

A grayscale image of two hands shaking, positioned on the left side of the page, partially overlapping the dark blue header and the light blue footer.

Working conditions informations system

Regular annual survey of wage and working conditions

2011

Copyright – MPSV CR

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

Ministry of Labour and Social Affairs of the Czech Republic

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

Contents:

Introduction	6
Description of published tables	7
Collective agreements in numbers for the year 2011	23

Table section A corporate area**Classification of tables by trade unions**

A1a	Minimum wage and wage scales	31
A2a	Monthly wage scales - 12-scale tariff system	32
A3	Monthly wage scales - other tariff systems	33
A4a	Hourly wage scales (40 hours/week) - 12-scale tariff system	34
A5	Hourly wage scales (40 hours/week) - other tariff systems	35
A6a	Hourly wage scales (37,5 hours/week) - 12-scale tariff system	36
A7	Hourly wage scales (37,5 hours/week) - other tariff systems	37
A8a	Wage supplementary charges according to LC	38
A9a	Other supplementary charges I	39
A10a	Other supplementary charges II	40
A11a	Other wage components - 13th and 14th pay	41
A12a	Remunerations at work anniversaries and assistance in natural disasters	42
A13a	Remuneration at life anniversaries I	43
A14a	Remuneration at life anniversaries II	44
A15a	Wage development	45
A16a	Remuneration of employees I	46
A17a	Remuneration of employees II	47
A18a	Remuneration of employees III	48
A19a	Conditions governing the activities of trade union organizations	49
A20a	Plurality of trade unions, providing information and discussing	50
A21a	Compensation money	51
A22a	Working hours and holidays	52
A23a	Overtime, organization of working hours	53
A24a	Employment rate I	54
A25a	Employment rate II	55
A26a	Working conditions and benefits I	56
A27a	Working conditions and benefits II	57
A28a	Social fund (FSCR, stimulation fund) - creation	58
A29a	Social fund (FSCR, stimulation fund) - use	59
A30a	Obstacles to work	60
A31a	Personnel development, fair treatment, ISHPW, general agreements of European social partners	61

Classification of tables by higher territorial administration units – regions

A1b	Minimum wage and wage scales	63
A2b	Monthly wage scales - 12-scale tariff system	64
A4b	Hourly wage scales (40 hours/week) - 12-scale tariff system	65
A6b	Hourly wage scales (37,5 hours/week) - 12-scale tariff system	66
A8b	Wage supplementary charges according to LC	67
A9b	Other supplementary charges I	68
A10b	Other supplementary charges II	69
A11b	Other wage components - 13th and 14th pay	70
A12b	Remunerations at work anniversaries and assistance in natural disasters	71
A13b	Remuneration at life anniversaries I	72
A14b	Remuneration at life anniversaries II	73
A15b	Wage development	74
A16b	Remuneration of employees I	75
A17b	Remuneration of employees II	76
A18b	Remuneration of employees III	77
A19b	Conditions governing the activities of trade union organizations	78
A20b	Plurality of trade unions, providing information and discussing	79
A21b	Compensation money	80
A22b	Working hours and holidays	81
A23b	Overtime, organization of working hours	82
A24b	Employment rate I	83
A25b	Employment rate II	84
A26b	Working conditions and benefits I	85
A27b	Working conditions and benefits II	86
A28b	Social fund (FSCR, stimulation fund) - creation	87
A29b	Social fund (FSCR, stimulation fund) - use	88
A30b	Obstacles to work	89
A31b	Personnel development, fair treatment, ISHPW, general agreements of European social partners	90

Evaluation of wage scales, wage supplementary charges and bonuses

A32	Character of monthly wage scales	91
A33	Character of hourly wage scales - 40 hours/week	92
A34	Character of hourly wage scales 37,5 hours/week	93
A35	Year-on-year comparison of monthly wage scales	94
A36	Year-on-year comparison of hourly wage scales - 40 hours/week	95
A37	Year-on-year comparison of hourly wage scales 37,5 hours/week	96
A38	Year-on-year comparison of wage supplementary charges and bonuses	97
A39	Graf - Monthly wage scales - 12-scale tariff system	98
A40	Graf - Hourly wage scales - 12-scale tariff system	99
A41	Graf - Wage supplementary charges (overtime work)	100
A42	Graf - Wage supplementary charges (work on public holidays, night work)	101
A43	Graf - Wage supplementary charges (work in difficult conditions, work on Saturdays and Sundays)	102

Table section B public service and administration

Classification of tables by trade unions

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

Classification of tables by higher territorial administration units – regions

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

Table section C municipalities and regions

Classification of tables by trade unions

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

Classification of tables by higher territorial administration units – regions

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

Introduction

The Working Conditions Information System (WCIS) is a regular annual survey of wage and working conditions negotiated in collective agreements for the relevant year. Under the auspices of the Ministry of Labour and Social Affairs of the Czech Republic, 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.

WCIS is regulated by the Commission for Regulation and Coordination of Labour connected with the information system on the cost of labour, which is composed of representatives of the Ministry of Labour and Social Affairs of the Czech Republic, the Ministry of Finance of the Czech Republic, the Czech Statistics Office, the Bohemian and Moravian Confederation of Trade Union Organizations, the Union of Industry and Transport of the Czech Republic, the Czech National Bank, CERGE-EI and the Prague School of Economics.

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

The results of the WCIS survey are available for free at the Internet sites of the Ministry of Labour and Social Affairs (www.mpsv.cz) in the section *Income and standard of living* or at the site www.kolektivnismlouvvy.cz.

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 2011 selected data about wage and working conditions were analyzed from 1,623 collective agreements from 23 different trade unions, of which:

- 1,301 collective agreements agreed in the entrepreneurial area
- 322 collective agreements agreed in public services and administration

Outputs are classified separately for:

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

always according to:

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

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

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

A. TABLE SECTION FOR THE CORPORATE AREA

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

The output is:

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

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

The analysis included collective agreements, in which the 12-scale tariff system was negotiated. The output is the average monthly wage negotiated for individual tariff scales. Upon the condition that the tariff scales were agreed with a margin, the analysis included the lowest tariff scale. The different number of analysis participants on the

lowest tariff scales results from them not being used within the tariff system and from negotiating contractual wages on the highest tariff scales.

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

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

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

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

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

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

6. Hourly wage scales (37,5 hours/week) - 12-scale tariff system (Tables Nos. A6a, A6b)

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

7. Hourly wage scales (37,5 hours/week) - other tariff systems (Tables Nos. A7)

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

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

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

The system follows:

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

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

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

The system follows:

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

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

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

The system follows:

- ✓ bonuses for working in hazardous conditions (where respirat. or other protective equip. is necessary)
- ✓ bonuses for the knowledge of foreign languages
- ✓ bonuses for substitution
- ✓ bonuses for training other people
- ✓ other premiums (for split shifts, car maintenance etc.).

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

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

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

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

The output is:

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

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

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

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

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

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

The output is:

- ✓ The number of organizations and their share in the overall number of collective agreements in the file, in which the wage development was negotiated in the collective agreement:
 - ✓ by a reduction of the average wage
 - ✓ 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 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 Sec. 52 a) to c) of the Labour Code with specification of the minimum and maximum multiple
 - ✓ outside the scope of Sec. 52 d) 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 thou. 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 thou. 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 - contribution to trade union organization
 - I - other use
 - J - 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 (05/04, 06/05, 07/06, 08/07, 09/08, 10/09, 11/10) 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 (05/04, 06/05, 07/06, 08/07, 09/08, 10/09, 11/10) 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 (05/04, 06/05, 07/06, 08/07, 09/08, 10/09, 11/10) 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 (05/04, 06/05, 07/06, 08/07, 09/08, 10/09, 11/10) of negotiated wage supplementary charges and bonuses.

B. TABLE SECTION OF PUBLIC SERVICES AND ADMINISTRATION

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

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

- year-on-year growth of the average earnings in %
- year-on-year increase of total amount of payroll funds in %
- reduction of total amount of payroll funds
- reduction of a wage component
- method of determination or arrangement of employees' wages

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

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

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

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

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

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

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

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

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

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

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

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

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

- ✓ specific conditions (programmes)
 - ✓ for employment of people over 50
 - ✓ for employment of people with disabilities
 - ✓ for return to work for employees after termination of parental leave
- ✓ the number of organizations and the average multiple of increased compensation money negotiated in a collective agreement outside the scope specified in Sec. 52 a) to c) of the Labour Code with specification of the minimal and maximal multiple
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the minimum wage was negotiated under specific conditions for the provision of increased compensation.

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

The output is:

- ✓ the number of organizations in which the rules of drawing of the FSCR represent a part of or an annex to the collective agreement
- ✓ number of organizations in which the FSCR budget is a part of or an annex to the collective agreement
- ✓ total additions to FSCR and average amount in thou. CZK
- ✓ the use of FSCR for individual areas followed in %:
 - A - contribution to operation costs of cultural, recreational, physical education and sport facilities, facilities of corporate preventive care, rehabilitation facility
 - B - contribution for equipment to improve working environment
 - C - contribution for physical education and sport equipment
 - D - contributions to sporting and cultural events
 - E - contribution for the procurement of working clothes, footwear or uniforms
 - F - funds for procurement of tangible property used for employee cult. and soc. development

- G - loans to cover housing needs (procurement of a housing, procurement of interior equipment)
- H - contribution to corporate catering
- I - contribution to recreation (domestic, foreign, children's)
- J - social assistance and social loans
- K - contribution to contributory pension scheme
- L - contribution to life insurance
- M - contribution to trade union organization
- N - gifts (for extraordinary activity, at working anniversaries, at life anniversaries, upon retirement or disability pension)
- O - other uses
- P - fund balance.

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

The output is:

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

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

The output is:

- ✓ average amount of pay compensation for the first 3 days of temporary inability of an employee represented in % of average earnings or an absolute amount in CZK
- ✓ average amount of pay compensation provided to an employee from Day 4 of the temporary inability, above the amount stated in Section 192, Subsection 2 of the Labour Code, represented in % of average earnings
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the employer's

requirements concerning time off with a wage compensation outside the framework given in the annex of Statutory Decree No. 590/2006, which stipulates the range and extent of other important personal impediments to work with specification of average days off with wage compensation provided to an employee, were increased:

- A - for one's own wedding
 - B - in the case of the birth of a child to an employee's wife
 - C - in the case of the death of a direct relative
 - D - for escorting a disabled child to a health or social care provider
 - E - in the case of moving house
 - F - for searching for a new job before termination of employment by notice given by the employer or based on agreement due to reasons given in Section 52, Letters a) to e) of the Labour Code for the period corresponding to the notice period
 - G - to mothers, single women and single men, who care for a child aged up to 15 in the calendar year
 - H - due to care for a sick family member within the calendar year
 - I - in case of other impediments.
- ✓ the number of organizations and their share in the overall number of the collective agreements in the file, in the collective agreements of which were increased or specified requirements on time off without compensation of wage for activities of guides in children's and youth camps.

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

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

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

C. TABLE SECTION FOR MUNICIPALITIES AND REGIONS

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

The output is:

- ✓ the number of municipalities, in the collective agreements of which the creation of a social fund was agreed, of this:

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

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

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

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

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

The output is:

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

- ✓ to employees temporarily out of work.

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

The output is:

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

Collective agreements in numbers – agreed for the corporate
area in the Czech Republic for the year 2011
(based on the sample of 1,301 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 8,000.00/month and CZK 48.10/hour with a working hour fund of 40 hours/week.

The average minimum monthly salary has been agreed in the amount of.....CZK **9,821.00**/month

The average minimum hourly salary at a working hour fund of 40 hours/week has been agreed in the amount of..... CZK **58.95**/hour

Wage scales

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

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

1 st tariff scale.....	CZK 8,610.00
2 nd tariff scale.....	CZK 9,222.00
3 rd tariff scale.....	CZK 9,908.00
4 th tariff scale.....	CZK 10,726.00
5 th tariff scale.....	CZK 11,735.00
6 th tariff scale.....	CZK 12,810.00
7 th tariff scale.....	CZK 14,113.00
8 th tariff scale.....	CZK 15,577.00
9 th tariff scale.....	CZK 17,368.00
10 th tariff scale.....	CZK 19,419.00
11 th tariff scale.....	CZK 21,784.00
12 th tariff scale.....	CZK 24,565.00

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

	<u>40 hours/week</u>	<u>37.5 hours/week</u>
1 st tariff scale.....	CZK 51.79	CZK 52.95
2 nd tariff scale.....	CZK 54.56	CZK 56.61
3 rd tariff scale.....	CZK 59.11	CZK 60.75
4 th tariff scale.....	CZK 64.82	CZK 65.56
5 th tariff scale.....	CZK 70.48	CZK 71.39
6 th tariff scale.....	CZK 77.04	CZK 78.08
7 th tariff scale.....	CZK 86.11	CZK 85.80
8 th tariff scale.....	CZK 84.22	CZK 93.56
9 th tariff scale.....	CZK 87.14	CZK 98.53
10 th tariff scale.....	CZK 96.41	CZK 108.98
11 th tariff scale.....	CZK 101.81	CZK 120.14
12 th tariff scale.....	CZK 112.81	CZK 133.79

Wage development

Number of collective agreements regulating wage development ...**730** (i.e. 56.1% of the total amount of collective agreements in the file).

