hour	other form	NCA	% of aver. earnings		paid by the hour	other form	
	NCA	% AE	NCA	CZK/h		NCA	% AE	NCA	CZK/shift		NCA	NCA	% AE	NCA		CZK/h	NCA	NCA	% AE	NCA
<b>Total</b>	<b>25</b>	<b>8.8</b>	<b>603</b>	<b>6.86</b>	<b>4</b>	<b>16</b>	<b>13.4</b>	<b>44</b>	<b>92.43</b>	<b>102</b>	<b>3</b>	<b>7.7</b>	<b>155</b>	<b>5.03</b>	<b>37</b>	<b>1</b>		<b>191</b>	<b>5.67</b>	
Agriculture and Nutrition	1		8	4.93	1					2			3	6.67	1			1		
Banking and Insurance			3	16.67				1							1					
Catering, Hotels and Tourism																				
Civilian Employees of the Army			1																	
Commerce																				
ECHO			17	8.59						13			3	3.33				7	7.14	
Food Industry and Allied Trade			38	5.46	1	2		3	148.00	8	1		6	6.00						
Glass, Ceramic & Porcelain	1		27	6.96									3	4.00	1			3	3.00	
Health Service and Social Care	1		1					1		4					1					
KOVO	20	9.0	364	7.33	1	6	13.5	23	85.96	54	2		79	4.98	11	1		122	5.29	
Mines, Geology and Oil Industry			6	4.58		1				3			3	4.67	3			10	4.90	
Postal, Telecom. and Newspaper Services																		1		
Railway Trade Unions			7	6.86				5	75.00	3			6	7.00	1			5	9.40	
Science and Research															3					
STAVBA			40	5.05						6			21	5.26	7			21	5.69	
Textile, Clothing and Leather Industry			33	7.26	1			1		3			8	5.96	1			1		
Transport			3	5.50									2							
Transport, Road Economy and Repair Vehicles			3	2.43									6	4.08				1		
UNIOS	1		31	5.76		7	15.7	8	91.69	1			9	4.39	5			12	8.58	
Universities Trade Union								2		5			1		2			1		
Wood, Industry, Forestry and Manag. of Water	1		21	5.19									5	3.60				6	6.33	

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

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

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

Trade union	Supplementary charge																				
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge
	% of aver. earnings		paid by the hour	other form	% of aver. earnings		paid by the month	other form	% of aver. earnings		paid by the month	other form	% of aver. earnings		paid by the month	other form	NCA		NCA		
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	
<b>Total</b>	<b>1</b>		<b>177</b>	<b>25.83</b>	<b>8</b>	<b>1</b>		<b>12</b>	<b>483</b>	<b>3</b>	<b>44</b>	<b>28.3</b>	<b>8</b>	<b>1,600</b>	<b>90</b>	<b>18</b>	<b>10.1</b>	<b>32</b>	<b>799</b>	<b>49</b>	<b>510</b>
Agriculture and Nutrition											1							1			9
Banking and Insurance					2					1	1				2						10
Catering, Hotels and Tourism											2							1			2
Civilian Employees of the Army																					2
Commerce															2						5
ECHO			9	81.82							1				6			9	1,000	2	27
Food Industry and Allied Trade			1							1	2				4						23
Glass, Ceramic & Porcelain			2								1									1	18
Health Service and Social Care					1		1		1	1					1						14
KOVO			107	13.47	1		7	457		9	50.6	3	1,133	27	3	14.3	15	714	32	218	
Mines, Geology and Oil Industry			4	53.25							1				8					7	15
Postal, Telecom. and Newspaper Services															1						5
Railway Trade Unions	1		7	51.14			1			1		1		2	5	8.6	1			1	14
Science and Research															1						5
STAVBA			32	43.91											4	1		1			30
Textile, Clothing and Leather Industry			1				1			2		2		4	2		3	633	2	20	
Transport																1					1
Transport, Road Economy and Repair Vehicles			3	18.33	1	1						1								3	11
UNIOS			3	8.00	1		2			22	24.5	1		15	6	10.0	1				52
Universities Trade Union					1									9							18
Wood.Industry, Forestry and Manag.of Water			8	38.75	1									4						1	11

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

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



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

Trade union	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>530</b>	<b>41.1</b>	<b>186</b>	<b>14.4</b>	<b>312</b>	<b>24.2</b>	<b>216</b>	<b>16.8</b>	<b>59</b>	<b>4.6</b>	<b>96</b>	<b>7.5</b>	<b>137</b>	<b>10.6</b>	<b>102</b>	<b>7.9</b>	<b>711</b>	<b>55.2</b>
Agriculture and Nutrition	8	25.0	2	6.3	5	15.6	4	12.5	1	3.1	2	6.3	3	9.4	2	6.3	22	68.8
Banking and Insurance	12	70.6	1	5.9	2	11.8	3	17.6	6	35.3					7	41.2	4	23.5
Catering, Hotels and Tourism	7	58.3	1	8.3	4	33.3			2	16.7	1	8.3	3	25.0	1	8.3	9	75.0
Civilian Employees of the Army																	1	25.0
Commerce	3	25.0	1	8.3	1	8.3	1	8.3									6	50.0
ECHO	29	59.2	4	8.2	25	51.0	27	55.1	1	2.0			22	44.9	4	8.2	34	69.4
Food Industry and Allied Trade	53	84.1	16	25.4	26	41.3	14	22.2	8	12.7	24	38.1	9	14.3	6	9.5	50	79.4
Glass, Ceramic & Porcelain	4	12.5	2	6.3	1	3.1	2	6.3					2	6.3			4	12.5
Health Service and Social Care																	22	95.7
KOVO	243	43.5	103	18.4	139	24.9	75	13.4	14	2.5	30	5.4	48	8.6	51	9.1	310	55.5
Mines, Geology and Oil Industry	16	66.7	3	12.5	5	20.8	10	41.7	4	16.7	5	20.8	4	16.7	5	20.8	18	75.0
Postal, Telecom. and Newspaper Services	3	30.0			3	30.0	2	20.0	1	10.0	1	10.0					6	60.0
Railway Trade Unions	4	16.0			2	8.0			1	4.0	1	4.0	1	4.0			14	56.0
Science and Research																	3	9.4
STAVBA	46	38.0	10	8.3	35	28.9	15	12.4	18	14.9	6	5.0	16	13.2	8	6.6	31	25.6
Textile, Clothing and Leather Industry	14	38.9	4	11.1	12	33.3	11	30.6			1	2.8	4	11.1	8	22.2	14	38.9
Transport	3	8.6	2	5.7	2	5.7	1	2.9					2	5.7			28	80.0
Transport, Road Economy and Repair Vehicles	5	41.7			1	8.3	2	16.7			1	8.3	1	8.3	1	8.3	10	83.3
UNIOS	54	46.2	20	17.1	33	28.2	32	27.4	1	0.9	20	17.1	11	9.4	3	2.6	80	68.4
Universities Trade Union	5	26.3	5	26.3	1	5.3	4	21.1	2	10.5	1	5.3	1	5.3	3	15.8	14	73.7
Wood.Industry, Forestry and Manag.of Water	21	38.9	12	22.2	15	27.8	13	24.1			3	5.6	10	18.5	3	5.6	31	57.4

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  
 \* 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
<b>Total</b>	<b>680</b>	<b>52.8</b>	<b>58</b>	<b>2,618</b>	<b>219</b>	<b>2,857</b>	<b>445</b>	<b>4,380</b>	<b>513</b>	<b>5,570</b>	<b>634</b>	<b>6,699</b>	<b>676</b>	<b>7,662</b>	<b>679</b>	<b>8,944</b>	<b>679</b>	<b>10,006</b>	<b>680</b>	<b>11,208</b>	<b>7</b>	<b>0.5</b>	<b>11,429</b>
Agriculture and Nutrition	15	46.9	1		5	3,200	9	4,667	11	4,991	15	5,067	15	5,847	15	6,733	15	7,580	15	8,367			
Banking and Insurance	11	64.7	2		2		11	5,909	11	8,182	11	10,182	11	10,818	11	12,364	11	15,000	11	17,273	1	5.9	
Catering, Hotels and Tourism	8	66.7	3	2,333	4	4,250	8	5,750	8	7,000	8	9,875	8	11,125	8	11,750	8	12,375	8	13,000			
Civilian Employees of the Army																							
Commerce	10	83.3			6	2,333	9	5,611	10	6,960	10	8,870	10	9,680	10	10,550	10	10,670	10	10,790			
ECHO	16	32.7			5	3,400	9	5,944	11	7,545	14	8,179	16	8,750	16	10,031	16	10,950	16	12,719			
Food Industry and Allied Trade	40	63.5	1		8	3,513	28	4,196	32	5,716	36	7,067	40	7,958	40	9,590	40	10,633	40	11,878			
Glass, Ceramic & Porcelain	14	43.8	1		1		7	5,643	10	6,870	11	9,027	12	10,850	14	11,807	14	14,257	14	18,050			
Health Service and Social Care	8	34.8			1		4	3,750	4	5,000	8	4,500	8	5,750	8	7,375	8	8,125	8	9,500			
KOVO	316	56.5	33	2,967	120	3,171	218	4,558	250	5,805	296	6,800	315	7,895	315	9,162	315	10,421	316	11,761	1	0.2	
Mines, Geology and Oil Industry	16	66.7	6	1,167	11	2,564	13	4,423	13	5,962	15	7,927	16	9,369	16	10,681	16	11,994	16	13,244			
Postal, Telecom. and Newspaper Services	1	10.0			1		1		1		1		1		1		1		1		1	10.0	
Railway Trade Unions	8	32.0	1		2		6	4,333	6	5,333	7	7,443	7	8,671	8	9,813	8	11,500	8	12,813			
Science and Research	2	6.3									2		2		2		2		2		3	9.4	15,000
STAVBA	78	64.5	2		8	2,900	49	4,260	58	5,789	74	7,349	78	8,374	78	10,147	78	10,944	78	11,873			
Textile, Clothing and Leather Industry	21	58.3			6	2,292	12	2,671	14	3,304	20	4,105	21	4,519	21	5,186	21	5,590	21	6,352			
Transport	17	48.6	2		2		3	2,233	8	3,700	16	3,956	17	4,712	17	5,453	17	6,159	17	6,747			
Transport, Road Economy and Repair Vehicles	8	66.7			3	2,000	4	2,625	7	3,429	8	4,156	8	5,125	8	5,938	8	6,313	8	6,813			
UNIOS	59	50.4	3	2,667	16	2,106	34	3,621	36	4,250	52	6,188	59	6,753	59	7,863	59	8,600	59	9,702			
Universities Trade Union	5	26.3	1		2		2		3	2,167	5	2,800	5	3,300	5	3,800	5	4,300	5	4,800	1	5.3	
Wood.Industry, Forestry and Manag.of Water	27	50.0	2		16	1,272	18	2,831	20	3,478	25	5,036	27	5,546	27	6,867	27	7,333	27	7,537			

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
<b>Total</b>	<b>735</b>	<b>57.1</b>	<b>317</b>	<b>3,432</b>	<b>659</b>	<b>4,102</b>	<b>713</b>	<b>5,162</b>	<b>722</b>	<b>6,130</b>	<b>734</b>	<b>7,120</b>	<b>735</b>	<b>7,654</b>
Agriculture and Nutrition	22	68.8	9	2,556	22	3,427	22	4,064	22	4,495	22	4,995	22	5,314
Banking and Insurance	7	41.2	4	8,250	6	8,333	7	8,214	7	8,214	7	8,214	7	8,214
Catering, Hotels and Tourism	11	91.7	11	4,045	11	5,500	11	5,682	11	5,864	11	6,136	11	6,136
Civilian Employees of the Army	1	25.0	1		1		1		1		1		1	
Commerce	6	50.0	4	1,150	6	1,517	6	1,683	6	1,683	6	1,850	6	2,017
ECHO	25	51.0	4	3,250	24	11,871	25	21,276	25	31,104	25	41,216	25	41,380
Food Industry and Allied Trade	38	60.3	13	3,115	28	3,054	37	4,330	38	5,050	38	6,224	38	6,987
Glass, Ceramic & Porcelain	16	50.0	8	3,900	16	5,575	16	5,863	16	6,244	16	6,750	16	7,725
Health Service and Social Care	8	34.8	3	1,667	8	2,688	8	2,938	8	3,250	8	3,313	8	3,313
KOVO	304	54.4	101	3,078	254	3,647	286	4,491	292	5,344	304	6,106	304	6,866
Mines, Geology and Oil Industry	21	87.5	7	4,714	19	3,816	21	4,538	21	5,662	21	6,881	21	8,071
Postal, Telecom. and Newspaper Services	4	40.0	1		4	8,250	4	8,750	4	9,500	4	10,000	4	11,250
Railway Trade Unions	14	56.0	9	3,344	13	5,023	14	7,514	14	8,086	14	8,764	14	8,836
Science and Research	12	37.5	8	4,938	12	4,475	12	4,808	12	4,833	12	5,083	12	5,083
STAVBA	73	60.3	36	3,650	65	4,071	72	4,919	73	5,633	73	6,352	73	6,722
Textile, Clothing and Leather Industry	26	72.2	11	2,891	26	3,356	26	4,163	26	4,740	26	5,267	26	5,675
Transport	25	71.4	14	2,129	24	2,615	24	3,054	25	3,446	25	3,736	25	4,028
Transport, Road Economy and Repair Vehicles	8	66.7	3	1,500	8	2,938	8	3,125	8	3,438	8	3,750	8	3,938
UNIOS	76	65.0	52	4,150	76	3,996	76	4,439	76	4,815	76	5,278	76	5,499
Universities Trade Union	12	63.2	7	4,786	12	4,508	12	5,342	12	5,425	12	5,633	12	5,717
Wood.Industry, Forestry and Manag.of Water	26	48.1	11	2,704	24	3,260	25	4,302	25	5,098	25	6,186	26	6,588

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:																	
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>866</b>	<b>67.2</b>	<b>349</b>	<b>4,517</b>	<b>764</b>	<b>5,852</b>	<b>844</b>	<b>7,610</b>	<b>858</b>	<b>9,088</b>	<b>865</b>	<b>10,619</b>	<b>865</b>	<b>11,691</b>	<b>865</b>	<b>12,599</b>	<b>865</b>	<b>13,372</b>	<b>866</b>	<b>13,939</b>
Agriculture and Nutrition	22	68.8	8	2,613	22	3,950	22	4,814	22	5,336	22	5,950	22	6,382	22	6,814	22	7,200	22	7,586
Banking and Insurance	9	52.9	4	5,750	7	9,929	9	12,444	9	12,722	9	13,000	9	13,000	9	13,000	9	13,000	9	13,556
Catering, Hotels and Tourism	11	91.7	11	4,000	11	5,545	11	5,818	11	6,000	11	6,273	11	6,273	11	6,273	11	6,273	11	6,273
Civilian Employees of the Army	1	25.0	1		1		1		1		1		1		1		1		1	
Commerce	9	75.0	3	2,633	8	3,363	9	3,878	9	4,433	9	5,100	9	5,767	9	6,322	9	6,878	9	7,433
ECHO	33	67.3	13	6,923	31	10,758	32	15,347	32	19,166	33	22,685	33	26,192	33	30,215	33	33,526	33	36,655
Food Industry and Allied Trade	40	63.5	15	4,560	30	4,710	39	6,172	40	7,313	40	8,670	40	9,935	40	10,563	40	11,113	40	11,608
Glass, Ceramic & Porcelain	19	59.4	6	2,500	15	6,167	18	7,639	18	9,139	19	11,500	19	13,132	19	15,632	19	16,921	19	18,316
Health Service and Social Care	17	73.9	6	2,833	15	5,433	16	6,156	17	7,235	17	7,441	17	7,794	17	7,971	17	8,147	17	8,324
KOVO	373	66.7	123	4,285	312	5,197	359	6,783	368	8,547	372	9,859	372	11,009	372	12,029	372	12,893	373	13,550
Mines, Geology and Oil Industry	20	83.3	5	9,400	18	7,083	20	8,215	20	10,595	20	11,975	20	13,825	20	15,175	20	16,025	20	16,075
Postal, Telecom. and Newspaper Services	5	50.0	4	7,750	5	41,600	5	42,000	5	42,600	5	43,000	5	44,000	5	44,000	5	44,000	5	44,000
Railway Trade Unions	19	76.0	7	3,700	17	8,729	18	14,578	19	17,653	19	20,995	19	22,626	19	23,942	19	25,205	19	26,258
Science and Research	12	37.5	8	5,563	12	4,917	12	5,167	12	5,292	12	5,458	12	5,458	12	5,458	12	5,458	12	5,458
STAVBA	88	72.7	37	6,468	82	7,279	86	10,277	88	11,286	88	15,000	88	15,785	88	16,595	88	17,236	88	17,535
Textile, Clothing and Leather Industry	28	77.8	12	2,125	26	3,513	28	4,186	28	4,895	28	5,466	28	6,107	28	6,429	28	7,018	28	7,179
Transport	27	77.1	13	2,254	25	2,942	27	3,944	27	4,657	27	5,204	27	5,704	27	5,852	27	6,000	27	6,148
Transport, Road Economy and Repair Vehicles	9	75.0	3	3,667	8	4,750	9	8,222	9	10,278	9	11,833	9	13,667	9	14,944	9	15,944	9	16,944
UNIOS	78	66.7	49	4,780	75	5,977	77	7,760	77	8,982	78	9,844	78	10,662	78	10,886	78	11,373	78	11,458
Universities Trade Union	13	68.4	9	5,000	13	4,885	13	5,577	13	5,731	13	5,923	13	6,000	13	6,000	13	6,000	13	6,000
Wood.Industry, Forestry and Manag.of Water	33	61.1	12	2,378	31	3,215	33	4,524	33	5,426	33	6,794	33	7,562	33	8,115	33	8,418	33	8,539

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

**Wage development  
classification based on trade unions**

Trade union	Wage development contracted																												Wage development is bound to economic indicators							
	NCA	% CA	of this																																	
			by maintaining the aver. wage				by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage				by increasing the average real wage				by keeping real wage				by combination of given issues									
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	without manag.	NCA		% CA						
<b>Total</b>	<b>788</b>	<b>61.2</b>	<b>35</b>	<b>2.7</b>	<b>333</b>	<b>25.9</b>	<b>30</b>	<b>4.1</b>	<b>303</b>	<b>2.6</b>	<b>79</b>	<b>6.1</b>	<b>6</b>	<b>0.5</b>	<b>300</b>	<b>23.3</b>	<b>281</b>	<b>2.6</b>	<b>19</b>	<b>534</b>	<b>10</b>	<b>3.3</b>	<b>19</b>	<b>1.5</b>	<b>19</b>	<b>1.9</b>	<b>1</b>	<b>166</b>	<b>12.9</b>	<b>8</b>	<b>0.6</b>	<b>135</b>	<b>10.5</b>	<b>156</b>	<b>12.1</b>	
Agriculture and Nutrition	11	34.4	1	3.1	3	9.4			3	2.3					4	12.5	4	3.0											4	12.5	1	3.1	1	3.1	4	12.5
Banking and Insurance	13	76.5			1	5.9			1		8	47.1			8	47.1	8	2.6											6	35.3			9	52.9	6	35.3
Catering, Hotels and Tourism	4	33.3	1	8.3	1	8.3			1						2	16.7	2												1	8.3			1	8.3		
Civilian Employees of the Army	1	25.0													1	25.0			1																	
Commerce	5	41.7			2	16.7	1		1						2	16.7	2												2	16.7			1	8.3		
ECHO	33	67.3	1	2.0	20	40.8			20	1.9					3	6.1	2		1				2	4.1	2				9	18.4	1	2.0	2	4.1	6	12.2
Food Industry and Allied Trade	31	49.2			14	22.2			14	2.7	12	19.0			8	12.7	8	2.9					1	1.6	1				2	3.2			6	9.5	4	6.3
Glass, Ceramic & Porcelain	19	59.4	1	3.1	14	43.8			14	2.4	2	6.3			5	15.6	5	2.3													3	9.4	1	3.1		
Health Service and Social Care	10	43.5	3	13.0	6	26.1			6	3.6					1	4.3	1																1	4.3		
KOVO	386	69.1	12	2.1	154	27.5	19	4.3	135	2.6	30	5.4	5	0.9	168	30.1	154	2.7	14	528	2		10	1.8	10	2.1			90	16.1	6	1.1	71	12.7	107	19.1
Mines, Geology and Oil Industry	20	83.3	2	8.3	3	12.5			3	2.0	4	16.7			10	41.7	10	3.1			5	4.2	1	4.2	1		1		6	25.0			6	25.0	1	4.2
Postal, Telecom. and Newspaper Services	2	20.0									1	10.0			2	20.0	1		1												1	10.0	1	10.0		
Railway Trade Unions	17	68.0			5	20.0			5	2.9	1	4.0			11	44.0	11	2.4					1										2	8.0		
Science and Research	3	9.4	1	3.1																									2	6.3			2	6.3		
STAVBA	73	60.3	9	7.4	49	40.5	2		47	1.8	2	1.7			16	13.2	16	2.0					1	0.8	1				3	2.5			7	5.8	9	7.4
Textile, Clothing and Leather Industry	20	55.6			5	13.9			5	1.7	4	11.1			8	22.2	8	2.9											9	25.0			5	13.9	4	11.1
Transport	17	48.6			13	37.1			13	5.4													1	2.9	1				4	11.4			1	2.9	1	2.9
Transport, Road Economy and Repair Vehicles	9	75.0	1	8.3	5	41.7			5	2.9					1	8.3	1												4	33.3			2	16.7	1	8.3
UNIOS	78	66.7			26	22.2	4	5.6	22	2.8	9	7.7			37	31.6	37	2.5			1		2	1.7	2				20	17.1			16	13.7	2	1.7
Universities Trade Union																																				
Wood, Industry, Forestry and Manag. of Water	36	66.7	3	5.6	12	22.2	4	3.1	8	2.3	6	11.1	1	1.9	13	24.1	11	2.2	2		1		1	1.9	1				4	7.4			3	5.6	4	7.4

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  
 aver.CZK average value in CZK

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

Trade union	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences			NCA	% CA	% AE	CZK/h
			unified catalogue	occupational catalogue	own catalogue	NCA	% CA	% AE	NCA	% CA	% AE							
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
<b>Total</b>	<b>777</b>	<b>60.3</b>	<b>145</b>	<b>11.3</b>	<b>45</b>	<b>3.5</b>	<b>655</b>	<b>50.9</b>	<b>273</b>	<b>21.2</b>	<b>96.4</b>	<b>243</b>	<b>18.9</b>	<b>85.5</b>	<b>346</b>	<b>26.9</b>	<b>16.8</b>	<b>15.81</b>
Agriculture and Nutrition	11	34.4	3	9.4	2	6.3	10	31.3	6	18.8	100.0	5	15.6	100.0	5	15.6	16.0	
Banking and Insurance	13	76.5	6	35.3	2	11.8	10	58.8				4	23.5	96.3	1	5.9		
Catering, Hotels and Tourism	7	58.3					7	58.3	7	58.3	100.0	7	58.3	100.0	5	41.7	15.0	
Civilian Employees of the Army												1	25.0					
Commerce	7	58.3					7	58.3	5	41.7	100.0	4	33.3	82.5	2	16.7		
ECHO	41	83.7	10	20.4			31	63.3	37	75.5	91.1	37	75.5	75.7	8	16.3	15.0	14.99
Food Industry and Allied Trade	23	36.5	1	1.6			22	34.9	8	12.7	100.0	7	11.1	87.9	8	12.7	15.8	13.00
Glass, Ceramic & Porcelain	22	68.8	2	6.3	1	3.1	20	62.5	1	3.1		3	9.4	80.0	3	9.4	19.3	
Health Service and Social Care	15	65.2					15	65.2	1	4.3		1	4.3		8	34.8	16.7	20.00
KOVO	336	60.1	49	8.8	17	3.0	287	51.3	106	19.0	95.7	82	14.7	85.2	117	20.9	19.1	15.45
Mines, Geology and Oil Industry	15	62.5	1	4.2	1	4.2	13	54.2	13	54.2	100.0	14	58.3	95.4	13	54.2	15.0	15.42
Postal, Telecom. and Newspaper Services	6	60.0					6	60.0				2	20.0					
Railway Trade Unions	12	48.0	2	8.0	2	8.0	8	32.0	7	28.0	91.4	8	32.0	87.5	6	24.0	15.0	16.33
Science and Research	6	18.8					6	18.8	3	9.4	100.0	3	9.4	100.0	1	3.1		
STAVBA	83	68.6	48	39.7	11	9.1	50	41.3	33	27.3	100.0	4	3.3	77.5	90	74.4	15.8	21.06
Textile, Clothing and Leather Industry	20	55.6	7	19.4	4	11.1	16	44.4	5	13.9	95.0	4	11.1	87.5	6	16.7	17.3	12.50
Transport	33	94.3					33	94.3	15	42.9	99.3	12	34.3	95.0	19	54.3	17.9	23.43
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	7.50
UNIOS	61	52.1	3	2.6	2	1.7	58	49.6	16	13.7	95.3	30	25.6	83.0	26	22.2	15.8	12.16
Universities Trade Union	16	84.2	2	10.5			15	78.9				1	5.3		6	31.6	15.0	
Wood.Industry, Forestry and Manag.of Water	38	70.4	11	20.4	3	5.6	29	53.7	6	11.1	100.0	12	22.2	83.3	19	35.2	13.1	16.70

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

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

Trade union	Applying the working hours account under Section 86 LC								Applying the working hours account in overtime under Subsec. 4,LC			Use of wage by the task			
	agreed in CA		compensatory period	The amount of fixed wages beyond the scope of Section 120, subsec. 1,LC				agreed in CA			agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		agreed in CA		% of average earnings	other form		agreed in CA		extent	NCA	% CA	NCA	% CA
			weeks	NCA	% CA	% AE	NCA	% CA	NCA	% CA	hours				
<b>Total</b>	<b>102</b>	<b>7.9</b>	<b>49.0</b>	<b>20</b>	<b>1.6</b>	<b>95.0</b>	<b>2</b>	<b>0.2</b>	<b>8</b>	<b>0.6</b>	<b>96.5</b>	<b>191</b>	<b>14.8</b>	<b>95</b>	<b>7.4</b>
Agriculture and Nutrition	4	12.5	52.0									11	34.4		
Banking and Insurance															
Catering, Hotels and Tourism															
Civilian Employees of the Army	1	25.0										2	50.0	2	50.0
Commerce	2	16.7		1	8.3										
ECHO	3	6.1	52.0									5	10.2	1	2.0
Food Industry and Allied Trade	6	9.5	34.7	2	3.2							7	11.1	2	3.2
Glass, Ceramic & Porcelain	1	3.1										7	21.9	3	9.4
Health Service and Social Care															
KOVO	38	6.8	50.2	10	1.8	97.5	2	0.4	4	0.7	90.0	90	16.1	54	9.7
Mines, Geology and Oil Industry	5	20.8	46.8	1	4.2							4	16.7	3	12.5
Postal, Telecom. and Newspaper Services	1	10.0										4	40.0	4	40.0
Railway Trade Unions	7	28.0	52.0	1	4.0				1	4.0		4	16.0	3	12.0
Science and Research												1	3.1	1	3.1
STAVBA	17	14.0	52.0						1	0.8		13	10.7	11	9.1
Textile, Clothing and Leather Industry	4	11.1	52.0	2	5.6				1	2.8		11	30.6	5	13.9
Transport												6	17.1	2	5.7
Transport, Road Economy and Repair Vehicles												4	33.3	1	8.3
UNIOS	9	7.7	52.0									4	3.4		
Universities Trade Union	1	5.3		1	5.3				1	5.3		3	15.8	2	10.5
Wood.Industry, Forestry and Manag.of Water	3	5.6	26.0	2	3.7							15	27.8	1	1.9

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed  
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file  
 % AE average value of 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
<b>Total</b>	<b>1239</b>	<b>96.2</b>	<b>1121</b>	<b>87.0</b>	<b>688</b>	<b>53.4</b>	<b>642</b>	<b>49.8</b>	<b>875</b>	<b>67.9</b>
Agriculture and Nutrition	29	90.6	25	78.1	19	59.4	8	25.0	17	53.1
Banking and Insurance	17	100.0	16	94.1	17	100.0	6	35.3	17	100.0
Catering, Hotels and Tourism	11	91.7	10	83.3	1	8.3	7	58.3	6	50.0
Civilian Employees of the Army	3	75.0	2	50.0	3	75.0			2	50.0
Commerce	12	100.0	11	91.7	10	83.3	5	41.7	9	75.0
ECHO	49	100.0	49	100.0	30	61.2	40	81.6	45	91.8
Food Industry and Allied Trade	57	90.5	49	77.8	11	17.5	20	31.7	23	36.5
Glass, Ceramic & Porcelain	32	100.0	32	100.0	30	93.8	31	96.9	31	96.9
Health Service and Social Care	23	100.0	21	91.3	12	52.2	11	47.8	17	73.9
KOVO	536	95.9	503	90.0	316	56.5	298	53.3	421	75.3
Mines, Geology and Oil Industry	24	100.0	23	95.8	16	66.7	19	79.2	21	87.5
Postal, Telecom. and Newspaper Services	10	100.0	6	60.0	8	80.0	4	40.0	5	50.0
Railway Trade Unions	23	92.0	16	64.0	7	28.0				
Science and Research	26	81.3	4	12.5	26	81.3	1	3.1	5	15.6
STAVBA	120	99.2	109	90.1	52	43.0	39	32.2	60	49.6
Textile, Clothing and Leather Industry	35	97.2	32	88.9	19	52.8	12	33.3	26	72.2
Transport	35	100.0	35	100.0	1	2.9			1	2.9
Transport, Road Economy and Repair Vehicles	12	100.0	11	91.7	1	8.3	9	75.0	9	75.0
UNIOS	114	97.4	113	96.6	63	53.8	85	72.6	101	86.3
Universities Trade Union	19	100.0	8	42.1	19	100.0	13	68.4	14	73.7
Wood.Industry, Forestry and Manag.of Water	52	96.3	46	85.2	27	50.0	34	63.0	45	83.3

Explanatory notes: NCA  
% CA  
\*

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



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

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
<b>Total</b>	<b>1149</b>	<b>89.2</b>	<b>243</b>	<b>18.9</b>	<b>681</b>	<b>52.9</b>	<b>1133</b>	<b>88.0</b>	<b>1005</b>	<b>446</b>	<b>740</b>	<b>519</b>	<b>219</b>	<b>454</b>	<b>35.2</b>
Agriculture and Nutrition	28	87.5	2	6.3	6	18.8	24	75.0	20	8	16	1	6	6	18.8
Banking and Insurance	15	88.2	1	5.9	10	58.8	17	100.0	17	8	16	12	6	1	5.9
Catering, Hotels and Tourism	11	91.7					12	100.0	11	9	6	9			
Civilian Employees of the Army	4	100.0	1	25.0	3	75.0	4	100.0	4	1	4	1		1	25.0
Commerce	12	100.0			2	16.7	11	91.7	10	7	6	7	10	7	58.3
ECHO	46	93.9	11	22.4	39	79.6	48	98.0	45	37	40	28	21	22	44.9
Food Industry and Allied Trade	50	79.4	3	4.8	53	84.1	54	85.7	48	16	11	34	9	8	12.7
Glass, Ceramic & Porcelain	31	96.9			21	65.6	18	56.3	14		11	1	2	17	53.1
Health Service and Social Care	18	78.3			11	47.8	20	87.0	20	6	15	6	5	1	4.3
KOVO	515	92.1	164	29.3	295	52.8	498	89.1	419	229	336	260	60	316	56.5
Mines, Geology and Oil Industry	18	75.0	13	54.2	12	50.0	23	95.8	22	4	22	14	10	10	41.7
Postal, Telecom. and Newspaper Services	8	80.0	3	30.0	3	30.0	9	90.0	6	4	9	2	5	1	10.0
Railway Trade Unions	23	92.0	8	32.0	14	56.0	22	88.0	22	12	18	8	9		
Science and Research	28	87.5			9	28.1	26	81.3	23	4	22	3	11	5	15.6
STAVBA	105	86.8	8	6.6	42	34.7	110	90.9	101	36	56	68	9	9	7.4
Textile, Clothing and Leather Industry	30	83.3	6	16.7	10	27.8	29	80.6	27	6	19	6		11	30.6
Transport	26	74.3	11	31.4			26	74.3	26	10	15	25		6	17.1
Transport, Road Economy and Repair Vehicles	10	83.3	5	41.7	7	58.3	12	100.0	12	3	5	8	1	7	58.3
UNIOS	107	91.5	5	4.3	95	81.2	104	88.9	96	28	59	19	15	15	12.8
Universities Trade Union	17	89.5			10	52.6	17	89.5	17	1	16	1	3	4	21.1
Wood.Industry, Forestry and Manag.of Water	47	87.0	2	3.7	39	72.2	49	90.7	45	17	38	6	37	7	13.0