The wage increases is agreed in 51.6% collective agreements, of which:

- 18.4% collective agreements, offering a year-on-year increase of wage scales by **2.9%**
- 21.7% collective agreements offering a year-on-year increase of the average nominal wage by **2.9%**
- 1.9% collective agreements offering an increase of the average real wage by **2.3%**

Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day	25.9% AE
overtime bonus for work on Saturdays and Sundays	48.2% AE
overtime bonus for work undistinguished	26.7% AE
overtime bonus for work on public holidays	102.0% AE
bonus for night work	CZK 13.26 /hour
.....	11.3% AE
bonus for work in difficult conditions	CZK 7.29 /hour
.....	10.4% AE
.....	10.6% MM
bonus for work on Saturdays and Sundays	CZK 21.12 /hour
.....	22.4% AE
bonus for afternoon work	CZK 6.33 /hour
.....	7.7% AE
bonus for working in shift operation	CZK 88.22 /shift
.....	18.1% AE
bonus for team management	CZK 5.08 /hour
.....	10.4% AE
bonus for working at heights	CZK 5.87 /hour
bonus for working in hazardous conditions	CZK 20.96 /hour
bonus for the knowledge of foreign languages	CZK 523.08 /month
bonus for substitution	CZK 1,900.00 /month
.....	26.2% AE
bonus for training other people	CZK 747.29 /month
.....	10.8% AE
remuneration for standby duty	CZK 14.86 /hour
.....	17.7% AE

Explanatory note: AE average earnings

MM basic tariff of minimum wage

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

Refund of wages in the case of personal obstacles at work

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

one's own wedding.....	1.2 days
birth of a child to the wife of an employee.....	1.3 days
death of a direct relative	2.1 days
escorting a disabled child to a health or social care provider...	6.3 days
moving house.....	1.2 days
looking for a new job	3.7 days
for mothers caring for a child (per year).....	3.8 days
care for a family member (per year).....	2.5 days

3. Benefits and working conditions to employees

Company catering

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

costs.....	CZK 32.84	
.....	54.6%	of the price of a meal
profit, social fund, FSCR.....	CZK 12.19	
.....	27.8%	of the price of a meal
without distinguishing sources	CZK 35.19	
.....	55.3%	of the price of a meal

Additional pension fund

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

min. average value of the contribution	CZK 405.37 /month
max. average value of the contribution	CZK 647.18 /month

Life insurance

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

min. average value of the contribution	CZK 462.13 /month
max. average value of the contribution	CZK 630.14 /month

2011**WCIS**

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

Trade union	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1623	1301	322	139
Agriculture and Nutrition	51	47	4	
Banking and Insurance	20	19	1	
Catering, Hotels and Tourism	18	18		
Commerce	13	13		
Culture and Nature Preservation	20		20	
Education	39		39	
ECHO	63	63		
Fire Fighters	12		12	
Food Industry and Allied Trade	78	78		
Glass, Ceramic, Jewellery & Porcelain	33	33		
Health Service and Social Care	88	20	68	
KOVO	550	542	8	
Mines, Geology and Oil Industry	33	30	3	
Postal, Telecom. and Newspaper Services	10	10		
Railway Trade Unions	30	27	3	
Science and Research	30	30		
State Bodies and Organisations	139		139	139
STAVBA	126	116	10	
Textile, Clothing and Leather Industry	36	35	1	
Transport	42	39	3	
Transport, Road Economy and Repair Vehicle	17	17		
UNIOS	100	92	8	
Wood.Industry, Forestry and Manag.of Waste	75	72	3	

2011**WCIS**

**Evaluation of collective agreements
Recapitulation of agreements
classification based on regions**

Region NUTS 3	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1623	1301	322	139
CZ010 Capital Prague	254	228	26	4
CZ020 Středočeský	116	78	38	23
CZ031 Jihočeský	107	89	18	7
CZ032 Plzeňský	95	73	22	12
CZ041 Karlovarský	57	40	17	7
CZ042 Ústecký	106	75	31	18
CZ051 Liberecký	66	53	13	3
CZ052 Královéhradecký	96	81	15	10
CZ053 Pardubický	79	58	21	9
CZ061 Vysočina	83	64	19	7
CZ062 Jihomoravský	145	114	31	14
CZ071 Olomoucký	127	100	27	13
CZ072 Zlínský	102	89	13	5
CZ080 Moravskoslezský	190	159	31	7



Table section A

Corporate area

**Evaluation of collective agreements
Minimum wage and wage scales
classification based on trade unions**

in CZK/month/pers., in CZK/hour/pers.

Trade union	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
Total	123	9,5	9 821	19	1,5	58,95	44	3,4	59,30	332	25,5	411	31,6	85	6,5	76	5,8	157	12,1	240	18,4
Agriculture and Nutrition	1	2,1		1	2,1		1	2,1		5	10,6	14	29,8	3	6,4	8	17,0	2	4,3	10	21,3
Banking and Insurance	5	26,3	13 600							1	5,3	1	5,3							1	5,3
Catering, Hotels and Tourism												8	44,4								
Commerce	1	7,7										3	23,1			1	7,7				
ECHO	18	28,6	10 390	5	7,9	66,00	3	4,8	68,87	27	42,9	17	27,0					6	9,5	9	14,3
Food Industry and Allied Trade	3	3,8	8 533							11	14,1	30	38,5	4	5,1	8	10,3	7	9,0	12	15,4
Glass, Ceramic, Jewellery & Porcelain										14	42,4	7	21,2	1	3,0			9	27,3	5	15,2
Health Service and Social Care										6	30,0	4	20,0								
KOVO	63	11,6	9 720	9	1,7	57,61	38	7,0	58,89	137	25,3	192	35,4	14	2,6	32	5,9	84	15,5	137	25,3
Mines, Geology and Oil Industry										6	20,0	7	23,3			1	3,3	6	20,0	5	16,7
Postal, Telecom. and Newspaper Services	1	10,0		1	10,0					1	10,0										
Railway Trade Unions	13	48,1	9 282							4	14,8	13	48,1								
Science and Research																					
STAVBA	12	10,3	9 258	2	1,7					74	63,8	26	22,4	55	47,4	17	14,7	14	12,1	4	3,4
Textile, Clothing and Leather Industry										8	22,9	7	20,0	1	2,9			5	14,3	18	51,4
Transport	1	2,6								8	20,5	11	28,2	3	7,7	2	5,1	3	7,7	6	15,4
Transport, Road Economy and Repair Vehicles										4	23,5	4	23,5					3	17,6	6	35,3
UNIOS	2	2,2								6	6,5	48	52,2	1	1,1	4	4,3	3	3,3	8	8,7
Wood.Industry, Forestry and Manag.of Water	3	4,2	8 963	1	1,4		2	2,8		20	27,8	19	26,4	3	4,2	3	4,2	15	20,8	19	26,4

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

**Evaluation of collective agreements
Monthly wage scales - 12-scale tariff system
classification based on trade unions**

in CZK/month/pers.

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	297	8 610	300	9 222	304	9 908	308	10 726	313	11 735	314	12 810	317	14 113	329	15 577	325	17 368	324	19 419	323	21 784	320	24 565
Agriculture and Nutrition	5	8 360	5	8 742	5	9 256	5	9 990	5	10 760	5	11 692	5	12 820	5	13 830	5	15 000	5	16 334	5	18 432	5	20 794
Banking and Insurance	1		1		1		1		1		1		1		1		1		1		1		1	
Catering, Hotels and Tourism																								
Commerce																								
ECHO	24	9 567	25	10 413	27	11 410	27	12 615	27	14 139	27	15 743	27	17 588	27	19 617	27	21 946	27	24 612	27	27 636	27	31 150
Food Industry and Allied Trade	11	7 975	11	8 543	11	9 150	11	9 830	11	10 747	11	11 613	11	12 644	11	13 943	9	14 816	9	16 499	9	19 145	9	23 585
Glass, Ceramic, Jewellery & Porcelain	14	8 881	14	9 334	14	9 798	14	10 311	14	11 033	14	11 936	14	12 913	14	13 937	14	15 073	14	16 348	14	18 049	14	19 881
Health Service and Social Care	6	7 971	6	8 294	6	8 914	6	9 611	6	10 385	6	11 082	6	12 325	6	13 406	6	15 558	6	16 972	6	18 589	6	20 896
KOVO	123	8 389	125	8 974	127	9 590	128	10 346	132	11 275	132	12 257	135	13 451	134	14 761	133	16 245	133	17 899	133	19 806	130	21 998
Mines, Geology and Oil Industry	5	9 290	5	10 370	5	11 160	5	12 140	6	12 833	6	13 983	6	15 425	6	17 117	6	19 158	6	21 992	6	24 775	6	27 858
Postal, Telecom. and Newspaper Services	1		1		1		1		1		1		1		1		1		1		1		1	
Railway Trade Unions	4	8 250	4	8 763	4	9 688	4	10 488	4	11 475	4	12 575	4	13 538	4	14 650	4	15 658	4	17 663	4	19 238	4	21 280
Science and Research																								
STAVBA	60	9 019	60	9 734	60	10 592	61	11 608	61	12 935	61	14 339	61	16 036	74	17 543	74	20 268	74	23 414	74	26 766	74	30 481
Textile, Clothing and Leather Industry	8	7 256	8	7 554	8	7 950	8	8 374	8	8 950	8	9 715	8	10 515	8	11 423	8	12 475	8	13 804	8	15 439	8	17 208
Transport	8	7 875	8	8 250	8	8 623	8	9 069	8	9 808	8	10 775	8	11 710	8	12 856	7	12 959	7	14 269	7	16 399	7	18 901
Transport, Road Economy and Repair Vehicles	2		2		2		4	11 343	4	12 320	4	13 517	4	14 748	4	16 050	4	17 695	4	19 733	4	22 013	4	24 269
UNIOS	6	9 058	6	9 973	6	10 802	6	11 542	6	12 478	6	13 365	6	14 413	6	15 938	6	17 542	6	18 993	5	20 190	5	22 024
Wood.Industry, Forestry and Manag.of Water	19	8 593	19	9 115	19	9 639	19	10 218	19	10 901	20	11 510	20	12 622	20	13 905	20	15 182	19	16 331	19	18 303	19	20 904

Explanatory notes: NCA
CZK/m

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

**Evaluation of collective agreements
Monthly wage scales - other tariff systems**

in CZK/month/pers.

SCALE SYSTEM	TARIFF SCALE																																							
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19			
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m		
2 scale	2		2																																					
3 scale	5	10 083	5	13 684	5	18 939																																		
4 scale	13	9 941	13	11 683	13	13 873	13	16 908																																
5 scale	12	9 217	12	11 267	12	13 917	11	17 200	10	22 570																														
6 scale	26	9 566	26	11 378	26	13 208	26	15 820	26	18 331	25	20 245																												
7 scale	20	10 107	20	11 431	20	12 917	20	14 451	19	15 563	19	17 324	18	20 240																										
8 scale	59	8 510	61	9 541	62	10 723	62	11 956	62	13 404	62	15 080	58	16 728	56	19 167																								
9 scale	31	9 414	31	10 519	33	11 232	35	12 167	36	13 399	37	14 856	37	16 487	37	18 608	36	21 523																						
10 scale	52	8 673	53	9 430	55	10 220	59	11 042	61	12 217	62	13 502	61	14 800	60	16 887	60	19 258	60	23 378																				
11 scale	24	8 680	24	9 463	24	10 600	36	13 207	37	14 624	38	16 049	38	17 943	38	20 289	38	23 054	38	26 578	38	31 053																		
13 scale	27	8 316	41	8 897	42	9 744	44	10 474	44	11 446	44	12 576	44	13 781	44	15 165	44	16 648	44	18 370	44	20 302	43	22 641	42	26 554														
14 scale	18	9 670	25	10 617	27	11 339	28	12 133	28	13 134	28	14 244	28	15 344	28	16 657	27	17 488	27	19 383	27	21 452	27	23 756	27	26 576	22	30 752												
15 scale	10	9 429	10	10 536	10	11 347	11	11 945	12	12 364	12	13 165	14	13 527	15	14 355	15	15 561	15	16 883	15	18 514	15	20 369	15	22 458	15	24 830	15	27 954										
16 scale	13	8 749	13	9 575	13	10 394	13	11 225	14	12 011	14	12 999	14	14 039	14	15 048	14	16 355	14	17 856	14	19 158	13	20 894	12	23 013	12	25 216	12	28 352	12	31 527								
17 scale	17	8 282	17	8 514	17	8 705	17	9 006	17	9 351	17	9 633	17	10 077	17	10 588	17	11 431	17	12 358	17	13 333	17	14 868	17	16 892	17	18 519	17	20 731	17	23 148	17	25 476						
18 scale	1		1		1		1		1		2		2		2		2		2		2		2		2		2		2		2		2							
19 scale	12	9 409	12	9 444	12	9 479	12	9 513	12	9 549	12	9 588	12	9 635	12	9 697	12	9 907	12	10 350	12	10 449	12	10 738	12	11 108	12	11 628	12	12 243	12	12 855	12	13 465	12	14 160	12	15 051		

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

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

in CZK/hour/pers.

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	84	51,79	85	54,56	84	59,11	84	64,82	83	70,48	83	77,04	82	86,11	24	84,22	17	87,14	17	96,41	16	101,81	16	112,81
Agriculture and Nutrition	3	51,87	3	53,23	3	55,30	3	59,80	3	64,20	3	69,57	3	75,90										
Banking and Insurance																								
Catering, Hotels and Tourism																								
Commerce																								
ECHO																								
Food Industry and Allied Trade	4	47,18	4	49,38	4	52,05	4	55,33	4	59,53	4	65,25	4	72,28	4	80,25	4	90,30	4	102,95	3	91,47	3	101,40
Glass, Ceramic, Jewellery & Porcelain	1		1		1		1		1		1		1		1		1		1		1		1	
Health Service and Social Care																								
KOVO	13	46,75	14	49,81	13	52,73	13	57,19	12	61,53	12	67,50	12	74,54	7	83,42	5	91,07	5	100,04	5	111,71	5	125,01
Mines, Geology and Oil Industry																								
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	55	54,10	55	56,99	55	62,43	55	69,13	55	75,44	55	82,62	55	92,28	7	93,03	2		2		2		2	
Textile, Clothing and Leather Industry	1		1		1		1		1		1		1		1		1		1		1		1	
Transport	3	43,03	3	45,13	3	47,50	3	49,23	3	52,33	3	56,77	2											
Transport, Road Economy and Repair Vehicles																								
UNIOS	1		1		1		1		1		1		1		1		1		1		1		1	
Wood.Industry, Forestry and Manag.of Water	3	49,23	3	52,90	3	54,93	3	58,00	3	61,53	3	65,43	3	71,20	3	75,73	3	82,37	3	90,53	3	99,93	3	111,07

Explanatory notes: NCA
CZK/h

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

**Evaluation of collective agreements
Hourly wage scales (40 hours/week) - other tariff systems**

in CZK/hour/pers.

SCALE SYSTEM	TARIFF SCALE																																					
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
2 scale																																						
3 scale																																						
4 scale	5	60,78	5	68,60	5	78,32	4	92,30																														
5 scale	1	1	1	1	1																																	
6 scale	9	56,38	9	64,02	9	76,63	9	88,90	8	100,25	8	110,00																										
7 scale	10	52,30	11	56,26	11	60,87	11	66,21	11	72,26	11	78,28	10	86,71																								
8 scale	20	49,28	20	53,79	20	58,81	20	64,60	20	71,98	19	79,32	19	88,04	18	96,96																						
9 scale	11	49,77	11	51,27	11	54,55	11	57,87	11	62,20	11	67,75	9	72,13	8	78,48	8	86,38																				
10 scale	4	47,38	4	51,18	5	55,50	5	60,52	5	66,84	4	64,60	4	72,58	2	1	1																					
11 scale	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2																					
13 scale	3	50,97	3	54,57	3	59,33	4	61,80	4	68,08	4	74,13	4	81,63	4	89,35	1	1	1																			
14 scale	2	2	2	3	57,37	3	61,30	3	65,63	3	71,60	3	77,70	2	1	1	1	1	1																			
15 scale	2	2	3	69,68	3	75,80	3	80,82	3	87,17	3	93,02	3	100,73	3	108,22	3	116,13	2	2	2	2	2															
16 scale	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
17 scale																																						
18 scale																																						
19 scale	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1																					

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

**Evaluation of collective agreements
Hourly wage scales (37,5 hours/week) - 12-scale tariff system
classification based on trade unions**

in CZK/hour/pers.

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	144	52,95	149	56,61	154	60,75	157	65,56	157	71,39	154	78,08	149	85,80	82	93,56	61	98,53	49	108,98	41	120,14	39	133,79
Agriculture and Nutrition	2		2		2		2		2		2		2		2		1							
Banking and Insurance																								
Catering, Hotels and Tourism																								
Commerce																								
ECHO	6	57,29	6	64,75	6	70,42	6	77,49	6	85,98	6	94,43	6	103,23	2		1							
Food Industry and Allied Trade	7	52,81	7	55,82	7	59,47	7	64,60	7	70,07	7	76,43	6	85,77	5	85,30	2		2		2		2	
Glass, Ceramic, Jewellery & Porcelain	9	53,53	9	55,59	9	58,00	9	61,23	9	65,57	9	71,13	9	77,06	9	83,71	9	90,48	9	98,57	9	108,81	9	120,50
Health Service and Social Care																								
KOVO	75	53,13	78	56,67	81	61,18	84	65,99	84	71,85	82	78,59	81	86,51	41	99,15	31	105,61	27	116,77	21	132,19	21	144,39
Mines, Geology and Oil Industry	5	58,12	5	63,50	6	65,65	6	70,93	6	77,48	6	84,82	6	92,70	2		1		1		1		1	
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	13	55,47	13	59,78	14	65,12	14	71,47	14	79,60	14	89,09	13	100,97	3	95,23	1		1					
Textile, Clothing and Leather Industry	5	39,80	5	42,52	5	45,18	5	47,76	5	50,78	5	54,72	5	58,86	2		1		1		1		1	
Transport	3	52,50	3	54,50	3	57,50	3	64,47	3	68,20	3	71,87	2		2		2		2		2		2	
Transport, Road Economy and Repair Vehicles	1		3	66,80	3	70,90	3	77,47	3	84,67	3	93,33	3	102,40	3	111,33	1		1					
UNIOS	3	40,90	3	44,33	3	48,83	3	53,00	3	58,70	2		2		1		1		1		1		1	
Wood.Industry, Forestry and Manag.of Water	15	52,25	15	54,70	15	57,22	15	60,24	15	64,17	15	69,45	14	74,37	10	80,52	10	87,65	4	106,25	4	117,45	4	130,18

Explanatory notes: NCA
CZK/h

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

**Evaluation of collective agreements
Hourly wage scales (37,5 hours/week) - other tariff systems**

in CZK/hour/pers.

SCALE SYSTEM	TARIFF SCALE																																							
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h		
2 scale	1		1																																					
3 scale	7	57,44	6	65,13	6	75,69																																		
4 scale	7	61,56	7	71,89	7	84,36	7	96,49																																
5 scale	5	63,22	5	70,66	5	76,08	4	91,93	4	107,03																														
6 scale	12	59,29	12	65,28	11	69,83	10	74,97	10	83,41	9	90,79																												
7 scale	32	54,29	36	59,43	37	64,15	38	67,88	38	74,66	34	81,70	32	91,27																										
8 scale	31	51,90	31	55,97	32	61,22	33	67,42	33	73,89	33	81,20	31	90,13	30	100,44																								
9 scale	22	55,97	23	60,01	24	65,17	25	69,39	25	75,90	22	81,55	20	89,36	16	94,55	15	103,49																						
10 scale	19	51,01	21	56,09	22	60,56	21	64,29	22	70,12	21	77,02	20	83,54	9	91,26	7	89,44	7	96,56																				
11 scale	9	54,83	9	58,14	9	64,21	10	68,68	10	75,78	10	84,90	10	93,98	2		2		1		1																			
13 scale	11	51,58	11	53,94	12	59,48	12	63,23	11	67,37	10	73,04	10	83,66	9	93,30	4	103,02	4	109,79	4	116,45	4	123,47	3	105,90														
14 scale	12	52,66	14	58,21	19	65,36	20	70,01	20	74,93	20	80,64	20	86,24	13	90,83	11	94,79	11	103,77	11	115,63	11	131,36	8	156,96	8	180,27												
15 scale	4	55,33	4	57,28	4	61,63	5	64,52	5	71,92	5	79,56	4	84,23	3	94,70	3	107,07	1		1		1		1		1		1											
16 scale	9	54,51	9	57,54	9	60,46	9	64,17	9	68,58	9	73,94	9	80,31	9	85,02	8	86,88	8	94,50	7	96,12	7	102,30	7	109,24	7	115,32	7	122,35	7	130,27								
17 scale	15	51,71	16	52,72	16	54,46	16	57,74	16	62,61	16	67,64	16	74,91	15	84,91	14	97,56	1		1		1		1		1		1		1		1		1					
18 scale																																								
19 scale	10	61,54	10	61,54	10	61,54	10	61,54	10	61,54	10	63,22	10	70,19	10	76,48	10	83,07																						
20 scale	3	53,22	3	55,57	3	57,97	3	60,03	3	63,03	3	65,53	3	68,10	3	70,80	3	73,63	3	76,53	3	79,60	3	82,70	3	85,97	3	89,47	3	93,13	3	97,07	3	101,43	3	106,27	3	111,53	3	117,03

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

**Evaluation of collective agreements
Wage supplementary charges according to LC
classification based on trade unions**

in CZK/hour, % of average earnings or % of basic tariff of minimum wage

Trade union	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE	% AE																
Total	1099	84,5	25,9	48,2	26,7	995	76,5	102,0	1069	82,2	13,26	11,3	798	61,3	7,29	10,4	10,6	1004	77,2	21,12	22,4
Agriculture and Nutrition	35	74,5	25,0	45,6	25,4	34	72,3	102,9	34	72,3	11,53	11,5	25	53,2	6,79	10,0	10,0	31	66,0	37,00	16,3
Banking and Insurance	11	57,9	27,8	50,0	30,0	11	57,9	105,0	7	36,8	27,50	10,8	1	5,3				8	42,1		29,4
Catering, Hotels and Tourism	18	100,0	25,0	50,0	31,6	18	100,0	100,0	18	100,0	8,00	10,0	2	11,1				18	100,0	25,00	10,0
Commerce	9	69,2			25,6	9	69,2	102,8	8	61,5	9,33	14,0	6	46,2	6,67	10,0	11,7	8	61,5		10,6
ECHO	60	95,2	26,6	49,5	28,1	60	95,2	104,8	57	90,5	15,98	10,7	50	79,4	7,71	10,0	10,0	54	85,7	18,64	19,2
Food Industry and Allied Trade	62	79,5	25,9	48,7	27,2	59	75,6	100,8	62	79,5	10,77	11,0	36	46,2	6,96	10,0	10,0	59	75,6	14,50	22,5
Glass, Ceramic, Jewellery & Porcelain	31	93,9	29,3	43,3	30,2	28	84,8	101,1	30	90,9	12,23	20,5	25	75,8	8,04		10,0	22	66,7	36,00	22,9
Health Service and Social Care	15	75,0	25,0	47,5	25,0	16	80,0	100,0	16	80,0	15,67	17,7	12	60,0	5,41	10,0	10,0	16	80,0		24,0
KOVO	485	89,5	25,9	49,1	25,8	447	82,5	102,2	480	88,6	14,01	11,1	361	66,6	6,93	10,6	10,1	442	81,5	24,71	25,6
Mines, Geology and Oil Industry	21	70,0	25,0	50,0	26,4	20	66,7	100,0	21	70,0	14,08	10,0	18	60,0	6,73	10,0	16,7	21	70,0	17,88	17,3
Postal, Telecom. and Newspaper Services	4	40,0	25,0	40,0	25,0	4	40,0	100,0	4	40,0	17,67	10,0	3	30,0	10,00		25,0	3	30,0	32,00	10,0
Railway Trade Unions	20	74,1	25,0	49,1	25,0	18	66,7	100,0	19	70,4	10,33	10,8	16	59,3	7,92	10,0	10,0	18	66,7	12,00	16,1
Science and Research	4	13,3			25,0	4	13,3	100,0	4	13,3		12,5	6	20,0		10,0	10,0	4	13,3		13,8
STAVBA	103	88,8	25,4	49,0	26,1	100	86,2	101,3	99	85,3	12,25	10,1	89	76,7	8,17	10,0	10,2	101	87,1	24,52	17,0
Textile, Clothing and Leather Industry	32	91,4	25,7	43,3	26,8	26	74,3	101,9	31	88,6	11,08	11,6	20	57,1	6,73	10,0	10,0	29	82,9	9,90	16,6
Transport	38	97,4	28,6	55,0	29,5	31	79,5	100,0	39	100,0	8,39	10,1	29	74,4	9,70	10,0	11,7	39	100,0		32,5
Transport, Road Economy and Repair Vehicles	17	100,0	26,0		26,7	15	88,2	100,0	17	100,0	8,00	10,0	13	76,5	6,61	10,0		17	100,0	53,35	31,8
UNIOS	70	76,1	25,8	49,0		32	34,8	106,3	61	66,3	13,50	11,7	33	35,9	7,05	10,0	10,0	57	62,0	8,00	17,0
Wood.Industry, Forestry and Manag.of Water	64	88,9	25,8	42,3	27,8	63	87,5	100,6	62	86,1	10,85	14,0	53	73,6	7,20	11,1	13,3	57	79,2	16,62	19,1

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 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

**Evaluation of collective agreements
Other supplementary charges I
classification based on trade unions**

in CZK/hour, CZK/shift, % of average earnings

Trade union	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
Total	10	7,7	654	6,33	7	19	18,1	52	88,22	88	7	10,4	169	5,08	41	2		215	5,87	22
Agriculture and Nutrition			14	5,66			1	2		3	1		3	5,33				2		
Banking and Insurance			2		2			1		1										
Catering, Hotels and Tourism													1							
Commerce																				
ECHO			39	7,03			1	1		19			3	2,00				24	9,92	
Food Industry and Allied Trade			53	5,43			2	3	177,33	4	1		4	2,50						
Glass, Ceramic, Jewellery & Porcelain			30	6,80				1		1			3	3,83	1			3	3,00	
Health Service and Social Care								1		7						2				
KOVO	10	7,7	372	6,58	1	4	24,8	31	76,85	37	1		90	5,49	13	1		131	4,98	9
Mines, Geology and Oil Industry			11	3,73			1			4	3	11,7	6	3,50				8	4,50	
Postal, Telecom. and Newspaper Services																			1	
Railway Trade Unions			6	6,83				4	86,25	3			4	8,25	3			6	7,50	
Science and Research																1				
STAVBA			41	5,14	1					3			29	4,78	18			23	5,80	13
Textile, Clothing and Leather Industry			31	6,34				1		1			4	2,63	1			1		
Transport			5	5,44																
Transport, Road Economy and Repair Vehicles			4	3,64	3								9	3,94	1					
UNIOS			19	5,78			9	15,6	7	90,86	1		9	6,08	1			10	8,70	
Wood.Industry, Forestry and Manag.of Water			27	6,18			1			4	1		3	3,33		1		6	6,67	

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

**Evaluation of collective agreements
Other supplementary charges II
classification based on trade unions**

in CZK/hour, CZK/month, % of average earnings

Trade union	Supplementary charge																						Other 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							
	% of aver. earnings		paid by the hour	other form	% of aver. earnings	paid by the month	other form	% of aver. earnings	paid by the month	other form	% of aver. earnings	paid by the month	other form	% of aver. earnings	paid by the month	other form							
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA		
Total	4	9,0	160	20,96	21	1	13	523	3	45	26,2	16	1 900	103	29	10,8	31	747	50	541			
Agriculture and Nutrition			1				1						5				1			13			
Banking and Insurance					1		1			1		1								11			
Catering, Hotels and Tourism							1			3	10,0							1		3			
Commerce													3					2		5			
ECHO			10	73,84								10	2 000	12	1		2		3	37			
Food Industry and Allied Trade										3	26,7			2			1			29			
Glass, Ceramic, Jewellery & Porcelain			5	9,40						1										14			
Health Service and Social Care					5								3							9			
KOVO	3	8,7	100	12,80	14		7	557	3	10	34,0	1		37	6	14,7	17	681	42	257			
Mines, Geology and Oil Industry				2						1				5	3	10,0				13			
Postal, Telecom. and Newspaper Services														1						3			
Railway Trade Unions	1		7	19,00			2			1		1		1	4	7,8	1		2	13			
Science and Research														1						1			
STAVBA			19	36,18										4	2		1		1	26			
Textile, Clothing and Leather Industry										1		1		1	3	13,3	2			16			
Transport															1					10			
Transport, Road Economy and Repair Vehicles			2		1							1		2						17			
UNIOS			2				1			23	26,5	1		23	9	10,0	3	1 897	1	45			
Wood.Industry, Forestry and Manag.of Water			12	28,17	1					1				3						19			

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

**Evaluation of collective agreements
Other wage components - 13th and 14th pay
classification based on trade unions**

in % of collective agreements

Trade union	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	564	43,4	186	14,3	338	26,0	191	14,7	86	6,6	106	8,1	118	9,1	114	8,8	700	53,8
Agriculture and Nutrition	19	40,4	2	4,3	15	31,9	6	12,8	1	2,1	3	6,4	6	12,8	3	6,4	24	51,1
Banking and Insurance	8	42,1	1	5,3	2	10,5	3	15,8	4	21,1					5	26,3	4	21,1
Catering, Hotels and Tourism	9	50,0	2	11,1	5	27,8	1	5,6	1	5,6	2	11,1	2	11,1	2	11,1	12	66,7
Commerce	3	23,1	1	7,7	2	15,4	1	7,7	1	7,7							6	46,2
ECHO	40	63,5	10	15,9	28	44,4	19	30,2	14	22,2	6	9,5	14	22,2	10	15,9	42	66,7
Food Industry and Allied Trade	52	66,7	14	17,9	30	38,5	8	10,3	2	2,6	17	21,8	10	12,8	4	5,1	56	71,8
Glass, Ceramic, Jewellery & Porcelain	10	30,3	5	15,2	3	9,1	5	15,2	3	9,1			4	12,1	3	9,1	7	21,2
Health Service and Social Care	8	40,0	1	5,0	6	30,0	1	5,0	1	5,0	1	5,0			3	15,0	17	85,0
KOVO	237	43,7	95	17,5	149	27,5	71	13,1	28	5,2	27	5,0	41	7,6	57	10,5	314	57,9
Mines, Geology and Oil Industry	14	46,7	8	26,7	8	26,7			6	20,0	1	3,3	2	6,7	4	13,3	17	56,7
Postal, Telecom. and Newspaper Services	2	20,0			2	20,0	1	10,0									3	30,0
Railway Trade Unions	6	22,2			5	18,5	3	11,1	3	11,1	1	3,7	3	11,1			17	63,0
Science and Research																	3	10,0
STAVBA	44	37,9	8	6,9	37	31,9	22	19,0	18	15,5	13	11,2	17	14,7	7	6,0	29	25,0
Textile, Clothing and Leather Industry	17	48,6	7	20,0	9	25,7	12	34,3	1	2,9			6	17,1	10	28,6	6	17,1
Transport	2	5,1	2	5,1	1	2,6							1	2,6			24	61,5
Transport, Road Economy and Repair Vehicles	10	58,8	2	11,8	3	17,6	3	17,6			2	11,8	2	11,8	1	5,9	13	76,5
UNIOS	47	51,1	17	18,5	14	15,2	28	30,4			22	23,9	6	6,5	1	1,1	68	73,9
Wood.Industry, Forestry and Manag.of Water	36	50,0	11	15,3	19	26,4	7	9,7	3	4,2	11	15,3	4	5,6	4	5,6	38	52,8