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  
 A use of the employer's premises (or compensation of maintenance and operation costs)  
 B employer's allowances for the activities of trade unions  
 C room equipment (PC, copier, internet connection, phone, fax etc)  
 D costs of necessary materials (professional literature)  
 E other conditions

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

Trade union	Number of trade unions active in the company											if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC										
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
<b>Total</b>	<b>1004</b>	<b>78.0</b>	<b>121</b>	<b>9.4</b>	<b>77</b>	<b>6.0</b>	<b>25</b>	<b>1.9</b>	<b>61</b>	<b>4.7</b>	<b>268</b>	<b>94.4</b>	<b>16</b>	<b>5.6</b>	<b>1003</b>	<b>77.9</b>	<b>325</b>	<b>25.2</b>	<b>876</b>	<b>68.0</b>	<b>262</b>	<b>20.3</b>	
Agriculture and Nutrition	28	87.5	4	12.5							4	100.0			8	25.0	2	6.3	6	18.8	2	6.3	
Banking and Insurance	13	76.5	3	17.6	1	5.9					3	75.0	1	25.0	15	88.2	8	47.1	16	94.1	4	23.5	
Catering, Hotels and Tourism	8	66.7							4	33.3	4	100.0			10	83.3			10	83.3	1	8.3	
Civilian Employees of the Army	1	25.0	1	25.0	1	25.0			1	25.0	2	66.7	1	33.3	4	100.0	3	75.0	4	100.0	3	75.0	
Commerce	4	33.3	2	16.7	1	8.3	1	8.3	4	33.3	8	100.0			9	75.0	2	16.7	8	66.7	2	16.7	
ECHO	24	49.0	12	24.5	9	18.4	1	2.0	3	6.1	25	100.0			46	93.9	27	55.1	37	75.5	40	81.6	
Food Industry and Allied Trade	40	63.5	12	19.0	8	12.7	1	1.6	2	3.2	23	100.0			46	73.0	23	36.5	35	55.6	3	4.8	
Glass, Ceramic & Porcelain	24	75.0	4	12.5	2	6.3	2	6.3			7	87.5	1	12.5	28	87.5	24	75.0	10	31.3	17	53.1	
Health Service and Social Care	8	34.8	7	30.4	2	8.7	2	8.7	4	17.4	15	100.0			19	82.6	3	13.0	6	26.1	5	21.7	
KOVO	499	89.3	36	6.4	10	1.8	9	1.6	5	0.9	55	91.7	5	8.3	447	80.0	170	30.4	421	75.3	124	22.2	
Mines, Geology and Oil Industry	19	79.2	2	8.3	1	4.2			2	8.3	5	100.0			15	62.5	11	45.8	15	62.5	15	62.5	
Postal, Telecom. and Newspaper Services	9	90.0							1	10.0	1	100.0			8	80.0	3	30.0	8	80.0	1	10.0	
Railway Trade Unions	12	48.0	5	20.0	2	8.0	1	4.0	5	20.0	12	92.3	1	7.7	23	92.0	3	12.0	16	64.0			
Science and Research	30	93.8	2	6.3									2	100.0	23	71.9	8	25.0	14	43.8	13	40.6	
STAVBA	76	62.8	11	9.1	14	11.6	3	2.5	17	14.0	45	100.0			84	69.4	19	15.7	70	57.9	5	4.1	
Textile, Clothing and Leather Industry	34	94.4	2	5.6							2	100.0			9	25.0	3	8.3	6	16.7	4	11.1	
Transport	27	77.1	1	2.9	3	8.6	1	2.9	3	8.6	8	100.0			26	74.3			26	74.3			
Transport, Road Economy and Repair Vehicles	6	50.0	4	33.3			1	8.3	1	8.3	6	100.0			10	83.3	1	8.3	12	100.0	8	66.7	
UNIOS	96	82.1	4	3.4	16	13.7			1	0.9	21	100.0			116	99.1	6	5.1	116	99.1	6	5.1	
Universities Trade Union	11	57.9	1	5.3	1	5.3	1	5.3	5	26.3	3	37.5	5	62.5	15	78.9	1	5.3	13	68.4	5	26.3	
Wood, Industry, Forestry and Manag. of Water	35	64.8	8	14.8	6	11.1	2	3.7	3	5.6	19	100.0			42	77.8	8	14.8	27	50.0	4	7.4	

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

**Compensation money  
classification based on trade unions**

Trade union	Increase of compensation money beyond the framework of Section 67 of the LC																									
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	employment up to 1 year				employment up to 2 years				employment over 2 years				agreed in CA		increase in multiples of AE		agreed in CA	depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences		
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		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	
	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>425</b>	<b>33.0</b>	<b>1.5</b>	<b>2.3</b>	<b>432</b>	<b>33.5</b>	<b>1.2</b>	<b>2.0</b>	<b>666</b>	<b>51.7</b>	<b>1.4</b>	<b>4.3</b>	<b>86</b>	<b>6.7</b>	<b>1.3</b>	<b>2.6</b>	<b>652</b>	<b>50.6</b>	<b>452</b>	<b>35.1</b>	<b>430</b>	<b>33.4</b>	<b>81</b>	<b>6.3</b>	<b>93</b>	<b>7.2</b>
Agriculture and Nutrition	7	21.9	1.9	2.6	7	21.9	1.3	2.0	5	15.6	1.4	3.6					5	15.6	2	6.3	3	9.4	2	6.3	1	3.1
Banking and Insurance	2	11.8			3	17.6	1.7	2.0	14	82.4	1.7	4.4	1	5.9			14	82.4	12	70.6	10	58.8	1	5.9	2	11.8
Catering, Hotels and Tourism	7	58.3	1.0	1.8	7	58.3	1.1	2.0	7	58.3	1.3	2.1					7	58.3	1	8.3	6	50.0				
Civilian Employees of the Army	2	50.0			2	50.0			4	100.0	1.0	2.8	1	25.0			4	100.0	4	100.0	2	50.0				
Commerce	3	25.0	1.7	2.3	3	25.0	1.0	1.7	3	25.0	0.8	1.8					3	25.0	2	16.7					1	8.3
ECHO	47	95.9	1.2	2.2	47	95.9	1.1	2.1	49	100.0	1.4	9.1	5	10.2	1.4	2.0	48	98.0	46	93.9	45	91.8	17	34.7	3	6.1
Food Industry and Allied Trade	3	4.8	1.3	2.3	5	7.9	1.3	2.4	30	47.6	1.3	4.0					30	47.6	26	41.3	11	17.5	3	4.8	9	14.3
Glass, Ceramic & Porcelain	8	25.0	2.0	2.0	7	21.9	1.0	1.0	28	87.5	1.0	3.4	1	3.1			28	87.5	28	87.5	11	34.4	1	3.1	2	6.3
Health Service and Social Care	4	17.4	1.5	2.0	4	17.4	1.3	1.8	3	13.0	1.3	2.0	1	4.3			3	13.0			3	13.0				
KOVO	139	24.9	1.7	2.2	141	25.2	1.3	1.8	229	41.0	1.5	3.4	23	4.1	1.7	3.4	233	41.7	152	27.2	146	26.1	23	4.1	49	8.8
Mines, Geology and Oil Industry	19	79.2	1.5	2.7	19	79.2	1.4	2.7	19	79.2	1.5	5.3	2	8.3			19	79.2	11	45.8	15	62.5			2	8.3
Postal, Telecom. and Newspaper Services	9	90.0	1.4	2.7	9	90.0	1.2	2.2	10	100.0	1.1	5.2					10	100.0	7	70.0	8	80.0	3	30.0	1	10.0
Railway Trade Unions	8	32.0	1.0	2.3	8	32.0	1.0	2.3	18	72.0	1.1	3.5	3	12.0	2.3	3.7	18	72.0	11	44.0	15	60.0	5	20.0	7	28.0
Science and Research	4	12.5	2.0	2.8	4	12.5	2.0	2.8	7	21.9	1.7	2.3					5	15.6	2	6.3	2	6.3			3	9.4
STAVBA	92	76.0	1.3	2.4	92	76.0	1.1	2.2	99	81.8	1.1	3.6	41	33.9	1.0	2.0	96	79.3	43	35.5	90	74.4	4	3.3	4	3.3
Textile, Clothing and Leather Industry	3	8.3	1.7	1.7	4	11.1	1.0	1.0	8	22.2	1.4	2.6	2	5.6			10	27.8	7	19.4	1	2.8	6	16.7		
Transport									14	40.0	1.6						6	17.1	6	17.1						
Transport, Road Economy and Repair Vehicles	3	25.0	2.0	4.0	3	25.0	1.0	3.0	4	33.3	1.0	4.3	2	16.7			5	41.7	2	16.7	4	33.3				
UNIOS	35	29.9	1.6	2.2	37	31.6	1.5	2.1	63	53.8	1.8	6.8	3	2.6	1.7	2.0	56	47.9	50	42.7	30	25.6	6	5.1	8	6.8
Universities Trade Union	6	31.6	1.3	2.0	6	31.6	1.0	1.7	10	52.6	1.3	2.5	1	5.3			10	52.6	6	31.6	6	31.6	1	5.3		
Wood.Industry, Forestry and Manag.of Water	24	44.4	1.3	2.4	24	44.4	1.0	2.1	42	77.8	1.1	3.4					42	77.8	34	63.0	22	40.7	9	16.7	1	1.9

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  
 min. average minimum multiple of the increased compensation money  
 max. average maximum multiple of the increased compensation money  
 AE average earning

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

Trade union	Length of working hours											Flexible organization of working hours		Increase of holiday entitlement							
	agreed in CA		generally undistinguished			in working modes								agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks	
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA	
	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week	hours/week
<b>Total</b>	<b>1208</b>	<b>93.8</b>	<b>841</b>	<b>65.3</b>	<b>38.1</b>	<b>367</b>	<b>28.5</b>	<b>39.5</b>	<b>38.23</b>	<b>37.4</b>	<b>37.2</b>	<b>336</b>	<b>26.1</b>	<b>1099</b>	<b>85.3</b>	<b>8.2</b>	<b>4.0</b>	<b>75.5</b>	<b>1.6</b>		
Agriculture and Nutrition	29	90.6	20	62.5	39.0	9	28.1	39.6	38.19	37.3	37.1	5	15.6	27	84.4	9.4	4.3	75.0			
Banking and Insurance	17	100.0	10	58.8	39.8	7	41.2	39.8	38.04	37.5	37.3	10	58.8	15	88.2	5.9	8.0	76.5	5.9		
Catering, Hotels and Tourism	12	100.0				12	100.0	40.0	38.69	37.4	37.5	1	8.3	4	33.3			33.3			
Civilian Employees of the Army	4	100.0	3	75.0	37.5	1	25.0					2	50.0	4	100.0	50.0	5.0	50.0			
Commerce	10	83.3	4	33.3	39.4	6	50.0	40.0	38.75	37.5	37.5	2	16.7	7	58.3	16.7	2.3	41.7			
ECHO	49	100.0	43	87.8	37.5	6	12.2	37.9	37.15	36.7	37.0	17	34.7	48	98.0	2.0	3.0	95.9			
Food Industry and Allied Trade	62	98.4	40	63.5	37.9	22	34.9	39.8	38.55	37.4	37.3	16	25.4	53	84.1	9.5	4.2	73.0	1.6		
Glass, Ceramic & Porcelain	32	100.0	26	81.3	37.5	6	18.8	39.6	38.43	37.5	37.5	5	15.6	26	81.3	3.1	5.0	78.1			
Health Service and Social Care	17	73.9	4	17.4	37.5	13	56.5	39.8	38.65	37.5	37.5	6	26.1	23	100.0			100.0			
KOVO	527	94.3	393	70.3	37.9	134	24.0	39.7	38.21	37.4	37.2	136	24.3	475	85.0	12.2	3.7	72.5	0.4		
Mines, Geology and Oil Industry	22	91.7	18	75.0	37.9	4	16.7	39.4	38.44	37.5	37.5	17	70.8	23	95.8			83.3	12.5		
Postal, Telecom. and Newspaper Services	10	100.0	4	40.0	38.8	6	60.0	38.8	36.80	37.0	37.1	8	80.0	8	80.0			80.0			
Railway Trade Unions	24	96.0	11	44.0	38.2	13	52.0	38.9	38.28	37.3	36.8	16	64.0	18	72.0	4.0	5.0	56.0	12.0		
Science and Research	16	50.0	16	50.0	40.0							15	46.9	26	81.3	6.3	5.0	75.0			
STAVBA	113	93.4	53	43.8	38.4	60	49.6	40.0	38.51	37.5	37.5	19	15.7	100	82.6	1.7	2.5	81.0			
Textile, Clothing and Leather Industry	36	100.0	34	94.4	37.6	2	5.6					8	22.2	28	77.8	8.3	5.0	69.4			
Transport	33	94.3	28	80.0	38.7	5	14.3	39.0	38.30	37.5	36.5	3	8.6	25	71.4	2.9	3.0	68.6			
Transport, Road Economy and Repair Vehicles	11	91.7	2	16.7		9	75.0	37.4	37.36	37.4	37.5	5	41.7	12	100.0			100.0			
UNIOS	115	98.3	77	65.8	38.5	38	32.5	38.9	37.82	37.5	36.8	9	7.7	113	96.6	9.4	4.6	85.5	1.7		
Universities Trade Union	16	84.2	6	31.6	39.6	10	52.6	40.0	38.75	37.5	37.5	11	57.9	18	94.7			47.4	47.4		
Wood.Industry, Forestry and Manag.of Water	53	98.1	49	90.7	37.9	4	7.4	38.8	37.92	37.5	37.0	25	46.3	46	85.2	3.7	6.0	81.5			

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

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

Trade union	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
<b>Total</b>	<b>3</b>	<b>0.2</b>	<b>75</b>	<b>890</b>	<b>69.1</b>	<b>50.3</b>	<b>535</b>	<b>41.5</b>	<b>48.3</b>
Agriculture and Nutrition				19	59.4	52.0	9	28.1	49.1
Banking and Insurance				6	35.3	45.8	3	17.6	52.0
Catering, Hotels and Tourism				11	91.7	28.4	11	91.7	42.5
Civilian Employees of the Army				4	100.0	45.8	2	50.0	
Commerce				9	75.0	43.3	9	75.0	37.7
ECHO				43	87.8	51.4	35	71.4	52.0
Food Industry and Allied Trade	1	1.6		53	84.1	48.6	28	44.4	47.4
Glass, Ceramic & Porcelain				26	81.3	51.0	21	65.6	52.0
Health Service and Social Care				16	69.6	50.4	13	56.5	46.7
KOVO				368	65.8	51.1	173	30.9	49.0
Mines, Geology and Oil Industry				23	95.8	50.3	20	83.3	48.1
Postal, Telecom. and Newspaper Services				10	100.0	52.0	6	60.0	52.0
Railway Trade Unions				21	84.0	50.8	16	64.0	45.5
Science and Research				4	12.5	45.5	5	15.6	42.4
STAVBA	2	1.7		105	86.8	50.3	87	71.9	51.1
Textile, Clothing and Leather Industry				23	63.9	45.0	13	36.1	50.0
Transport				25	71.4	52.0	16	45.7	48.8
Transport, Road Economy and Repair Vehicles				10	83.3	52.0	10	83.3	20.7
UNIOS				64	54.7	51.6	28	23.9	46.6
Universities Trade Union				13	68.4	52.0	7	36.8	45.7
Wood.Industry, Forestry and Manag.of Water				37	68.5	50.6	23	42.6	47.5

Explanatory notes: NCA

% CA

hours/year

weeks

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

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

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

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

Trade union	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>32</b>	<b>2.5</b>	<b>33</b>	<b>2.6</b>	<b>43</b>	<b>3.3</b>	<b>71</b>	<b>5.5</b>
Agriculture and Nutrition	1	3.1			1	3.1		
Banking and Insurance							3	17.6
Catering, Hotels and Tourism							7	58.3
Civilian Employees of the Army			1	25.0				
Commerce			1	8.3	1	8.3	1	8.3
ECHO			1	2.0	3	6.1	1	2.0
Food Industry and Allied Trade	2	3.2					12	19.0
Glass, Ceramic & Porcelain	4	12.5						
Health Service and Social Care								
KOVO	23	4.1	19	3.4	9	1.6	23	4.1
Mines, Geology and Oil Industry	1	4.2			6	25.0	2	8.3
Postal, Telecom. and Newspaper Services								
Railway Trade Unions					2	8.0	3	12.0
Science and Research					1	3.1	2	6.3
STAVBA			4	3.3	6	5.0	6	5.0
Textile, Clothing and Leather Industry			1	2.8				
Transport								
Transport, Road Economy and Repair Vehicles			2	16.7	1	8.3	7	58.3
UNIOS			1	0.9	11	9.4	1	0.9
Universities Trade Union			1	5.3	2	10.5	2	10.5
Wood.Industry, Forestry and Manag.of Water	1	1.9	2	3.7			1	1.9

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

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

Trade union	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work							
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>422</b>	<b>32.8</b>	<b>15</b>	<b>1.2</b>	<b>415</b>	<b>32.2</b>	<b>5</b>	<b>0.4</b>	<b>7</b>	<b>0.5</b>	<b>7</b>	<b>0.5</b>						
Agriculture and Nutrition	10	31.3			10	31.3												
Banking and Insurance	9	52.9			9	52.9												
Catering, Hotels and Tourism	1	8.3			1	8.3												
Civilian Employees of the Army	2	50.0			2	50.0												
Commerce	8	66.7			8	66.7												
ECHO	31	63.3	1	2.0	31	63.3												
Food Industry and Allied Trade	38	60.3	3	4.8	37	58.7			1	1.6	1	1.6						
Glass, Ceramic & Porcelain									1	3.1	1	3.1						
Health Service and Social Care	2	8.7			2	8.7												
KOVO	149	26.7	7	1.3	146	26.1	1	0.2	1	0.2	1	0.2						
Mines, Geology and Oil Industry	11	45.8			11	45.8												
Postal, Telecom. and Newspaper Services	5	50.0			5	50.0			1	10.0	1	10.0						
Railway Trade Unions	16	64.0	2	8.0	15	60.0	1	4.0										
Science and Research	2	6.3			2	6.3			1	3.1	1	3.1						
STAVBA	25	20.7			25	20.7	1	0.8										
Textile, Clothing and Leather Industry									1	2.8	1	2.8						
Transport	4	11.4	2	5.7	2	5.7												
Transport, Road Economy and Repair Vehicles	6	50.0			6	50.0	2	16.7										
UNIOS	61	52.1			61	52.1			1	0.9	1	0.9						
Universities Trade Union	12	63.2			12	63.2												
Wood.Industry, Forestry and Manag.of Water	30	55.6			30	55.6												

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

**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
<b>Total</b>	<b>1230</b>	<b>95.5</b>	<b>36.59</b>	<b>54.7</b>	<b>13.36</b>	<b>19.7</b>	<b>38.09</b>	<b>55.8</b>	<b>288</b>	<b>189</b>	<b>14.7</b>	<b>29</b>	<b>2.3</b>	<b>27</b>	<b>2.1</b>
Agriculture and Nutrition	32	100.0	31.91	55.0	15.29		47.30	56.7	4	1	3.1				
Banking and Insurance	17	100.0	46.75	55.0	19.25				14						
Catering, Hotels and Tourism	12	100.0		55.0	10.00			100.0		1	8.3	1	8.3		
Civilian Employees of the Army	4	100.0	15.00	54.4	9.00	18.1			1	2	50.0				
Commerce	11	91.7	31.50	55.0	5.00		32.00	55.0							
ECHO	49	100.0	43.83	55.0	15.76		38.09	54.2	17	22	44.9				
Food Industry and Allied Trade	57	90.5	41.50	54.6	13.27				22	4	6.3				
Glass, Ceramic & Porcelain	28	87.5		55.0	17.00		31.00	55.0	13	11	34.4				
Health Service and Social Care	20	87.0		55.0	5.00		26.00	53.3	12	7	30.4	2	8.7	3	13.0
KOVO	544	97.3	33.14	54.7	12.33		36.82	56.0	157	81	14.5	15	2.7	13	2.3
Mines, Geology and Oil Industry	23	95.8		55.0	8.50		36.33	55.0	3	1	4.2				
Postal, Telecom. and Newspaper Services	10	100.0	39.89	55.0	10.45		48.67			1	10.0				
Railway Trade Unions	25	100.0	32.00	53.3	8.00			55.0	2	6	24.0	3	12.0	1	4.0
Science and Research	30	93.8	29.72	45.5	23.23	37.5	36.00		6	5	15.6				
STAVBA	114	94.2	34.50	54.9	8.38	19.9	42.66	55.4	4	10	8.3	4	3.3	4	3.3
Textile, Clothing and Leather Industry	31	86.1	38.00	53.1	5.00		26.29	53.4	9	2	5.6	1	2.8	1	2.8
Transport	34	97.1	24.56	54.9	11.40	13.0									
Transport, Road Economy and Repair Vehicles	10	83.3	39.33	55.0	16.80				2	9	75.0	1	8.3	1	8.3
UNIOS	116	99.1	44.28	54.7	12.75	19.8		55.0	12	12	10.3	2	1.7	4	3.4
Universities Trade Union	16	84.2		55.0			39.30	55.0	5	3	15.8				
Wood.Industry, Forestry and Manag.of Water	47	87.0	44.78	55.0	10.78	9.0	41.22	52.5	5	11	20.4				

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. 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	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices		Contribution to pension insurance						Contribution to life insurance						
			agreed in CA		amount allowed				agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision	
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
<b>Total</b>	<b>26</b>	<b>2.0</b>	<b>53</b>	<b>4.1</b>	<b>678</b>	<b>62.4</b>	<b>268</b>	<b>20.8</b>	<b>748</b>	<b>58.1</b>	<b>452</b>	<b>700</b>	<b>3.1</b>	<b>588</b>	<b>45.7</b>	<b>291</b>	<b>22.6</b>	<b>453</b>	<b>665</b>	<b>236</b>	<b>18.3</b>
Agriculture and Nutrition			2	6.3			14	43.8	18	56.3	329	462	4.6	13	40.6	6	18.8	425	800	6	18.8
Banking and Insurance	2	11.8					12	70.6	12	70.6	480	917	3.3	9	52.9	9	52.9	480	758	9	52.9
Catering, Hotels and Tourism							10	83.3	10	83.3	433	463	3.0	10	83.3	6	50.0	400	400	6	50.0
Civilian Employees of the Army	1	25.0					2	50.0	1	25.0				1	25.0	1	25.0			1	25.0
Commerce			1	8.3			5	41.7	7	58.3	320	360	3.0	7	58.3	3	25.0	517	517	3	25.0
ECHO	1	2.0	1	2.0			14	28.6	45	91.8	735	996	3.2	45	91.8	26	53.1	589	769	26	53.1
Food Industry and Allied Trade	1	1.6					14	22.2	34	54.0	434	679	3.2	25	39.7	15	23.8	509	778	10	15.9
Glass, Ceramic & Porcelain			2	6.3			3	9.4	23	71.9	397	576	3.5	22	68.8	7	21.9	300	514	5	15.6
Health Service and Social Care							8	34.8	18	78.3	289	568	2.5	16	69.6	4	17.4	400	625	2	8.7
KOVO	4	0.7	35	6.3	749	62.2	76	13.6	314	56.2	451	673	2.9	238	42.6	97	17.4	426	606	74	13.2
Mines, Geology and Oil Industry	2	8.3	1	4.2			5	20.8	19	79.2	450	681	3.1	18	75.0	10	41.7	410	484	9	37.5
Postal, Telecom. and Newspaper Services							1	10.0	3	30.0	433	1,000		3	30.0	2	20.0			2	20.0
Railway Trade Unions	3	12.0					15	60.0	20	80.0	531	917	3.0	20	80.0	15	60.0	526	783	13	52.0
Science and Research							6	18.8	14	43.8	356	437		8	25.0	4	12.5	100	517	3	9.4
STAVBA	9	7.4	2	1.7			29	24.0	66	54.5	367	844	2.6	53	43.8	22	18.2	281	784	20	16.5
Textile, Clothing and Leather Industry			1	2.8			7	19.4	12	33.3	320	350	3.5	4	11.1	3	8.3	300	300	2	5.6
Transport									24	68.6	338	395	2.9	11	31.4	4	11.4	400	400		
Transport, Road Economy and Repair Vehicles									8	66.7	617	680	2.8	8	66.7	3	25.0	433	500	2	16.7
UNIOS			8	6.8	680	50.0	18	15.4	67	57.3	454	664	3.3	50	42.7	40	34.2	537	738	31	26.5
Universities Trade Union							10	52.6	4	21.1	325	967	2.5	3	15.8						
Wood.Industry, Forestry and Manag.of Water	3	5.6					19	35.2	29	53.7	500	727	3.0	24	44.4	14	25.9	489	655	12	22.2

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

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

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

Trade union	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
<b>Total</b>	<b>430</b>	<b>33.4</b>	<b>53</b>	<b>2.2</b>	<b>29</b>	<b>2,676</b>	<b>80</b>	<b>1.8</b>	<b>252</b>	<b>135</b>	<b>3,144</b>	<b>223</b>	<b>17.3</b>	<b>49</b>	<b>5,215</b>	<b>8</b>	<b>2.0</b>	<b>118</b>	<b>97</b>	<b>1,905</b>	
Agriculture and Nutrition	12	37.5	2		2		2		6	1		1	3.1							1	
Banking and Insurance	11	64.7	4	2.4			4	2.3	2	1											
Catering, Hotels and Tourism	2	16.7								2		6	50.0					2	6	54	
Civilian Employees of the Army	4	100.0	1				2		1	3	7,397										
Commerce	2	16.7					1		1												
ECHO	23	46.9			1		2		16	17	5,326	16	32.7	14	9,814					2	
Food Industry and Allied Trade	25	39.7	1		3	1,083	3	1.5	18	1		5	7.9	4	4,750			1			
Glass, Ceramic & Porcelain	12	37.5	10	2.7					2	3	3,258	16	50.0			5	2.4	11	8	2,725	
Health Service and Social Care	10	43.5					1		9	1		1	4.3					1			
KOVO	115	20.6	4	4.0	9	1,650	15	2.1	83	38	1,536	94	16.8	15	1,317	1		68	35	2,449	
Mines, Geology and Oil Industry	11	45.8					3	1.5	8	2		4	16.7					2	2		
Postal, Telecom. and Newspaper Services	3	30.0	1		1				1	2											
Railway Trade Unions	19	76.0	1		2		5	1.8	9	5	971	1	4.0					1			
Science and Research	28	87.5	6	2.0			18	1.9	3	20	2,518										
STAVBA	28	23.1	2		1		13	1.0	10	13	480	40	33.1	8	3,538			6	33	1,149	
Textile, Clothing and Leather Industry	7	19.4			4	1,025	1		2	1		4	11.1	1				3	3	2,363	
Transport	14	40.0	8	2.0					6	1		2	5.7	1				1			
Transport, Road Economy and Repair Vehicles	4	33.3	1				2		1	2		1	8.3							1	
UNIOS	65	55.6	8	1.9	6	7,117	2		49	14	740	20	17.1	4	10,500			16			
Universities Trade Union	10	52.6	1				2		7												
Wood.Industry, Forestry and Manag.of Water	25	46.3	3	1.7			4	2.3	18	8	1,545	12	22.2	2		2		6	6	3,589	

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

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

Trade union	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
<b>Total</b>	<b>11.11</b>	<b>3.85</b>	<b>2.23</b>	<b>22.86</b>	<b>2.18</b>	<b>3.15</b>	<b>0.60</b>	<b>8.92</b>	<b>2.80</b>	<b>37.04</b>	<b>5.27</b>	<b>377</b>	<b>29.3</b>	<b>126</b>	<b>9.8</b>
Agriculture and Nutrition												3	9.4	1	3.1
Banking and Insurance												16	94.1	7	41.2
Catering, Hotels and Tourism									100.00			1	8.3		
Civilian Employees of the Army	28.04			27.55	3.02	3.35		18.33	0.61	9.99	9.11	4	100.0		
Commerce												1	8.3		
ECHO	6.16	4.21	1.60	24.70	3.38	1.20	0.46	7.02	1.71	42.61	6.95	19	38.8	23	46.9
Food Industry and Allied Trade												11	17.5	7	11.1
Glass, Ceramic & Porcelain	10.69	2.40	1.90	19.20	0.32	6.50	0.35	2.77		52.89	2.98	15	46.9	5	15.6
Health Service and Social Care												8	34.8		
KOVO	12.15	2.82	2.03	24.18	2.55	4.45	0.83	6.13	3.06	39.91	1.89	133	23.8	15	2.7
Mines, Geology and Oil Industry	7.04	23.55		0.72	1.56	0.43		19.85	0.01	36.09	10.76	7	29.2	5	20.8
Postal, Telecom. and Newspaper Services												1	10.0		
Railway Trade Unions	11.02		1.03	15.02	6.14	8.92		23.44	10.48	3.09	20.87	19	76.0	2	8.0
Science and Research	5.80	0.34	7.82	29.85	6.59	3.71		2.07	0.06	30.67	13.09	21	65.6	10	31.3
STAVBA	30.14	2.13	2.04	13.80	0.25	4.81		1.47	8.72	31.67	4.98	23	19.0	11	9.1
Textile, Clothing and Leather Industry	2.23	5.26	9.47	38.15	3.37	10.78	25.57		3.08	1.08	1.01	9	25.0		
Transport												1	2.9		
Transport, Road Economy and Repair Vehicles	22.87	4.82		45.31	2.68	14.95		2.36	2.08	4.93		6	50.0		
UNIOS	18.56	2.61	14.72	14.93	1.11	3.32		7.60	0.10	26.43	10.64	62	53.0	29	24.8
Universities Trade Union												7	36.8		
Wood.Industry, Forestry and Manag.of Water	6.16	2.50	3.31	35.16	1.39	4.94		12.44	1.61	20.87	11.61	10	18.5	11	20.4