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

**Evaluation of collective agreements
Remunerations at work anniversaries and assistance in natural disasters
classification based on trade unions**

in CZK

Trade union	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
Total	663	51,0	52	2 202	214	2 616	439	4 010	504	5 003	617	5 994	661	6 939	663	8 176	663	9 233	663	10 341	7	0,5	10 000
Agriculture and Nutrition	14	29,8			5	1 900	10	4 050	10	4 690	13	5 115	14	5 514	14	6 036	14	6 743	14	7 386			
Banking and Insurance	8	42,1	2		3	3 500	8	7 875	8	9 563	8	10 688	8	11 813	8	12 938	8	14 563	8	15 188	2	10,5	
Catering, Hotels and Tourism	10	55,6	2		4	5 750	10	5 800	10	6 050	10	7 200	10	8 700	10	9 300	10	9 800	10	9 800			
Commerce	10	76,9	1		7	2 571	10	5 900	10	7 050	10	8 050	10	8 850	10	9 450	10	9 450	10	9 450			
ECHO	24	38,1			6	3 083	15	4 147	18	4 681	21	6 010	24	6 648	24	7 854	24	9 102	24	10 875	1	1,6	
Food Industry and Allied Trade	57	73,1	3	1 150	18	2 450	46	3 454	52	4 674	55	5 898	57	7 014	57	8 547	57	9 475	57	10 972			
Glass, Ceramic, Jewellery & Porcelain	15	45,5	2		2		9	4 722	11	6 500	14	7 750	14	10 536	15	11 660	15	14 780	15	17 520			
Health Service and Social Care	6	30,0			2		2		2		6	6 917	6	8 633	6	10 667	6	12 333	6	12 667	1	5,0	
KOVO	293	54,1	21	2 605	105	2 775	186	4 011	221	5 014	266	5 886	293	6 955	293	8 087	293	9 313	293	10 599	1	0,2	
Mines, Geology and Oil Industry	20	66,7	2		11	2 286	14	3 411	14	4 414	19	5 155	20	5 660	20	6 315	20	6 945	20	7 650			
Postal, Telecom. and Newspaper Services																							
Railway Trade Unions	11	40,7	2		3	1 900	8	3 575	8	4 750	10	5 750	10	6 700	11	7 755	11	9 027	11	9 845			
Science and Research																					2	6,7	
STAVBA	72	62,1	2		8	3 113	46	4 152	54	5 474	69	7 190	72	7 992	72	9 733	72	10 369	72	11 101			
Textile, Clothing and Leather Industry	18	51,4	2		6	1 875	11	2 923	12	3 463	16	4 169	18	4 378	18	5 072	18	5 522	18	6 300			
Transport	21	53,8	3	1 000	5	1 400	6	1 950	10	3 010	20	3 115	21	3 886	21	4 557	21	5 200	21	5 748			
Transport, Road Economy and Repair Vehicles	11	64,7			4	2 125	6	2 417	9	3 444	11	4 295	11	5 273	11	6 136	11	6 500	11	6 955			
UNIOS	39	42,4	4	2 750	9	2 911	28	4 700	29	5 517	37	7 392	39	7 910	39	10 103	39	11 321	39	12 436			
Wood.Industry, Forestry and Manag.of Water	34	47,2	6	1 783	16	1 481	24	2 377	26	3 008	32	3 939	34	4 718	34	5 887	34	6 725	34	7 407			

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

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

in CZK

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	774	59,5	349	3 480	715	3 926	761	4 926	773	5 808	774	6 725	774	7 270
Agriculture and Nutrition	27	57,4	12	3 025	26	3 292	27	3 804	27	4 356	27	4 926	27	5 322
Banking and Insurance	7	36,8	3	8 667	6	8 833	7	8 643	7	8 643	7	8 643	7	8 643
Catering, Hotels and Tourism	18	100,0	18	4 250	18	5 361	18	5 833	18	6 083	18	6 250	18	6 250
Commerce	7	53,8	3	1 667	7	2 714	7	3 000	7	3 143	7	3 429	7	3 857
ECHO	39	61,9	13	2 462	37	7 608	38	13 000	38	18 342	39	23 385	39	24 974
Food Industry and Allied Trade	48	61,5	12	3 021	42	2 967	48	4 174	48	4 875	48	6 069	48	6 690
Glass, Ceramic, Jewellery & Porcelain	20	60,6	11	3 518	19	4 905	20	5 115	20	5 480	20	5 870	20	6 835
Health Service and Social Care	11	55,0	5	3 000	10	2 600	11	3 182	11	3 682	11	4 318	11	4 545
KOVO	305	56,3	117	3 585	271	3 806	296	4 719	305	5 475	305	6 177	305	6 849
Mines, Geology and Oil Industry	22	73,3	8	4 781	20	3 538	22	4 011	22	4 645	22	5 380	22	5 891
Postal, Telecom. and Newspaper Services	4	40,0	1		4	4 875	4	6 250	4	7 000	4	7 500	4	8 750
Railway Trade Unions	20	74,1	10	4 210	19	5 726	20	7 210	20	8 260	20	9 060	20	9 510
Science and Research	13	43,3	8	6 188	13	5 131	13	5 938	13	6 077	13	6 692	13	6 692
STAVBA	73	62,9	30	3 543	69	3 335	72	3 949	73	4 596	73	5 218	73	5 540
Textile, Clothing and Leather Industry	25	71,4	10	2 840	24	2 602	25	3 134	25	3 510	25	3 988	25	4 360
Transport	27	69,2	17	2 076	26	2 596	26	3 031	27	3 404	27	3 663	27	3 915
Transport, Road Economy and Repair Vehicles	12	70,6	4	2 000	12	2 683	12	2 933	12	3 450	12	3 783	12	4 175
UNIOS	64	69,6	52	3 463	63	4 019	64	4 645	64	5 421	64	6 070	64	6 140
Wood.Industry, Forestry and Manag.of Water	32	44,4	15	2 693	29	2 933	31	3 953	32	4 716	32	6 041	32	6 523

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

Evaluation of collective agreements
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

in CZK

Trade union	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	842	64,7	337	5 148	761	5 461	819	6 773	835	8 153	840	9 484	842	10 472	842	11 314	842	11 883	842	12 364
Agriculture and Nutrition	29	61,7	13	3 269	28	3 870	29	4 569	29	5 212	29	5 845	29	6 326	29	6 766	29	7 171	29	7 576
Banking and Insurance	7	36,8	3	4 667	6	7 167	7	7 929	7	8 643	7	9 357	7	10 071	7	10 786	7	11 500	7	12 214
Catering, Hotels and Tourism	18	100,0	18	5 000	18	6 167	18	6 694	18	6 944	18	7 111	18	7 111	18	7 111	18	7 111	18	7 111
Commerce	9	69,2	3	2 667	9	4 722	9	5 556	9	6 222	9	7 000	9	7 889	9	8 444	9	9 000	9	9 556
ECHO	42	66,7	23	4 652	39	7 103	42	10 230	42	13 163	42	17 489	42	21 408	42	24 735	42	25 808	42	27 123
Food Industry and Allied Trade	51	65,4	14	4 254	43	4 167	51	5 577	51	6 884	51	8 469	51	9 741	51	10 457	51	11 016	51	11 575
Glass, Ceramic, Jewellery & Porcelain	22	66,7	10	2 270	20	5 430	21	6 614	21	7 924	22	9 609	22	11 395	22	12 532	22	13 668	22	15 032
Health Service and Social Care	12	60,0	5	3 600	10	3 100	11	3 455	11	3 955	12	4 875	12	8 083	12	8 500	12	8 583	12	8 667
KOVO	351	64,8	109	6 132	309	5 625	335	6 997	348	8 735	351	10 021	351	10 951	351	12 028	351	12 873	351	13 471
Mines, Geology and Oil Industry	22	73,3	8	9 094	19	6 224	22	6 611	22	7 505	22	8 489	22	8 968	22	9 577	22	9 845	22	9 886
Postal, Telecom. and Newspaper Services	4	40,0	3	4 667	4	25 125	4	27 750	4	29 750	4	31 500	4	32 750	4	32 750	4	32 750	4	32 750
Railway Trade Unions	22	81,5	8	9 113	19	10 547	20	12 225	21	15 176	21	16 643	22	18 168	22	18 636	22	19 286	22	19 527
Science and Research	13	43,3	8	6 813	13	5 538	13	6 269	13	6 500	13	7 038	13	7 038	13	7 038	13	7 038	13	7 038
STAVBA	86	74,1	30	7 697	81	6 125	85	8 069	86	9 041	86	10 990	86	11 488	86	11 992	86	12 313	86	12 698
Textile, Clothing and Leather Industry	28	80,0	11	2 755	26	2 629	28	3 409	28	3 898	28	4 257	28	4 636	28	4 761	28	4 814	28	4 832
Transport	29	74,4	15	3 287	26	3 694	29	4 638	29	5 250	29	5 776	29	6 164	29	6 440	29	6 716	29	6 991
Transport, Road Economy and Repair Vehicles	12	70,6	2		12	5 542	12	6 000	12	8 250	12	8 875	12	10 958	12	11 250	12	11 250	12	11 250
UNIOS	53	57,6	40	3 443	51	3 986	53	4 758	53	5 157	53	5 392	53	5 534	53	5 581	53	5 600	53	5 619
Wood.Industry, Forestry and Manag.of Water	32	44,4	14	2 593	28	3 407	30	4 380	31	5 252	31	6 755	32	7 375	32	7 933	32	8 005	32	8 309

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

**Evaluation of collective agreements
Wage development
classification based on trade unions**

% of collective agreements, average %, aver. value in CZK

Trade union	Wage development contracted																												Wage development is bound to economic indicators									
	NCA	% CA	of this																																			
			by reducing the aver. wage		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	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	without manag.	NCA	% CA	without manag.		NCA	% CA							
Total	730	56,1	1	0,1	57	4,4	239	18,4	21	493	218	2,9	72	5,5	5	0,4	282	21,7	273	2,9	9	573	13	2,5	25	1,9	25	2,3	1	149	11,5	9	0,7	90	6,9	184	14,1	
Agriculture and Nutrition	12	25,5					5	10,6	1		4	2,6	1	2,1			5	10,6	5	4,1										3	6,4	1	2,1	2	4,3	4	8,5	
Banking and Insurance	14	73,7	1	5,3	1	5,3											8	42,1	9	47,4	9	2,5							5	26,3			8	42,1	3	15,8		
Catering, Hotels and Tourism	17	94,4			7	38,9											6	33,3	4	22,2	4	2,2							1	5,6			1	5,6	6	33,3		
Commerce	5	38,5			1	7,7													2	15,4	2							2	15,4	1	7,7							
ECHO	43	68,3			12	19,0	10	15,9			10	2,8	1	1,6			15	23,8	15	2,9			3	2,8	1	1,6	1		6	9,5	2	3,2	2	3,2	12	19,0		
Food Industry and Allied Trade	38	48,7					14	17,9	4	100	10	2,8	11	14,1	1	1,3	12	15,4	11	2,7	1				2	2,6	2		5	6,4			6	7,7	10	12,8		
Glass, Ceramic, Jewellery & Porcelain	14	42,4					4	12,1			4	2,4	2	6,1			6	18,2	6	2,3								2	6,1						6	18,2		
Health Service and Social Care	5	25,0			3	15,0											2	10,0	2																	3	15,0	
KOVO	352	64,9			20	3,7	136	25,1	14	596	122	2,9	25	4,6	3	0,6	133	24,5	129	2,9	4	319	5	2,6	11	2,0	11	2,5	1	69	12,7	4	0,7	39	7,2	101	18,6	
Mines, Geology and Oil Industry	16	53,3					4	13,3			4	1,8	1	3,3			6	20,0	6	3,6									6	20,0			1	3,3	4	13,3		
Postal, Telecom. and Newspaper Services	2	20,0					1	10,0			1						1	10,0	1																		1	10,0
Railway Trade Unions	15	55,6			8	29,6	2	7,4			2						2	7,4	2						1	3,7	1		3	11,1	1	3,7	1	3,7	5	18,5		
Science and Research	5	16,7			1	3,3											1	3,3	1										3	10,0						3	10,0	
STAVBA	38	32,8			1	0,9	13	11,2	1		12	3,1	1	0,9			16	13,8	14	3,4	2							8	6,9			1	0,9	6	5,2			
Textile, Clothing and Leather Industry	21	60,0					3	8,6	1		2		1	2,9			9	25,7	8	3,6	1			2	5,7	2		7	20,0			1	2,9	5	14,3			
Transport	23	59,0					17	43,6			17	5,7	1	2,6			1	2,6	1					1	2,6	1		6	15,4			3	7,7	1	2,6			
Transport, Road Economy and Repair Vehicles	11	64,7			2	11,8	4	23,5			4	1,9					2	11,8	2									4	23,5			1	5,9	3	17,6			
UNIOS	62	67,4			1	1,1	22	23,9			22	2,0	3	3,3			28	30,4	27	2,7	1			5	5,4	5	2,0		18	19,6			15	16,3	3	3,3		
Wood, Industry, Forestry and Manag. of Water	37	51,4					4	5,6			4	2,4	11	15,3	1	1,4	28	38,9	28	2,7			5	2,2	2	2,8	2		1	1,4			9	12,5	9	12,5		

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

**Evaluation of collective agreements
Remuneration of employees I
classification based on trade unions**

in CZK/hour, % of collective agreements, % of average earnings

Trade union	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue											
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
Total	769	59,1	153	11,8	44	3,4	646	49,7	282	21,7	96,7	244	18,8	86,4	344	26,4	17,7	14,86
Agriculture and Nutrition	14	29,8	5	10,6	2	4,3	12	25,5	12	25,5	99,2	7	14,9	92,9	6	12,8	15,8	49,35
Banking and Insurance	11	57,9	5	26,3	1	5,3	9	47,4				4	21,1	96,3				
Catering, Hotels and Tourism	10	55,6					10	55,6	11	61,1	100,0	12	66,7	96,7	10	55,6	18,0	
Commerce	6	46,2	1	7,7			5	38,5	6	46,2	100,0	5	38,5	90,0	3	23,1	30,0	
ECHO	47	74,6	1	1,6	1	1,6	45	71,4	32	50,8	90,8	35	55,6	76,1	19	30,2	13,5	12,54
Food Industry and Allied Trade	35	44,9	1	1,3			34	43,6	11	14,1	100,0	12	15,4	85,8	9	11,5	16,4	11,00
Glass, Ceramic, Jewellery & Porcelain	24	72,7	6	18,2	2	6,1	19	57,6	2	6,1		5	15,2	81,0	4	12,1	19,3	10,00
Health Service and Social Care	11	55,0					11	55,0	1	5,0		1	5,0		10	50,0	16,9	25,00
KOVO	335	61,8	63	11,6	23	4,2	280	51,7	121	22,3	96,2	93	17,2	86,5	131	24,2	19,4	13,73
Mines, Geology and Oil Industry	16	53,3	3	10,0			13	43,3	5	16,7	100,0	6	20,0	96,7	10	33,3	15,0	13,38
Postal, Telecom. and Newspaper Services	2	20,0					2	20,0				1	10,0					
Railway Trade Unions	12	44,4	2	7,4	2	7,4	8	29,6	6	22,2	93,3	6	22,2	90,0	5	18,5	16,3	16,00
Science and Research	5	16,7					5	16,7	3	10,0	100,0	3	10,0	100,0	1	3,3		
STAVBA	77	66,4	42	36,2	5	4,3	50	43,1	30	25,9	100,0	5	4,3	84,0	67	57,8	15,9	21,43
Textile, Clothing and Leather Industry	20	57,1	6	17,1	3	8,6	16	45,7	1	2,9		2	5,7		4	11,4	12,75	
Transport	37	94,9	1	2,6			36	92,3	17	43,6	99,4	15	38,5	96,0	25	64,1	19,7	21,27
Transport, Road Economy and Repair Vehicles	17	100,0					17	100,0	7	41,2	98,6	2	11,8		5	29,4	15,0	15,00
UNIOS	50	54,3	1	1,1	1	1,1	48	52,2	10	10,9	94,0	20	21,7	83,0	18	19,6	18,6	12,00
Wood.Industry, Forestry and Manag.of Water	40	55,6	16	22,2	4	5,6	26	36,1	7	9,7	98,6	10	13,9	77,0	17	23,6	17,7	13,50

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

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

% of collective agreements, % of average earnings

Trade union	Applying the working hours account under Section 86 LC								Use of wage by the task			
	agreed in CA		compensatory period	The amount of fixed wages beyond the scope of Section 120, clause 1, LC					agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)	
	NCA	% CA		weeks	agreed in CA		% of average earnings	other form		NCA	% CA	NCA
			NCA		% CA	% AE		NCA	% CA			
Total	111	8,5	46,3	18	1,4	95,3	3	0,2	225	17,3	95	7,3
Agriculture and Nutrition	5	10,6	52,0						12	25,5	3	6,4
Banking and Insurance												
Catering, Hotels and Tourism									1	5,6		
Commerce	2	15,4		2	15,4							
ECHO	11	17,5	50,8	1	1,6				14	22,2	1	1,6
Food Industry and Allied Trade	4	5,1	39,0	1	1,3				12	15,4	2	2,6
Glass, Ceramic, Jewellery & Porcelain	1	3,0							6	18,2	4	12,1
Health Service and Social Care									1	5,0		
KOVO	50	9,2	42,2	13	2,4	93,5	3	0,6	121	22,3	62	11,4
Mines, Geology and Oil Industry	3	10,0	52,0						6	20,0	2	6,7
Postal, Telecom. and Newspaper Services	1	10,0							1	10,0	1	10,0
Railway Trade Unions	8	29,6	52,0	1	3,7				6	22,2	3	11,1
Science and Research												
STAVBA	14	12,1	52,0						11	9,5	9	7,8
Textile, Clothing and Leather Industry									8	22,9	4	11,4
Transport									4	10,3	2	5,1
Transport, Road Economy and Repair Vehicles	1	5,9							5	29,4	2	11,8
UNIOS	10	10,9	52,0						2	2,2		
Wood.Industry, Forestry and Manag.of Water	1	1,4							15	20,8		

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

**Evaluation of collective agreements
Remuneration of employees III
classification based on trade unions**

% of collective agreements

Trade union	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1252	96,2	1121	86,2	605	46,5	623	47,9	849	65,3
Agriculture and Nutrition	44	93,6	32	68,1	27	57,4	12	25,5	25	53,2
Banking and Insurance	18	94,7	16	84,2	18	94,7	4	21,1	16	84,2
Catering, Hotels and Tourism	18	100,0	18	100,0	2	11,1	12	66,7	12	66,7
Commerce	12	92,3	9	69,2	9	69,2	4	30,8	9	69,2
ECHO	61	96,8	56	88,9	33	52,4	37	58,7	49	77,8
Food Industry and Allied Trade	75	96,2	61	78,2	16	20,5	19	24,4	21	26,9
Glass, Ceramic, Jewellery & Porcelain	32	97,0	30	90,9	27	81,8	27	81,8	28	84,8
Health Service and Social Care	19	95,0	16	80,0	9	45,0	12	60,0	14	70,0
KOVO	521	96,1	502	92,6	247	45,6	305	56,3	404	74,5
Mines, Geology and Oil Industry	29	96,7	21	70,0	16	53,3	6	20,0	13	43,3
Postal, Telecom. and Newspaper Services	10	100,0	3	30,0	9	90,0	1	10,0	2	20,0
Railway Trade Unions	25	92,6	16	59,3	14	51,9	8	29,6	11	40,7
Science and Research	28	93,3	1	3,3	28	93,3	1	3,3	2	6,7
STAVBA	115	99,1	106	91,4	46	39,7	40	34,5	60	51,7
Textile, Clothing and Leather Industry	31	88,6	30	85,7	11	31,4	19	54,3	26	74,3
Transport	39	100,0	39	100,0	1	2,6			1	2,6
Transport, Road Economy and Repair Vehicles	17	100,0	16	94,1	5	29,4	13	76,5	15	88,2
UNIOS	89	96,7	87	94,6	47	51,1	62	67,4	82	89,1
Wood.Industry, Forestry and Manag.of Water	69	95,8	62	86,1	40	55,6	41	56,9	59	81,9

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

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

% of collective agreements

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
									NCA	NCA	NCA	NCA	NCA		
Total	1161	89,2	255	19,6	658	50,6	1104	84,9	962	409	655	479	227	463	35,6
Agriculture and Nutrition	40	85,1	3	6,4	12	25,5	36	76,6	34	8	20	4	9	9	19,1
Banking and Insurance	15	78,9	1	5,3	11	57,9	19	100,0	19	7	17	13	5	1	5,3
Catering, Hotels and Tourism	17	94,4					17	94,4	15	15	8	13			
Commerce	13	100,0			3	23,1	12	92,3	11	8	8	7	6	7	53,8
ECHO	59	93,7	22	34,9	36	57,1	60	95,2	57	32	49	21	24	13	20,6
Food Industry and Allied Trade	64	82,1	6	7,7	64	82,1	60	76,9	53	14	11	36	14	11	14,1
Glass, Ceramic, Jewellery & Porcelain	31	93,9	4	12,1	22	66,7	16	48,5	15		7	1	2	19	57,6
Health Service and Social Care	14	70,0			9	45,0	18	90,0	18	2	17	1	3		
KOVO	500	92,3	167	30,8	286	52,8	476	87,8	394	209	299	264	71	317	58,5
Mines, Geology and Oil Industry	25	83,3	8	26,7	15	50,0	24	80,0	24	4	21	7	2	16	53,3
Postal, Telecom. and Newspaper Services	9	90,0	2	20,0	2	20,0	10	100,0	4	8	10	2	3		
Railway Trade Unions	23	85,2	10	37,0	17	63,0	23	85,2	21	10	18	13	10	2	7,4
Science and Research	26	86,7			4	13,3	23	76,7	22	1	19	3	9	6	20,0
STAVBA	102	87,9	8	6,9	32	27,6	83	71,6	71	33	36	35	14	12	10,3
Textile, Clothing and Leather Industry	31	88,6	6	17,1	4	11,4	29	82,9	26	9	13	5		5	14,3
Transport	31	79,5	8	20,5			33	84,6	33	14	20	32		7	17,9
Transport, Road Economy and Repair Vehicles	12	70,6	5	29,4	8	47,1	16	94,1	16	3	4	9	3	11	64,7
UNIOS	87	94,6	5	5,4	80	87,0	80	87,0	67	14	34	10	12	17	18,5
Wood.Industry, Forestry and Manag.of Water	62	86,1			53	73,6	69	95,8	62	18	44	3	40	10	13,9

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
 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

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

% of collective agreements

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 the 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*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1022	78,6	116	8,9	65	5,0	29	2,2	69	5,3	268	96,1	11	3,9	960	73,8	302	23,2	811	62,3	251	19,3
Agriculture and Nutrition	43	91,5	3	6,4	1	2,1							4	100,0	16	34,0	2	4,3	6	12,8	11	23,4
Banking and Insurance	18	94,7	1	5,3									1		18	94,7	8	42,1	18	94,7	4	21,1
Catering, Hotels and Tourism	12	66,7							6	33,3			6	100,0	17	94,4	1	5,6	16	88,9		
Commerce	5	38,5	1	7,7	1	7,7	1	7,7	5	38,5	8	100,0			9	69,2	1	7,7	5	38,5	1	7,7
ECHO	35	55,6	13	20,6	2	3,2	1	1,6	12	19,0	28	100,0			48	76,2	31	49,2	33	52,4	40	63,5
Food Industry and Allied Trade	51	65,4	10	12,8	8	10,3	7	9,0	2	2,6	27	100,0			52	66,7	32	41,0	37	47,4	5	6,4
Glass, Ceramic, Jewellery & Porcelain	21	63,6	7	21,2	4	12,1	1	3,0			10	83,3	2	16,7	29	87,9	15	45,5	9	27,3	6	18,2
Health Service and Social Care	9	45,0	5	25,0	3	15,0	2	10,0	1	5,0	11	100,0			17	85,0	3	15,0	11	55,0	2	10,0
KOVO	483	89,1	35	6,5	11	2,0	12	2,2	1	0,2	52	88,1	7	11,9	429	79,2	162	29,9	403	74,4	130	24,0
Mines, Geology and Oil Industry	24	80,0	3	10,0	2	6,7			1	3,3	5	83,3	1	16,7	18	60,0	16	53,3	14	46,7	13	43,3
Postal, Telecom. and Newspaper Services	9	90,0							1	10,0	1				5	50,0	3	30,0	9	90,0	1	10,0
Railway Trade Unions	14	51,9	3	11,1	5	18,5	1	3,7	4	14,8	13	100,0			22	81,5	5	18,5	14	51,9	2	7,4
Science and Research	30	100,0													16	53,3	4	13,3	6	20,0	11	36,7
STAVBA	70	60,3	7	6,0	17	14,7	2	1,7	20	17,2	46	100,0			61	52,6	5	4,3	50	43,1	4	3,4
Textile, Clothing and Leather Industry	34	97,1	1	2,9							1				7	20,0	1	2,9	2	5,7	1	2,9
Transport	31	79,5	1	2,6	3	7,7			4	10,3	8	100,0			32	82,1			32	82,1		
Transport, Road Economy and Repair Vehicles	13	76,5	1	5,9	1	5,9	1	5,9	1	5,9	3	75,0	1	25,0	12	70,6			12	70,6	8	47,1
UNIOS	67	72,8	19	20,7	5	5,4			1	1,1	25	100,0			91	98,9	3	3,3	90	97,8	6	6,5
Wood.Industry, Forestry and Manag.of Water	53	73,6	6	8,3	2	2,8	1	1,4	10	13,9	19	100,0			61	84,7	10	13,9	44	61,1	6	8,3

Explanatory notes: NCA

TU

% CA

% CA*

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

Trade union

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

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

**Evaluation of collective agreements
Compensation money
classification based on trade unions**

% of collective agreements, min. multiple, max. multiple

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									
	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	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	692	53,2	1,3	4,4	81	6,2	1,3	2,9	633	48,7	423	32,5	424	32,6	78	6,0	98	7,5
Agriculture and Nutrition	8	17,0	1,5	2,6					3	6,4	3	6,4						
Banking and Insurance	13	68,4	2,1	5,1	2	10,5			13	68,4	9	47,4	9	47,4	1	5,3	2	10,5
Catering, Hotels and Tourism	12	66,7	1,0	2,1					12	66,7	1	5,6	12	66,7				
Commerce	7	53,8	1,1	2,1					7	53,8	5	38,5	1	7,7			1	7,7
ECHO	60	95,2	1,1	9,1	8	12,7	1,5	3,6	59	93,7	51	81,0	51	81,0	17	27,0	12	19,0
Food Industry and Allied Trade	37	47,4	1,3	3,8	1	1,3			37	47,4	30	38,5	14	17,9	4	5,1	4	5,1
Glass, Ceramic, Jewellery & Porcelain	24	72,7	1,1	3,4	1	3,0			24	72,7	23	69,7	12	36,4	2	6,1	5	15,2
Health Service and Social Care	2	10,0			1	5,0			2	10,0	2	10,0	1	5,0				
KOVO	256	47,2	1,4	3,5	29	5,4	1,5	3,5	238	43,9	152	28,0	150	27,7	31	5,7	42	7,7
Mines, Geology and Oil Industry	20	66,7	1,1	3,8	2	6,7			15	50,0	9	30,0	14	46,7				
Postal, Telecom. and Newspaper Services	9	90,0	1,3	3,8					9	90,0	4	40,0	8	80,0	1	10,0	1	10,0
Railway Trade Unions	17	63,0	1,1	3,4	2	7,4			17	63,0	10	37,0	13	48,1	5	18,5	7	25,9
Science and Research	6	20,0	1,5	2,3					3	10,0			3	10,0				
STAVBA	92	79,3	1,1	3,8	29	25,0	1,0	2,2	88	75,9	36	31,0	84	72,4	1	0,9	12	10,3
Textile, Clothing and Leather Industry	4	11,4	1,0	4,3					4	11,4	4	11,4					1	2,9
Transport	16	41,0	1,8						5	12,8	5	12,8						
Transport, Road Economy and Repair Vehicles	8	47,1	1,3	2,5	4	23,5	1,0	1,8	8	47,1	3	17,6	5	29,4				
UNIOS	59	64,1	1,6	7,7	2	2,2			52	56,5	44	47,8	30	32,6	5	5,4	9	9,8
Wood.Industry, Forestry and Manag.of Water	42	58,3	1,2	3,3					37	51,4	32	44,4	17	23,6	11	15,3	2	2,8

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

**Evaluation of collective agreements
Working hours and holidays
classification based on trade unions**

in hours per week, in days

Trade union	Length of working hours											Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes								agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
								hours/week	hours/week	hours/week	hours/week									
Total	1236	95,0	862	66,3	38,0	374	28,7	39,6	38,28	37,4	37,3	305	23,4	1103	84,8	5,8	3,6	78,2	0,8	0,2
Agriculture and Nutrition	40	85,1	25	53,2	38,9	15	31,9	39,7	38,30	37,5	37,5	6	12,8	41	87,2	10,6	2,6	76,6		
Banking and Insurance	18	94,7	11	57,9	39,8	7	36,8	39,8	38,04	37,5	37,3	11	57,9	16	84,2			84,2		
Catering, Hotels and Tourism	18	100,0	1	5,6		17	94,4	40,0	38,75	37,5	37,5	2	11,1	7	38,9			38,9		
Commerce	10	76,9	5	38,5	39,5	5	38,5	40,0	38,75	37,5	37,5	1	7,7	9	69,2	23,1	3,7	46,2		
ECHO	62	98,4	49	77,8	37,5	13	20,6	38,7	37,81	37,3	36,8	23	36,5	63	100,0	3,2	3,0	96,8		
Food Industry and Allied Trade	78	100,0	53	67,9	37,8	25	32,1	40,0	38,54	37,5	37,5	10	12,8	67	85,9	9,0	4,3	74,4	2,6	
Glass, Ceramic, Jewellery & Porcelain	32	97,0	26	78,8	37,5	6	18,2	40,0	38,74	37,5	37,5	4	12,1	30	90,9			90,9		
Health Service and Social Care	17	85,0	2	10,0		15	75,0	40,0	38,75	37,5	37,5	5	25,0	20	100,0			100,0		
KOVO	522	96,3	390	72,0	37,8	132	24,4	39,7	38,26	37,4	37,2	134	24,7	450	83,0	7,7	3,5	75,1	0,2	0,2
Mines, Geology and Oil Industry	27	90,0	21	70,0	37,5	6	20,0	37,3	36,92	37,5	37,5	13	43,3	26	86,7			80,0	6,7	
Postal, Telecom. and Newspaper Services	10	100,0	6	60,0	37,9	4	40,0	38,8	37,25	36,2	36,5	8	80,0	10	100,0			100,0		
Railway Trade Unions	26	96,3	13	48,1	38,7	13	48,1	38,7	38,34	37,3	36,7	15	55,6	21	77,8	7,4	6,5	55,6	14,8	
Science and Research	14	46,7	14	46,7	40,0							14	46,7	25	83,3			83,3		
STAVBA	112	96,6	51	44,0	38,5	61	52,6	40,0	38,43	37,5	37,5	23	19,8	100	86,2	2,6	4,3	83,6		
Textile, Clothing and Leather Industry	35	100,0	31	88,6	37,5	4	11,4	39,1	37,92	37,5	37,1	1	2,9	26	74,3	8,6	3,7	65,7		
Transport	36	92,3	30	76,9	38,6	6	15,4	39,2	38,19	37,5	37,0	6	15,4	27	69,2	2,6	3,0	66,7		
Transport, Road Economy and Repair Vehicles	16	94,1	7	41,2	37,5	9	52,9	37,5	37,50	37,5	39,5	7	41,2	17	100,0			100,0		
UNIOS	91	98,9	65	70,7	38,6	26	28,3	39,5	38,21	37,5	36,4	4	4,3	88	95,7	5,4	3,4	89,1	1,1	
Wood.Industry, Forestry and Manag.of Water	72	100,0	62	86,1	37,9	10	13,9	38,8	37,64	37,3	36,7	18	25,0	60	83,3	2,8	4,5	79,2		1,4