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	Employee's inability to work										Average number of days of leave with compensation for wage above the requirement of the LC																										
	wage compensation for the first 3 days of the inability						wage compensation from the fourth day of inability exceeding the level stated in LC				Type of personal obstacle																										
	agreed in CA		compensation amount		other form of compensation		agreed in CA		compensation amount		A			B			C			D			E			F			G			H			I		
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	% 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	
<b>Total</b>	<b>86</b>	<b>6.7</b>	<b>57.7</b>	<b>266</b>	<b>29</b>	<b>2.3</b>	<b>4</b>	<b>0.3</b>	<b>72.5</b>	<b>520</b>	<b>40.4</b>	<b>1.3</b>	<b>476</b>	<b>37.0</b>	<b>1.2</b>	<b>708</b>	<b>55.0</b>	<b>2.0</b>	<b>270</b>	<b>21.0</b>	<b>6.0</b>	<b>333</b>	<b>25.9</b>	<b>1.2</b>	<b>122</b>	<b>9.5</b>	<b>3.7</b>	<b>230</b>	<b>17.9</b>	<b>3.8</b>	<b>85</b>	<b>6.6</b>	<b>2.2</b>	<b>545</b>	<b>42.3</b>		
Agriculture and Nutrition										11	34.4	1.3	12	37.5	1.3	10	31.3	1.4	3	9.4	6.0	8	25.0	1.3				3	9.4	10.0	1	3.1		11	34.4		
Banking and Insurance	4	23.5			4	23.5				2	11.8		1	5.9		1	5.9		1	5.9					1	5.9		5	29.4	4.0	1	5.9		12	70.6		
Catering, Hotels and Tourism	5	41.7	68.0							1	8.3		10	83.3	1.0	10	83.3	1.6	4	33.3	6.5										5	41.7	1.0	6	50.0		
Civilian Employees of the Army										1	25.0		2	50.0		2	50.0					1	25.0					1	25.0					2	50.0		
Commerce	1	8.3			1	8.3				3	25.0	1.7	9	75.0	1.1	9	75.0	1.0	4	33.3	5.3	1	8.3											7	58.3		
ECHO	14	28.6		200	1	2.0				37	75.5	1.4	37	75.5	1.9	32	65.3	2.1	24	49.0	6.3	7	14.3	1.4	20	40.8	5.0	21	42.9	3.3				30	61.2		
Food Industry and Allied Trade	7	11.1	56.3		6	9.5	1	1.6		8	12.7	1.4	22	34.9	1.2	15	23.8	1.7	5	7.9	9.8	14	22.2	1.2				1	1.6					29	46.0		
Glass, Ceramic & Porcelain	1	3.1								26	81.3	2.0	2	6.3		29	90.6	2.2	27	84.4	13.8	4	12.5	1.5				4	12.5	2.5	27	84.4	1.1	26	81.3		
Health Service and Social Care										1	4.3					5	21.7	1.2	2	8.7					1	4.3		1	4.3					9	39.1		
KOVO	13	2.3	58.7	350	9	1.6	1	0.2		269	48.1	1.3	254	45.4	1.2	347	62.1	2.6	24	4.3	5.1	201	36.0	1.2	15	2.7	2.3	104	18.6	2.9	16	2.9	3.0	223	39.9		
Mines, Geology and Oil Industry	1	4.2			1	4.2				14	58.3	1.1	15	62.5	1.0	20	83.3	1.0	7	29.2	12.6	10	41.7	1.6	12	50.0	4.0	11	45.8	4.0	7	29.2	3.6	16	66.7		
Postal, Telecom. and Newspaper Services	1	10.0								4	40.0	1.0	5	50.0	1.0	5	50.0	1.4	4	40.0	3.0	1	10.0		3	30.0	4.0	8	80.0	3.8	6	60.0	3.7	8	80.0		
Railway Trade Unions	2	8.0			1	4.0				8	32.0	1.0	9	36.0	1.2	10	40.0	1.6	5	20.0	7.4	5	20.0	1.2	3	12.0	2.7	1	4.0					11	44.0		
Science and Research	3	9.4	42.5	500						2	6.3		3	9.4	1.7						2	6.3			1	3.1				2	6.3			10	31.3		
STAVBA	6	5.0	36.7	160			2	1.7		68	56.2	1.0	35	28.9	1.0	95	78.5	1.2	91	75.2	3.3	25	20.7	1.0	62	51.2	3.9	20	16.5	7.9	1	0.8		30	24.8		
Textile, Clothing and Leather Industry										3	8.3	1.0	2	5.6		6	16.7	2.3	1	2.8								1	2.8					2	5.6		
Transport													18	51.4	1.1	9	25.7	1.9	17	48.6	7.3	15	42.9	1.1	1	2.9				1	2.9						
Transport, Road Economy and Repair Vehicles	3	25.0	60.0		2	16.7				2	16.7		3	25.0	4.0	10	83.3	1.2	9	75.0	8.7	3	25.0	1.0				3	25.0	5.7				4	33.3		
UNIOS	22	18.8	67.1	343	3	2.6				35	29.9	1.0	12	10.3	1.3	69	59.0	1.3	39	33.3	4.9	27	23.1	1.3	3	2.6	2.3	32	27.4	2.1	18	15.4	1.4	62	53.0		
Universities Trade Union	1	5.3			1	5.3				1	5.3																							7	36.8		
Wood,Industry, Forestry and Manag.of Water	2	3.7								24	44.4	1.2	25	46.3	1.1	24	44.4	1.3	3	5.6	4.0	9	16.7	1.2				14	25.9	6.3				40	74.1		

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

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

**Personnel development, fair treatment, industrial safety and health protection at work (ISHPW), general agreements of European social partners  
classification based on 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
<b>Total</b>	<b>425</b>	<b>33.0</b>	<b>28</b>	<b>2.2</b>	<b>368</b>	<b>28.6</b>	<b>1044</b>	<b>81.1</b>	<b>690</b>	<b>53.6</b>	<b>5</b>	<b>0.4</b>	<b>20</b>	<b>1.6</b>
Agriculture and Nutrition	12	37.5	1	3.1	12	37.5	30	93.8	5	15.6				
Banking and Insurance	13	76.5	1	5.9	17	100.0	15	88.2	6	35.3	1	5.9	2	11.8
Catering, Hotels and Tourism	7	58.3			7	58.3	12	100.0	9	75.0				
Civilian Employees of the Army	3	75.0			1	25.0	4	100.0	2	50.0				
Commerce	4	33.3			5	41.7	12	100.0	6	50.0	4	33.3		
ECHO	38	77.6	1	2.0	10	20.4	49	100.0	20	40.8				
Food Industry and Allied Trade	27	42.9	1	1.6	3	4.8	60	95.2	41	65.1				
Glass, Ceramic & Porcelain					2	6.3	31	96.9	26	81.3				
Health Service and Social Care	14	60.9	1	4.3	7	30.4	20	87.0	9	39.1				
KOVO	145	25.9	5	0.9	162	29.0	413	73.9	337	60.3			9	1.6
Mines, Geology and Oil Industry	8	33.3			4	16.7	24	100.0	4	16.7				
Postal, Telecom. and Newspaper Services	3	30.0			2	20.0	10	100.0	2	20.0				
Railway Trade Unions	14	56.0	2	8.0	10	40.0	23	92.0	20	80.0			3	12.0
Science and Research	20	62.5	2	6.3	5	15.6	24	75.0	7	21.9				
STAVBA	25	20.7			71	58.7	90	74.4	45	37.2			5	4.1
Textile, Clothing and Leather Industry	1	2.8					30	83.3	17	47.2				
Transport	2	5.7					13	37.1	17	48.6				
Transport, Road Economy and Repair Vehicles	5	41.7					8	66.7	8	66.7				
UNIOS	46	39.3	14	12.0	20	17.1	110	94.0	93	79.5			1	0.9
Universities Trade Union	12	63.2			9	47.4	16	84.2	6	31.6				
Wood.Industry, Forestry and Manag.of Water	26	48.1			21	38.9	50	92.6	10	18.5				

Explanatory notes: NCA  
% CA

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



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

Region NUTS 3	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
<b>Total</b>	<b>117</b>	<b>9.1</b>	<b>10,833</b>	<b>22</b>	<b>1.7</b>	<b>66.15</b>	<b>26</b>	<b>2.0</b>	<b>72.24</b>	<b>308</b>	<b>23.9</b>	<b>369</b>	<b>28.6</b>	<b>83</b>	<b>6.4</b>	<b>97</b>	<b>7.5</b>	<b>123</b>	<b>9.5</b>	<b>215</b>	<b>16.7</b>
CZ010 Capital Prague	28	12.7	10,453	6	2.7	66.00				42	19.0	53	24.0	21	9.5	9	4.1	5	2.3	12	5.4
CZ020 Středočeský	4	5.6	9,575	2	2.8					10	13.9	21	29.2	4	5.6	7	9.7	4	5.6	10	13.9
CZ031 Jihočeský	10	11.4	9,772	2	2.3		1	1.1		14	15.9	30	34.1	6	6.8	2	2.3	7	8.0	14	15.9
CZ032 Plzeňský	14	21.2	12,746				7	10.6	72.10	15	22.7	25	37.9	2	3.0	6	9.1	12	18.2	19	28.8
CZ041 Karlovarský	1	2.4					1	2.4		8	19.5	8	19.5	1	2.4	3	7.3	7	17.1	7	17.1
CZ042 Ústecký	3	3.4	9,803				1	1.1		30	34.1	32	36.4	3	3.4	3	3.4	7	8.0	15	17.0
CZ051 Liberecký	4	8.7	10,930							15	32.6	9	19.6	5	10.9	5	10.9	4	8.7	10	21.7
CZ052 Královéhradecký	7	9.3	9,964	1	1.3		2	2.7		13	17.3	26	34.7	2	2.7	8	10.7	4	5.3	22	29.3
CZ053 Pardubický	6	9.0	11,211	1	1.5					14	20.9	20	29.9	8	11.9	8	11.9	5	7.5	11	16.4
CZ061 Vysočina	11	15.9	11,236	2	2.9					14	20.3	14	20.3	9	13.0	9	13.0	4	5.8	17	24.6
CZ062 Jihomoravský	11	9.3	10,587	3	2.5	66.59	1	0.8		31	26.3	35	29.7	8	6.8	7	5.9	13	11.0	16	13.6
CZ071 Olomoucký	5	4.8	9,564	1	1.0		10	9.5	80.50	27	25.7	34	32.4	4	3.8	7	6.7	16	15.2	29	27.6
CZ072 Zlínský	7	8.6	10,775	3	3.7	59.33	1	1.2		25	30.9	18	22.2	6	7.4	18	22.2	16	19.8	9	11.1
CZ080 Moravskoslezský	6	4.0	11,225	1	0.7		2	1.3		50	33.1	44	29.1	4	2.6	5	3.3	19	12.6	24	15.9

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  
 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
<b>Total</b>	<b>277</b>	<b>9,472</b>	<b>279</b>	<b>10,110</b>	<b>284</b>	<b>10,851</b>	<b>289</b>	<b>11,757</b>	<b>293</b>	<b>12,928</b>	<b>297</b>	<b>14,184</b>	<b>297</b>	<b>15,729</b>	<b>307</b>	<b>17,347</b>	<b>301</b>	<b>19,242</b>	<b>299</b>	<b>21,300</b>	<b>297</b>	<b>23,721</b>	<b>293</b>	<b>26,678</b>
CZ010 Capital Prague	37	9,863	37	10,341	37	11,157	37	12,160	37	13,581	37	15,064	37	16,748	42	18,511	42	21,157	41	24,029	41	27,274	41	31,348
CZ020 Středočeský	9	10,232	9	10,994	9	11,997	9	13,089	9	14,618	9	16,222	9	18,053	10	19,491	9	20,622	9	23,540	9	26,514	9	29,475
CZ031 Jihočeský	10	7,527	10	8,050	12	8,868	13	9,883	13	10,844	13	11,908	13	13,295	14	14,783	14	16,729	14	18,851	14	21,487	13	24,385
CZ032 Plzeňský	15	9,057	15	9,905	15	10,958	15	12,225	15	13,592	15	15,130	15	16,987	15	19,005	15	21,326	15	24,026	15	26,717	15	29,845
CZ041 Karlovarský	8	9,045	8	9,320	8	9,749	8	10,379	8	11,185	8	12,106	8	13,219	8	14,501	8	15,948	8	17,685	8	19,800	8	22,153
CZ042 Ústecký	29	9,610	29	10,236	29	11,031	30	11,860	30	13,103	30	14,487	30	15,940	30	17,437	29	18,955	29	20,717	29	22,922	28	26,444
CZ051 Liberecký	14	8,624	14	9,095	14	9,675	14	10,464	15	11,461	15	12,495	15	13,801	15	14,995	15	16,796	15	19,192	15	21,703	15	25,152
CZ052 Královéhradecký	12	9,678	13	10,723	13	11,637	13	12,618	13	13,920	13	15,321	13	17,079	13	18,786	13	20,922	13	23,136	13	25,436	13	27,800
CZ053 Pardubický	13	8,948	13	9,353	13	9,885	14	10,383	13	11,456	14	12,299	12	13,858	13	14,817	12	16,553	13	18,064	12	20,832	13	22,940
CZ061 Vysočina	11	9,526	11	10,172	13	10,576	13	11,468	14	12,501	14	13,580	14	15,074	14	17,289	14	18,968	14	20,866	13	20,901	13	23,228
CZ062 Jihomoravský	29	9,700	29	10,448	29	11,231	30	12,106	30	13,219	30	14,489	30	15,995	31	17,580	30	19,557	29	21,110	29	23,484	27	25,919
CZ071 Olomoucký	24	9,427	24	10,022	24	10,705	24	11,557	24	12,663	25	13,785	27	14,826	27	16,381	25	17,985	25	20,113	25	22,717	25	26,022
CZ072 Zlínský	20	9,354	21	9,916	22	10,509	22	11,356	23	12,353	25	13,414	25	14,945	25	16,549	25	18,233	25	20,142	25	22,336	25	24,742
CZ080 Moravskoslezský	46	9,823	46	10,580	46	11,430	47	12,426	49	13,570	49	14,948	49	16,687	50	18,345	50	20,120	49	21,858	49	24,049	48	26,582

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		
<b>Total</b>	<b>81</b>	<b>54.51</b>	<b>79</b>	<b>56.85</b>	<b>81</b>	<b>61.22</b>	<b>81</b>	<b>67.21</b>	<b>81</b>	<b>73.48</b>	<b>81</b>	<b>80.33</b>	<b>79</b>	<b>89.98</b>	<b>20</b>	<b>88.22</b>	<b>16</b>	<b>95.88</b>	<b>15</b>	<b>105.61</b>	<b>14</b>	<b>114.48</b>	<b>14</b>	<b>127.52</b>		
CZ010 Capital Prague	21	59.64	21	62.22	21	67.74	21	75.41	21	82.22	21	90.01	21	100.72	3	97.97	2		2		2		2		2	
CZ020 Středočeský	4	55.20	4	57.70	4	62.70	4	69.38	4	75.38	4	81.95	4	91.13	1		1		1		1		1		1	
CZ031 Jihočeský	6	56.00	5	57.88	5	62.38	5	68.52	5	74.54	5	80.84	5	91.12												
CZ032 Plzeňský	2		2		2		2		2		2		2		1		1									
CZ041 Karlovarský	1		1		1		1		1		1		1		1		1		1		1		1		1	
CZ042 Ústecký	3	44.83	3	46.20	3	49.07	3	52.00	3	55.70	3	60.23	3	65.93	1		1		1		1		1		1	
CZ051 Liberecký	5	45.54	5	48.02	5	51.62	5	55.50	5	60.28	5	66.40	4	79.88	1											
CZ052 Královéhradecký	2		2		2		2		2		2		2		1		1		1		1		1		1	
CZ053 Pardubický	8	53.65	8	55.58	8	58.53	8	62.71	8	68.36	8	73.75	8	80.84	4	85.15	3	96.73	3	107.43	3	121.40	3	138.17	3	138.17
CZ061 Vysočina	8	50.46	7	52.39	8	55.18	8	60.19	8	67.54	8	73.81	8	80.94	3	74.97	3	80.43	3	86.70	3	93.50	3	101.10	3	101.10
CZ062 Jihomoravský	8	55.41	8	57.28	8	62.95	8	70.00	8	76.06	8	83.09	8	92.01	1		1		1							
CZ071 Olomoucký	4	55.13	4	59.90	4	66.00	4	73.25	4	82.15	4	92.03	4	103.70	1											
CZ072 Zlínský	5	53.62	5	54.96	6	58.88	6	64.45	6	71.45	6	78.84	6	88.11	2		2		2		2		2		2	
CZ080 Moravskoslezský	4	58.55	4	59.85	4	64.75	4	71.35	4	77.08	4	83.45	3	96.27												

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
<b>Total</b>	<b>111</b>	<b>56.72</b>	<b>115</b>	<b>61.04</b>	<b>120</b>	<b>65.86</b>	<b>123</b>	<b>71.60</b>	<b>123</b>	<b>78.25</b>	<b>121</b>	<b>85.83</b>	<b>116</b>	<b>94.67</b>	<b>65</b>	<b>102.34</b>	<b>43</b>	<b>105.36</b>	<b>40</b>	<b>115.34</b>	<b>34</b>	<b>128.52</b>	<b>33</b>	<b>142.85</b>
CZ010 Capital Prague	5	59.78	5	61.52	5	63.92	5	68.10	5	74.18	5	81.40	5	89.32	3	87.13	3	94.57	3	104.00	3	115.03	3	127.60
CZ020 Středočeský	4	57.73	4	61.73	4	65.85	4	71.88	4	78.83	4	87.65	4	97.53	2		2		2		2		2	
CZ031 Jihočeský	6	39.92	7	44.63	7	49.43	7	54.73	7	60.99	7	68.33	6	76.13	1		1		1		1		1	
CZ032 Plzeňský	12	54.66	12	59.07	12	65.13	12	72.92	12	80.46	12	88.97	12	99.00	7	99.03	6	109.98	6	122.37	6	137.78	6	154.53
CZ041 Karlovarský	7	56.54	7	58.13	7	60.90	7	65.14	7	70.19	7	76.04	7	82.87	5	98.40	4	95.03	4	104.15	4	114.70	4	126.50
CZ042 Ústecký	7	57.46	7	60.34	7	63.80	7	71.14	7	77.40	7	83.86	6	91.82	4	90.20	3	101.60	3	111.30	2		2	
CZ051 Liberecký	4	52.93	4	55.23	4	58.13	4	61.65	4	65.38	4	71.10	4	76.73	3	96.53	1		1		1		1	
CZ052 Královéhradecký	3	53.97	4	65.75	4	73.00	4	79.20	4	85.90	4	91.80	4	101.00	4	110.65	3	115.40	3	123.83	3	139.10	3	152.90
CZ053 Pardubický	4	56.38	4	60.33	4	64.90	5	69.28	5	77.22	4	82.35	4	89.83	3	91.03	3	96.20	3	101.67	2		1	
CZ061 Vysočina	4	55.50	4	59.58	4	65.35	4	71.03	4	76.95	3	80.70	3	88.53	1		1		1					
CZ062 Jihomoravský	11	61.98	11	68.55	12	73.36	13	78.10	13	84.10	13	92.19	13	100.84	6	97.98	3	102.96	2		1		1	
CZ071 Olomoucký	15	58.17	15	62.85	15	68.33	16	75.25	16	82.49	16	90.26	14	100.34	9	106.59	5	113.24	4	122.75	4	130.93	4	139.78
CZ072 Zlínský	14	57.29	15	60.45	16	63.33	16	67.92	16	74.20	16	81.53	16	89.06	6	94.75	3	89.53	2					
CZ080 Moravskoslezský	15	59.69	16	65.43	19	71.36	19	77.23	19	84.93	19	94.33	18	105.17	11	120.27	5	119.02	5	130.02	5	144.04	5	158.20

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

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

Region NUTS 3	Supplementary charge																					
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)				
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE	
			% AE	% AE																		% AE
<b>Total</b>	<b>1095</b>	<b>85.0</b>	<b>26.2</b>	<b>48.0</b>	<b>26.5</b>	<b>978</b>	<b>75.9</b>	<b>101.8</b>	<b>1060</b>	<b>82.3</b>	<b>14.25</b>	<b>11.4</b>	<b>783</b>	<b>60.8</b>	<b>7.56</b>	<b>10.7</b>	<b>10.7</b>	<b>1020</b>	<b>79.2</b>	<b>19.86</b>	<b>23.3</b>	
CZ010 Capital Prague	157	71.0	26.0	48.9	27.7	137	62.0	101.0	152	68.8	15.41	11.0	113	51.1	7.95	10.0	10.7	152	68.8	25.29	22.8	
CZ020 Středočeský	59	81.9	26.5	49.5	26.5	48	66.7	102.9	58	80.6	13.05	11.1	37	51.4	7.01	10.0	10.4	53	73.6	15.90	18.8	
CZ031 Jihočeský	76	86.4	26.4	52.7	25.7	61	69.3	103.4	73	83.0	13.16	11.6	51	58.0	7.41	12.5	10.0	74	84.1	13.14	23.7	
CZ032 Plzeňský	55	83.3	28.0	51.3	25.4	55	83.3	103.7	52	78.8	17.47	12.2	41	62.1	7.96	20.0	10.4	57	86.4	12.67	25.0	
CZ041 Karlovarský	35	85.4	26.9	46.7	27.1	30	73.2	100.0	31	75.6	11.65	12.6	22	53.7	7.22	10.0	10.5	28	68.3	19.85	22.0	
CZ042 Ústecký	78	88.6	27.1	47.2	26.6	67	76.1	101.0	75	85.2	15.51	14.4	60	68.2	7.06	10.0	10.8	73	83.0	19.92	19.1	
CZ051 Liberecký	43	93.5	26.2	48.2	27.5	32	69.6	100.8	38	82.6	15.13	10.0	33	71.7	9.02	7.5	15.0	38	82.6	12.50	26.4	
CZ052 Královéhradecký	68	90.7	25.3	43.5	26.6	58	77.3	100.5	65	86.7	12.92	12.0	36	48.0	7.84	10.0	10.0	59	78.7	14.58	19.5	
CZ053 Pardubický	59	88.1	25.5	44.0	26.3	51	76.1	103.0	59	88.1	14.07	10.8	44	65.7	7.60	10.0	10.0	56	83.6	18.14	18.9	
CZ061 Vysočina	63	91.3	25.3	47.6	25.5	58	84.1	101.0	61	88.4	14.29	11.0	47	68.1	7.46	10.0	11.7	62	89.9	15.50	25.2	
CZ062 Jihomoravský	103	87.3	25.5	46.7	27.3	92	78.0	101.4	105	89.0	11.52	11.5	73	61.9	7.78	10.4	10.5	95	80.5	18.50	24.3	
CZ071 Olomoucký	92	87.6	25.8	47.6	25.6	88	83.8	100.9	93	88.6	14.33	10.4	70	66.7	7.19	16.7	10.4	80	76.2	23.33	22.5	
CZ072 Zlínský	73	90.1	25.4	44.8	26.6	74	91.4	100.0	72	88.9	13.49	11.2	60	74.1	6.58	10.0	10.0	68	84.0	16.85	28.9	
CZ080 Moravskoslezský	134	88.7	27.5	49.5	26.5	127	84.1	104.5	126	83.4	14.94	11.9	96	63.6	7.83	10.0	10.8	125	82.8	27.36	25.4	

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 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
<b>Total</b>	<b>25</b>	<b>8.8</b>	<b>603</b>	<b>6.86</b>	<b>4</b>	<b>16</b>	<b>13.4</b>	<b>44</b>	<b>92.43</b>	<b>102</b>	<b>3</b>	<b>7.7</b>	<b>155</b>	<b>5.03</b>	<b>37</b>	<b>1</b>		<b>191</b>	<b>5.67</b>	
CZ010 Capital Prague	1		51	7.68		9	14.6	8	71.13	8			14	5.09	10			25	6.66	
CZ020 Středočeský	1		28	6.58		1		2		8			4	5.30	2			6	4.53	
CZ031 Jihočeský	4	10.0	57	7.12		1		13	100.92	9			11	5.44	1			13	6.93	
CZ032 Plzeňský	1		35	6.99	2			1		7			2		1			13	7.55	
CZ041 Karlovarský			20	5.56				1		1			6	3.42	1			3	3.50	
CZ042 Ústecký	2		32	5.87				1		4	1		7	8.29	2			15	4.87	
CZ051 Liberecký			29	7.89				1		2			6	4.45	2			2		
CZ052 Královéhradecký	2		39	6.63	1			1		8			3	7.08	2			2		
CZ053 Pardubický			37	6.45		1		2		9	1		12	4.30				9	4.33	
CZ061 Vysočina	3	11.7	47	7.60				7	79.71	4			18	6.28	1			7	4.51	
CZ062 Jihomoravský	3	9.0	46	5.61	1			1		6	1		13	5.26	6			17	4.76	
CZ071 Olomoucký	1		67	9.22				1		21			32	4.15	2			31	4.85	
CZ072 Zlínský	4	7.6	47	6.36				3	34.00	9			8	4.29	1	1		5	5.80	
CZ080 Moravskoslezský	3	8.3	68	5.18		4	12.5	2		6			19	4.87	6			43	6.28	

Explanatory notes: NCA

% AE

CZK/h

CZK/shift

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

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

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per shift

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

Region NUTS 3	Supplementary charge																					
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge	
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form		
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	
<b>Total</b>	<b>1</b>		<b>177</b>	<b>25.83</b>	<b>8</b>	<b>1</b>		<b>12</b>	<b>483</b>	<b>3</b>	<b>44</b>	<b>28.3</b>	<b>8</b>	<b>1,600</b>	<b>90</b>	<b>18</b>	<b>10.1</b>	<b>32</b>	<b>799</b>	<b>49</b>	<b>510</b>	
CZ010 Capital Prague			24	47.15	4			2		1	17	27.9	1		13	9	9.3	4	1,090	1	80	
CZ020 Středočeský			5	26.80				1		1	1		1		5			3	777	1	16	
CZ031 Jihočeský			13	8.34				1							10			1		2	44	
CZ032 Plzeňský			12	10.38				1							1	1					13	
CZ041 Karlovarský			5	26.40						1	1				1					3	16	
CZ042 Ústecký			12	21.13	1			2			11	29.1	1		9	1		7	1,000	8	51	
CZ051 Liberecký			4	8.33		1					1				3	1		1		2	18	
CZ052 Královéhradecký	1		9	26.58				1					1		8	1		2		2	35	
CZ053 Pardubický			7	25.21											6			1		3	30	
CZ061 Vysočina			9	22.26				3	533		3	23.3			3	1		1			24	
CZ062 Jihomoravský			11	32.53							5	35.0			5			3	472	1	54	
CZ071 Olomoucký			13	10.67											9	1		2		7	46	
CZ072 Zlínský			13	24.71				1			1		1		4			4	300	6	39	
CZ080 Moravskoslezský			40	30.54	3						4	25.0	3	1,333	13	3	14.3	3	633	13	44	

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
<b>Total</b>	<b>530</b>	<b>41.1</b>	<b>186</b>	<b>14.4</b>	<b>312</b>	<b>24.2</b>	<b>216</b>	<b>16.8</b>	<b>59</b>	<b>4.6</b>	<b>96</b>	<b>7.5</b>	<b>137</b>	<b>10.6</b>	<b>102</b>	<b>7.9</b>	<b>711</b>	<b>55.2</b>
CZ010 Capital Prague	79	35.7	22	10.0	40	18.1	29	13.1	15	6.8	13	5.9	23	10.4	17	7.7	104	47.1
CZ020 Středočeský	19	26.4	10	13.9	10	13.9	9	12.5	3	4.2	4	5.6	6	8.3	4	5.6	26	36.1
CZ031 Jihočeský	43	48.9	18	20.5	30	34.1	22	25.0	7	8.0	12	13.6	14	15.9	15	17.0	62	70.5
CZ032 Plzeňský	28	42.4	6	9.1	19	28.8	16	24.2	4	6.1	2	3.0	16	24.2	5	7.6	43	65.2
CZ041 Karlovarský	12	29.3	4	9.8	4	9.8	5	12.2	2	4.9	3	7.3	1	2.4	4	9.8	21	51.2
CZ042 Ústecký	43	48.9	5	5.7	29	33.0	27	30.7	3	3.4	13	14.8	15	17.0	9	10.2	49	55.7
CZ051 Liberecký	20	43.5	7	15.2	11	23.9	5	10.9	5	10.9	5	10.9	5	10.9	4	8.7	25	54.3
CZ052 Královéhradecký	33	44.0	11	14.7	23	30.7	13	17.3			6	8.0	10	13.3	5	6.7	41	54.7
CZ053 Pardubický	28	41.8	4	6.0	17	25.4	14	20.9	5	7.5	5	7.5	6	9.0	7	10.4	30	44.8
CZ061 Vysočina	27	39.1	13	18.8	18	26.1	12	17.4	2	2.9	9	13.0	9	13.0	4	5.8	39	56.5
CZ062 Jihomoravský	37	31.4	12	10.2	22	18.6	19	16.1	4	3.4	7	5.9	12	10.2	5	4.2	64	54.2
CZ071 Olomoucký	24	22.9	11	10.5	10	9.5	9	8.6	3	2.9	5	4.8	2	1.9	3	2.9	66	62.9
CZ072 Zlínský	50	61.7	11	13.6	41	50.6	8	9.9	5	6.2	4	4.9	6	7.4	14	17.3	43	53.1
CZ080 Moravskoslezský	87	57.6	52	34.4	38	25.2	28	18.5	1	0.7	8	5.3	12	7.9	6	4.0	98	64.9

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  
 \* 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
<b>Total</b>	<b>680</b>	<b>52.8</b>	<b>58</b>	<b>2,618</b>	<b>219</b>	<b>2,857</b>	<b>445</b>	<b>4,380</b>	<b>513</b>	<b>5,570</b>	<b>634</b>	<b>6,699</b>	<b>676</b>	<b>7,662</b>	<b>679</b>	<b>8,944</b>	<b>679</b>	<b>10,006</b>	<b>680</b>	<b>11,208</b>	<b>7</b>	<b>0.5</b>	<b>11,429</b>
CZ010 Capital Prague	110	49.8	8	3,850	18	3,892	77	5,518	86	7,085	103	9,156	109	10,283	109	12,533	109	14,046	110	15,414	4	1.8	12,500
CZ020 Středočeský	36	50.0	6	2,333	17	3,529	31	5,355	32	6,828	34	8,397	36	9,472	36	11,083	36	11,708	36	12,875	1	1.4	
CZ031 Jihočeský	54	61.4	6	3,233	22	2,868	31	4,019	34	5,320	53	6,499	54	7,695	54	9,062	54	9,967	54	11,752			
CZ032 Plzeňský	28	42.4	3	2,667	12	2,708	23	4,587	26	5,635	27	7,037	28	7,989	28	8,954	28	10,061	28	11,221			
CZ041 Karlovarský	20	48.8	4	1,238	5	1,320	9	3,072	12	3,729	19	4,692	20	6,503	20	7,863	20	8,893	20	10,530			
CZ042 Ústecký	47	53.4	6	1,217	17	2,156	33	3,776	35	4,710	44	5,977	47	6,924	47	8,104	47	9,346	47	11,055			
CZ051 Liberecký	26	56.5	2		12	3,239	18	5,024	20	6,315	23	7,622	25	8,382	26	9,332	26	10,325	26	11,493			
CZ052 Královéhradecký	42	56.0	5	2,402	17	1,909	27	3,236	30	4,579	41	5,346	42	6,474	42	7,429	42	8,090	42	8,831			
CZ053 Pardubický	35	52.2	3	1,500	7	2,214	20	3,400	28	4,993	35	5,389	35	6,051	35	6,849	35	7,669	35	8,714			
CZ061 Vysočina	39	56.5	3	3,000	15	3,233	26	4,327	32	5,663	38	6,368	39	7,423	39	8,397	39	9,115	39	9,987			
CZ062 Jihomoravský	66	55.9	2		14	2,429	32	4,059	38	5,412	53	6,507	65	7,161	66	8,337	66	9,374	66	10,597	1	0.8	
CZ071 Olomoucký	62	59.0			15	2,417	29	4,112	43	4,944	56	5,959	61	7,166	62	8,481	62	9,766	62	11,045			
CZ072 Zlínský	33	40.7	3	7,667	9	3,600	22	3,805	23	4,804	28	5,646	33	6,167	33	7,436	33	8,379	33	9,727			
CZ080 Moravskoslezský	82	54.3	7	2,057	39	3,049	67	4,251	74	5,124	80	5,879	82	6,510	82	7,146	82	8,193	82	8,710	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 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
<b>Total</b>	<b>735</b>	<b>57.1</b>	<b>317</b>	<b>3,432</b>	<b>659</b>	<b>4,102</b>	<b>713</b>	<b>5,162</b>	<b>722</b>	<b>6,130</b>	<b>734</b>	<b>7,120</b>	<b>735</b>	<b>7,654</b>
CZ010 Capital Prague	107	48.4	62	4,287	101	5,644	106	7,432	107	8,863	107	10,576	107	11,013
CZ020 Středočeský	33	45.8	15	3,447	27	3,752	33	4,369	33	4,932	33	5,513	33	5,862
CZ031 Jihočeský	54	61.4	29	2,731	52	3,489	53	3,837	53	4,202	53	4,458	54	5,321
CZ032 Plzeňský	40	60.6	17	2,068	30	3,660	36	5,847	40	7,744	40	8,713	40	9,719
CZ041 Karlovarský	22	53.7	7	3,286	19	3,905	22	4,364	22	4,841	22	5,523	22	5,795
CZ042 Ústecký	49	55.7	15	3,933	48	5,122	49	6,652	49	8,144	49	9,604	49	9,971
CZ051 Liberecký	28	60.9	7	2,929	25	3,627	27	4,738	28	5,887	28	7,229	28	7,992
CZ052 Královéhradecký	44	58.7	19	2,779	42	3,920	44	5,238	44	6,556	44	7,825	44	8,241
CZ053 Pardubický	38	56.7	16	4,350	35	3,804	38	4,458	38	4,949	38	5,418	38	5,807
CZ061 Vysočina	44	63.8	22	2,309	39	2,749	44	3,514	44	4,214	44	5,020	44	5,692
CZ062 Jihomoravský	71	60.2	33	4,266	66	3,929	71	4,643	71	5,257	71	6,044	71	6,708
CZ071 Olomoucký	61	58.1	23	2,131	53	3,069	61	3,911	61	4,777	61	5,699	61	6,467
CZ072 Zlínský	46	56.8	26	3,165	45	3,567	46	4,578	46	4,987	46	5,926	46	6,435
CZ080 Moravskoslezský	98	64.9	26	4,162	77	4,447	83	5,439	86	6,462	98	7,277	98	7,525