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

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

in hours per year, in weeks

Trade union	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
Total	6	0,5	76	870	66,9	50,2	479	36,8	47,7
Agriculture and Nutrition				31	66,0	52,0	9	19,1	47,3
Banking and Insurance				7	36,8	41,0	5	26,3	52,0
Catering, Hotels and Tourism				17	94,4	30,6	17	94,4	37,5
Commerce				9	69,2	43,3	8	61,5	35,8
ECHO				55	87,3	51,5	48	76,2	51,5
Food Industry and Allied Trade	2	2,6		64	82,1	50,8	25	32,1	46,8
Glass, Ceramic, Jewellery & Porcelain	1	3,0		27	81,8	50,1	23	69,7	50,4
Health Service and Social Care				15	75,0	50,3	12	60,0	41,8
KOVO				347	64,0	51,0	134	24,7	47,8
Mines, Geology and Oil Industry				22	73,3	51,4	18	60,0	47,6
Postal, Telecom. and Newspaper Services				9	90,0	52,0	4	40,0	52,0
Railway Trade Unions				20	74,1	50,7	17	63,0	40,2
Science and Research	2	6,7		4	13,3	45,5	2	6,7	
STAVBA	1	0,9		101	87,1	49,6	81	69,8	51,0
Textile, Clothing and Leather Industry				14	40,0	44,2	3	8,6	52,0
Transport				25	64,1	52,0	16	41,0	48,8
Transport, Road Economy and Repair Vehicles				13	76,5	52,0	7	41,2	24,7
UNIOS				55	59,8	51,5	25	27,2	49,0
Wood.Industry, Forestry and Manag.of Water				35	48,6	50,5	25	34,7	49,9

Explanatory notes: NCA

% CA

hours/year

weeks

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

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

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

**Evaluation of collective agreements
Employment rate I
classification based on trade unions**

% of collective agreements

Trade union	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	23	1,8	30	2,3	47	3,6	112	8,6
Agriculture and Nutrition					1	2,1	1	2,1
Banking and Insurance							4	21,1
Catering, Hotels and Tourism							9	50,0
Commerce			1	7,7	1	7,7	2	15,4
ECHO			3	4,8	5	7,9	1	1,6
Food Industry and Allied Trade	2	2,6	1	1,3			17	21,8
Glass, Ceramic, Jewellery & Porcelain	2	6,1						
Health Service and Social Care			2	10,0	1	5,0	1	5,0
KOVO	17	3,1	18	3,3	15	2,8	47	8,7
Mines, Geology and Oil Industry							4	13,3
Postal, Telecom. and Newspaper Services								
Railway Trade Unions					2	7,4	6	22,2
Science and Research					1	3,3	3	10,0
STAVBA			2	1,7	6	5,2	6	5,2
Textile, Clothing and Leather Industry								
Transport								
Transport, Road Economy and Repair Vehicles			2	11,8	1	5,9	7	41,2
UNIOS					13	14,1	2	2,2
Wood.Industry, Forestry and Manag.of Water	2	2,8	1	1,4	1	1,4	2	2,8

Explanatory notes: NCA
% CA

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

**Evaluation of collective agreements
Employment rate II
classification based on trade unions**

% of collective agreements

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"		other forms of work and modes of work	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
Total	414	31,8	13	1,0	408	31,4	6	0,5	10	0,8	9	0,7							1	0,1
Agriculture and Nutrition	14	29,8			13	27,7	1	2,1	1	2,1									1	2,1
Banking and Insurance	8	42,1			8	42,1														
Catering, Hotels and Tourism	1	5,6			1	5,6														
Commerce	8	61,5			8	61,5														
ECHO	37	58,7	2	3,2	36	57,1	1	1,6												
Food Industry and Allied Trade	47	60,3	4	5,1	46	59,0			2	2,6	2	2,6								
Glass, Ceramic, Jewellery & Porcelain									1	3,0	1	3,0								
Health Service and Social Care	2	10,0			2	10,0														
KOVO	139	25,6	3	0,6	139	25,6	1	0,2	1	0,2	1	0,2								
Mines, Geology and Oil Industry	10	33,3			10	33,3			3	10,0	3	10,0								
Postal, Telecom. and Newspaper Services	3	30,0			3	30,0														
Railway Trade Unions	13	48,1	1	3,7	13	48,1	2	7,4												
Science and Research	3	10,0			3	10,0			2	6,7	2	6,7								
STAVBA	29	25,0			29	25,0	1	0,9												
Textile, Clothing and Leather Industry																				
Transport	5	12,8	2	5,1	3	7,7														
Transport, Road Economy and Repair Vehicles	5	29,4			5	29,4														
UNIOS	52	56,5	1	1,1	51	55,4														
Wood.Industry, Forestry and Manag.of Water	38	52,8			38	52,8														

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

**Evaluation of collective agreements
Working conditions and benefits I
classification based on trade unions**

% of collective agreements, aver. CZK, aver. % of the price of meal

Trade union	Employer's contribution to corporate catering									Provision of supported catering services						
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work		
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	1216	93,5	32,84	54,6	12,19	27,8	35,19	55,3		278	199	15,3	36	2,8	26	2,0
Agriculture and Nutrition	43	91,5	35,48	54,5	9,73		35,50	60,0		7	1	2,1	2	4,3	2	4,3
Banking and Insurance	19	100,0	47,88	55,0	14,13		38,00			14	1	5,3				
Catering, Hotels and Tourism	18	100,0	31,00	55,0	13,25			100,0			3	16,7	2	11,1		
Commerce	11	84,6	44,00	55,0			32,29	54,0								
ECHO	60	95,2	31,90	55,0	11,25		40,92	54,9		18	20	31,7	3	4,8	3	4,8
Food Industry and Allied Trade	74	94,9	33,25	53,5	9,65	15,0				23	7	9,0				
Glass, Ceramic, Jewellery & Porcelain	31	93,9	35,67	55,0	9,67		29,00	33,0		12	12	36,4	1	3,0	1	3,0
Health Service and Social Care	17	85,0	23,00	55,0	30,00		32,50	50,0		11	3	15,0				
KOVO	514	94,8	29,75	54,6	10,61	24,9	33,18	55,4		138	87	16,1	17	3,1	12	2,2
Mines, Geology and Oil Industry	25	83,3	39,50	55,0			39,75	52,5		5	6	20,0				
Postal, Telecom. and Newspaper Services	10	100,0	34,00	55,0	11,00		48,00				1	10,0				
Railway Trade Unions	27	100,0		53,7	8,57	5,0	48,50	50,0		3	6	22,2	3	11,1	1	3,7
Science and Research	29	96,7	25,31	52,3	20,13	25,0				6	4	13,3				
STAVBA	102	87,9	29,92	54,9	10,19	19,9	39,66	55,0		3	9	7,8	4	3,4	4	3,4
Textile, Clothing and Leather Industry	27	77,1		55,0	5,17	55,0	31,80	52,7		9	5	14,3	2	5,7	1	2,9
Transport	39	100,0	32,50	54,8	10,84					1						
Transport, Road Economy and Repair Vehicles	16	94,1	36,38	55,0	17,80		27,00			2	10	58,8	2	11,8	1	5,9
UNIOS	89	96,7	36,18	54,8	11,69	31,7				4	10	10,9			1	1,1
Wood.Industry, Forestry and Manag.of Water	65	90,3	48,90	54,6	10,56	55,0	31,52	53,3		22	14	19,4				

Explanatory notes: NCA

% CA

aver. CZK

aver.% of price

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

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

average contribution in CZK

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

**Evaluation of collective agreements
Working conditions and benefits II
classification based on trade unions**

% of collective agreements, aver. CZK/month, average MBA

Trade union	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices		Contribution to pension insurance						Contribution to life insurance						
			agreed in CA		amount allowed				agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision	
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	32	2,5	50	3,8	337	59,2	259	19,9	765	58,8	405	647	3,0	572	44,0	272	20,9	462	630	216	16,6
Agriculture and Nutrition							17	36,2	21	44,7	273	563	3,6	14	29,8	10	21,3	293	562	6	12,8
Banking and Insurance	3	15,8	2	10,5			9	47,4	12	63,2	467	907	3,9	8	42,1	11	57,9	493	583	10	52,6
Catering, Hotels and Tourism	1	5,6					16	88,9	15	83,3	400	440	3,0	13	72,2	8	44,4	400	400	8	44,4
Commerce			1	7,7			3	23,1	8	61,5	195	220	3,0	8	61,5	2	15,4			2	15,4
ECHO	5	7,9	2	3,2			13	20,6	50	79,4	558	957	3,3	45	71,4	24	38,1	594	665	17	27,0
Food Industry and Allied Trade	1	1,3	2	2,6			8	10,3	40	51,3	409	628	3,0	29	37,2	10	12,8	556	743	6	7,7
Glass, Ceramic, Jewellery & Porcelain			2	6,1			1	3,0	27	81,8	322	429	3,0	25	75,8	8	24,2	331	402	6	18,2
Health Service and Social Care	1	5,0					9	45,0	11	55,0	344	425	3,0	10	50,0	3	15,0	750	667	3	15,0
KOVO	3	0,6	26	4,8	257	52,5	80	14,8	303	55,9	372	577	2,8	221	40,8	83	15,3	356	525	66	12,2
Mines, Geology and Oil Industry	1	3,3	1	3,3			4	13,3	22	73,3	380	572	3,0	19	63,3	6	20,0	363	619	4	13,3
Postal, Telecom. and Newspaper Services							1	10,0	2	20,0				2	20,0	1	10,0			1	10,0
Railway Trade Unions	1	3,7					12	44,4	20	74,1	376	731	2,5	20	74,1	13	48,1	406	537	9	33,3
Science and Research							6	20,0	10	33,3	357	362		7	23,3	4	13,3	439	379	2	6,7
STAVBA	13	11,2	4	3,4	240	75,0	32	27,6	70	60,3	346	789	2,8	59	50,9	20	17,2	262	585	19	16,4
Textile, Clothing and Leather Industry	1	2,9	1	2,9			5	14,3	12	34,3	242	242	3,4	6	17,1	2	5,7			2	5,7
Transport	1	2,6							30	76,9	360	363	2,9	9	23,1	5	12,8	420	420		
Transport, Road Economy and Repair Vehicles							2	11,8	11	64,7	596	626	2,9	10	58,8	2	11,8			1	5,9
UNIOS			7	7,6	600	50,0	18	19,6	67	72,8	608	969	4,1	45	48,9	46	50,0	719	982	42	45,7
Wood.Industry, Forestry and Manag.of Water	1	1,4	2	2,8			23	31,9	34	47,2	407	597	2,0	22	30,6	14	19,4	453	609	12	16,7

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

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

**Evaluation of collective agreements
Social fund (FSCR, stimulation fund) - creation
classification based on trade unions**

average %, average CZK

Trade union	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
Total	388	29,8	57	2,1	34	2 999	73	1,9	211	127	3 025	210	16,1	49	4 779	15	1,9	102	93	1 873	
Agriculture and Nutrition	13	27,7	4	1,8	3	1 833	1		5	4	687										
Banking and Insurance	10	52,6	4	2,5			5	2,2		3	37 758	2	10,5	2							
Catering, Hotels and Tourism	4	22,2	1						1	4	445	8	44,4					2	8	53	
Commerce	1	7,7							1												
ECHO	13	20,6			1		1		6	13	4 666	7	11,1	1				1	5	2 610	
Food Industry and Allied Trade	36	46,2	3	1,5	7	3 286	6	2,3	20	2		4	5,1	1				2	1		
Glass, Ceramic, Jewellery & Porcelain	12	36,4	8	2,6					4	1		14	42,4	1		10	2,6	4	6	4 532	
Health Service and Social Care	4	20,0							3	2											
KOVO	106	19,6	3	2,3	9	1 956	14	2,1	81	40	1 691	103	19,0	19	1 187			78	31	1 740	
Mines, Geology and Oil Industry	5	16,7	2						2	2		3	10,0	1				1	1		
Postal, Telecom. and Newspaper Services	2	20,0	1						1	1											
Railway Trade Unions	17	63,0	1		2		5	1,8	10	4	1 264	2	7,4					2			
Science and Research	25	83,3					22	2,0	1	13	1 777										
STAVBA	25	21,6	3	2,4	1		12	1,0	9	11	375	51	44,0	17	5 868	5	0,5	6	36	1 335	
Textile, Clothing and Leather Industry	9	25,7			5	1 030	1		2	2		1	2,9					1	1		
Transport	17	43,6	11	2,0					5	2		2	5,1	1				1			
Transport, Road Economy and Repair Vehicles	7	41,2	3	2,2			2		2	3	3 385	3	17,6						3	6 425	
UNIOS	52	56,5	7	2,3	6	7 450	1		38	15	552	6	6,5	5	7 040			1			
Wood.Industry, Forestry and Manag.of Water	30	41,7	6	1,7			3	2,3	20	5	6 368	4	5,6	1				3	1		

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

**Evaluation of collective agreements
Social fund (FSCR, stimulation fund) - use
classification based on trade unions**

aver. % of the total creation, % of collective agreements

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	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	11,61	4,54	1,86	21,53	5,53	4,28	0,61	2,95	40,44	6,64	386	29,7	129	9,9
Agriculture and Nutrition	6,08	0,55	36,20	5,24	6,00	2,07		4,15	14,19	25,52	11	23,4	1	2,1
Banking and Insurance	2,16	4,15	0,04	23,48	0,44	0,62		0,71	64,71	3,68	14	73,7	7	36,8
Catering, Hotels and Tourism	11,33		2,27	12,32	0,91	4,53		21,29	13,50	33,85	3	16,7		
Commerce														
ECHO	18,94	10,56	0,58	25,19	5,33	4,81	0,47	2,95	21,00	10,17	17	27,0	25	39,7
Food Industry and Allied Trade	1,34	19,16	3,83	45,03		12,95			10,54	7,13	20	25,6	10	12,8
Glass, Ceramic, Jewellery & Porcelain	10,58	4,77	5,57	21,83	0,34	5,70	0,20		51,02		19	57,6	3	9,1
Health Service and Social Care											4	20,0		
KOVO	9,20	2,86	1,61	26,25	1,76	4,19	0,98	3,51	40,97	8,68	132	24,4	15	2,8
Mines, Geology and Oil Industry	20,06	5,14		4,38	2,60	0,33			67,11	0,38	10	33,3	7	23,3
Postal, Telecom. and Newspaper Services											1	10,0	1	10,0
Railway Trade Unions	22,15	7,30		34,61	2,97	3,64		9,12	19,62	0,59	16	59,3	2	7,4
Science and Research	4,37	0,19	6,41	32,07	1,85	2,37			30,65	22,08	18	60,0	5	16,7
STAVBA	23,91	0,81	3,83	18,77	0,35	5,61		11,75	30,11	4,85	28	24,1	13	11,2
Textile, Clothing and Leather Industry	2,57	5,50	11,44	33,68	1,29	10,81	26,12	2,54		6,05	12	34,3		
Transport											1	2,6		
Transport, Road Economy and Repair Vehicles	10,94	14,44		33,01	0,03	8,77		0,68	32,13		9	52,9		
UNIOS	19,48	1,86	10,53	12,10	5,00	4,02		0,02	10,99	35,99	55	59,8	31	33,7
Wood.Industry, Forestry and Manag.of Water	4,57	0,47	0,57	5,06	57,23	14,51		0,55	11,51	5,53	16	22,2	9	12,5