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
<b>Total</b>	<b>866</b>	<b>67.2</b>	<b>349</b>	<b>4,517</b>	<b>764</b>	<b>5,852</b>	<b>844</b>	<b>7,610</b>	<b>858</b>	<b>9,088</b>	<b>865</b>	<b>10,619</b>	<b>865</b>	<b>11,691</b>	<b>865</b>	<b>12,599</b>	<b>865</b>	<b>13,372</b>	<b>866</b>	<b>13,939</b>
CZ010 Capital Prague	132	59.7	62	4,598	116	6,729	129	9,250	130	10,115	131	12,576	131	13,524	131	14,423	131	15,264	132	16,029
CZ020 Středočeský	45	62.5	20	7,150	39	6,917	44	8,625	45	9,781	45	11,058	45	11,851	45	12,600	45	13,156	45	14,044
CZ031 Jihočeský	58	65.9	26	4,485	53	6,680	57	8,201	57	9,764	58	10,658	58	12,782	58	13,210	58	14,261	58	14,735
CZ032 Plzeňský	48	72.7	15	3,333	37	5,136	41	8,034	47	13,180	48	14,663	48	15,606	48	16,467	48	17,027	48	17,288
CZ041 Karlovarský	22	53.7	6	9,983	19	5,600	22	6,973	22	8,132	22	9,473	22	10,189	22	10,791	22	10,939	22	10,995
CZ042 Ústecký	60	68.2	15	4,250	54	7,691	58	10,655	59	13,129	60	15,192	60	17,009	60	18,851	60	20,109	60	21,268
CZ051 Liberecký	33	71.7	9	3,444	28	4,475	32	6,233	32	7,695	33	9,578	33	10,999	33	11,834	33	12,498	33	13,119
CZ052 Královéhradecký	58	77.3	26	3,435	55	4,346	58	5,678	58	6,720	58	8,159	58	9,083	58	9,995	58	10,478	58	10,986
CZ053 Pardubický	46	68.7	21	6,071	39	5,127	45	5,829	45	6,800	46	7,496	46	8,329	46	9,228	46	9,792	46	10,400
CZ061 Vysočina	50	72.5	26	2,685	45	3,504	49	4,367	49	5,116	50	6,054	50	6,771	50	7,424	50	7,967	50	8,236
CZ062 Jihomoravský	77	65.3	34	5,471	76	6,659	77	8,791	77	10,520	77	12,396	77	13,994	77	15,385	77	16,559	77	17,001
CZ071 Olomoucký	85	81.0	34	2,269	73	3,898	81	5,294	85	6,862	85	8,664	85	10,015	85	11,321	85	12,678	85	13,650
CZ072 Zlínský	52	64.2	25	3,536	49	4,414	52	5,387	52	6,256	52	7,290	52	7,983	52	8,713	52	9,358	52	9,550
CZ080 Moravskoslezský	100	66.2	30	6,300	81	7,726	99	9,003	100	10,017	100	10,921	100	11,171	100	11,511	100	11,756	100	11,950

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

### Wage development classification based on regions

Region NUTS 3	Wage development contracted																														Wage development is bound to economic indicators				
	NCA	% CA	of this																																
			by maintaining the aver. wage				by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage				by increasing the average real wage				by keeping real wage				by combination of given issues								
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	without manag.	NCA	% CA	NCA		% CA			
<b>Total</b>	<b>788</b>	<b>61.2</b>	<b>35</b>	<b>2.7</b>	<b>333</b>	<b>25.9</b>	<b>30</b>	<b>411</b>	<b>303</b>	<b>2.6</b>	<b>79</b>	<b>6.1</b>	<b>6</b>	<b>0.5</b>	<b>300</b>	<b>23.3</b>	<b>281</b>	<b>2.6</b>	<b>19</b>	<b>534</b>	<b>10</b>	<b>3.3</b>	<b>19</b>	<b>1.5</b>	<b>19</b>	<b>1.9</b>	<b>1</b>	<b>166</b>	<b>12.9</b>	<b>8</b>	<b>0.6</b>	<b>135</b>	<b>10.5</b>	<b>156</b>	<b>12.1</b>
CZ010 Capital Prague	125	56.6	3	1.4	60	27.1	2		58	2.2	18	8.1	1	0.5	40	18.1	37	2.0	3	643			2	0.9	2			29	13.1	3	1.4	26	11.8	20	9.0
CZ020 Středočeský	37	51.4	2	2.8	16	22.2	2		14	2.5	7	9.7	1	1.4	16	22.2	13	2.0	3	467								7	9.7	1	1.4	11	15.3	2	2.8
CZ031 Jihočeský	52	59.1	4	4.5	28	31.8			28	2.7	11	12.5			7	8.0	7	1.7					2	2.3	2			11	12.5			10	11.4	15	17.0
CZ032 Plzeňský	51	77.3			19	28.8	2		17	3.2	7	10.6	1	1.5	14	21.2	14	2.6			1						20	30.3	2	3.0	7	10.6	20	30.3	
CZ041 Karlovarský	28	68.3	1	2.4	10	24.4	1		9	2.6	4	9.8	2	4.9	7	17.1	7	2.5					1	2.4	1			10	24.4			5	12.2	6	14.6
CZ042 Ústecký	48	54.5	3	3.4	13	14.8	2		11	2.5	3	3.4	1	1.1	24	27.3	24	2.9			5	4.2					13	14.8	1	1.1	8	9.1	3	3.4	
CZ051 Liberecký	29	63.0	1	2.2	22	47.8			22	2.8	1	2.2			10	21.7	10	2.9									1	2.2			5	10.9	2	4.3	
CZ052 Královéhradecký	41	54.7	1	1.3	19	25.3	3	217	16	2.8	4	5.3			16	21.3	15	3.1	1				1	1.3	1			7	9.3			6	8.0	7	9.3
CZ053 Pardubický	40	59.7	4	6.0	11	16.4			11	2.3	2	3.0			19	28.4	17	2.8	2				2	3.0	2			5	7.5			3	4.5	5	7.5
CZ061 Vysočina	41	59.4	3	4.3	19	27.5	6	486	13	2.9	2	2.9			18	26.1	17	2.9	1		1		2	2.9	2			8	11.6			11	15.9	4	5.8
CZ062 Jihomoravský	75	63.6	3	2.5	26	22.0	1		25	2.3	8	6.8			35	29.7	33	2.3	2		1		1	0.8	1			16	13.6	1	0.8	14	11.9	14	11.9
CZ071 Olomoucký	68	64.8	7	6.7	25	23.8	3	303	22	2.0	2	1.9			27	25.7	26	2.7	1				2	1.9	2			11	10.5			6	5.7	10	9.5
CZ072 Zlínský	58	71.6	1	1.2	25	30.9	4	472	21	2.7	5	6.2			20	24.7	19	2.8	1				3	3.7	3	0.8	1	20	24.7			14	17.3	16	19.8
CZ080 Moravskoslezský	95	62.9	2	1.3	40	26.5	4	333	36	2.7	5	3.3			47	31.1	42	3.1	5	446	2		3	2.0	3	1.7		8	5.3			9	6.0	32	21.2

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

### Remuneration of employees I classification based on regions

Region NUTS 3	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue		NCA	% CA	% AE	NCA	% CA	% AE				
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
<b>Total</b>	<b>777</b>	<b>60.3</b>	<b>145</b>	<b>11.3</b>	<b>45</b>	<b>3.5</b>	<b>655</b>	<b>50.9</b>	<b>273</b>	<b>21.2</b>	<b>96.4</b>	<b>243</b>	<b>18.9</b>	<b>85.5</b>	<b>346</b>	<b>26.9</b>	<b>16.8</b>	<b>15.81</b>
CZ010 Capital Prague	129	58.4	20	9.0	3	1.4	113	51.1	53	24.0	96.3	55	24.9	84.2	55	24.9	15.5	17.80
CZ020 Středočeský	33	45.8	6	8.3	3	4.2	27	37.5	9	12.5	97.8	5	6.9	75.0	16	22.2	16.3	10.00
CZ031 Jihočeský	55	62.5	7	8.0			51	58.0	25	28.4	97.0	24	27.3	90.0	33	37.5	19.4	16.21
CZ032 Plzeňský	41	62.1	4	6.1	9	13.6	28	42.4	15	22.7	96.0	15	22.7	86.7	16	24.2	17.6	24.50
CZ041 Karlovarský	21	51.2	3	7.3	3	7.3	17	41.5	7	17.1	98.6	5	12.2	94.0	13	31.7	19.5	21.67
CZ042 Ústecký	56	63.6	16	18.2			41	46.6	25	28.4	95.2	30	34.1	82.2	26	29.5	24.0	12.03
CZ051 Liberecký	21	45.7	2	4.3	1	2.2	20	43.5	9	19.6	97.2	7	15.2	90.7	9	19.6	14.0	24.33
CZ052 Královéhradecký	38	50.7	9	12.0	3	4.0	29	38.7	20	26.7	97.0	9	12.0	85.6	22	29.3	16.5	17.33
CZ053 Pardubický	39	58.2	9	13.4	2	3.0	31	46.3	11	16.4	93.2	8	11.9	81.3	15	22.4	15.6	16.99
CZ061 Vysočina	49	71.0	6	8.7	3	4.3	47	68.1	14	20.3	93.9	15	21.7	84.0	19	27.5	17.8	19.00
CZ062 Jihomoravský	72	61.0	18	15.3	6	5.1	58	49.2	25	21.2	98.2	17	14.4	85.9	36	30.5	16.3	14.04
CZ071 Olomoucký	69	65.7	15	14.3	3	2.9	55	52.4	15	14.3	96.0	15	14.3	90.0	32	30.5	15.5	18.75
CZ072 Zlínský	48	59.3	13	16.0	5	6.2	41	50.6	16	19.8	98.1	12	14.8	85.0	23	28.4	17.3	13.20
CZ080 Moravskoslezský	106	70.2	17	11.3	4	2.6	97	64.2	29	19.2	95.9	26	17.2	86.2	31	20.5	15.1	10.39

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 weeks	The amount of fixed wages beyond the scope of Section 120, subsec. 1,LC				agreed in CA		extent hours	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		NCA	% CA	% AE	NCA	% CA	NCA		% CA	NCA	% CA		
<b>Total</b>	<b>102</b>	<b>7.9</b>	<b>49.0</b>	<b>20</b>	<b>1.6</b>	<b>95.0</b>	<b>2</b>	<b>0.2</b>	<b>8</b>	<b>0.6</b>	<b>96.5</b>	<b>191</b>	<b>14.8</b>	<b>95</b>	<b>7.4</b>
CZ010 Capital Prague	25	11.3	49.9	2	0.9				1	0.5		26	11.8	20	9.0
CZ020 Středočeský	3	4.2	52.0									6	8.3		
CZ031 Jihočeský	15	17.0	50.3						2	2.3		11	12.5	2	2.3
CZ032 Plzeňský	5	7.6	43.4	3	4.5	90.0	2	3.0				24	36.4	21	31.8
CZ041 Karlovarský	3	7.3	52.0									11	26.8	6	14.6
CZ042 Ústecký	6	6.8	52.0						1	1.1		9	10.2	4	4.5
CZ051 Liberecký	3	6.5	52.0									4	8.7	1	2.2
CZ052 Královéhradecký	4	5.3	52.0	1	1.3				1	1.3		11	14.7	2	2.7
CZ053 Pardubický	6	9.0	39.0	5	7.5	98.0						7	10.4	5	7.5
CZ061 Vysočina	5	7.2	52.0	1	1.4							11	15.9	2	2.9
CZ062 Jihomoravský	7	5.9	52.0	3	2.5	95.0			2	1.7		16	13.6	5	4.2
CZ071 Olomoucký	5	4.8	46.8	1	1.0							9	8.6	4	3.8
CZ072 Zlínský	6	7.4	39.0	3	3.7	86.7						30	37.0	13	16.0
CZ080 Moravskoslezský	9	6.0	52.0	1	0.7				1	0.7		16	10.6	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
<b>Total</b>	<b>1239</b>	<b>96.2</b>	<b>1121</b>	<b>87.0</b>	<b>688</b>	<b>53.4</b>	<b>642</b>	<b>49.8</b>	<b>875</b>	<b>67.9</b>
CZ010 Capital Prague	206	93.2	167	75.6	126	57.0	94	42.5	129	58.4
CZ020 Středočeský	67	93.1	60	83.3	38	52.8	17	23.6	41	56.9
CZ031 Jihočeský	83	94.3	78	88.6	36	40.9	55	62.5	65	73.9
CZ032 Plzeňský	65	98.5	61	92.4	57	86.4	17	25.8	59	89.4
CZ041 Karlovarský	39	95.1	36	87.8	28	68.3	13	31.7	29	70.7
CZ042 Ústecký	86	97.7	80	90.9	42	47.7	61	69.3	65	73.9
CZ051 Liberecký	43	93.5	43	93.5	20	43.5	20	43.5	28	60.9
CZ052 Královéhradecký	74	98.7	63	84.0	39	52.0	33	44.0	47	62.7
CZ053 Pardubický	64	95.5	60	89.6	34	50.7	27	40.3	46	68.7
CZ061 Vysočina	66	95.7	63	91.3	27	39.1	14	20.3	34	49.3
CZ062 Jihomoravský	114	96.6	100	84.7	69	58.5	75	63.6	82	69.5
CZ071 Olomoucký	103	98.1	94	89.5	45	42.9	55	52.4	70	66.7
CZ072 Zlínský	80	98.8	76	93.8	27	33.3	44	54.3	51	63.0
CZ080 Moravskoslezský	149	98.7	140	92.7	100	66.2	117	77.5	129	85.4

Explanatory notes: NCA  
% CA  
\*

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
<b>Total</b>	<b>1149</b>	<b>89.2</b>	<b>243</b>	<b>18.9</b>	<b>681</b>	<b>52.9</b>	<b>1133</b>	<b>88.0</b>	<b>1005</b>	<b>446</b>	<b>740</b>	<b>519</b>	<b>219</b>	<b>454</b>	<b>35.2</b>
CZ010 Capital Prague	198	89.6	28	12.7	103	46.6	201	91.0	176	92	140	81	55	65	29.4
CZ020 Středočeský	59	81.9	12	16.7	25	34.7	60	83.3	59	13	43	26	10	13	18.1
CZ031 Jihočeský	76	86.4	19	21.6	54	61.4	80	90.9	70	26	49	47	14	40	45.5
CZ032 Plzeňský	54	81.8	13	19.7	36	54.5	52	78.8	46	17	29	35	6	28	42.4
CZ041 Karlovarský	37	90.2	3	7.3	23	56.1	33	80.5	28	6	15	15	4	9	22.0
CZ042 Ústecký	82	93.2	15	17.0	49	55.7	73	83.0	71	36	54	43	13	31	35.2
CZ051 Liberecký	42	91.3	10	21.7	13	28.3	38	82.6	35	10	26	12	3	19	41.3
CZ052 Královéhradecký	67	89.3	10	13.3	28	37.3	71	94.7	67	26	49	18	18	25	33.3
CZ053 Pardubický	58	86.6	17	25.4	32	47.8	60	89.6	53	22	37	27	12	19	28.4
CZ061 Vysočina	62	89.9	10	14.5	39	56.5	63	91.3	61	22	47	31	4	9	13.0
CZ062 Jihomoravský	98	83.1	16	13.6	49	41.5	100	84.7	87	39	55	49	23	22	18.6
CZ071 Olomoucký	100	95.2	30	28.6	62	59.0	93	88.6	69	39	45	16	12	49	46.7
CZ072 Zlínský	72	88.9	21	25.9	58	71.6	67	82.7	48	27	32	24	26	37	45.7
CZ080 Moravskoslezský	144	95.4	39	25.8	110	72.8	142	94.0	135	71	119	95	19	88	58.3

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

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

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		governing the provision of information to TU		provided to TU beyond the scope of LC stipulated		governing the procedures for discussing materials with TU		beyond the scope of LC stipulated	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>1004</b>	<b>78.0</b>	<b>121</b>	<b>9.4</b>	<b>77</b>	<b>6.0</b>	<b>25</b>	<b>1.9</b>	<b>61</b>	<b>4.7</b>	<b>268</b>	<b>94.4</b>	<b>16</b>	<b>5.6</b>	<b>1003</b>	<b>77.9</b>	<b>325</b>	<b>25.2</b>	<b>876</b>	<b>68.0</b>	<b>262</b>	<b>20.3</b>
CZ010 Capital Prague	142	64.3	29	13.1	24	10.9	2	0.9	24	10.9	70	88.6	9	11.4	176	79.6	59	26.7	143	64.7	50	22.6
CZ020 Středočeský	60	83.3	6	8.3	3	4.2	3	4.2			12	100.0			47	65.3	11	15.3	40	55.6	11	15.3
CZ031 Jihočeský	65	73.9	12	13.6	7	8.0					4	4.5	19	82.6	4	17.4	64	72.7	21	23.9	55	62.5
CZ032 Plzeňský	49	74.2	8	12.1	4	6.1	1	1.5	4	6.1	17	100.0			55	83.3	30	45.5	50	75.8	26	39.4
CZ041 Karlovarský	36	87.8	2	4.9	1	2.4	1	2.4	1	2.4	5	100.0			33	80.5	12	29.3	22	53.7	9	22.0
CZ042 Ústecký	65	73.9	11	12.5	4	4.5	4	4.5	4	4.5	23	100.0			59	67.0	23	26.1	53	60.2	31	35.2
CZ051 Liberecký	43	93.5	1	2.2					2	4.3	3	100.0			29	63.0	9	19.6	22	47.8	6	13.0
CZ052 Královéhradecký	58	77.3	2	2.7	10	13.3	1	1.3	4	5.3	17	100.0			62	82.7	9	12.0	56	74.7	9	12.0
CZ053 Pardubický	58	86.6	5	7.5			2	3.0	2	3.0	9	100.0			52	77.6	14	20.9	43	64.2	11	16.4
CZ061 Vysočina	61	88.4	3	4.3	3	4.3	1	1.4	1	1.4	8	100.0			22	31.9	10	14.5	19	27.5	5	7.2
CZ062 Jihomoravský	89	75.4	8	6.8	9	7.6	5	4.2	7	5.9	28	96.6	1	3.4	98	83.1	46	39.0	91	77.1	20	16.9
CZ071 Olomoucký	95	90.5	4	3.8	2	1.9	1	1.0	3	2.9	9	90.0	1	10.0	95	90.5	42	40.0	84	80.0	31	29.5
CZ072 Zlínský	72	88.9	7	8.6	1	1.2	1	1.2			9	100.0			72	88.9	20	24.7	67	82.7	13	16.0
CZ080 Moravskoslezský	111	73.5	23	15.2	9	6.0	3	2.0	5	3.3	39	97.5	1	2.5	139	92.1	19	12.6	131	86.8	20	13.2

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

**Compensation money  
classification based on regions**

Region NUTS 3	Increase of compensation money beyond the framework of Section 67 of the LC																									
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	employment up to 1 year				employment up to 2 years				employment over 2 years				agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences	
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE															
NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
<b>Total</b>	<b>425</b>	<b>33.0</b>	<b>1.5</b>	<b>2.3</b>	<b>432</b>	<b>33.5</b>	<b>1.2</b>	<b>2.0</b>	<b>666</b>	<b>51.7</b>	<b>1.4</b>	<b>4.3</b>	<b>86</b>	<b>6.7</b>	<b>1.3</b>	<b>2.6</b>	<b>652</b>	<b>50.6</b>	<b>452</b>	<b>35.1</b>	<b>430</b>	<b>33.4</b>	<b>81</b>	<b>6.3</b>	<b>93</b>	<b>7.2</b>
CZ010 Capital Prague	85	38.5	1.4	2.4	84	38.0	1.2	2.2	148	67.0	1.5	4.7	13	5.9	1.3	2.8	139	62.9	108	48.9	94	42.5	20	9.0	27	12.2
CZ020 Středočeský	13	18.1	1.4	2.4	14	19.4	1.2	2.3	23	31.9	1.2	3.3	3	4.2	1.0	1.7	21	29.2	15	20.8	11	15.3	2	2.8	4	5.6
CZ031 Jihočeský	31	35.2	1.3	2.1	31	35.2	1.1	1.8	39	44.3	1.4	7.8	7	8.0	1.7	3.4	42	47.7	23	26.1	25	28.4	7	8.0	9	10.2
CZ032 Plzeňský	17	25.8	1.2	2.1	18	27.3	1.1	1.9	36	54.5	1.2	3.7	4	6.1	1.3	3.8	35	53.0	27	40.9	28	42.4	8	12.1	1	1.5
CZ041 Karlovarský	9	22.0	2.4	3.0	9	22.0	2.1	2.4	19	46.3	1.7	3.7	1	2.4			16	39.0	13	31.7	6	14.6	2	4.9	2	4.9
CZ042 Ústecký	37	42.0	1.4	2.5	38	43.2	1.2	2.3	60	68.2	1.4	3.9	6	6.8	1.0	2.0	56	63.6	39	44.3	35	39.8	5	5.7	3	3.4
CZ051 Liberecký	4	8.7	1.7	2.0	4	8.7	1.0	1.5	19	41.3	1.4	4.2	1	2.2			19	41.3	18	39.1	10	21.7	1	2.2	2	4.3
CZ052 Královéhradecký	18	24.0	1.6	2.6	18	24.0	1.4	2.5	41	54.7	1.3	3.9	3	4.0	1.0	2.0	42	56.0	30	40.0	21	28.0	10	13.3	8	10.7
CZ053 Pardubický	19	28.4	1.1	1.9	20	29.9	1.1	1.9	26	38.8	1.2	4.1	5	7.5	1.0	1.8	27	40.3	17	25.4	21	31.3	4	6.0	2	3.0
CZ061 Vysočina	14	20.3	1.7	2.3	15	21.7	1.3	1.8	19	27.5	1.3	2.7	1	1.4			18	26.1	12	17.4	12	17.4	1	1.4	5	7.2
CZ062 Jihomoravský	48	40.7	1.4	2.1	48	40.7	1.1	1.8	54	45.8	1.3	3.9	15	12.7	1.4	2.8	53	44.9	38	32.2	35	29.7	4	3.4	3	2.5
CZ071 Olomoucký	55	52.4	1.5	2.2	56	53.3	1.1	1.9	64	61.0	1.2	3.0	12	11.4	1.2	2.3	65	61.9	38	36.2	42	40.0	1	1.0	5	4.8
CZ072 Zlínský	32	39.5	1.7	2.5	33	40.7	1.1	2.0	31	38.3	1.2	2.7	7	8.6	1.0	2.0	32	39.5	13	16.0	26	32.1	2	2.5	3	3.7
CZ080 Moravskoslezský	43	28.5	1.6	2.4	44	29.1	1.3	2.1	87	57.6	1.6	5.1	8	5.3	1.4	2.5	87	57.6	61	40.4	64	42.4	14	9.3	19	12.6

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 regions**

Region NUTS 3	Length of working hours												Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes									agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA	
								hours/week	hours/week	hours/week	hours/week										
<b>Total</b>	<b>1208</b>	<b>93.8</b>	<b>841</b>	<b>65.3</b>	<b>38.1</b>	<b>367</b>	<b>28.5</b>	<b>39.5</b>	<b>38.23</b>	<b>37.4</b>	<b>37.2</b>	<b>336</b>	<b>26.1</b>	<b>1099</b>	<b>85.3</b>	<b>8.2</b>	<b>4.0</b>	<b>75.5</b>	<b>1.6</b>		
CZ010 Capital Prague	195	88.2	103	46.6	38.5	92	41.6	39.3	38.10	37.3	37.1	76	34.4	200	90.5	6.3	4.9	81.9	2.3		
CZ020 Středočeský	65	90.3	45	62.5	38.2	20	27.8	39.9	38.56	37.5	37.0	11	15.3	59	81.9	5.6	3.0	76.4			
CZ031 Jihočeský	80	90.9	52	59.1	38.2	28	31.8	39.3	38.24	37.1	37.0	23	26.1	72	81.8	3.4	3.7	78.4			
CZ032 Plzeňský	63	95.5	48	72.7	37.8	15	22.7	39.7	37.95	37.3	37.2	21	31.8	59	89.4	15.2	4.4	72.7	1.5		
CZ041 Karlovarský	35	85.4	25	61.0	38.4	10	24.4	39.8	38.59	37.5	37.4	6	14.6	31	75.6	9.8	3.8	65.9			
CZ042 Ústecký	86	97.7	63	71.6	37.7	23	26.1	39.2	38.20	37.3	37.2	20	22.7	82	93.2	9.1	4.1	81.8	2.3		
CZ051 Liberecký	41	89.1	32	69.6	38.2	9	19.6	39.2	37.50	37.5	37.4	9	19.6	37	80.4	2.2	3.0	73.9	4.3		
CZ052 Královéhradecký	74	98.7	53	70.7	37.9	21	28.0	39.9	38.33	37.5	37.5	26	34.7	67	89.3	4.0	2.7	84.0	1.3		
CZ053 Pardubický	64	95.5	41	61.2	38.0	23	34.3	39.9	38.29	37.5	37.5	11	16.4	54	80.6	9.0	4.0	70.1	1.5		
CZ061 Vysočina	66	95.7	44	63.8	38.4	22	31.9	39.5	38.23	37.5	37.5	16	23.2	53	76.8	11.6	3.0	62.3	2.9		
CZ062 Jihomoravský	112	94.9	77	65.3	38.2	35	29.7	39.7	38.30	37.5	37.4	20	16.9	101	85.6	11.0	2.6	70.3	4.2		
CZ071 Olomoucký	104	99.0	89	84.8	37.8	15	14.3	39.3	37.98	37.3	37.2	17	16.2	78	74.3	10.5	4.0	63.8			
CZ072 Zlínský	80	98.8	50	61.7	38.0	30	37.0	39.8	38.61	37.5	37.4	12	14.8	67	82.7	3.7	6.0	79.0			
CZ080 Moravskoslezský	143	94.7	119	78.8	37.8	24	15.9	39.6	38.26	37.4	37.3	68	45.0	139	92.1	11.9	4.6	78.8	1.3		

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

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

Region NUTS 3	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
<b>Total</b>	<b>3</b>	<b>0.2</b>	<b>75</b>	<b>890</b>	<b>69.1</b>	<b>50.3</b>	<b>535</b>	<b>41.5</b>	<b>48.3</b>
CZ010 Capital Prague				146	66.1	49.2	102	46.2	47.0
CZ020 Středočeský				42	58.3	50.8	30	41.7	50.3
CZ031 Jihočeský				66	75.0	49.6	48	54.5	43.6
CZ032 Plzeňský	1	1.5		54	81.8	52.0	18	27.3	49.7
CZ041 Karlovarský				29	70.7	49.1	11	26.8	47.3
CZ042 Ústecký				56	63.6	50.8	47	53.4	49.6
CZ051 Liberecký				25	54.3	47.3	12	26.1	52.0
CZ052 Královéhradecký				49	65.3	50.9	29	38.7	48.9
CZ053 Pardubický	2	3.0		43	64.2	49.6	23	34.3	45.2
CZ061 Vysočina				55	79.7	50.3	21	30.4	48.3
CZ062 Jihomoravský				78	66.1	51.3	39	33.1	51.3
CZ071 Olomoucký				84	80.0	50.6	55	52.4	49.9
CZ072 Zlínský				57	70.4	50.6	25	30.9	47.8
CZ080 Moravskoslezský				106	70.2	50.9	75	49.7	48.5

Explanatory notes: NCA

% CA

hours/year

weeks

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

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

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

**Employment rate I  
classification based on regions**

Region NUTS 3	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>32</b>	<b>2.5</b>	<b>33</b>	<b>2.6</b>	<b>43</b>	<b>3.3</b>	<b>71</b>	<b>5.5</b>
CZ010 Capital Prague	4	1.8	3	1.4	12	5.4	19	8.6
CZ020 Středočeský	2	2.8	1	1.4	1	1.4	1	1.4
CZ031 Jihočeský	4	4.5	4	4.5	1	1.1	12	13.6
CZ032 Plzeňský	2	3.0	7	10.6	2	3.0	2	3.0
CZ041 Karlovarský	1	2.4	2	4.9			1	2.4
CZ042 Ústecký	2	2.3	2	2.3	9	10.2	9	10.2
CZ051 Liberecký	4	8.7	1	2.2	1	2.2	1	2.2
CZ052 Královéhradecký			2	2.7			1	1.3
CZ053 Pardubický			2	3.0	2	3.0	1	1.5
CZ061 Vysočina	4	5.8	2	2.9	2	2.9	1	1.4
CZ062 Jihomoravský			2	1.7	5	4.2	6	5.1
CZ071 Olomoucký	2	1.9	2	1.9	2	1.9	10	9.5
CZ072 Zlínský	2	2.5			1	1.2	3	3.7
CZ080 Moravskoslezský	5	3.3	3	2.0	5	3.3	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



**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
<b>Total</b>	<b>1230</b>	<b>95.5</b>	<b>36.59</b>	<b>54.7</b>	<b>13.36</b>	<b>19.7</b>	<b>38.09</b>	<b>55.8</b>	<b>288</b>	<b>189</b>	<b>14.7</b>	<b>29</b>	<b>2.3</b>	<b>27</b>	<b>2.1</b>
CZ010 Capital Prague	214	96.8	38.08	54.4	16.35	20.7	45.07	58.3	36	25	11.3	3	1.4	3	1.4
CZ020 Středočeský	67	93.1	31.75	54.5	14.00	45.0	41.40	55.0	15	8	11.1	1	1.4	1	1.4
CZ031 Jihočeský	83	94.3	33.80	55.0	11.24	22.5	32.85	54.8	18	23	26.1	4	4.5	9	10.2
CZ032 Plzeňský	64	97.0	33.08	55.0	12.67		42.43	55.4	28	5	7.6				
CZ041 Karlovarský	34	82.9	39.16	54.5	9.00	5.0	31.35	53.3	8	8	19.5	2	4.9	3	7.3
CZ042 Ústecký	81	92.0	39.41	54.7	12.54	15.0	30.88	55.7	19	22	25.0	3	3.4	2	2.3
CZ051 Liberecký	44	95.7	31.38	54.9	11.50	14.5	45.26	61.1	13	9	19.6	2	4.3	1	2.2
CZ052 Královéhradecký	73	97.3	45.63	54.6	14.90		36.71	56.3	13	12	16.0	1	1.3	1	1.3
CZ053 Pardubický	63	94.0	37.13	54.2	8.40		35.93	53.1	24	13	19.4				
CZ061 Vysočina	66	95.7	24.77	54.6	12.34		35.07	54.5	17	10	14.5				
CZ062 Jihomoravský	114	96.6	36.56	54.9	14.18		35.92	55.0	13	20	16.9	3	2.5	4	3.4
CZ071 Olomoucký	101	96.2	35.18	54.4	10.43		38.52	55.6	54	8	7.6				
CZ072 Zlínský	80	98.8	45.94	54.8	10.21		37.43	55.0	9	11	13.6	10	12.3	2	2.5
CZ080 Moravskoslezský	146	96.7	32.05	54.8	9.53	15.0	36.55	55.0	21	15	9.9			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	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices	Contribution to pension insurance						Contribution to life insurance							
			agreed in CA		amount allowed			agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision		
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
<b>Total</b>	<b>26</b>	<b>2.0</b>	<b>53</b>	<b>4.1</b>	<b>678</b>	<b>62.4</b>	<b>268</b>	<b>20.8</b>	<b>748</b>	<b>58.1</b>	<b>452</b>	<b>700</b>	<b>3.1</b>	<b>588</b>	<b>45.7</b>	<b>291</b>	<b>22.6</b>	<b>453</b>	<b>665</b>	<b>236</b>	<b>18.3</b>
CZ010 Capital Prague	18	8.1	7	3.2	1,117	47.5	57	25.8	134	60.6	457	792	3.3	109	49.3	57	25.8	486	676	49	22.2
CZ020 Středočeský			2	2.8			16	22.2	40	55.6	425	796	3.1	28	38.9	17	23.6	503	783	13	18.1
CZ031 Jihočeský			15	17.0	796		17	19.3	60	68.2	398	644	2.9	50	56.8	24	27.3	528	692	20	22.7
CZ032 Plzeňský			5	7.6	450		17	25.8	42	63.6	428	625	2.9	37	56.1	17	25.8	428	699	14	21.2
CZ041 Karlovarský			2	4.9			5	12.2	27	65.9	412	558	2.6	24	58.5	9	22.0	529	744	8	19.5
CZ042 Ústecký	1	1.1					20	22.7	70	79.5	489	672	3.8	55	62.5	23	26.1	469	754	19	21.6
CZ051 Liberecký	1	2.2	2	4.3			10	21.7	23	50.0	473	778	2.9	21	45.7	9	19.6	428	572	6	13.0
CZ052 Královéhradecký			3	4.0	175	100.0	13	17.3	46	61.3	494	636	3.1	35	46.7	16	21.3	404	460	15	20.0
CZ053 Pardubický	2	3.0	2	3.0			11	16.4	39	58.2	391	589	2.9	35	52.2	10	14.9	450	773	9	13.4
CZ061 Vysočina	1	1.4	1	1.4			11	15.9	36	52.2	465	656	2.8	31	44.9	15	21.7	447	705	11	15.9
CZ062 Jihomoravský	2	1.7	3	2.5	1,250	50.0	19	16.1	58	49.2	434	573	2.6	40	33.9	25	21.2	392	550	20	16.9
CZ071 Olomoucký			3	2.9	650	30.0	15	14.3	57	54.3	544	846	2.8	36	34.3	19	18.1	401	579	15	14.3
CZ072 Zlínský	1	1.2	3	3.7	350	40.0	15	18.5	33	40.7	544	907	3.5	21	25.9	12	14.8	475	872	9	11.1
CZ080 Moravskoslezský			5	3.3	125	66.7	42	27.8	83	55.0	409	648	3.0	66	43.7	38	25.2	415	614	28	18.5

Explanatory notes: NCA

% CA

CZK/month

aver. % of price

average % MBA

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

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

average contribution in CZK per month

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

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

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

Region NUTS 3	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
<b>Total</b>	<b>430</b>	<b>33.4</b>	<b>53</b>	<b>2.2</b>	<b>29</b>	<b>2,676</b>	<b>80</b>	<b>1.8</b>	<b>252</b>	<b>135</b>	<b>3,144</b>	<b>223</b>	<b>17.3</b>	<b>49</b>	<b>5,215</b>	<b>8</b>	<b>2.0</b>	<b>118</b>	<b>97</b>	<b>1,905</b>	
CZ010 Capital Prague	104	47.1	20	2.2	1		32	1.9	49	31	6,100	36	16.3	17	6,029			13	13	1,121	
CZ020 Středočeský	18	25.0	2		2		4	2.6	9	6	1,338	4	5.6	1				2	2		
CZ031 Jihočeský	34	38.6	3	2.0	6	7,033	11	1.5	13	10	768	19	21.6	4	2,025			14	2		
CZ032 Plzeňský	24	36.4	3	1.4	3	2,167	1		17	4	933	5	7.6	2				1	2		
CZ041 Karlovarský	11	26.8	5	3.7					6	6	5,760	6	14.6			1		4	2		
CZ042 Ústecký	42	47.7	6	2.6	3	1,033	3	2.5	28	19	3,949	24	27.3	7	3,407	2		9	11	2,037	
CZ051 Liberecký	10	21.7			2		1		6	3	1,168	12	26.1	1		1		9	6	4,430	
CZ052 Královéhradecký	27	36.0	1				5	1.4	20	7	583	10	13.3	2		2		3	5	537	
CZ053 Pardubický	20	29.9	3	2.2	1		2		12	8	2,979	7	10.4					4	4	2,793	
CZ061 Vysočina	14	20.3			2				10	3	4,891	6	8.7	1				2	4	2,736	
CZ062 Jihomoravský	43	36.4	6	1.7	1		9	1.6	26	16	1,177	24	20.3	1		1		16	17	1,519	
CZ071 Olomoucký	20	19.0	2		1		3	1.3	12	6	1,310	19	18.1					9	14	3,080	
CZ072 Zlínský	22	27.2	2		6	2,483	4	2.0	9	7	2,342	32	39.5	9	1,189			21	8	123	
CZ080 Moravskoslezský	41	27.2			1		5	2.2	35	9	1,900	19	12.6	4	17,850	1		11	7	1,816	

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

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

Region NUTS 3	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
<b>Total</b>	<b>11.11</b>	<b>3.85</b>	<b>2.23</b>	<b>22.86</b>	<b>2.18</b>	<b>3.15</b>	<b>0.60</b>	<b>8.92</b>	<b>2.80</b>	<b>37.04</b>	<b>5.27</b>	<b>377</b>	<b>29.3</b>	<b>126</b>	<b>9.8</b>
CZ010 Capital Prague	10.10	1.28	1.50	24.28	1.11	1.11	0.45	11.94	3.13	40.45	4.67	95	43.0	42	19.0
CZ020 Středočeský	2.61	1.54	11.86	12.94	33.25	1.78		2.02	1.53	31.19	1.28	15	20.8	8	11.1
CZ031 Jihočeský	15.97	3.70	13.36	34.40	3.16	6.01		3.25	13.64	3.99	2.52	37	42.0	7	8.0
CZ032 Plzeňský	80.68	0.02		3.88	0.20	0.62	2.61	0.36	0.07	0.83	10.75	12	18.2	7	10.6
CZ041 Karlovarský	9.65	0.49	2.10	5.14	2.37	0.77		21.77	0.36	42.52	14.84	12	29.3	2	4.9
CZ042 Ústecký	6.79	10.94		23.04	2.15	1.69	0.45	4.50	2.93	40.65	6.87	44	50.0	17	19.3
CZ051 Liberecký	2.26	2.87	2.33	14.61	2.44	1.26		3.92	3.15	66.14	1.01	14	30.4	2	4.3
CZ052 Královéhradecký	14.04	2.22	1.77	32.37	2.95	4.93		18.47	12.25	5.85	5.15	11	14.7	6	8.0
CZ053 Pardubický	5.37	0.25	4.29	22.90	1.24	6.16		0.76	0.70	56.78	1.54	12	17.9	4	6.0
CZ061 Vysočina	2.67	13.41	9.17	39.06	2.85	11.48	7.38	4.69	1.52	5.78	1.98	15	21.7		
CZ062 Jihomoravský	15.06	4.14	0.32	28.15	0.78	9.37		4.71	2.55	26.01	8.90	41	34.7	12	10.2
CZ071 Olomoucký	13.16	1.00	1.67	25.18	3.97	4.26		10.80	3.02	33.48	3.45	25	23.8	5	4.8
CZ072 Zlínský	7.28	13.22	9.00	23.53	1.84	2.82		22.07	1.47	14.48	4.28	15	18.5	4	4.9
CZ080 Moravskoslezský	14.24	1.29	1.51	23.21	0.65	5.35		6.65	3.74	41.87	1.48	29	19.2	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
aver. %	average percentage of use for this purpose of the total creation of the fund
<b>A</b>	recreation - contribution to employees and family members
<b>B</b>	medical services - spas, rehabilitation
<b>C</b>	loans to employees to cover their housing needs
<b>D</b>	contribution to corporate catering
<b>E</b>	social assistance, social loans
<b>F</b>	remunerations for work and life anniversaries
<b>G</b>	contribution to transport to and from work
<b>H</b>	contributions to sporting and cultural events
<b>I</b>	contribution to trade union organization
<b>J</b>	other use
<b>K</b>	balance



### Obstacles to work classification based on regions

Region NUTS 3	Employee's inability to work									Average number of days of leave with compensation for wage above the requirement of the LC																										
	wage compensation for the first 3 days of the inability					wage compensation from the fourth day of inability exceeding the level stated in LC				Type of personal obstacle																										
	agreed in CA		compensation amount		other form of compensation	agreed in CA		compensation amount		A			B			C			D			E			F			G			H			I		
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	% 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			
<b>Total</b>	<b>86</b>	<b>6.7</b>	<b>57.7</b>	<b>266</b>	<b>29</b>	<b>2.3</b>	<b>4</b>	<b>0.3</b>	<b>72.5</b>	<b>520</b>	<b>40.4</b>	<b>1.3</b>	<b>476</b>	<b>37.0</b>	<b>1.2</b>	<b>708</b>	<b>55.0</b>	<b>2.0</b>	<b>270</b>	<b>21.0</b>	<b>6.0</b>	<b>333</b>	<b>25.9</b>	<b>1.2</b>	<b>122</b>	<b>9.5</b>	<b>3.7</b>	<b>230</b>	<b>17.9</b>	<b>3.8</b>	<b>85</b>	<b>6.6</b>	<b>2.2</b>	<b>545</b>	<b>42.3</b>	
CZ010 Capital Prague	35	15.8	56.9	307	8	3.6				90	40.7	1.2	78	35.3	1.3	112	50.7	1.8	68	30.8	5.0	49	22.2	1.2	29	13.1	3.9	47	21.3	4.8	26	11.8	2.7	115	52.0	
CZ020 Středočeský	1	1.4			1	1.4	1	1.4		24	33.3	1.3	16	22.2	1.1	31	43.1	2.0	9	12.5	6.7	14	19.4	1.1	5	6.9	4.0	11	15.3	1.8	5	6.9	1.6	19	26.4	
CZ031 Jihočeský	11	12.5	67.5	241	1	1.1				45	51.1	1.4	38	43.2	1.3	54	61.4	2.1	18	20.5	4.4	29	33.0	1.3	5	5.7	3.4	31	35.2	3.1	1	1.1		29	33.0	
CZ032 Plzeňský	4	6.1	42.5	250	2	3.0				29	43.9	1.0	33	50.0	1.1	37	56.1	2.5	10	15.2	5.6	23	34.8	1.2	6	9.1	3.3	6	9.1	6.0	3	4.5	4.0	25	37.9	
CZ041 Karlovarský	1	2.4								10	24.4	1.5	9	22.0	1.2	18	43.9	1.7	11	26.8	9.9	7	17.1	1.1	2	4.9		4	9.8	4.8	6	14.6	1.5	12	29.3	
CZ042 Ústecký	7	8.0	58.3	267	3	3.4				48	54.5	1.4	40	45.5	1.5	58	65.9	1.7	37	42.0	8.7	31	35.2	1.3	17	19.3	3.6	15	17.0	3.4	13	14.8	1.5	39	44.3	
CZ051 Liberecký	1	2.2			1	2.2				11	23.9	1.5	11	23.9	1.2	22	47.8	2.4	12	26.1	9.0	7	15.2	1.1	2	4.3		5	10.9	4.4	6	13.0	2.0	12	26.1	
CZ052 Královéhradecký	7	9.3	55.0	187	1	1.3				18	24.0	1.1	27	36.0	1.1	31	41.3	1.5	10	13.3	5.6	13	17.3	1.1	4	5.3	4.0	9	12.0	4.3	3	4.0	1.0	32	42.7	
CZ053 Pardubický	1	1.5			1	1.5	2	3.0		25	37.3	1.2	21	31.3	1.2	36	53.7	2.2	14	20.9	5.9	13	19.4	1.0	5	7.5	4.0	6	9.0	4.5	1	1.5		26	38.8	
CZ061 Vysočina	3	4.3	42.0		2	2.9				23	33.3	1.5	27	39.1	1.5	34	49.3	2.4	6	8.7	3.2	20	29.0	1.2	4	5.8	3.5	6	8.7	4.2	1	1.4		15	21.7	
CZ062 Jihomoravský	4	3.4	45.0		2	1.7				47	39.8	1.3	45	38.1	1.2	65	55.1	1.9	27	22.9	5.3	33	28.0	1.2	11	9.3	3.8	19	16.1	3.1	3	2.5	1.0	40	33.9	
CZ071 Olomoucký	4	3.8	63.3		4	3.8				55	52.4	1.3	38	36.2	1.1	72	68.6	2.4	14	13.3	4.6	29	27.6	1.2	8	7.6	4.0	7	6.7	4.6	2	1.9		62	59.0	
CZ072 Zlínský							1	1.2		43	53.1	1.2	40	49.4	1.1	51	63.0	2.6	12	14.8	5.9	29	35.8	1.0	7	8.6	3.1	6	7.4	4.5	2	2.5		58	71.6	
CZ080 Moravskoslezský	7	4.6	73.3	200	3	2.0				52	34.4	1.1	53	35.1	1.2	87	57.6	1.7	22	14.6	5.5	36	23.8	1.3	17	11.3	4.0	58	38.4	3.2	13	8.6	2.8	61	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  
 % AE average value of compensation, defined by the percentage from the average earnings  
 aver.CZK average value of compensation, defined by an absolute amount in CZK per day  
 days average extent of time off (in days)  
 A one's own wedding  
 B birth of a child to the wife of an employee  
 C death of a direct relative  
 D escorting a disabled child to a health or social care provider  
 E moving house

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

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

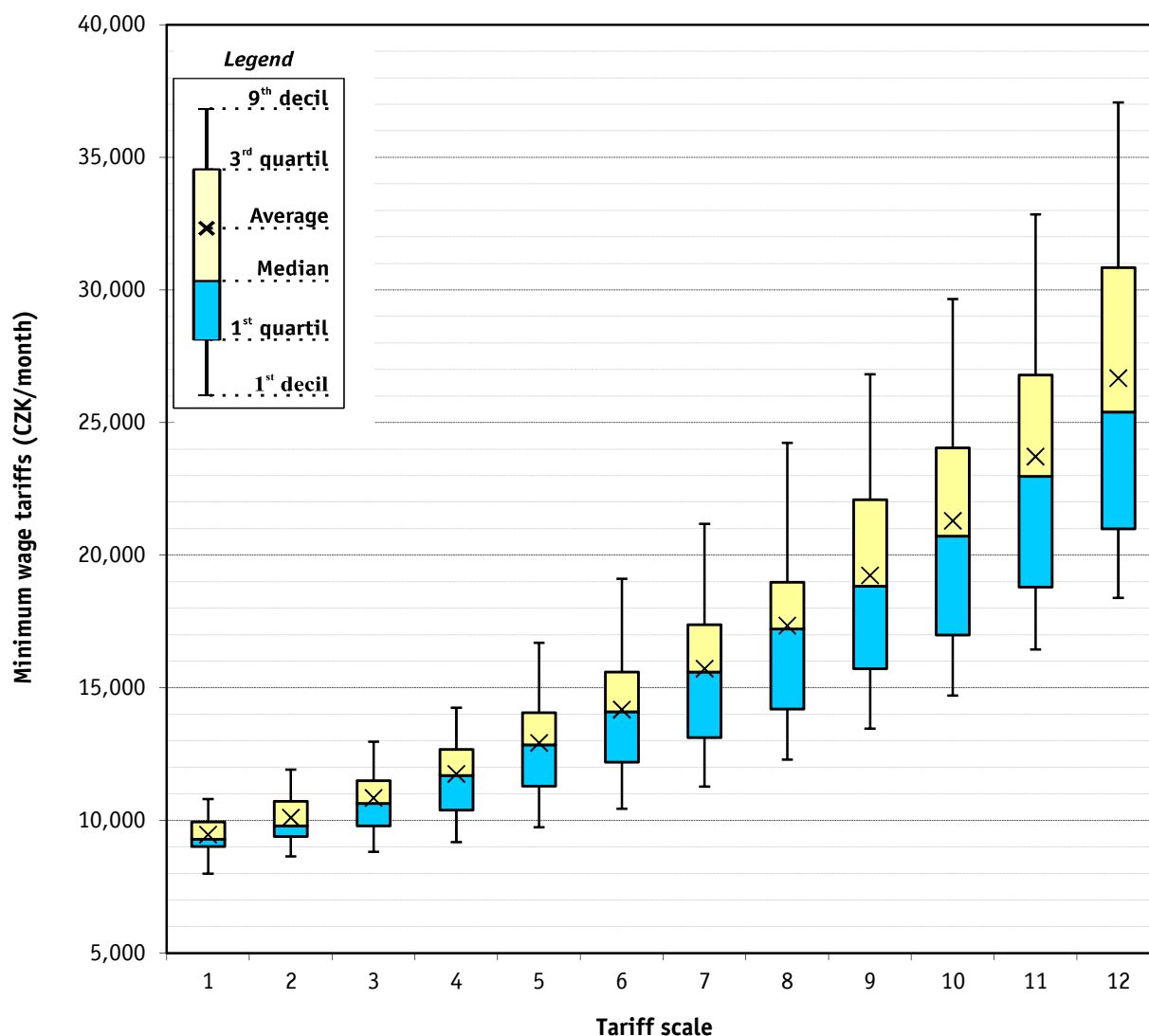
Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>425</b>	<b>33.0</b>	<b>28</b>	<b>2.2</b>	<b>368</b>	<b>28.6</b>	<b>1044</b>	<b>81.1</b>	<b>690</b>	<b>53.6</b>	<b>5</b>	<b>0.4</b>	<b>20</b>	<b>1.6</b>
CZ010 Capital Prague	101	45.7	9	4.1	74	33.5	173	78.3	96	43.4	3	1.4	5	2.3
CZ020 Středočeský	16	22.2	3	4.2	8	11.1	50	69.4	27	37.5	1	1.4		
CZ031 Jihočeský	29	33.0	5	5.7	13	14.8	74	84.1	64	72.7				
CZ032 Plzeňský	13	19.7			18	27.3	62	93.9	35	53.0			2	3.0
CZ041 Karlovarský	8	19.5			5	12.2	35	85.4	20	48.8				
CZ042 Ústecký	34	38.6	3	3.4	20	22.7	76	86.4	54	61.4				
CZ051 Liberecký	3	6.5			8	17.4	35	76.1	27	58.7				
CZ052 Královéhradecký	17	22.7	1	1.3	14	18.7	45	60.0	36	48.0				
CZ053 Pardubický	9	13.4			13	19.4	43	64.2	36	53.7				
CZ061 Vysočina	9	13.0			8	11.6	37	53.6	41	59.4				
CZ062 Jihomoravský	32	27.1	3	2.5	30	25.4	92	78.0	58	49.2	1	0.8	1	0.8
CZ071 Olomoucký	41	39.0	1	1.0	12	11.4	101	96.2	49	46.7			1	1.0
CZ072 Zlínský	36	44.4	1	1.2	56	69.1	77	95.1	41	50.6			11	13.6
CZ080 Moravskoslezský	77	51.0	2	1.3	89	58.9	144	95.4	106	70.2				

Explanatory notes: NCA  
% CA

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

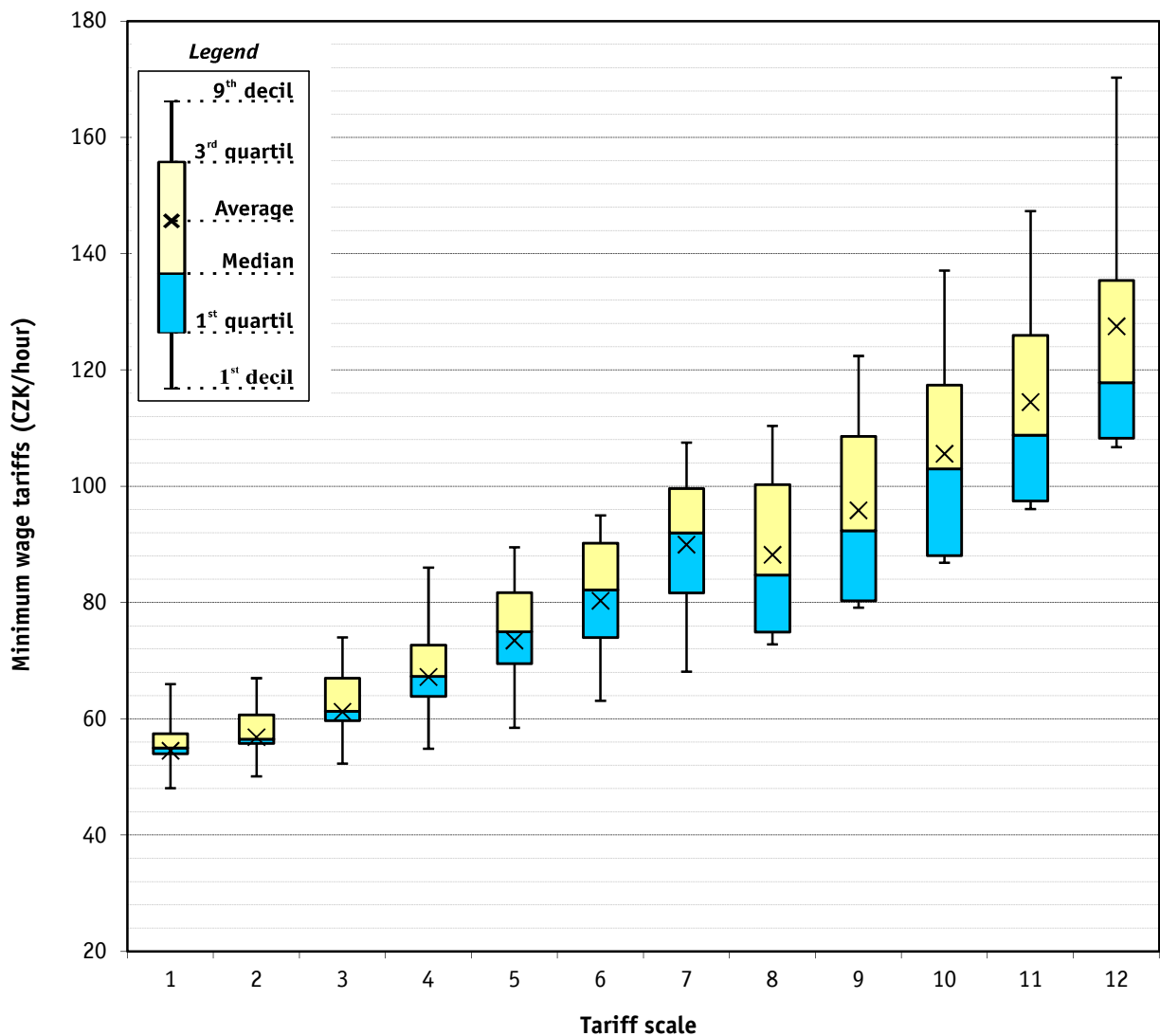
## Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
<b>Minimum wage</b>	<b>117</b>	<b>10,833</b>	<b>9,300</b>	<b>9,300</b>	<b>10,160</b>	<b>11,020</b>	<b>13,594</b>
Tariff scale 1	277	9,472	8,000	9,022	9,300	9,950	10,810
Tariff scale 2	279	10,110	8,655	9,400	9,800	10,725	11,926
Tariff scale 3	284	10,851	8,820	9,800	10,650	11,500	12,970
Tariff scale 4	289	11,757	9,190	10,400	11,700	12,685	14,250
Tariff scale 5	293	12,928	9,745	11,298	12,850	14,070	16,700
Tariff scale 6	297	14,184	10,445	12,200	14,100	15,600	19,120
Tariff scale 7	297	15,729	11,280	13,125	15,600	17,385	21,185
Tariff scale 8	307	17,347	12,295	14,207	17,225	18,980	24,245
Tariff scale 9	301	19,242	13,465	15,728	18,835	22,100	26,830
Tariff scale 10	299	21,300	14,715	17,000	20,725	24,050	29,665
Tariff scale 11	297	23,721	16,450	18,798	22,975	26,800	32,855
Tariff scale 12	293	26,678	18,400	21,000	25,400	30,850	37,070



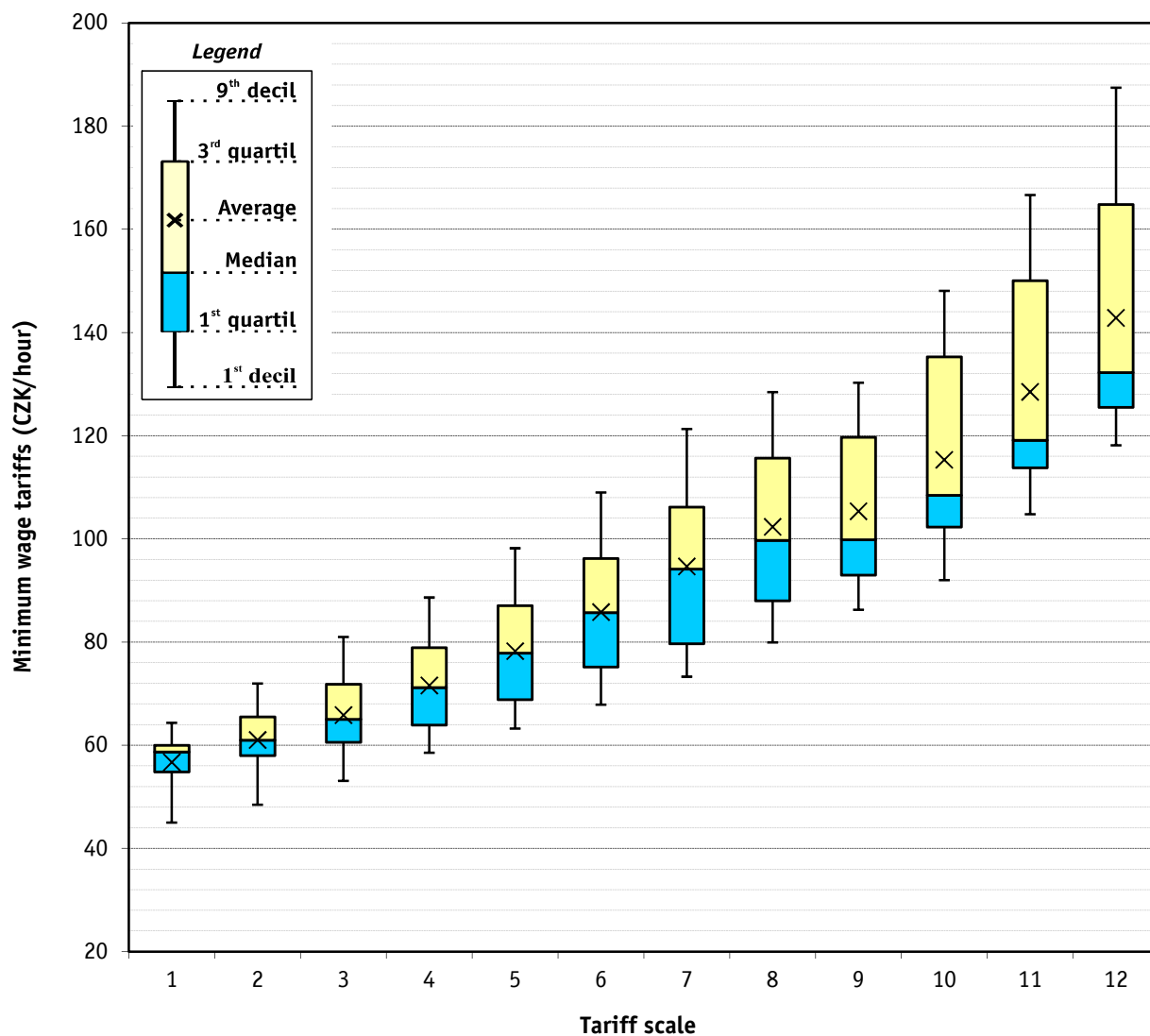
Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
<b>Minimum wage</b>	<b>22</b>	<b>66.15</b>	<b>60.00</b>	<b>62.89</b>	<b>66.00</b>	<b>66.00</b>	<b>70.50</b>
Tariff scale 1	81	54.51	48.10	54.00	55.00	57.45	66.00
Tariff scale 2	79	56.85	50.10	55.80	56.50	60.70	67.00
Tariff scale 3	81	61.22	52.30	59.70	61.30	67.00	74.00
Tariff scale 4	81	67.21	54.85	63.86	67.30	72.70	86.00
Tariff scale 5	81	73.48	58.45	69.50	75.00	81.70	89.50
Tariff scale 6	81	80.33	63.10	74.00	82.20	90.20	95.00
Tariff scale 7	79	89.98	68.10	81.65	92.00	99.60	107.50
Tariff scale 8	20	88.22	72.80	74.95	84.75	100.30	110.41
Tariff scale 9	16	95.88	79.15	80.30	92.35	108.60	122.42
Tariff scale 10	15	105.61	86.85	88.10	103.00	117.40	137.10
Tariff scale 11	14	114.48	96.10	97.50	108.80	125.98	147.35
Tariff scale 12	14	127.52	106.75	108.30	117.85	135.42	170.30



## 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]
<b>Minimum wage</b>	<b>26</b>	<b>72.24</b>	<b>59.85</b>	<b>61.00</b>	<b>77.30</b>	<b>80.50</b>	<b>80.50</b>
Tariff scale 1	111	56.72	45.05	54.85	58.70	60.00	64.35
Tariff scale 2	115	61.04	48.48	58.00	61.00	65.50	72.00
Tariff scale 3	120	65.86	53.13	60.60	65.05	71.85	81.00
Tariff scale 4	123	71.60	58.58	63.90	71.20	78.95	88.65
Tariff scale 5	123	78.25	63.24	68.85	77.85	87.05	98.20
Tariff scale 6	121	85.83	67.90	75.15	85.75	96.20	109.03
Tariff scale 7	116	94.67	73.30	79.70	94.15	106.20	121.30
Tariff scale 8	65	102.34	79.95	88.00	99.70	115.65	128.45
Tariff scale 9	43	105.36	86.30	93.00	99.85	119.70	130.30
Tariff scale 10	40	115.34	92.00	102.30	108.45	135.30	148.10
Tariff scale 11	34	128.52	104.80	113.80	119.10	150.05	166.65
Tariff scale 12	33	142.85	118.15	125.50	132.25	164.80	187.45