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

**Evaluation of collective agreements
Obstacles to work
classification based on trade unions**

in days, % of average earnings, % of collective agreements

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	
Total	89	6,8	56,6	254	21	1,6	5	0,4	74,0	545	41,9	1,2	451	34,7	1,3	724	55,6	2,1	270	20,8	6,3	375	28,8	1,2	144	11,1	3,7	273	21,0	3,8	83	6,4	2,5	533	41,0		
Agriculture and Nutrition												10	21,3	1,4	16	34,0	1,3	15	31,9	1,2	8	17,0	6,4	10	21,3	1,2	4	8,5	2,8	12	25,5	7,0	3	6,4	6,3	14	29,8
Banking and Insurance	4	21,1			4	21,1						1	5,3		1	5,3		1	5,3		2	10,5					1	5,3	7	36,8	3,7	1	5,3		12	63,2	
Catering, Hotels and Tourism	8	44,4	70,0									2	11,1		13	72,2	1,0	16	88,9	1,8	11	61,1	6,8						1	5,6		7	38,9	1,0	9	50,0	
Commerce												3	23,1	1,3	8	61,5	1,1	7	53,8	1,4	7	53,8	7,3	1	7,7				1	7,7				3	23,1		
ECHO	21	33,3	60,0	202	1	1,6						40	63,5	1,3	39	61,9	1,7	47	74,6	2,0	32	50,8	7,1	17	27,0	1,4	17	27,0	5,2	28	44,4	3,4	6	9,5	3,5	40	63,5
Food Industry and Allied Trade	3	3,8	41,7		2	2,6	1	1,3				11	14,1	1,5	26	33,3	1,3	16	20,5	2,0	5	6,4	11,4	12	15,4	1,5			1	1,3				38	48,7		
Glass, Ceramic, Jewellery & Porcelain												28	84,8	1,2				30	90,9	2,1	29	87,9	13,8	24	72,7	1,5			6	18,2	2,0	26	78,8	1,1	28	84,8	
Health Service and Social Care												2	10,0		1	5,0		3	15,0	2,0	1	5,0		1	5,0		2	10,0	3	15,0	4,7			7	35,0		
KOVO	7	1,3	45,8	300	7	1,3	2	0,4				302	55,7	1,3	253	46,7	1,2	356	65,7	2,7	24	4,4	4,3	227	41,9	1,1	15	2,8	1,9	114	21,0	2,9	11	2,0	3,2	239	44,1
Mines, Geology and Oil Industry	1	3,3			1	3,3						12	40,0	1,3	17	56,7	1,0	22	73,3	1,2	3	10,0	11,3	12	40,0	1,5	14	46,7	3,9	17	56,7	3,6	10	33,3	3,7	11	36,7
Postal, Telecom. and Newspaper Services	1	10,0										2	20,0		3	30,0	1,0	3	30,0	1,7	2	20,0		1	10,0		1	10,0	9	90,0	3,8	9	90,0	3,8	5	50,0	
Railway Trade Unions	1	3,7										6	22,2	1,0	6	22,2	1,5	9	33,3	1,6	4	14,8	5,8	3	11,1	1,0	2	7,4	2	7,4				7	25,9		
Science and Research	5	16,7	48,8	500								3	10,0	1,7	2	6,7							1	3,3		1	3,3			1	3,3		9	30,0			
STAVBA	11	9,5	42,5	167	1	0,9	1	0,9				62	53,4	1,0	24	20,7	1,0	94	81,0	1,2	90	77,6	3,3	18	15,5	1,1	85	73,3	3,9	27	23,3	7,5			24	20,7	
Textile, Clothing and Leather Industry												3	8,6	1,0				4	11,4	1,8															1	2,9	
Transport														17	43,6	1,1	8	20,5	1,6	17	43,6	8,2	14	35,9	1,1	1	2,6					1	2,6				
Transport, Road Economy and Repair Vehicles	3	17,6	60,0		3	17,6						3	17,6	1,7	1	5,9		11	64,7	1,3	10	58,8	8,4	3	17,6	1,0			4	23,5	4,5				5	29,4	
UNIOS	21	22,8	66,4	343	1	1,1	1	1,1				37	40,2	1,0	7	7,6	1,6	61	66,3	1,3	25	27,2	5,6	24	26,1	1,2	1	1,1	25	27,2	2,0	8	8,7	1,3	58	63,0	
Wood,Industry, Forestry and Manag.of Water	3	4,2	55,0		1	1,4						18	25,0	1,0	17	23,6	1,2	21	29,2	1,1				7	9,7	1,3			16	22,2	5,6				23	31,9	

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 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

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

% of collective agreements

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	417	32,1	22	1,7	399	30,7	1052	80,9	641	49,3	4	0,3	15	1,2
Agriculture and Nutrition	11	23,4			19	40,4	42	89,4	8	17,0				
Banking and Insurance	13	68,4	1	5,3	13	68,4	15	78,9	7	36,8	1	5,3	2	10,5
Catering, Hotels and Tourism	9	50,0			11	61,1	16	88,9	13	72,2				
Commerce	2	15,4			9	69,2	13	100,0	2	15,4	3	23,1		
ECHO	28	44,4			25	39,7	62	98,4	16	25,4				
Food Industry and Allied Trade	37	47,4	1	1,3	5	6,4	73	93,6	52	66,7				
Glass, Ceramic, Jewellery & Porcelain	1	3,0			3	9,1	31	93,9	27	81,8				
Health Service and Social Care	13	65,0	6	30,0	9	45,0	18	90,0	3	15,0				
KOVO	143	26,4	9	1,7	164	30,3	407	75,1	328	60,5			9	1,7
Mines, Geology and Oil Industry	10	33,3			3	10,0	23	76,7	2	6,7				
Postal, Telecom. and Newspaper Services	2	20,0			7	70,0	10	100,0	1	10,0				
Railway Trade Unions	13	48,1	2	7,4	7	25,9	26	96,3	19	70,4			1	3,7
Science and Research	20	66,7			4	13,3	25	83,3	2	6,7				
STAVBA	18	15,5			58	50,0	86	74,1	39	33,6			1	0,9
Textile, Clothing and Leather Industry							28	80,0	17	48,6				
Transport	1	2,6					10	25,6	13	33,3				
Transport, Road Economy and Repair Vehicles	4	23,5			1	5,9	10	58,8	11	64,7				
UNIOS	42	45,7	3	3,3	20	21,7	86	93,5	69	75,0			2	2,2
Wood.Industry, Forestry and Manag.of Water	50	69,4			41	56,9	71	98,6	12	16,7				

Explanatory notes: NCA
% CA

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

**Evaluation of collective agreements
Minimum wage and wage scales
classification based on regions**

in CZK/month/pers., in CZK/hour/pers.

Region NUTS 3	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS		
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	123	9,5	9 821	19	1,5	58,95	44	3,4	59,30	332	25,5	411	31,6	85	6,5	76	5,8	157	12,1	240	18,4
CZ010 Capital Prague	27	11,8	10 540	7	3,1	61,40	1	0,4		47	20,6	53	23,2	29	12,7	11	4,8	4	1,8	11	4,8
CZ020 Středočeský	5	6,4	9 942	1	1,3					8	10,3	30	38,5	1	1,3	3	3,8	5	6,4	11	14,1
CZ031 Jihočeský	16	18,0	9 019	2	2,2		1	1,1		18	20,2	32	36,0	10	11,2	3	3,4	6	6,7	15	16,9
CZ032 Plzeňský	20	27,4	10 080	3	4,1	61,67	16	21,9	58,15	15	20,5	32	43,8	1	1,4	6	8,2	12	16,4	26	35,6
CZ041 Karlovarský	2	5,0					3	7,5	58,33	11	27,5	10	25,0	4	10,0	2	5,0	6	15,0	6	15,0
CZ042 Ústecký	8	10,7	9 884				3	4,0	52,13	22	29,3	27	36,0	4	5,3	4	5,3	6	8,0	15	20,0
CZ051 Liberecký	3	5,7	8 795							15	28,3	15	28,3	4	7,5	3	5,7	7	13,2	11	20,8
CZ052 Královéhradecký	3	3,7	8 760	2	2,5					23	28,4	27	33,3	2	2,5	6	7,4	13	16,0	20	24,7
CZ053 Pardubický	1	1,7					1	1,7		17	29,3	15	25,9	6	10,3	6	10,3	10	17,2	12	20,7
CZ061 Vysočina	3	4,7	10 100	1	1,6					10	15,6	18	28,1	9	14,1	6	9,4	2	3,1	17	26,6
CZ062 Jihomoravský	7	6,1	9 619	1	0,9		3	2,6	59,30	33	28,9	37	32,5	3	2,6	5	4,4	20	17,5	14	12,3
CZ071 Olomoucký	13	13,0	9 171	1	1,0		11	11,0	62,12	31	31,0	37	37,0	2	2,0	4	4,0	21	21,0	33	33,0
CZ072 Zlínský	6	6,7	9 430	1	1,1		2	2,2		29	32,6	16	18,0	3	3,4	13	14,6	23	25,8	14	15,7
CZ080 Moravskoslezský	9	5,7	9 871				3	1,9	62,73	53	33,3	62	39,0	7	4,4	4	2,5	22	13,8	35	22,0

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

**Evaluation of collective agreements
Monthly wage scales - 12-scale tariff system
classification based on regions**

in CZK/month/pers.

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	297	8 610	300	9 222	304	9 908	308	10 726	313	11 735	314	12 810	317	14 113	329	15 577	325	17 368	324	19 419	323	21 784	320	24 565
CZ010 Capital Prague	39	9 022	39	9 614	39	10 416	39	11 398	40	12 685	40	13 980	40	15 646	47	17 302	47	19 957	46	22 983	46	26 494	46	30 860
CZ020 Středočeský	7	9 223	7	9 670	7	10 219	7	10 866	7	11 694	7	12 649	7	13 787	8	15 095	8	17 634	8	19 935	8	22 262	8	24 912
CZ031 Jihočeský	16	7 725	17	8 355	17	9 133	17	10 068	17	11 049	17	12 195	17	13 672	18	15 049	18	16 816	18	18 931	18	21 231	18	23 707
CZ032 Plzeňský	15	8 296	15	8 947	15	9 726	15	10 634	15	11 660	15	12 836	15	14 276	15	15 920	15	17 798	15	20 236	15	22 904	15	25 923
CZ041 Karlovarský	11	8 819	11	9 159	11	9 696	11	10 415	11	11 274	11	12 270	11	13 435	11	14 675	11	16 064	11	17 734	11	19 702	11	21 842
CZ042 Ústecký	21	8 622	21	9 482	21	10 226	21	11 155	21	12 272	21	13 557	21	14 869	22	16 403	21	18 109	21	20 247	21	22 664	20	26 010
CZ051 Liberecký	13	7 593	13	7 948	13	8 464	14	9 176	15	10 079	15	11 122	15	12 391	15	13 685	15	15 301	15	17 129	15	19 505	15	21 909
CZ052 Královéhradecký	21	8 522	23	9 283	23	9 903	23	10 598	23	11 431	23	12 380	23	13 479	22	14 696	22	16 117	22	17 686	22	19 539	22	21 682
CZ053 Pardubický	16	7 790	16	8 212	16	8 683	16	9 241	16	9 914	16	10 730	16	11 720	17	12 873	17	14 256	17	15 868	17	17 799	17	20 198
CZ061 Vysočina	9	8 903	9	9 599	10	10 222	10	11 025	10	12 107	10	13 099	10	14 347	10	15 634	10	17 014	10	18 567	10	20 354	10	22 462
CZ062 Jihomoravský	31	9 064	31	9 734	31	10 436	32	11 123	32	12 101	30	12 979	30	14 201	31	15 643	30	17 270	30	19 062	30	21 139	29	23 236
CZ071 Olomoucký	28	8 147	28	8 583	28	9 095	28	9 787	28	10 731	29	11 705	31	12 657	31	14 201	29	15 866	29	17 808	29	20 238	29	23 392
CZ072 Zlínský	21	8 735	21	9 204	24	9 866	24	10 673	26	11 698	28	12 635	29	13 945	29	15 315	29	16 863	29	18 668	29	20 719	28	23 114
CZ080 Moravskoslezský	49	8 973	49	9 755	49	10 567	51	11 515	52	12 570	52	13 813	52	15 294	53	16 711	53	18 398	53	20 366	52	22 508	52	24 860

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

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

in CZK/hour/pers.

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	84	51,79	85	54,56	84	59,11	84	64,82	83	70,48	83	77,04	82	86,11	24	84,22	17	87,14	17	96,41	16	101,81	16	112,81
CZ010 Capital Prague	29	55,83	29	58,81	29	64,31	29	71,26	29	77,69	29	85,13	29	95,06	3	89,10	3	96,57	3	104,47	3	113,43	3	123,07
CZ020 Středočeský	1		1		1		1		1		1		1											
CZ031 Jihočeský	10	50,39	10	53,11	9	58,01	9	63,34	9	68,76	9	74,77	9	82,54	1		1		1		1		1	
CZ032 Plzeňský	1		1		1		1		1		1		1											
CZ041 Karlovarský	4	48,90	4	50,35	4	52,25	4	56,33	4	60,45	4	65,40	4	71,18	3	75,33	3	81,83	3	89,90	3	99,43	3	110,40
CZ042 Ústecký	4	51,65	4	53,80	4	57,73	4	63,00	4	67,40	4	72,80	4	80,28	2		2		2		2		2	
CZ051 Liberecký	4	45,15	4	47,93	4	52,05	4	56,33	4	62,65	4	70,03	3	89,23										
CZ052 Královéhradecký	2		2		2		2		2		2		2		1		1		1		1		1	
CZ053 Pardubický	6	48,07	6	50,10	6	53,10	6	57,48	6	61,37	6	66,03	6	72,33	3	69,67	2		2		2		2	
CZ061 Vysočina	9	47,66	9	51,22	9	55,18	9	59,79	8	64,56	8	71,16	8	79,33	2		2		2		1		1	
CZ062 Jihomoravský	3	52,23	3	54,40	3	58,77	3	64,63	3	69,27	3	75,07	3	83,30	1		1		1		1		1	
CZ071 Olomoucký	2		2		2		2		2		2		2		1									
CZ072 Zlínský	2		3	51,64	3	54,71	3	59,70	3	65,83	3	73,21	3	81,71	2		2		2		2		2	
CZ080 Moravskoslezský	7	53,96	7	56,83	7	61,94	7	67,91	7	74,69	7	81,77	7	91,31	5	100,68								

Explanatory notes: NCA
CZK/h

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

**Evaluation of collective agreements
Hourly wage scales (37,5 hours/week) - 12-scale tariff system
classification based on regions**

in CZK/hour/pers.