## Year-on-year comparison - monthly wage scales

Tariff scale	nominal index							real index after deduction of the inflation rate						
	09/08	10/09	11/10	12/11	13/12	14/13	15/14	09/08	10/09	11/10	12/11	13/12	14/13	15/14
Tariff scale 1	102.3	100.9	102.6	102.6	100.8	102.3	104.0	101.3	99.4	100.7	99.2	99.4	101.9	103.7
Tariff scale 2	102.7	101.3	102.5	102.6	100.7	102.2	103.8	101.7	99.8	100.5	99.2	99.3	101.8	103.5
Tariff scale 3	102.9	101.6	102.3	102.9	100.5	101.9	103.9	101.8	100.0	100.3	99.5	99.1	101.5	103.6
Tariff scale 4	102.9	102.3	102.0	102.9	100.5	102.0	103.9	101.8	100.8	100.1	99.5	99.1	101.6	103.6
Tariff scale 5	103.5	102.1	101.8	103.2	100.4	102.1	104.1	102.4	100.6	99.8	99.8	99.0	101.7	103.8
Tariff scale 6	103.1	102.4	101.7	103.0	100.9	102.4	104.1	102.1	100.8	99.8	99.6	99.4	102.0	103.8
Tariff scale 7	103.1	102.4	101.5	103.0	101.0	102.4	104.6	102.1	100.9	99.6	99.6	99.6	102.0	104.3
Tariff scale 8	103.6	102.4	101.6	102.9	101.2	102.1	104.8	102.6	100.9	99.7	99.5	99.8	101.7	104.5
Tariff scale 9	103.5	102.2	103.1	103.1	101.1	101.8	104.4	102.4	100.6	101.1	99.7	99.7	101.3	104.1
Tariff scale 10	103.4	102.2	104.2	103.0	101.1	101.5	103.8	102.3	100.7	102.3	99.6	99.7	101.1	103.5
Tariff scale 11	103.9	101.3	105.1	103.5	100.5	101.7	103.0	102.8	99.8	103.1	100.1	99.1	101.3	102.6
Tariff scale 12	105.6	100.8	106.0	102.8	101.1	100.9	103.6	104.5	99.3	103.9	99.4	99.7	100.5	103.3

Inflation rate per individual year	2008	2009	2010	2011	2012	2013	2014	2015
	6.3	1.0	1.5	1.9	3.3	1.4	0.4	0.3*

\* Year-on-year inflation rate - data from January 2015

source: CZSO

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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	09/08	10/09	11/10	12/11	13/12	14/13	15/14	09/08	10/09	11/10	12/11	13/12	14/13	15/14
Tariff scale 1	102.1	101.1	104.0	100.3	100.8	100.5	103.7	101.1	99.6	102.1	97.0	99.4	100.1	103.3
Tariff scale 2	102.9	100.7	103.2	100.3	100.9	100.8	102.2	101.9	99.2	101.3	97.0	99.4	100.4	101.9
Tariff scale 3	103.2	101.2	104.3	100.2	100.6	100.4	102.2	102.2	99.7	102.3	96.9	99.2	100.0	101.9
Tariff scale 4	103.6	101.8	105.3	100.1	100.5	100.6	102.5	102.6	100.3	103.3	96.8	99.1	100.2	102.2
Tariff scale 5	103.8	102.2	104.4	100.5	100.3	100.9	102.5	102.8	100.7	102.4	97.2	98.9	100.5	102.2
Tariff scale 6	103.9	102.4	104.2	100.6	100.0	101.1	102.4	102.8	100.8	102.2	97.3	98.6	100.7	102.1
Tariff scale 7	104.4	101.5	105.7	100.5	99.7	101.5	102.7	103.4	100.0	103.7	97.2	98.3	101.1	102.4
Tariff scale 8	103.2	98.6	100.3	101.7	98.1	100.3	104.7	102.2	97.1	98.4	98.3	96.7	99.9	104.4
Tariff scale 9	106.0	93.5	101.2	101.5	98.7	104.2	105.4	105.0	92.1	99.3	98.1	97.3	103.8	105.1
Tariff scale 10	107.5	91.3	102.3	101.1	98.8	104.7	104.8	106.4	89.9	100.3	97.8	97.4	104.3	104.4
Tariff scale 11	113.0	92.4	96.3	101.3	96.7	109.4	105.0	111.9	91.0	94.5	97.9	95.4	108.9	104.7
Tariff scale 12	113.3	94.3	93.1	100.8	97.1	109.8	105.2	112.2	92.9	91.3	97.4	95.8	109.3	104.9

Inflation rate per individual year	2008	2009	2010	2011	2012	2013	2014	2015
	6.3	1.0	1.5	1.9	3.3	1.4	0.4	0.3*

\* Year-on-year inflation rate - data from January 2015

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						
	09/08	10/09	11/10	12/11	13/12	14/13	15/14	09/08	10/09	11/10	12/11	13/12	14/13	15/14
Tariff scale 1	101.1	100.8	102.7	102.1	100.3	101.2	103.4	100.1	99.3	100.8	98.7	98.9	100.8	103.1
Tariff scale 2	101.5	101.4	102.9	102.1	100.0	101.6	104.0	100.5	99.9	101.0	98.7	98.6	101.2	103.6
Tariff scale 3	102.5	101.0	102.9	102.6	100.3	101.5	103.9	101.4	99.5	101.0	99.2	98.9	101.1	103.5
Tariff scale 4	103.2	100.8	102.9	102.2	100.6	101.7	104.5	102.1	99.3	101.0	98.8	99.2	101.3	104.1
Tariff scale 5	104.1	100.6	102.8	102.3	100.9	101.6	104.5	103.0	99.1	100.8	98.9	99.4	101.2	104.2
Tariff scale 6	103.1	101.7	102.9	102.3	101.0	102.1	104.2	102.1	100.2	101.0	98.9	99.6	101.7	103.9
Tariff scale 7	103.3	101.3	103.1	102.3	101.1	102.1	104.5	102.2	99.8	101.1	98.9	99.7	101.7	104.2
Tariff scale 8	103.7	102.1	102.5	99.9	102.4	100.2	106.7	102.6	100.5	100.6	96.6	101.0	99.8	106.4
Tariff scale 9	102.8	102.2	102.7	100.2	101.9	98.4	106.4	101.8	100.6	100.8	96.9	100.4	98.0	106.1
Tariff scale 10	102.2	103.5	101.2	99.9	103.3	97.9	104.8	101.2	102.0	99.3	96.6	101.8	97.5	104.4
Tariff scale 11	101.7	104.3	100.9	100.0	104.2	96.8	106.1	100.7	102.7	98.9	96.7	102.8	96.4	105.8
Tariff scale 12	101.3	104.7	100.8	98.9	105.1	95.5	107.5	100.3	103.1	98.9	95.7	103.7	95.1	107.2

Inflation rate per individual year	2008	2009	2010	2011	2012	2013	2014	2015
	6.3	1.0	1.5	1.9	3.3	1.4	0.4	0.3*

\* Year-on-year inflation rate - data from January 2015

source: CZSO

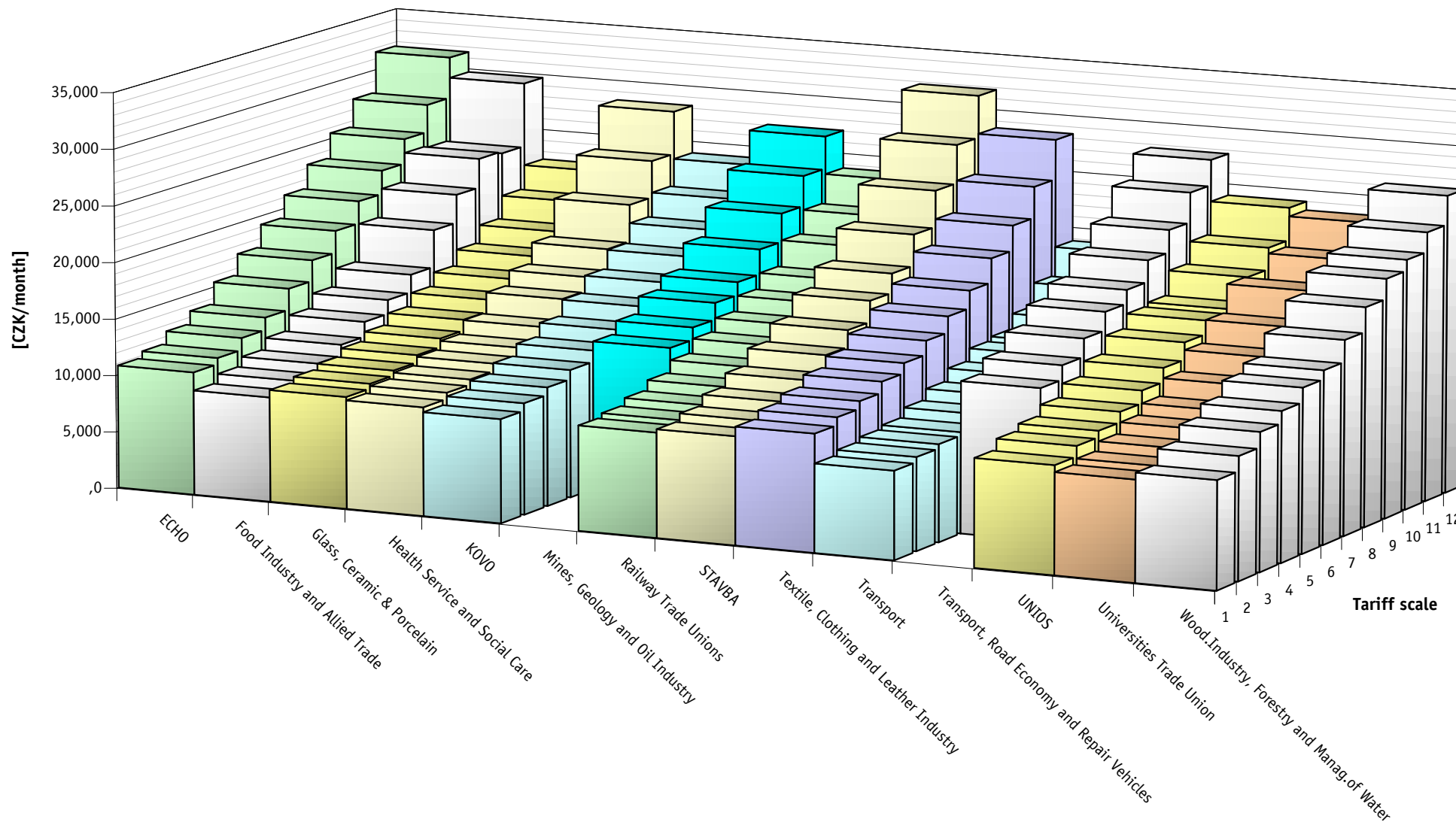


## Year-on-year comparison - wage supplementary charges and bonuses

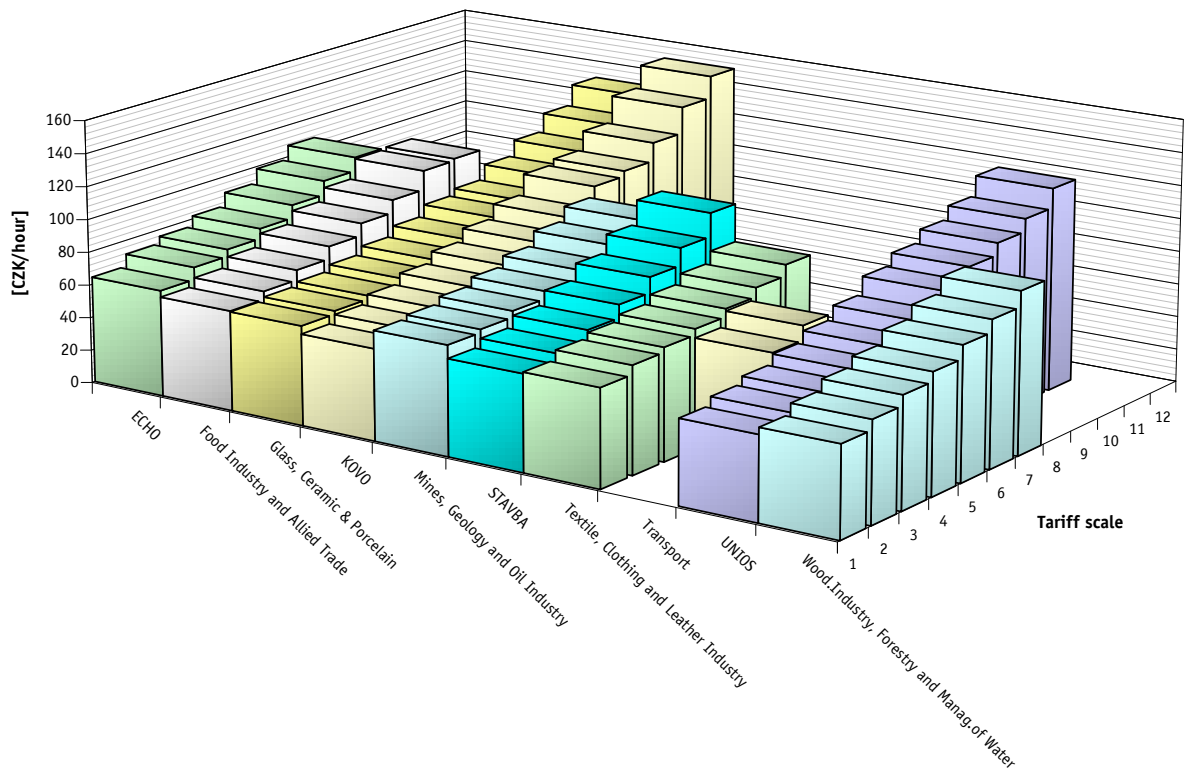
	unit of measure	2008	2009	2010	2011	2012	2013	2014	2015	index 09/08	index 10/09	index 11/10	index 12/11	index 13/12	index 14/13	index 15/14
For overtime work on working days	% AE	26.0	26.0	26.0	25.9	26.0	25.9	26.1	26.2	100.0	99.8	99.8	100.3	99.7	100.6	100.3
For overtime work on Saturdays and Sundays	% AE	47.6	47.9	48.7	48.2	48.2	48.3	48.4	48.0	100.7	101.5	99.1	99.9	100.1	100.4	99.1
For overtime work undistinguished	% AE	27.0	26.9	26.7	26.7	26.7	26.5	26.5	26.5	99.5	99.6	99.8	99.8	99.4	99.9	100.1
For working on public holidays	% AE	102.3	102.4	102.3	102.0	101.9	101.7	101.5	101.8	100.1	99.9	99.7	99.9	99.9	99.7	100.4
For night work	CZK/hour	12.08	12.64	13.04	13.26	13.54	13.43	14.11	14.25	104.7	103.1	101.7	102.1	99.2	105.1	101.0
	% AE	11.2	11.2	11.3	11.3	11.6	11.5	11.4	11.4	99.8	101.2	100.0	102.3	99.0	99.8	99.9
For work on Saturdays and Sundays	% AE	24.6	24.5	23.5	22.4	22.2	23.4	23.2	23.3	99.7	96.0	95.4	98.8	105.6	98.9	100.7
For work in difficult conditions	CZK/hour	7.19	7.33	7.21	7.29	7.46	7.51	7.51	7.56	101.9	98.5	101.0	102.3	100.7	100.1	100.7
	% MM	10.3	10.5	10.6	10.6	10.5	10.5	10.8	10.7	101.8	101.5	99.3	99.1	100.7	102.5	99.2
For afternoon work	CZK/hour	5.91	6.28	6.41	6.33	6.40	6.73	6.95	6.86	106.2	102.1	98.8	101.1	105.1	103.3	98.6
For standby duty	CZK/hour	14.92	13.73	13.89	14.86	15.13	15.09	14.79	15.81	92.0	101.2	107.0	101.8	99.7	98.0	106.9
	% AE	18.0	17.3	17.7	17.7	17.3	17.3	17.4	16.8	96.3	102.1	100.0	97.9	99.7	100.8	96.4

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

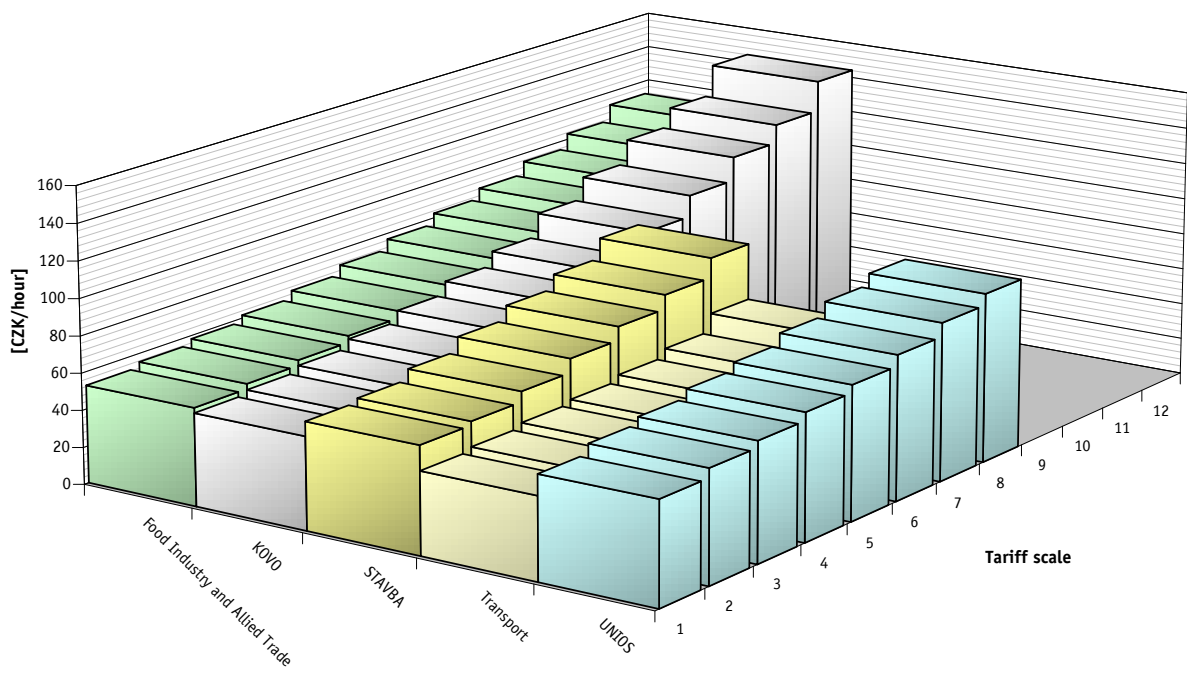
Monthly wage scales - 12-scale tariff system



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

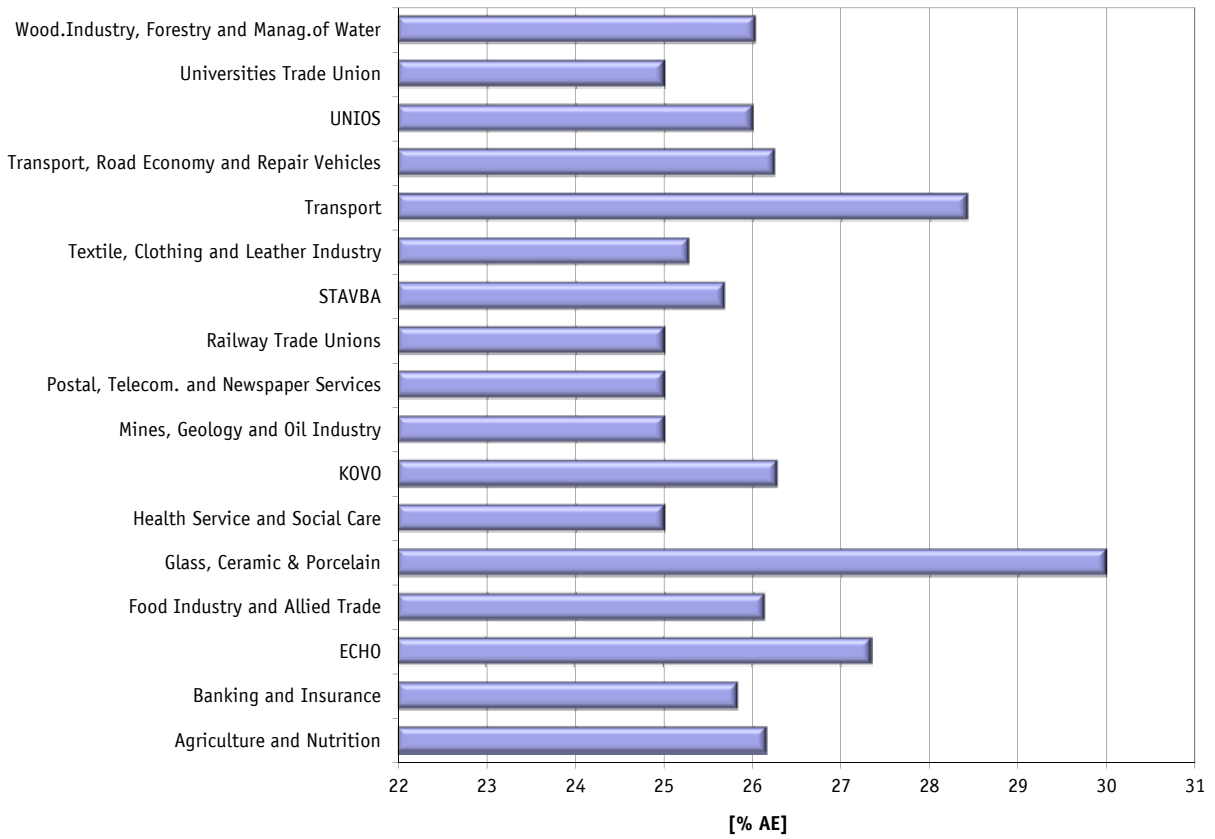


Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

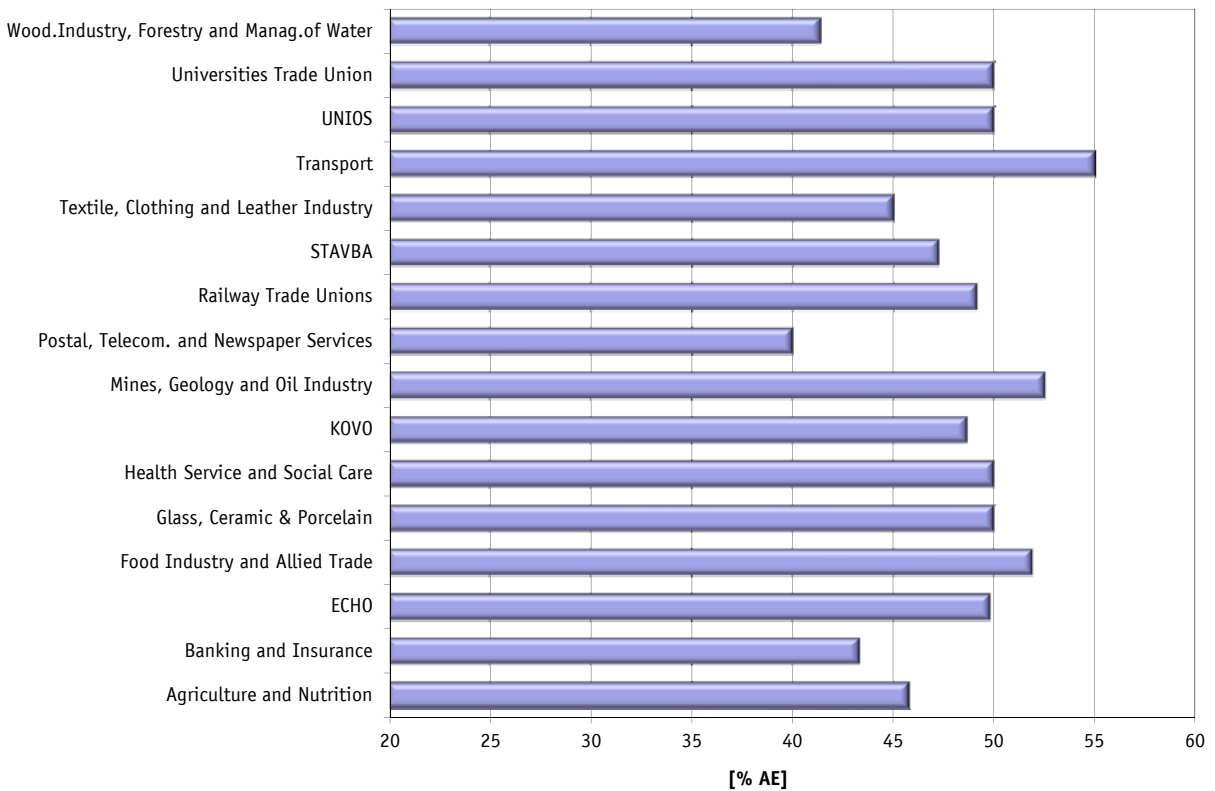


Wage supplementary charges

A - for overtime work on working day

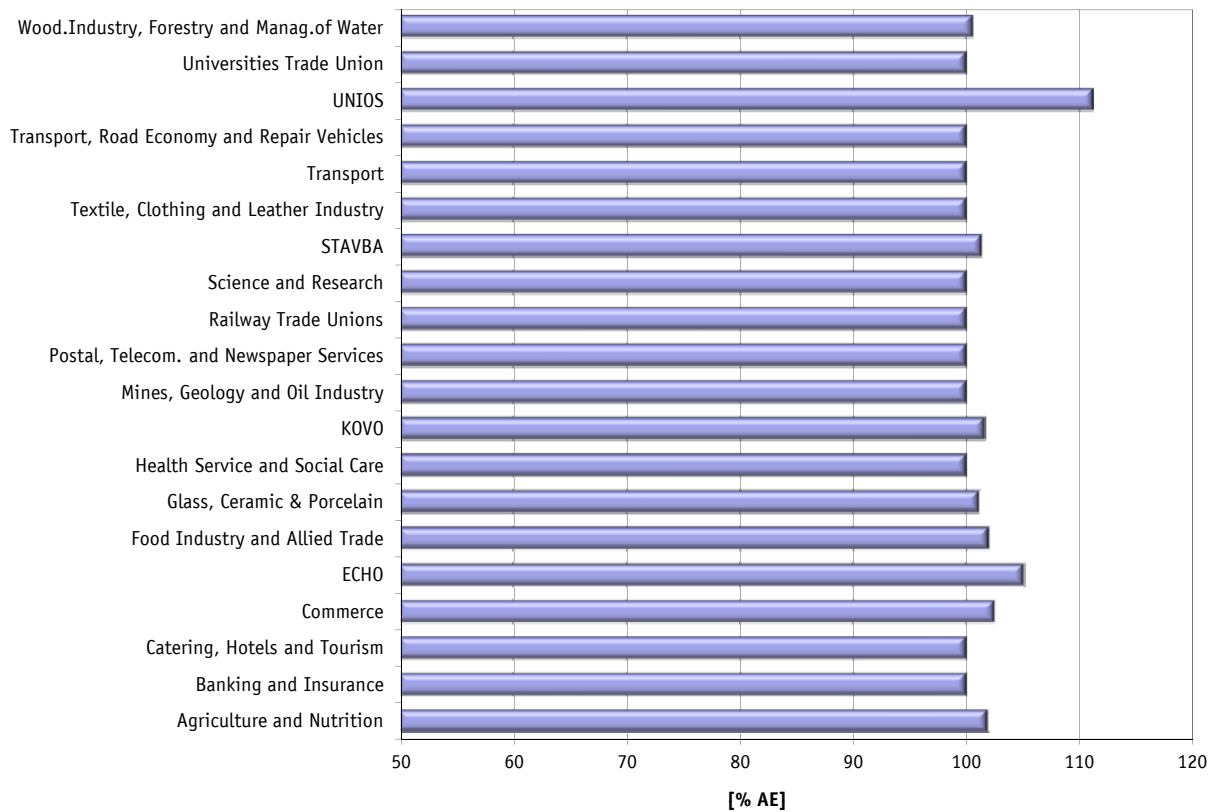


B - for overtime work on Saturdays and Sundays

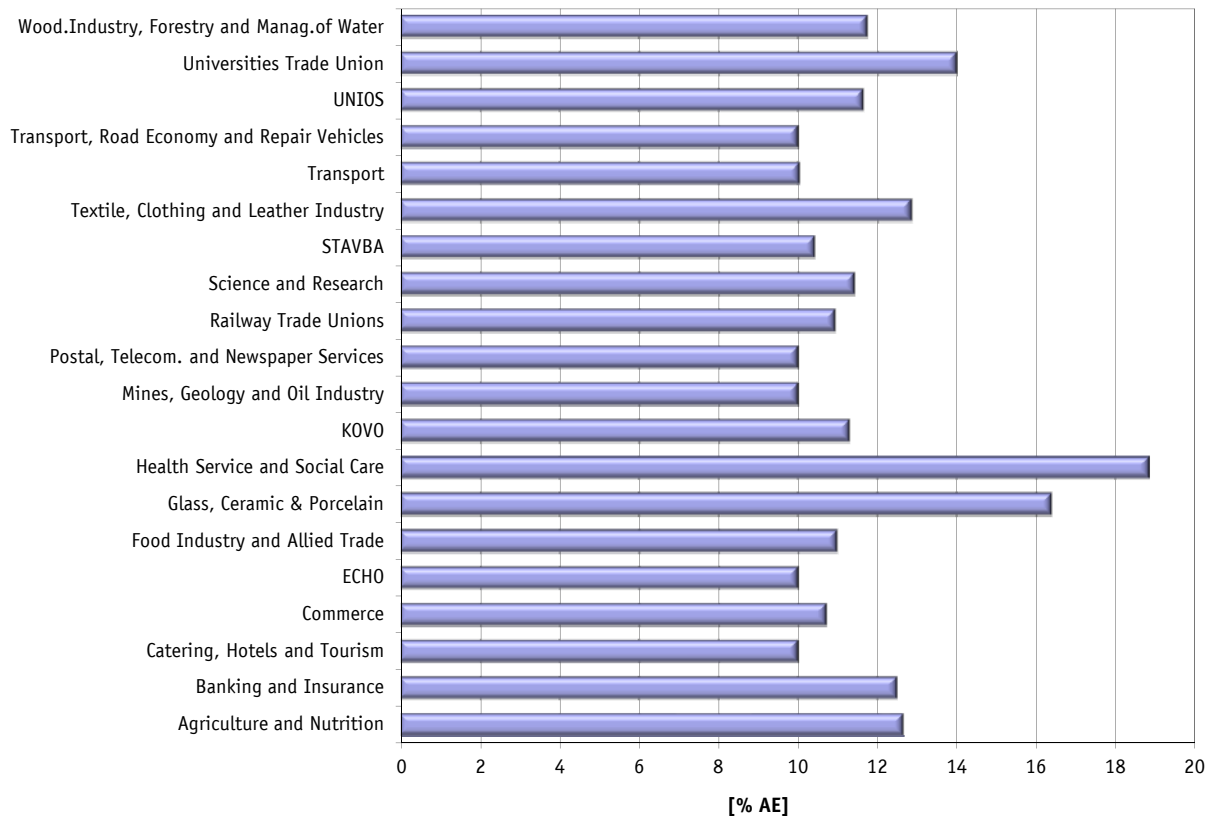


Wage supplementary charges

C - for working on public holidays

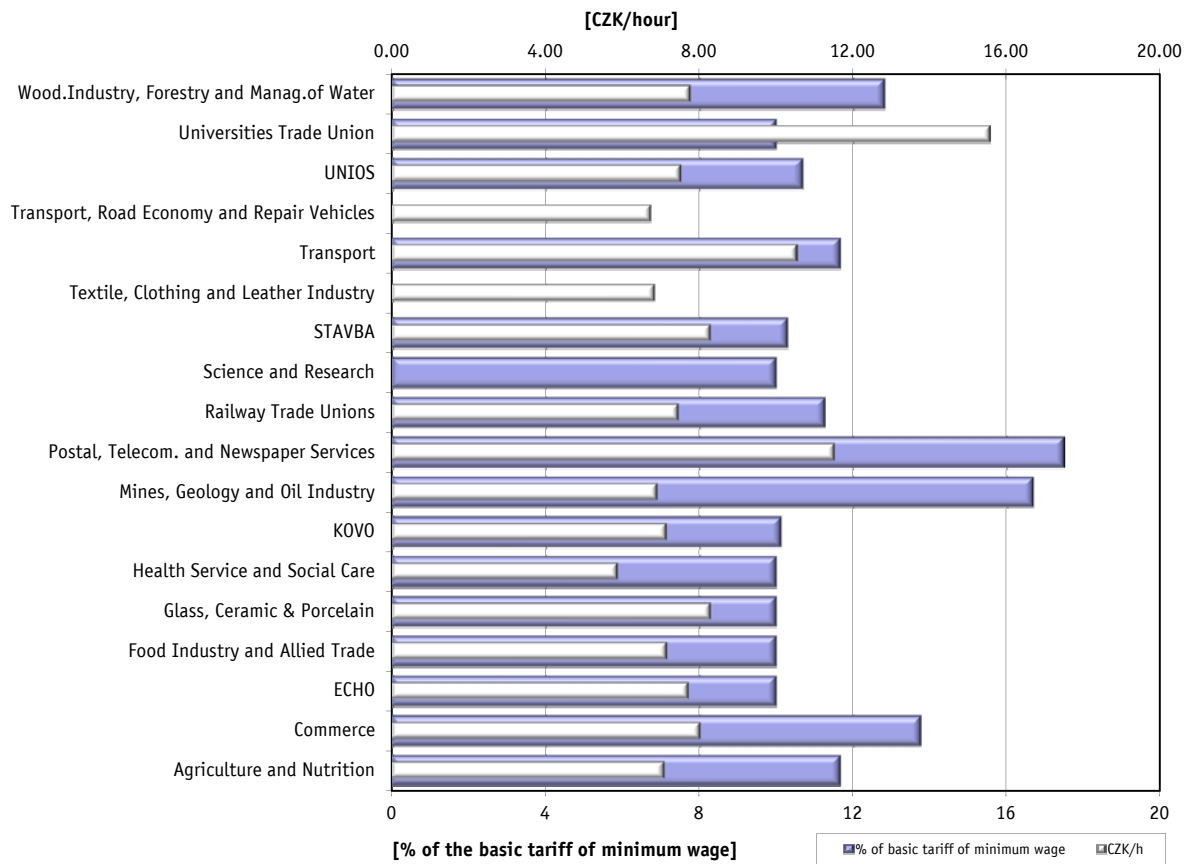


D - for night work

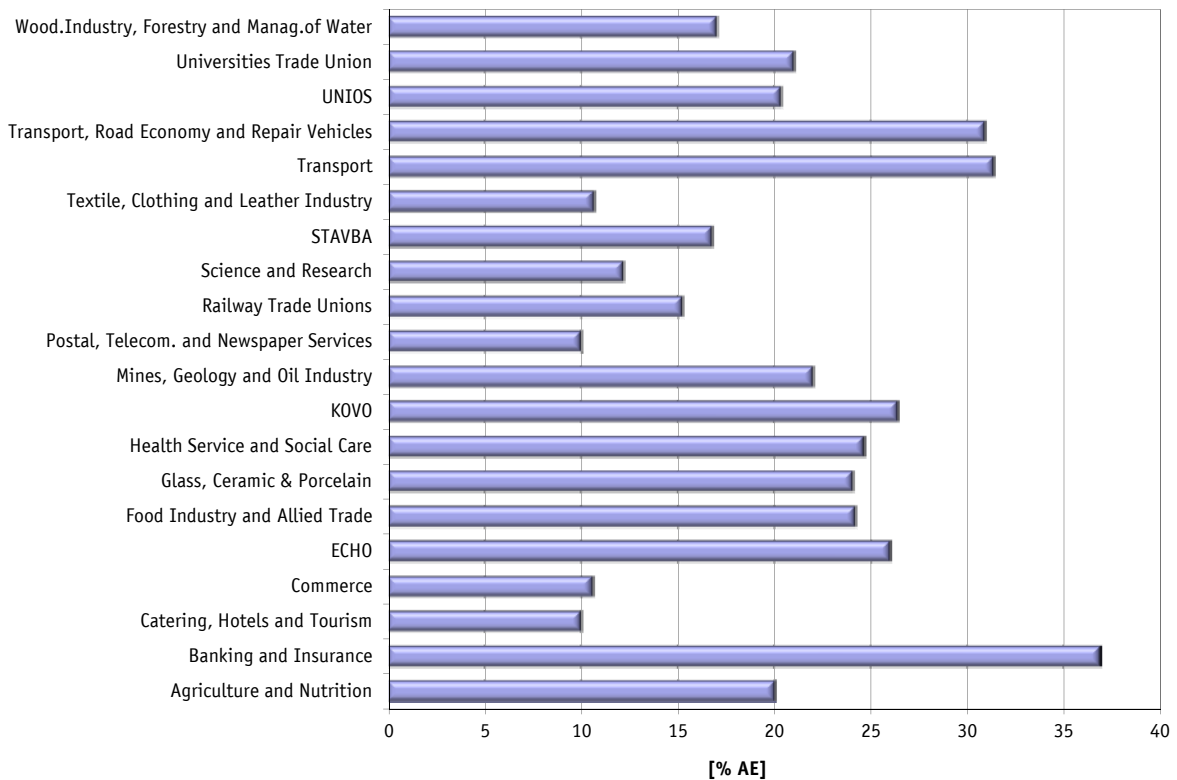


Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays





## **Table section B**

### **Public service and administration**





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

Trade union	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage				3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9	
		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										
<b>Total</b>	<b>339</b>	<b>4</b>	<b>2.9</b>	<b>6</b>	<b>3.1</b>	<b>6</b>	<b>1.8</b>	<b>5</b>	<b>1.5</b>	<b>130</b>	<b>38.3</b>	<b>88</b>	<b>26.0</b>	<b>109</b>	<b>73</b>	<b>33</b>	<b>108</b>	<b>76</b>	<b>2</b>	<b>72</b>	<b>272</b>	<b>16</b>	
Agriculture and Nutrition	2									1	50.0	1	50.0	1							1	2	
Banking and Insurance	1														1							1	
Civilian Employees of the Army	1																						
Culture and Nature Preservation	33					1	3.0	1	3.0	21	63.6	7	21.2	13	6	5					4	30	
Education	41									10	24.4	21	51.2	8	6	13					17	33	
Fire Fighters	10											1	10.0								1	8	
Food Industry and Allied Trade	2																					1	
Health Service and Social Care	75			3	3.7					45	60.0	34	45.3	45	17	2					26	65	1
KOVO	7													4	2	2						6	1
Mines, Geology and Oil Industry	3																					3	
Profess.and Trade Union of Orchestral Music.	8									3	37.5	1	12.5	2	2						1	6	
Railway Trade Unions	3													1	2	1						3	
State Bodies and Organisations	122	4	2.9	3	2.6	5	4.1	4	3.3	38	31.1	19	15.6	24	32	9	107	76	1	18	90	13	
STAVBA	10									4	40.0	2	20.0	2		1						8	
UNIOS	17									7	41.2	2	11.8	9	5		1			1	4	15	1
Wood.Industry, Forestry and Manag.of Water	4									1	25.0											1	

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver. %	average increase in percentage
TAPF	total amount of payroll funds
3.1	Does the CA agree on more detailed conditions for provision of personal bonuses?
3.2	Does the CA agree on more detailed conditions for the provision of remunerations?
3.3	Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?
3.4	Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?
3.5	Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?
3.6	Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?
3.7	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 564/2006 Coll.)?
3.8	Does the CA 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
<b>Total</b>	<b>96</b>	<b>44.4</b>	<b>85</b>	<b>2,911</b>	<b>94</b>	<b>3,377</b>	<b>96</b>	<b>3,719</b>	<b>96</b>	<b>3,890</b>	<b>96</b>	<b>4,164</b>	<b>96</b>	<b>4,220</b>
Agriculture and Nutrition	2	100.0	2		2		2		2		2		2	
Banking and Insurance														
Civilian Employees of the Army														
Culture and Nature Preservation	10	30.3	8	3,063	10	3,350	10	3,350	10	3,500	10	3,700	10	3,700
Education	20	48.8	20	2,900	20	2,950	20	3,050	20	3,075	20	3,175	20	3,200
Fire Fighters	6	60.0	6	2,908	6	3,075	6	3,733	6	3,942	6	4,633	6	4,842
Food Industry and Allied Trade														
Health Service and Social Care	25	33.3	20	2,900	25	3,460	25	4,480	25	4,860	25	5,360	25	5,460
KOVO	4	57.1	3	3,167	4	7,500	4	7,750	4	8,000	4	8,000	4	8,000
Mines, Geology and Oil Industry	2	66.7	1		1		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	2	25.0	2		2		2		2		2		2	
Railway Trade Unions	3	100.0	2		2		3	3,867	3	3,933	3	4,300	3	4,367
STAVBA	9	90.0	9	2,056	9	2,389	9	2,556	9	2,611	9	2,833	9	2,833
UNIOS	10	62.5	9	2,944	10	3,350	10	3,450	10	3,550	10	3,650	10	3,750
Wood.Industry, Forestry and Manag.of Water	3	75.0	3	4,333	3	4,333	3	4,333	3	4,333	3	4,333	3	4,333

Explanatory notes: NCA  
% CA  
CZK

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

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

Trade union	agreed in CA		length of employment in the organization:																	
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>91</b>	<b>42.1</b>	<b>78</b>	<b>3,646</b>	<b>88</b>	<b>4,007</b>	<b>90</b>	<b>4,411</b>	<b>91</b>	<b>4,612</b>	<b>91</b>	<b>4,855</b>	<b>91</b>	<b>4,891</b>	<b>91</b>	<b>4,907</b>	<b>91</b>	<b>4,913</b>	<b>91</b>	<b>4,918</b>
Agriculture and Nutrition	1	50.0	1		1		1		1		1		1		1		1		1	
Banking and Insurance																				
Civilian Employees of the Army																				
Culture and Nature Preservation	11	33.3	8	3,563	10	3,650	11	3,636	11	3,773	11	3,955	11	3,955	11	3,955	11	3,955	11	3,955
Education	19	46.3	19	3,816	19	3,868	19	3,974	19	4,026	19	4,132	19	4,184	19	4,184	19	4,184	19	4,184
Fire Fighters	4	40.0	4	3,050	4	3,050	4	3,475	4	3,475	4	3,950	4	3,950	4	3,950	4	3,950	4	3,950
Food Industry and Allied Trade																				
Health Service and Social Care	27	36.0	21	4,055	27	4,424	27	5,522	27	5,898	27	6,315	27	6,361	27	6,380	27	6,398	27	6,417
KOVO	4	57.1	3	4,167	4	8,250	4	8,500	4	8,750	4	8,750	4	8,750	4	8,750	4	8,750	4	8,750
Mines, Geology and Oil Industry	2	66.7	1		1		1		2		2		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	1	12.5	1		1		1		1		1		1		1		1		1	
Railway Trade Unions	3	100.0	2		2		3	5,000	3	5,000	3	5,333	3	5,333	3	5,333	3	5,333	3	5,333
STAVBA	9	90.0	8	2,750	9	2,833	9	3,000	9	3,000	9	3,111	9	3,111	9	3,222	9	3,222	9	3,222
UNIOS	8	50.0	8	3,313	8	3,438	8	3,563	8	3,688	8	3,813	8	3,938	8	3,938	8	3,938	8	3,938
Wood.Industry, Forestry and Manag.of Water	2	50.0	2		2		2		2		2		2		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 average value of remuneration in CZK

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

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
<b>Total</b>	<b>282</b>	<b>83.2</b>	<b>13</b>	<b>3.8</b>	<b>126</b>	<b>37.2</b>	<b>290</b>	<b>85.5</b>	<b>267</b>	<b>83</b>	<b>233</b>	<b>85</b>	<b>45</b>
Agriculture and Nutrition	2	100.0					1	50.0	1		1		
Banking and Insurance													
Civilian Employees of the Army	1	100.0	1	100.0			1	100.0	1				
Culture and Nature Preservation	29	87.9	1	3.0	19	57.6	30	90.9	29	4	28	13	4
Education	29	70.7	1	2.4	1	2.4	41	100.0	41	8	38	2	1
Fire Fighters	9	90.0			2	20.0	9	90.0	6	3	6		6
Food Industry and Allied Trade	2	100.0	1	50.0	1	50.0	1	50.0	1			1	
Health Service and Social Care	60	80.0	1	1.3	37	49.3	68	90.7	64	29	48	20	17
KOVO	6	85.7			1	14.3	7	100.0	7	1	4	7	
Mines, Geology and Oil Industry	3	100.0					3	100.0	3	1	3		1
Profess.and Trade Union of Orchestral Music.	7	87.5			2	25.0	7	87.5	6		6	1	
Railway Trade Unions	3	100.0			1	33.3	2	66.7	2	2	2	2	
State Bodies and Organisations	104	85.2	8	6.6	51	41.8	94	77.0	84	34	76	31	12
STAVBA	8	80.0			1	10.0	10	100.0	8	1	9	4	1
UNIOS	17	100.0			9	52.9	14	82.4	12		11	4	3
Wood.Industry, Forestry and Manag.of Water	2	50.0			1	25.0	2	50.0	2		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
<b>Total</b>	<b>284</b>	<b>83.8</b>	<b>37</b>	<b>10.9</b>	<b>8</b>	<b>2.4</b>	<b>3</b>	<b>0.9</b>	<b>7</b>	<b>2.1</b>	<b>51</b>	<b>92.7</b>	<b>4</b>	<b>7.3</b>	<b>245</b>	<b>72.3</b>	<b>40</b>	<b>11.8</b>	<b>148</b>	<b>43.7</b>	<b>74</b>	<b>21.8</b>
Agriculture and Nutrition	1	50.0	1	50.0							1	100.0			1	50.0			1	50.0	1	50.0
Banking and Insurance	1	100.0													1	100.0			1	100.0		
Civilian Employees of the Army	1	100.0													1	100.0						
Culture and Nature Preservation	32	97.0							1	3.0	1	100.0			29	87.9	7	21.2	13	39.4	8	24.2
Education	37	90.2	2	4.9	1	2.4	1	2.4			4	100.0			37	90.2	4	9.8	19	46.3	27	65.9
Fire Fighters	4	40.0	2	20.0					4	40.0	2	33.3	4	66.7	3	30.0			4	40.0	5	50.0
Food Industry and Allied Trade	2	100.0													1	50.0			1	50.0		
Health Service and Social Care	52	69.3	16	21.3	4	5.3	2	2.7	1	1.3	23	100.0			62	82.7	8	10.7	38	50.7	7	9.3
KOVO	2	28.6	4	57.1	1	14.3					5	100.0			5	71.4	2	28.6	4	57.1	2	28.6
Mines, Geology and Oil Industry	2	66.7	1	33.3							1	100.0			3	100.0	2	66.7	2	66.7	2	66.7
Profess.and Trade Union of Orchestral Music.	6	75.0	1	12.5	1	12.5					2	100.0			7	87.5	3	37.5	4	50.0	2	25.0
Railway Trade Unions	1	33.3	1	33.3	1	33.3					2	100.0			3	100.0			2	66.7		
State Bodies and Organisations	115	94.3	6	4.9					1	0.8	7	100.0			66	54.1	13	10.7	36	29.5	18	14.8
STAVBA	7	70.0	3	30.0							3	100.0			10	100.0			7	70.0		
UNIOS	17	100.0													16	94.1	1	5.9	16	94.1	1	5.9
Wood.Industry, Forestry and Manag.of Water	4	100.0																			1	25.0

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

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

Trade union	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																			
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money							
	NCA	% CA	NCA	% CA	NCA	% CA	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age	
							NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>2</b>	<b>0.6</b>	<b>2</b>	<b>0.6</b>	<b>21</b>	<b>6.2</b>	<b>34</b>	<b>10.0</b>	<b>1.9</b>	<b>2.1</b>	<b>37</b>	<b>10.9</b>	<b>1.3</b>	<b>1.7</b>	<b>53</b>	<b>15.6</b>	<b>1.9</b>	<b>2.9</b>	<b>47</b>	<b>13.9</b>	<b>37</b>	<b>10.9</b>	<b>12</b>	<b>3.5</b>	<b>3</b>	<b>0.9</b>
Agriculture and Nutrition																										
Banking and Insurance																										
Civilian Employees of the Army															1	100.0			1	100.0	1	100.0				
Culture and Nature Preservation					5	15.2	5	15.2	2.2	2.6	5	15.2	1.2	1.6	12	36.4	1.0	1.8	11	33.3	10	30.3	1	3.0		
Education					2	4.9	6	14.6	1.6	2.0	6	14.6	1.0	1.5	3	7.3	1.0	2.0	3	7.3			3	7.3		
Fire Fighters							1	10.0			1	10.0			1	10.0			1	10.0	1	10.0			1	10.0
Food Industry and Allied Trade																										
Health Service and Social Care	1	1.3	1	1.3			12	16.0	1.9	2.0	12	16.0	1.1	1.2	10	13.3	1.7	1.8	10	13.3	7	9.3	1	1.3	1	1.3
KOVO																										
Mines, Geology and Oil Industry																										
Profess.and Trade Union of Orchestral Music.					1	12.5																				
Railway Trade Unions					1	33.3	1	33.3			1	33.3			1	33.3			1	33.3	1	33.3	1	33.3		
State Bodies and Organisations	1	0.8	1	0.8	12	9.8	4	3.3	2.5	2.5	6	4.9	2.8	3.0	16	13.1	3.2	5.2	13	10.7	12	9.8	4	3.3	1	0.8
STAVBA							2	20.0			2	20.0			1	10.0			1	10.0			1	10.0		
UNIOS							2	11.8			3	17.6	1.7	2.3	7	41.2	2.0	2.9	6	35.3	5	29.4	1	5.9		
Wood.Industry, Forestry and Manag.of Water							1	25.0			1	25.0			1	25.0										

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

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

Trade union	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund																
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
						aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
<b>Total</b>	<b>189</b>	<b>87.5</b>	<b>106</b>	<b>49.1</b>	<b>1,424</b>	<b>2.53</b>	<b>0.86</b>	<b>0.08</b>	<b>6.00</b>	<b>0.16</b>	<b>0.23</b>	<b>2.79</b>	<b>23.33</b>	<b>13.03</b>	<b>1.61</b>	<b>27.80</b>	<b>0.02</b>	<b>0.26</b>	<b>7.47</b>	<b>1.44</b>	<b>12.39</b>	
Agriculture and Nutrition	1	50.0	1	50.0																		
Banking and Insurance	1	100.0																				
Civilian Employees of the Army	1	100.0																				
Culture and Nature Preservation	30	90.9	23	69.7	713	2.70	0.08	0.15	2.21	0.09	0.09	5.22	36.90	2.24	3.05	7.55			3.94	0.79	34.99	
Education	36	87.8	19	46.3	297	0.89	0.98	0.04	13.67	0.05	0.52	8.76	29.92	17.49	0.96	7.40	0.41	0.41	10.17	2.39	5.97	
Fire Fighters	10	100.0	4	40.0	4,559	5.40	0.55		16.48		0.49	5.70	15.66	7.71	1.10	21.73		0.11	9.29		15.78	
Food Industry and Allied Trade	1	50.0																				
Health Service and Social Care	67	89.3	32	42.7	2,914	2.09	0.30	0.04	4.19	0.22		1.64	21.07	15.48	1.42	37.13		0.36	8.11	1.57	6.37	
KOVO	5	71.4	4	57.1	565	6.10	0.66		6.19				26.54	14.51		8.98			6.72	10.26	20.02	
Mines, Geology and Oil Industry	3	100.0	1	33.3																		
Profess.and Trade Union of Orchestral Music.	3	37.5																				
Railway Trade Unions	3	100.0	3	100.0	342				14.90		1.75		52.87	16.26		1.85		0.39	5.94	1.17	4.87	
STAVBA	9	90.0	8	80.0	922	1.97	0.28	0.70	7.14	0.14	2.71	3.66	23.24	13.59	2.98	11.97		0.07	4.39	0.57	26.59	
UNIOS	15	93.8	9	56.3	607	1.92	14.82		1.21				33.71	9.93		10.26			3.16	1.83	23.15	
Wood.Industry, Forestry and Manag.of Water	4	100.0	2	50.0																		

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

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

Trade union	Employer's contribution to corporate catering						without specification of the amount of allowance	There is an agreed contribution to corporate catering for pensioners		Contribution to pension insurance				Contribution to life insurance							
	arranged in CA		amount of contribution					agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision			
	NCA	% CA	of budget		of FSCR																
			aver. CZK	aver.% of price	aver. CZK	aver.% of price		NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA		
<b>Total</b>	<b>187</b>	<b>86.6</b>	<b>27.19</b>	<b>54.6</b>	<b>10.56</b>	<b>33.3</b>	<b>50</b>	<b>60</b>	<b>27.8</b>	<b>71</b>	<b>32.9</b>	<b>171</b>	<b>216</b>	<b>41</b>	<b>19.0</b>	<b>7</b>	<b>3.2</b>	<b>218</b>	<b>230</b>	<b>5</b>	<b>2.3</b>
Agriculture and Nutrition	2	100.0						1	50.0	2	100.0			1	50.0						
Banking and Insurance	1	100.0								1	100.0			1	100.0						
Civilian Employees of the Army	1	100.0					1	1	100.0												
Culture and Nature Preservation	30	90.9	27.64	53.8	10.46	13.3	5			8	24.2	138	256	7	21.2	1	3.0			1	3.0
Education	31	75.6	18.01	55.0	10.79	20.0	9	13	31.7	10	24.4	133	145	2	4.9						
Fire Fighters	7	70.0	9.00		10.75		3			2	20.0			1	10.0						
Food Industry and Allied Trade	2	100.0					1														
Health Service and Social Care	66	88.0	27.97		11.28	50.0	18	26	34.7	27	36.0	170	230	21	28.0	5	6.7	242	262	4	5.3
KOVO	7	100.0		55.0	10.50	50.0	4	5	71.4	3	42.9	183	225	1	14.3						
Mines, Geology and Oil Industry	3	100.0			3.35		2	1	33.3	1	33.3										
Profess.and Trade Union of Orchestral Music.	4	50.0	23.50		14.50		2			1	12.5			1	12.5						
Railway Trade Unions	3	100.0			6.50		1			1	33.3										
STAVBA	10	100.0	33.50		10.76		1	8	80.0	4	40.0	192	244	2	20.0	1	10.0				
UNIOS	16	100.0	26.99	55.0	7.83		3	4	25.0	7	43.8	140	147	4	25.0						
Wood.Industry, Forestry and Manag.of Water	4	100.0			11.81			1	25.0	4	100.0	350	375								

Explanatory notes: NCA  
 % CA  
 aver. CZK  
 aver. % of price  
 CZK

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



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

Trade union	Employee's inability to work						Average number of days of leave without compensation of pay above the requirement of the LC																		Activity of guides in children's and youth camps														
	pay compensation for the first 3 days of the inability				pay compensation from the fourth day of inability exceeding the level stated in LC		Type of personal obstacle																																
	agreed in CA		compensation amount		agreed in CA		compensation amount		A			B			C			D			E			F			G			H			I						
	NCA	% CA	% AE	aver.CZK	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA		days	NCA	% CA	days	NCA	% CA	NCA	days						
<b>Total</b>	<b>29</b>	<b>8.6</b>	<b>52.8</b>	<b>200</b>	<b>2</b>	<b>0.6</b>				<b>22</b>	<b>6.5</b>	<b>1.6</b>	<b>48</b>	<b>14.2</b>	<b>1.6</b>	<b>45</b>	<b>13.3</b>	<b>1.8</b>	<b>13</b>	<b>3.8</b>	<b>4.1</b>	<b>35</b>	<b>10.3</b>	<b>1.5</b>	<b>19</b>	<b>5.6</b>	<b>3.4</b>	<b>51</b>	<b>15.0</b>	<b>7.0</b>	<b>41</b>	<b>12.1</b>	<b>3.5</b>	<b>93</b>	<b>27.4</b>	<b>24</b>	<b>12.3</b>		
Agriculture and Nutrition																																							
Banking and Insurance																																							
Civilian Employees of the Army																																							
Culture and Nature Preservation																																							
Education																																							
Fire Fighters																																							
Food Industry and Allied Trade																																							
Health Service and Social Care																																							
KOVO																																							
Mines, Geology and Oil Industry																																							
Profess.and Trade Union of Orchestral Music.																																							
Railway Trade Unions	1	33.3																																					
State Bodies and Organisations	25	20.5	53.5	200	2	1.6																																	
STAVBA	1	10.0																																					
UNIOS	2	11.8																																					
Wood.Industry, Forestry and Manag.of Water																																							

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

**Personnel development, fair treatment, industrial safety and health protection at work (ISHPW), general agreements of European social partners  
classification based on trade unions - 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
<b>Total</b>	<b>197</b>	<b>58.1</b>	<b>9</b>	<b>2.7</b>	<b>70</b>	<b>20.6</b>	<b>304</b>	<b>89.7</b>	<b>150</b>	<b>44.2</b>	<b>2</b>	<b>0.6</b>	<b>4</b>	<b>1.2</b>
Agriculture and Nutrition	1	50.0			1	50.0	2	100.0	1	50.0				
Banking and Insurance	1	100.0			1	100.0	1	100.0	1	100.0				
Civilian Employees of the Army	1	100.0			1	100.0	1	100.0	1	100.0				
Culture and Nature Preservation	17	51.5			4	12.1	33	100.0	16	48.5				
Education	30	73.2			1	2.4	38	92.7	32	78.0				
Fire Fighters	4	40.0			3	30.0	7	70.0	6	60.0				
Food Industry and Allied Trade							2	100.0	2	100.0				
Health Service and Social Care	49	65.3	2	2.7	21	28.0	73	97.3	25	33.3			1	1.3
KOVO							6	85.7	5	71.4				
Mines, Geology and Oil Industry	3	100.0	1	33.3	2	66.7	3	100.0						
Profess.and Trade Union of Orchestral Music.	3	37.5			1	12.5	6	75.0	2	25.0				
Railway Trade Unions	3	100.0					3	100.0	2	66.7				
State Bodies and Organisations	73	59.8	4	3.3	28	23.0	99	81.1	39	32.0	2	1.6	3	2.5
STAVBA	3	30.0	2	20.0	4	40.0	9	90.0	4	40.0				
UNIOS	6	35.3			3	17.6	17	100.0	14	82.4				
Wood.Industry, Forestry and Manag.of Water	3	75.0					4	100.0						

Explanatory notes: NCA  
% CA

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

**Employee Wages**  
**classification based on regions - public service and administration**

Region NUTS 3	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage				3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin										
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA									
<b>Total</b>	<b>339</b>	<b>4</b>	<b>2.9</b>	<b>6</b>	<b>3.1</b>	<b>6</b>	<b>1.8</b>	<b>5</b>	<b>1.5</b>	<b>130</b>	<b>38.3</b>	<b>88</b>	<b>26.0</b>	<b>109</b>	<b>73</b>	<b>33</b>	<b>108</b>	<b>76</b>	<b>2</b>	<b>72</b>	<b>272</b>	<b>16</b>
CZ010 Capital Prague	30			2		1	3.3			15	50.0	8	26.7	15	10	2	2	4		4	24	
CZ020 Středočeský	43	1				1	2.3	2	4.7	11	25.6	13	30.2	14	11	1	21	14		12	30	1
CZ031 Jihočeský	18					2	11.1			7	38.9	2	11.1	4	3	1	9	7		1	12	2
CZ032 Plzeňský	25			1						11	44.0	4	16.0	7	7	4	12	7			5	20
CZ041 Karlovarský	13							1	7.7	4	30.8	4	30.8	4	1	4	7	6		3	12	1
CZ042 Ústecký	39									16	41.0	14	35.9	12	7	2	10	7		6	30	3
CZ051 Liberecký	14	2				1	7.1			8	57.1	5	35.7	5	2	1	6	4		3	14	1
CZ052 Královéhradecký	8									2	25.0	1	12.5	1	3		3	1				7
CZ053 Pardubický	24	1								10	41.7	7	29.2	9	6	4	7	5	1	4	21	1
CZ061 Vysočina	19			1		1	5.3			8	42.1	5	26.3	8	3	3	5	1	1	6	17	5
CZ062 Jihomoravský	34							1	2.9	13	38.2	8	23.5	12	3	4	9	7		11	28	
CZ071 Olomoucký	26			1				1	3.8	5	19.2	1	3.8	5	5	4	9	8		2	19	1
CZ072 Zlínský	17									7	41.2	4	23.5	5	5	2	2	3		5	13	1
CZ080 Moravskoslezský	29			1						13	44.8	12	41.4	8	7	1	6	2		10	25	

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver. %	average increase in percentage
TAPF	total amount of payroll funds
3.1	Does the CA agree on more detailed conditions for provision of personal bonuses?
3.2	Does the CA agree on more detailed conditions for the provision of remunerations?
3.3	Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?
3.4	Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?
3.5	Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?
3.6	Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?
3.7	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 564/2006 Coll.)?
3.8	Does the CA 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
<b>Total</b>	<b>96</b>	<b>44.4</b>	<b>85</b>	<b>2,911</b>	<b>94</b>	<b>3,377</b>	<b>96</b>	<b>3,719</b>	<b>96</b>	<b>3,890</b>	<b>96</b>	<b>4,164</b>	<b>96</b>	<b>4,220</b>
CZ010 Capital Prague	6	24.0	5	4,200	6	4,750	6	5,000	6	5,000	6	5,417	6	5,417
CZ020 Středočeský	12	60.0	12	3,042	12	3,208	12	3,458	12	3,792	12	4,208	12	4,208
CZ031 Jihočeský	3	42.9	3	3,233	3	3,233	3	3,467	3	3,467	3	3,767	3	3,767
CZ032 Plzeňský	5	38.5	4	3,000	5	3,600	5	4,200	5	5,000	5	5,600	5	6,000
CZ041 Karlovarský	4	66.7	4	2,250	4	2,500	4	2,750	4	2,750	4	3,000	4	3,000
CZ042 Ústecký	11	40.7	11	2,955	11	3,091	11	3,364	11	3,455	11	3,682	11	3,682
CZ051 Liberecký	4	50.0	2		4	2,750	4	3,625	4	3,875	4	3,875	4	3,875
CZ052 Královéhradecký	3	60.0	3	1,333	3	1,667	3	2,500	3	3,000	3	3,500	3	3,500
CZ053 Pardubický	9	56.3	8	2,750	9	2,500	9	2,556	9	2,667	9	2,833	9	2,889
CZ061 Vysočina	7	53.8	6	2,042	7	4,821	7	5,000	7	5,179	7	5,357	7	5,536
CZ062 Jihomoravský	8	34.8	6	3,167	8	3,875	8	4,500	8	4,500	8	4,500	8	4,500
CZ071 Olomoucký	7	43.8	6	2,083	6	2,583	7	3,300	7	3,329	7	3,629	7	3,657
CZ072 Zlínský	8	57.1	8	3,563	8	3,813	8	4,188	8	4,375	8	4,500	8	4,688
CZ080 Moravskoslezský	9	39.1	7	3,143	8	3,688	9	3,722	9	3,833	9	4,278	9	4,278

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
<b>Total</b>	<b>91</b>	<b>42.1</b>	<b>78</b>	<b>3,646</b>	<b>88</b>	<b>4,007</b>	<b>90</b>	<b>4,411</b>	<b>91</b>	<b>4,612</b>	<b>91</b>	<b>4,855</b>	<b>91</b>	<b>4,891</b>	<b>91</b>	<b>4,907</b>	<b>91</b>	<b>4,913</b>	<b>91</b>	<b>4,918</b>
CZ010 Capital Prague	7	28.0	5	4,900	7	4,786	7	5,714	7	5,714	7	6,071	7	6,071	7	6,071	7	6,071	7	6,071
CZ020 Středočeský	12	60.0	12	5,125	12	5,292	12	5,542	12	5,875	12	6,292	12	6,292	12	6,292	12	6,292	12	6,292
CZ031 Jihočeský	3	42.9	3	3,233	3	3,233	3	3,467	3	3,467	3	3,767	3	3,767	3	3,767	3	3,767	3	3,767
CZ032 Plzeňský	5	38.5	4	3,500	5	4,000	5	4,200	5	5,000	5	5,200	5	5,200	5	5,200	5	5,200	5	5,200
CZ041 Karlovarský	4	66.7	4	3,000	4	3,250	4	3,500	4	3,500	4	3,750	4	3,750	4	3,750	4	3,750	4	3,750
CZ042 Ústecký	10	37.0	10	2,865	10	3,125	10	3,450	10	3,625	10	3,800	10	3,875	10	3,975	10	3,975	10	3,975
CZ051 Liberecký	4	50.0	1		4	2,550	4	3,275	4	3,375	4	3,375	4	3,375	4	3,375	4	3,375	4	3,375
CZ052 Královéhradecký	4	80.0	3	1,500	3	1,833	4	2,875	4	3,250	4	3,625	4	3,625	4	3,625	4	3,625	4	3,625
CZ053 Pardubický	8	50.0	7	3,214	8	2,875	8	2,938	8	3,063	8	3,250	8	3,313	8	3,375	8	3,438	8	3,500
CZ061 Vysočina	5	38.5	4	3,250	5	6,700	5	6,800	5	6,800	5	6,800	5	6,800	5	6,800	5	6,800	5	6,800
CZ062 Jihomoravský	8	34.8	6	4,083	8	4,563	8	5,188	8	5,188	8	5,188	8	5,188	8	5,188	8	5,188	8	5,188
CZ071 Olomoucký	7	43.8	6	2,500	6	3,000	7	4,000	7	4,000	7	4,286	7	4,286	7	4,286	7	4,286	7	4,286
CZ072 Zlínský	8	57.1	8	4,563	8	4,813	8	5,188	8	5,438	8	5,563	8	5,813	8	5,813	8	5,813	8	5,813
CZ080 Moravskoslezský	6	26.1	5	3,000	5	3,300	5	3,500	6	4,250	6	4,917	6	4,917	6	4,917	6	4,917	6	4,917

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
<b>Total</b>	<b>282</b>	<b>83.2</b>	<b>13</b>	<b>3.8</b>	<b>126</b>	<b>37.2</b>	<b>290</b>	<b>85.5</b>	<b>267</b>	<b>83</b>	<b>233</b>	<b>85</b>	<b>45</b>
CZ010 Capital Prague	21	70.0	1	3.3	8	26.7	28	93.3	26	8	21	8	1
CZ020 Středočeský	34	79.1	2	4.7	18	41.9	33	76.7	30	9	24	7	6
CZ031 Jihočeský	16	88.9	1	5.6	8	44.4	13	72.2	10	3	12	4	4
CZ032 Plzeňský	21	84.0	1	4.0	9	36.0	20	80.0	18	7	12	9	4
CZ041 Karlovarský	12	92.3			3	23.1	11	84.6	11	1	10	2	
CZ042 Ústecký	33	84.6			16	41.0	31	79.5	29	9	24	11	4
CZ051 Liberecký	12	85.7	2	14.3	10	71.4	14	100.0	13	7	12	6	2
CZ052 Královéhradecký	6	75.0			4	50.0	6	75.0	6	1	3	1	1
CZ053 Pardubický	20	83.3	3	12.5	7	29.2	23	95.8	20	7	19	7	4
CZ061 Vysočina	18	94.7			9	47.4	16	84.2	14	5	13	5	
CZ062 Jihomoravský	31	91.2	1	2.9	16	47.1	32	94.1	29	8	29	10	6
CZ071 Olomoucký	21	80.8			8	30.8	24	92.3	24	5	23	6	8
CZ072 Zlínský	13	76.5			5	29.4	14	82.4	14	3	12	5	2
CZ080 Moravskoslezský	24	82.8	2	6.9	5	17.2	25	86.2	23	10	19	4	3

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

**Plurality of trade unions, providing information and discussing  
classification based on 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
<b>Total</b>	<b>284</b>	<b>83.8</b>	<b>37</b>	<b>10.9</b>	<b>8</b>	<b>2.4</b>	<b>3</b>	<b>0.9</b>	<b>7</b>	<b>2.1</b>	<b>51</b>	<b>92.7</b>	<b>4</b>	<b>7.3</b>	<b>245</b>	<b>72.3</b>	<b>40</b>	<b>11.8</b>	<b>148</b>	<b>43.7</b>	<b>74</b>	<b>21.8</b>
CZ010 Capital Prague	26	86.7	2	6.7	1	3.3			1	3.3	4	100.0			26	86.7	11	36.7	18	60.0	5	16.7
CZ020 Středočeský	40	93.0	2	4.7					1	2.3	2	66.7	1	33.3	24	55.8	6	14.0	18	41.9	6	14.0
CZ031 Jihočeský	17	94.4							1	5.6			1	100.0	10	55.6	1	5.6	9	50.0	6	33.3
CZ032 Plzeňský	21	84.0	4	16.0							4	100.0			13	52.0	1	4.0	8	32.0	1	4.0
CZ041 Karlovarský	12	92.3	1	7.7							1	100.0			9	69.2			6	46.2	4	30.8
CZ042 Ústecký	33	84.6	5	12.8			1	2.6			6	100.0			32	82.1	4	10.3	11	28.2	9	23.1
CZ051 Liberecký	10	71.4	3	21.4	1	7.1					4	100.0			14	100.0	1	7.1	10	71.4	2	14.3
CZ052 Královéhradecký	7	87.5							1	12.5			1	100.0	5	62.5			3	37.5	3	37.5
CZ053 Pardubický	22	91.7	2	8.3							2	100.0			20	83.3	2	8.3	8	33.3	7	29.2
CZ061 Vysočina	16	84.2			2	10.5			1	5.3	2	66.7	1	33.3	13	68.4	1	5.3	7	36.8	3	15.8
CZ062 Jihomoravský	27	79.4	7	20.6							7	100.0			25	73.5	5	14.7	14	41.2	7	20.6
CZ071 Olomoucký	21	80.8	2	7.7	2	7.7	1	3.8			5	100.0			21	80.8	2	7.7	12	46.2	8	30.8
CZ072 Zlínský	13	76.5	4	23.5							4	100.0			10	58.8	3	17.6	9	52.9	5	29.4
CZ080 Moravskoslezský	19	65.5	5	17.2	2	6.9	1	3.4	2	6.9	10	100.0			23	79.3	3	10.3	15	51.7	8	27.6

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		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	
<b>Total</b>	<b>2</b>	<b>0.6</b>	<b>2</b>	<b>0.6</b>	<b>21</b>	<b>6.2</b>	<b>34</b>	<b>10.0</b>	<b>1.9</b>	<b>2.1</b>	<b>37</b>	<b>10.9</b>	<b>1.3</b>	<b>1.7</b>	<b>53</b>	<b>15.6</b>	<b>1.9</b>	<b>2.9</b>	<b>47</b>	<b>13.9</b>	<b>37</b>	<b>10.9</b>	<b>12</b>	<b>3.5</b>	<b>3</b>	<b>0.9</b>	
CZ010 Capital Prague				2	6.7	8	26.7	1.8	2.1	8	26.7	1.8	2.1	11	36.7	1.9	2.5	11	36.7	9	30.0	4	13.3				
CZ020 Středočeský			1	2.3	5	11.6	3	7.0	2.3	2.3	3	7.0	1.0	1.3	4	9.3	2.0	2.0	5	11.6	4	9.3			1	2.3	
CZ031 Jihočeský					2	11.1									4	22.2	1.5	3.5	4	22.2	4	22.2					
CZ032 Plzeňský							1	4.0			1	4.0			3	12.0	1.0	2.7	3	12.0	3	12.0	1	4.0			
CZ041 Karlovarský					1	7.7																					
CZ042 Ústecký					2	5.1	8	20.5	1.9	1.9	8	20.5	1.0	1.0	6	15.4	1.8	2.8	4	10.3	4	10.3			1	2.6	
CZ051 Liberecký					2	14.3					1	7.1			2	14.3			2	14.3	2	14.3			1	7.1	
CZ052 Královéhradecký					1	12.5	1	12.5			1	12.5			2	25.0			2	25.0	2	25.0					
CZ053 Pardubický							1	4.2			2	8.3			2	8.3			1	4.2			1	4.2			
CZ061 Vysočina	1	5.3	1	5.3			2	10.5			2	10.5			4	21.1	2.7	6.0	3	15.8	1	5.3	2	10.5			
CZ062 Jihomoravský	1	2.9			3	8.8	6	17.6	2.0	2.2	6	17.6	1.5	1.7	6	17.6	2.5	2.7	4	11.8	3	8.8	1	2.9			
CZ071 Olomoucký					2	7.7	2	7.7			2	7.7			3	11.5	2.7	3.7	2	7.7	1	3.8	2	7.7			
CZ072 Zlínský					1	5.9	1	5.9			1	5.9			1	5.9			1	5.9			1	5.9			
CZ080 Moravskoslezský							1	3.4			2	6.9			5	17.2	1.3	2.2	5	17.2	4	13.8					

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



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

Region NUTS 3	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund															
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
					aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
<b>Total</b>	<b>189</b>	<b>87.5</b>	<b>106</b>	<b>49.1</b>	<b>1,424</b>	<b>2.53</b>	<b>0.86</b>	<b>0.08</b>	<b>6.00</b>	<b>0.16</b>	<b>0.23</b>	<b>2.79</b>	<b>23.33</b>	<b>13.03</b>	<b>1.61</b>	<b>27.80</b>	<b>0.02</b>	<b>0.26</b>	<b>7.47</b>	<b>1.44</b>	<b>12.39</b>
CZ010 Capital Prague	21	84.0	14	56.0	2,587	5.34	0.44	0.11	5.08	0.04	0.04	4.72	29.06	3.11	2.35	20.24		0.01	5.80	0.45	23.19
CZ020 Středočeský	19	95.0	4	20.0	1,714	2.92	0.05		34.64			1.24	6.77	1.71	2.00	26.59	0.34		10.37	0.29	13.10
CZ031 Jihočeský	7	100.0	3	42.9	625				0.80				34.79		0.53	28.01			4.00	2.45	29.40
CZ032 Plzeňský	11	84.6	8	61.5	3,264		0.04	0.10	2.64	0.01	0.34	0.23	25.71	29.78	0.77	24.98		0.42	13.00	0.77	1.21
CZ041 Karlovarský	6	100.0	2	33.3																	
CZ042 Ústecký	23	85.2	16	59.3	619	1.48	1.01	0.40	4.05			0.91	42.77	10.28	1.41	18.37		0.41	5.25	0.60	13.05
CZ051 Liberecký	7	87.5	7	87.5	1,259		0.23		7.19	0.11	2.27	2.72	22.25	27.13	2.04	16.84		0.83	6.08	0.60	11.69
CZ052 Královéhradecký	3	60.0																			
CZ053 Pardubický	14	87.5	11	68.8	634	1.65	1.82	0.03	2.67			7.31	19.12	5.22	3.54	28.10		0.13	5.02	0.82	24.56
CZ061 Vysočina	11	84.6	6	46.2	1,733	10.96			9.23			10.00	9.95	16.03	1.92	11.64		0.19	8.41	8.56	13.11
CZ062 Jihomoravský	20	87.0	10	43.5	596	1.76	0.60	0.17	9.10			2.35	38.82	13.78	3.86			0.13	7.81	3.68	17.95
CZ071 Olomoucký	12	75.0	6	37.5	296				13.71		2.67	6.46	38.17	17.91	2.26	2.90		0.34	11.00	1.03	3.57
CZ072 Zlínský	13	92.9	8	57.1	915	2.16	11.41		4.93			2.67	37.45	10.25	0.82	1.09		0.07	6.45	2.35	20.35
CZ080 Moravskoslezský	22	95.7	11	47.8	2,589	0.06	0.01		2.82	0.73		0.09	8.77	11.65	0.49	67.22		0.41	5.48	0.95	1.33

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

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

Region NUTS 3	Employer's contribution to corporate catering							There is an agreed contribution to corporate catering for pensioners			Contribution to pension insurance				Contribution to life insurance						
	arranged in CA		amount of contribution				without specification of the amount of allowance			agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price				NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK
<b>Total</b>	<b>187</b>	<b>86.6</b>	<b>27.19</b>	<b>54.6</b>	<b>10.56</b>	<b>33.3</b>	<b>50</b>	<b>60</b>	<b>27.8</b>	<b>71</b>	<b>32.9</b>	<b>171</b>	<b>216</b>	<b>41</b>	<b>19.0</b>	<b>7</b>	<b>3.2</b>	<b>218</b>	<b>230</b>	<b>5</b>	<b>2.3</b>
CZ010 Capital Prague	20	80.0	28.90	55.0	12.14		6	6	24.0	9	36.0	163	338	8	32.0	2	8.0			2	8.0
CZ020 Středočeský	18	90.0	28.70		10.85	20.0	6	6	30.0	4	20.0	117	213	2	10.0						
CZ031 Jihočeský	7	100.0	23.75	55.0	11.30			2	28.6	3	42.9	167	167	2	28.6						
CZ032 Plzeňský	10	76.9	22.13		9.09		5	5	38.5	4	30.8	228	228	3	23.1	2	15.4			1	7.7
CZ041 Karlovarský	2	33.3								2	33.3			1	16.7						
CZ042 Ústecký	23	85.2	25.90	55.0	9.98		2	8	29.6	9	33.3	168	178	4	14.8	2	7.4			1	3.7
CZ051 Liberecký	8	100.0	35.50		11.90		3	2	25.0	2	25.0			2	25.0	1	12.5			1	12.5
CZ052 Královéhradecký	4	80.0	32.88		11.42		1	1	20.0	2	40.0			1	20.0						
CZ053 Pardubický	15	93.8	24.48		10.09		5	5	31.3	4	25.0	100	150	2	12.5						
CZ061 Vysočina	11	84.6	33.21		7.93		4	5	38.5	7	53.8	136	142	5	38.5						
CZ062 Jihomoravský	21	91.3	28.83	54.0	14.23	31.7	6	7	30.4	5	21.7	330	380	2	8.7						
CZ071 Olomoucký	14	87.5	15.00	55.0	9.77		3	4	25.0	6	37.5	175	183	2	12.5						
CZ072 Zlínský	14	100.0	30.50	55.0	11.28	50.0	3	2	14.3	3	21.4	175	325	1	7.1						
CZ080 Moravskoslezský	20	87.0	27.20		7.60		6	7	30.4	11	47.8	141	166	6	26.1						

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  
 CZK average contribution in CZK per month

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

Region NUTS 3	Employee's inability to work						Average number of days of leave without compensation of pay above the requirement of the LC																								Activity of guides in children's and youth camps						
	pay compensation for the first 3 days of the inability			pay compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																														
	agreed in CA		compensation amount	agreed in CA		compensation amount	A			B			C			D			E			F			G			H					I				
	NCA	% CA	% AE	aver.CZK	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA			days	NCA	% CA	days	
<b>Total</b>	<b>29</b>	<b>8.6</b>	<b>52.8</b>	<b>200</b>	<b>2</b>	<b>0.6</b>				<b>22</b>	<b>6.5</b>	<b>1.6</b>	<b>48</b>	<b>14.2</b>	<b>1.6</b>	<b>45</b>	<b>13.3</b>	<b>1.8</b>	<b>13</b>	<b>3.8</b>	<b>4.1</b>	<b>35</b>	<b>10.3</b>	<b>1.5</b>	<b>19</b>	<b>5.6</b>	<b>3.4</b>	<b>51</b>	<b>15.0</b>	<b>7.0</b>	<b>41</b>	<b>12.1</b>	<b>3.5</b>	<b>93</b>	<b>27.4</b>	<b>24</b>	<b>12.3</b>
CZ010 Capital Prague	2	6.7					2	6.7		3	10.0	2.0	5	16.7	1.2	2	6.7		1	3.3		3	10.0	4.0	9	30.0	7.6	4	13.3	7.0	12	40.0	3	11.7			
CZ020 Středočeský	5	11.6	50.0		2	4.7	1	2.3		4	9.3	1.5	2	4.7		3	7.0	5.7	2	4.7		2	4.7		5	11.6	9.4	4	9.3	6.8	7	16.3	2				
CZ031 Jihočeský	2	11.1					1	5.6					1	5.6					1	5.6		1	5.6		1	5.6		1	5.6		3	16.7	2				
CZ032 Plzeňský	1	4.0					1	4.0		2	8.0		3	12.0	4.7	2	8.0		1	4.0		2	8.0		3	12.0	5.3	1	4.0		7	28.0					
CZ041 Karlovarský										4	30.8	1.8	1	7.7					4	30.8	1.0				1	7.7		4	30.8	1.5	3	23.1					
CZ042 Ústecký	1	2.6					4	10.3	1.3	6	15.4	1.0	7	17.9	1.6				4	10.3	1.3	4	10.3	4.3	5	12.8	4.6	4	10.3	2.3	9	23.1	3	15.0			
CZ051 Liberecký	2	14.3					1	7.1		1	7.1		1	7.1		1	7.1					1	7.1		4	28.6	5.5				3	21.4	2				
CZ052 Královéhradecký	1	12.5					1	12.5		1	12.5		2	25.0		1	12.5					1	12.5		2	25.0		2	25.0		2	25.0	2				
CZ053 Pardubický	3	12.5	60.0				3	12.5	1.3	7	29.2	1.7	5	20.8	1.4				6	25.0	1.3				2	8.3		6	25.0	1.5	8	33.3	1				
CZ061 Vysočina										2	10.5		5	26.3	1.2	1	5.3		2	10.5					3	15.8	6.3	4	21.1	1.0	8	42.1	1				
CZ062 Jihomoravský	4	11.8	51.3				4	11.8	1.3	4	11.8	1.8	4	11.8	1.0	2	5.9		4	11.8	1.3	2	5.9		6	17.6	7.2	3	8.8	5.3	7	20.6	4	11.5			
CZ071 Olomoucký	5	19.2	48.8							4	15.4	2.5	2	7.7					3	11.5	1.3	1	3.8		2	7.7		3	11.5	1.7	11	42.3	3	13.7			
CZ072 Zlínský										2	11.8		2	11.8					1	5.9		1	5.9		1	5.9		1	5.9		4	23.5					
CZ080 Moravskoslezský	3	10.3	50.0				4	13.8	1.8	8	27.6	1.3	5	17.2	1.4	1	3.4		5	17.2	1.4	1	3.4		7	24.1	7.0	4	13.8	3.8	9	31.0	1				

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

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

Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>197</b>	<b>58.1</b>	<b>9</b>	<b>2.7</b>	<b>70</b>	<b>20.6</b>	<b>304</b>	<b>89.7</b>	<b>150</b>	<b>44.2</b>	<b>2</b>	<b>0.6</b>	<b>4</b>	<b>1.2</b>
CZ010 Capital Prague	15	50.0	1	3.3	11	36.7	28	93.3	14	46.7			1	3.3
CZ020 Středočeský	28	65.1	1	2.3	8	18.6	38	88.4	13	30.2				
CZ031 Jihočeský	7	38.9			8	44.4	16	88.9	3	16.7				
CZ032 Plzeňský	13	52.0	1	4.0	3	12.0	23	92.0	9	36.0			1	4.0
CZ041 Karlovarský	6	46.2			4	30.8	10	76.9	8	61.5				
CZ042 Ústecký	22	56.4			6	15.4	33	84.6	14	35.9	1	2.6	1	2.6
CZ051 Liberecký	11	78.6	3	21.4	2	14.3	13	92.9	3	21.4	1	7.1	1	7.1
CZ052 Královéhradecký	2	25.0			1	12.5	7	87.5	2	25.0				
CZ053 Pardubický	14	58.3			1	4.2	23	95.8	13	54.2				
CZ061 Vysočina	9	47.4			4	21.1	18	94.7	12	63.2				
CZ062 Jihomoravský	22	64.7	2	5.9	9	26.5	30	88.2	16	47.1				
CZ071 Olomoucký	19	73.1	1	3.8	6	23.1	24	92.3	15	57.7				
CZ072 Zlínský	11	64.7			2	11.8	16	94.1	11	64.7				
CZ080 Moravskoslezský	18	62.1			5	17.2	25	86.2	17	58.6				

Explanatory notes: NCA  
% CA

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



## **Table section C**

### **Municipalities and regions**



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

Trade union	Social fund creation											Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA	
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK					
<b>Total</b>	<b>116</b>	<b>94.3</b>	<b>64</b>	<b>3.2</b>	<b>5</b>	<b>4,320</b>	<b>28</b>	<b>3.0</b>	<b>13</b>	<b>1,602</b>	<b>70</b>	<b>56.9</b>	<b>63</b>	<b>51.2</b>	
State Bodies and Organisations	115	94.3	63	3.2	5	4,320	28	3.0	13	1,602	69	56.6	63	51.6	
UNIOS	1	100.0	1								1	100.0			

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

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

Trade union	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
<b>Total</b>	<b>0.13</b>	<b>0.77</b>	<b>5.30</b>	<b>0.05</b>	<b>2.71</b>	<b>0.62</b>	<b>3.14</b>	<b>30.82</b>	<b>12.99</b>	<b>0.98</b>	<b>17.19</b>	<b>2.70</b>	<b>0.58</b>	<b>3.57</b>	<b>8.50</b>	<b>9.96</b>	<b>80</b>	<b>65.0</b>
State Bodies and Organisations	0.13	0.77	5.30	0.05	2.71	0.62	3.14	30.82	12.99	0.98	17.19	2.70	0.58	3.57	8.50	9.96	79	64.8
UNIOS																	1	100.0

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

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



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

Trade union	Employer contribution to corporate catering									Provision of supported catering services					
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	from the budget		from the soc. fund		without distinguishing resources			NCA	% CA	NCA	% CA	NCA	% CA
		aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price								
<b>Total</b>	<b>115</b>	<b>93.5</b>	<b>27.08</b>	<b>47.0</b>	<b>20.40</b>	<b>35.8</b>	<b>32.67</b>	<b>50.0</b>	<b>9</b>	<b>23</b>	<b>18.7</b>	<b>11</b>	<b>8.9</b>	<b>14</b>	<b>11.4</b>
State Bodies and Organisations	114	93.4	27.07	47.0	20.34	35.8	32.67	50.0	9	23	18.9	11	9.0	14	11.5
UNIOS	1	100.0													

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

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

Trade union	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
<b>Total</b>	<b>70</b>	<b>56.9</b>	<b>285</b>	<b>343</b>	<b>3.3</b>	<b>45</b>	<b>36.6</b>	<b>18</b>	<b>14.6</b>	<b>378</b>	<b>416</b>	<b>11</b>	<b>8.9</b>
State Bodies and Organisations	70	57.4	285	343	3.3	45	36.9	18	14.8	378	416	11	9.0
UNIOS													

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

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

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

Region NUTS 3	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
<b>Total</b>	<b>116</b>	<b>94.3</b>	<b>64</b>	<b>3.2</b>	<b>5</b>	<b>4,320</b>	<b>28</b>	<b>3.0</b>	<b>13</b>	<b>1,602</b>	<b>70</b>	<b>56.9</b>	<b>63</b>	<b>51.2</b>
CZ010 Capital Prague	3	60.0	1						2	3,915	2	40.0	2	40.0
CZ020 Středočeský	23	100.0	12	3.5	3	3,400	7	3.1	1	1,494	13	56.5	12	52.2
CZ031 Jihočeský	10	90.9	9	3.1					1	1,882	4	36.4	4	36.4
CZ032 Plzeňský	12	100.0	5	3.7			6	2.8		832	7	58.3	6	50.0
CZ041 Karlovarský	7	100.0	3	2.5	1		1		2	913	4	57.1	3	42.9
CZ042 Ústecký	10	83.3	3	2.7	1		4	3.5	2	996	6	50.0	5	41.7
CZ051 Liberecký	6	100.0	6	2.7						893	6	100.0	6	100.0
CZ052 Královéhradecký	3	100.0	2				2			2,587	2	66.7	2	66.7
CZ053 Pardubický	8	100.0	5	3.4			1			1,432	4	50.0	3	37.5
CZ061 Vysočina	6	100.0	4	2.9			2			1,122	5	83.3	5	83.3
CZ062 Jihomoravský	10	90.9	4	3.8			4	3.0	1	2,135	4	36.4	4	36.4
CZ071 Olomoucký	10	100.0	4	3.1			1		4	2,744	7	70.0	7	70.0
CZ072 Zlínský	3	100.0	2							681	2	66.7	2	66.7
CZ080 Moravskoslezský	5	83.3	4	3.8						2,052	4	66.7	2	33.3

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

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

Region NUTS 3	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
<b>Total</b>	<b>0.13</b>	<b>0.77</b>	<b>5.30</b>	<b>0.05</b>	<b>2.71</b>	<b>0.62</b>	<b>3.14</b>	<b>30.82</b>	<b>12.99</b>	<b>0.98</b>	<b>17.19</b>	<b>2.70</b>	<b>0.58</b>	<b>3.57</b>	<b>8.50</b>	<b>9.96</b>	<b>80</b>	<b>65.0</b>
CZ010 Capital Prague			2.85		1.18	7.76	2.81	39.27	17.14	1.44	7.93			4.50	11.62	3.49	2	40.0
CZ020 Středočeský		3.48	6.69		4.63		3.49	17.47	20.06	0.25	19.95	1.23	0.59	3.03	10.41	8.71	16	69.6
CZ031 Jihočeský			4.19	0.30	0.24		4.04	28.18	14.53	1.09	34.60	0.97	0.12	1.86	7.30	2.58	7	63.6
CZ032 Plzeňský			2.67		8.47		4.92	44.42	4.65	0.22	14.40	0.03	0.95	1.97	12.20	5.10	8	66.7
CZ041 Karlovarský		0.46	15.21		4.31	1.92		17.40	17.62	1.37	14.48		1.83	3.31	13.39	8.71	6	85.7
CZ042 Ústecký	0.05	0.04	3.87		3.93		0.40	32.38	15.49	5.33	12.51		0.69	4.51	6.55	14.24	4	33.3
CZ051 Liberecký			3.49		1.77		14.33	36.96	9.40	2.06	12.13	0.90	1.07	3.42	11.24	3.22	4	66.7
CZ052 Královéhradecký	2.06	0.54	3.48				2.09	19.79	2.01	1.55	14.79	7.59		9.31	4.99	31.81	3	100.0
CZ053 Pardubický	0.42	0.74	2.02	0.10	1.13		2.18	38.79	6.20	0.70	19.35	14.36	0.96	2.58	2.99	7.47	6	75.0
CZ061 Vysočina		1.63	2.40				1.49	50.05	18.86	0.59	10.89		2.94	6.48	2.93	1.74	4	66.7
CZ062 Jihomoravský			3.77		0.22	0.22	0.21	40.89	16.66	0.26	5.15	0.47	0.60	2.28	3.54	25.72	8	72.7
CZ071 Olomoucký			7.92		1.16		5.79	32.08	5.51	0.77	23.12	4.56	0.04	3.94	7.81	7.32	8	80.0
CZ072 Zlínský			5.14	1.10	0.37			19.16	7.12	0.73	7.49		3.52	6.24	20.41	28.71	2	66.7
CZ080 Moravskoslezský			8.53		12.85			18.99	15.71	0.12	12.25	5.24	0.01	3.65	20.47	2.17	2	33.3

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

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

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

Region NUTS 3	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>115</b>	<b>93.5</b>	<b>27.08</b>	<b>47.0</b>	<b>20.40</b>	<b>35.8</b>	<b>32.67</b>	<b>50.0</b>	<b>9</b>	<b>23</b>	<b>18.7</b>	<b>11</b>	<b>8.9</b>	<b>14</b>	<b>11.4</b>
CZ010 Capital Prague	5	100.0	36.67	65.0	32.33				1						
CZ020 Středočeský	22	95.7	30.02	45.6	19.73	34.9	25.00		2	4	17.4	5	21.7	5	21.7
CZ031 Jihočeský	10	90.9	27.74		15.48					4	36.4	2	18.2	2	18.2
CZ032 Plzeňský	12	100.0	24.83	44.3	19.88	33.7		50.0	1	2	16.7	1	8.3	1	8.3
CZ041 Karlovarský	6	85.7	19.40	55.0	13.65	28.3									
CZ042 Ústecký	10	83.3	26.07	39.0	19.50	31.0			2	2	16.7			1	8.3
CZ051 Liberecký	6	100.0	24.25	44.0	17.50	31.0				1	16.7			1	16.7
CZ052 Královéhradecký	3	100.0	35.00		16.50										
CZ053 Pardubický	8	100.0	27.81	47.5	16.50	30.0				2	25.0	1	12.5	2	25.0
CZ061 Vysočina	6	100.0	24.25		18.60				1	2	33.3	1	16.7	1	16.7
CZ062 Jihomoravský	11	100.0	23.25		34.57	60.0			1	3	27.3	1	9.1		
CZ071 Olomoucký	9	90.0	30.83	52.5	17.50					2	20.0			1	10.0
CZ072 Zlínský	3	100.0	26.00		19.00		48.00			1	33.3				
CZ080 Moravskoslezský	4	66.7	25.00	28.0	26.33	43.0			1						

Explanatory notes: NCA            number of collective agreements, in which the appropriate indicator has been agreed  
% CA                                    share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file  
aver. 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
<b>Total</b>	<b>70</b>	<b>56.9</b>	<b>285</b>	<b>343</b>	<b>3.3</b>	<b>45</b>	<b>36.6</b>	<b>18</b>	<b>14.6</b>	<b>378</b>	<b>416</b>	<b>11</b>	<b>8.9</b>
CZ010 Capital Prague	2	40.0						1	20.0				
CZ020 Středočeský	15	65.2	214	332	3.5	10	43.5	1	4.3				
CZ031 Jihočeský	5	45.5	340	360		4	36.4	1	9.1				
CZ032 Plzeňský	8	66.7	221	224		5	41.7	1	8.3				
CZ041 Karlovarský	2	28.6				2	28.6						
CZ042 Ústecký	6	50.0	300	340		4	33.3	1	8.3				
CZ051 Liberecký	4	66.7	288	350		3	50.0	1	16.7			1	16.7
CZ052 Královéhradecký	2	66.7				2	66.7	1	33.3			1	33.3
CZ053 Pardubický	7	87.5	379	402		4	50.0	3	37.5	455	489	2	25.0
CZ061 Vysočina	3	50.0	367	367		1	16.7	2	33.3			1	16.7
CZ062 Jihomoravský	4	36.4	233	233	3.0	2	18.2	2	18.2			2	18.2
CZ071 Olomoucký	8	80.0	295	350		5	50.0	2	20.0			2	20.0
CZ072 Zlínský	2	66.7				1	33.3	1	33.3			1	33.3
CZ080 Moravskoslezský	2	33.3				2	33.3	1	16.7			1	16.7

Explanatory notes: NCA

% CA

CZK/month

aver. % MBA

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

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

average contribution in CZK per month

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