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	144	52,95	149	56,61	154	60,75	157	65,56	157	71,39	154	78,08	149	85,80	82	93,56	61	98,53	49	108,98	41	120,14	39	133,79
CZ010 Capital Prague	3	45,83	3	48,07	4	57,45	4	60,80	4	66,50	4	73,50	4	81,25	3	98,03	2		2		2		2	
CZ020 Středočeský	5	59,18	5	61,72	5	65,18	5	69,14	5	74,30	5	80,70	5	88,12	3	97,47	2		2		2		2	
CZ031 Jihočeský	6	39,03	6	42,10	6	46,63	6	52,07	6	58,52	6	66,03	6	74,25	1		1		1		1		1	
CZ032 Plzeňský	12	51,97	12	55,69	12	60,99	12	67,08	12	73,63	12	81,27	12	89,79	6	85,73	6	94,50	4	107,43	4	119,58	3	146,80
CZ041 Karlovarský	6	56,60	6	59,15	6	63,09	6	68,12	6	74,17	6	80,93	6	88,56	5	96,68	3	90,00	3	98,53	3	108,33	3	119,30
CZ042 Ústecký	6	51,30	6	57,27	6	60,98	6	68,43	6	74,62	6	81,55	5	89,46	1		1		1					
CZ051 Liberecký	7	44,60	7	46,37	7	49,28	7	52,48	7	56,95	7	62,60	7	68,35	3	73,66	3	80,15	3	87,88	3	97,29	3	107,90
CZ052 Královéhradecký	12	51,58	13	55,65	13	58,90	13	62,29	13	66,43	13	71,66	13	78,05	10	86,45	9	89,79	4	108,58	4	118,53	4	129,65
CZ053 Pardubický	10	50,74	10	52,98	10	55,54	10	59,09	10	63,91	10	70,06	9	76,98	7	84,37	5	92,38	5	98,90	3	105,80	2	
CZ061 Vysočina	2		2		2		2		2		2		2		2		2		2		1		1	
CZ062 Jihomoravský	18	57,32	18	61,91	19	66,63	20	71,34	20	77,66	18	84,97	18	93,30	12	101,55	8	116,10	6	136,12	4	155,20	4	169,45
CZ071 Olomoucký	19	54,62	20	57,51	20	61,12	21	66,06	21	71,40	21	77,34	19	84,44	8	90,51	4	91,63	4	100,40	4	109,13	4	118,83
CZ072 Zlínský	20	54,77	20	57,94	22	62,31	23	66,79	23	73,12	23	80,34	23	87,80	7	89,63	6	88,77	4	88,03	2		2	
CZ080 Moravskoslezský	18	54,51	21	59,66	22	63,68	22	69,21	22	75,88	21	83,78	20	93,11	14	105,89	9	116,63	8	123,99	8	137,19	8	150,58

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

**Evaluation of collective agreements
Wage supplementary charges according to LC
classification based on regions**

in CZK/hour, % of average earnings or % of basic tariff of minimum wage

Region NUTS 3	Supplementary charge																					
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)				
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE	
			% AE	% AE	% AE																	
Total	1099	84,5	25,9	48,2	26,7	995	76,5	102,0	1069	82,2	13,26	11,3	798	61,3	7,29	10,4	10,6	1004	77,2	21,12	22,4	
CZ010 Capital Prague	162	71,1	25,8	50,2	27,7	147	64,5	101,0	154	67,5	13,15	11,2	120	52,6	7,60	10,0	10,6	150	65,8	25,30	21,0	
CZ020 Středočeský	64	82,1	26,8	48,8	26,2	54	69,2	101,9	65	83,3	12,39	11,2	38	48,7	7,62	13,3	11,7	58	74,4	19,16	17,7	
CZ031 Jihočeský	83	93,3	26,4	53,2	26,9	68	76,4	103,8	81	91,0	11,86	12,3	65	73,0	7,32	10,0	10,0	79	88,8	17,13	26,7	
CZ032 Plzeňský	60	82,2	26,0	46,0	25,3	60	82,2	104,5	59	80,8	16,63	12,2	48	65,8	7,82	9,0	10,0	61	83,6	25,34	25,5	
CZ041 Karlovarský	35	87,5	26,1	47,3	28,0	31	77,5	100,0	32	80,0	11,40	12,4	24	60,0	7,01	10,0	10,0	26	65,0	23,23	19,3	
CZ042 Ústecký	66	88,0	26,6	45,3	26,9	53	70,7	102,3	62	82,7	13,41	11,0	48	64,0	7,15	10,0	10,5	57	76,0	15,66	21,5	
CZ051 Liberecký	46	86,8	25,7	47,9	27,7	41	77,4	103,7	45	84,9	16,09	10,0	37	69,8	8,43		13,6	44	83,0	15,00	22,8	
CZ052 Královéhradecký	74	91,4	25,3	47,7	26,2	60	74,1	101,0	69	85,2	12,98	11,3	42	51,9	7,08	10,0	10,0	63	77,8	19,28	19,6	
CZ053 Pardubický	48	82,8	26,5	46,6	27,5	43	74,1	101,8	48	82,8	10,77	11,9	37	63,8	6,91	12,5	10,0	44	75,9	11,25	18,9	
CZ061 Vysočina	56	87,5	25,0	46,7	25,6	53	82,8	100,9	54	84,4	14,36	10,2	34	53,1	6,90	10,7	10,0	54	84,4	15,50	22,7	
CZ062 Jihomoravský	101	88,6	25,5	46,2	30,2	92	80,7	101,2	99	86,8	12,01	11,2	72	63,2	7,51	10,0	10,0	90	78,9	24,58	24,3	
CZ071 Olomoucký	89	89,0	25,4	46,5	25,5	82	82,0	100,9	85	85,0	12,64	10,3	67	67,0	7,03	10,0	10,0	78	78,0	37,33	23,9	
CZ072 Zlínský	78	87,6	26,6	46,2	27,8	82	92,1	100,9	78	87,6	12,80	10,5	65	73,0	6,52	10,0	10,0	72	80,9	14,26	28,6	
CZ080 Moravskoslezský	137	86,2	25,8	48,7	25,9	129	81,1	103,5	138	86,8	14,26	11,7	101	63,5	7,21	10,0	10,6	128	80,5	26,13	19,5	

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

**Evaluation of collective agreements
Other supplementary charges I
classification based on regions**

in CZK/hour, CZK/shift, % of average earnings

Region NUTS 3	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
Total	10	7,7	654	6,33	7	19	18,1	52	88,22	88	7	10,4	169	5,08	41	2		215	5,87	22
CZ010 Capital Prague			60	6,89	2	9	14,4	7	86,74	9			16	5,36	15			35	7,11	6
CZ020 Středočeský			34	6,25		1		7	96,36	6			7	7,86	2			5	4,84	
CZ031 Jihočeský	2		59	6,29				12	87,79	11			11	4,19				20	6,16	
CZ032 Plzeňský	1		40	6,67				2		3	2		3	5,37				15	7,78	
CZ041 Karlovarský			23	4,68		1		2		3			8	2,38		1		8	2,75	
CZ042 Ústecký			36	5,91	1			2		7	1		6	4,42	1			11	6,73	
CZ051 Liberecký			37	7,89				2		4			6	4,03	4			3	4,63	2
CZ052 Královéhradecký	1		44	7,09				1		5			9	7,46	2			6	6,20	
CZ053 Pardubický			28	6,23		2		1		4			10	3,49				7	4,53	
CZ061 Vysočina	1		42	6,78		2		9	64,28	2			17	6,91	4			9	4,34	1
CZ062 Jihomoravský	2		55	6,49		2				3	1		13	5,55	5			22	4,82	3
CZ071 Olomoucký	1		64	6,60	1			1		13			32	4,01	3			27	4,81	7
CZ072 Zlínský	2		58	6,14		1		4	34,00	6			9	3,92		1		4	5,25	
CZ080 Moravskoslezský			74	4,85	3	1		2		12	3	11,7	22	5,95	5			43	6,38	3

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

**Evaluation of collective agreements
Other supplementary charges II
classification based on regions**

in CZK/hour, CZK/month, % of average earnings

Region NUTS 3	Supplementary charge																					
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge	
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form		
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	
Total	4	9,0	160	20,96	21	1	13	523	3	45	26,2	16	1 900	103	29	10,8	31	747	50	541		
CZ010 Capital Prague	1		21	35,53	2		4	575		17	25,0	4	1 625	10	10	9,2	4	965	3	78		
CZ020 Středočeský			7	15,46			1					1		2			2		2	20		
CZ031 Jihočeský	1		13	6,71	2		1							9			2		2	51		
CZ032 Plzeňský			13	10,46	2					1		1		3	1				1	23		
CZ041 Karlovarský			4	30,50			1			1				2						15		
CZ042 Ústecký			9	31,28	1		2		1	6	34,2	3	3 000	7	2		1		3	36		
CZ051 Liberecký			5	13,62		1				1				2	1		1		1	22		
CZ052 Královéhradecký	1		12	19,93						2		2		6	2		1			35		
CZ053 Pardubický			1							1				2			2			19		
CZ061 Vysočina			10	9,33	1		2		2					2	1		1			26		
CZ062 Jihomoravský			8	30,34			2			7	27,9			9	3	10,0	5	483	1	50		
CZ071 Olomoucký			11	11,77						4	23,8			23	1		2		10	55		
CZ072 Zlínský	1		8	7,31						1		1		5			5	340	6	46		
CZ080 Moravskoslezský			38	27,23	13					4	21,3	4	1 750	21	8	13,5	5	1 120	21	65		

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

**Evaluation of collective agreements
Other wage components - 13th and 14th pay
classification based on regions**

in % of collective agreements

Region NUTS 3	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	564	43,4	186	14,3	338	26,0	191	14,7	86	6,6	106	8,1	118	9,1	114	8,8	700	53,8
CZ010 Capital Prague	79	34,6	15	6,6	45	19,7	25	11,0	15	6,6	18	7,9	13	5,7	21	9,2	98	43,0
CZ020 Středočeský	20	25,6	4	5,1	14	17,9	8	10,3	5	6,4	6	7,7	7	9,0	3	3,8	32	41,0
CZ031 Jihočeský	60	67,4	28	31,5	38	42,7	31	34,8	5	5,6	19	21,3	19	21,3	16	18,0	63	70,8
CZ032 Plzeňský	32	43,8	7	9,6	21	28,8	14	19,2	5	6,8	6	8,2	13	17,8	5	6,8	47	64,4
CZ041 Karlovarský	14	35,0	4	10,0	7	17,5	5	12,5	2	5,0	4	10,0	2	5,0	5	12,5	24	60,0
CZ042 Ústecký	34	45,3	12	16,0	20	26,7	10	13,3	9	12,0	7	9,3	9	12,0	9	12,0	38	50,7
CZ051 Liberecký	20	37,7	4	7,5	13	24,5	6	11,3	7	13,2	3	5,7	3	5,7	6	11,3	26	49,1
CZ052 Královéhradecký	35	43,2	11	13,6	22	27,2	10	12,3	4	4,9	5	6,2	7	8,6	4	4,9	44	54,3
CZ053 Pardubický	25	43,1	5	8,6	13	22,4	9	15,5	4	6,9	4	6,9	4	6,9	4	6,9	22	37,9
CZ061 Vysočina	35	54,7	16	25,0	21	32,8	14	21,9	1	1,6	6	9,4	10	15,6	2	3,1	32	50,0
CZ062 Jihomoravský	40	35,1	9	7,9	32	28,1	20	17,5	6	5,3	4	3,5	12	10,5	7	6,1	61	53,5
CZ071 Olomoucký	28	28,0	12	12,0	12	12,0	11	11,0	5	5,0	6	6,0	4	4,0	5	5,0	66	66,0
CZ072 Zlínský	56	62,9	13	14,6	38	42,7	6	6,7	11	12,4	7	7,9	6	6,7	23	25,8	45	50,6
CZ080 Moravskoslezský	86	54,1	46	28,9	42	26,4	22	13,8	7	4,4	11	6,9	9	5,7	4	2,5	102	64,2

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

**Evaluation of collective agreements
Remunerations at work anniversaries and assistance in natural disasters
classification based on regions**

in CZK

Region NUTS 3	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
Total	663	51,0	52	2 202	214	2 616	439	4 010	504	5 003	617	5 994	661	6 939	663	8 176	663	9 233	663	10 341	7	0,5	10 000
CZ010 Capital Prague	109	47,8	14	2 679	28	3 518	88	5 010	93	6 491	104	8 045	109	9 315	109	11 011	109	12 434	109	13 500	5	2,2	8 000
CZ020 Středočeský	31	39,7	4	2 000	14	2 964	26	4 327	26	5 423	31	6 290	31	7 597	31	8 774	31	9 694	31	11 258			
CZ031 Jihočeský	54	60,7	3	900	17	1 800	29	3 085	33	4 342	52	5 475	54	6 824	54	8 297	54	9 405	54	10 874			
CZ032 Plzeňský	29	39,7	4	2 500	12	2 729	25	4 420	27	5 472	29	6 802	29	7 991	29	9 405	29	10 474	29	11 595			
CZ041 Karlovarský	17	42,5	6	1 908	9	1 956	12	2 742	12	3 242	17	3 959	17	4 982	17	5 829	17	6 376	17	7 106			
CZ042 Ústecký	36	48,0	3	1 050	11	2 891	26	5 048	29	5 872	35	6 724	36	7 532	36	8 647	36	9 718	36	10 997	1	1,3	
CZ051 Liberecký	27	50,9	2		9	3 152	18	4 529	21	5 105	25	5 844	26	6 748	27	7 745	27	8 853	27	10 238			
CZ052 Královéhradecký	47	58,0	5	1 500	16	1 803	30	3 332	33	4 186	42	5 221	47	6 183	47	7 434	47	8 300	47	9 062			
CZ053 Pardubický	32	55,2			5	2 600	16	3 644	20	4 795	31	5 048	32	5 880	32	6 838	32	7 877	32	8 606			
CZ061 Vysočina	33	51,6	3	2 500	12	3 225	18	4 156	27	4 870	31	5 619	33	6 582	33	7 576	33	8 424	33	9 424			
CZ062 Jihomoravský	66	57,9			9	1 756	33	3 433	40	4 687	52	5 821	66	6 369	66	7 760	66	8 830	66	9 948			
CZ071 Olomoucký	58	58,0	1		18	1 625	27	2 665	39	3 335	52	4 679	57	5 896	58	7 398	58	8 751	58	10 242			
CZ072 Zlínský	38	42,7	4	3 750	13	2 985	27	3 622	29	4 628	34	5 535	38	6 505	38	7 734	38	9 111	38	10 887			
CZ080 Moravskoslezský	86	54,1	3	3 500	41	2 790	64	3 834	75	4 695	82	5 505	86	5 869	86	6 451	86	6 974	86	7 472	1	0,6	

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

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

CZK average value of remuneration in CZK

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

in CZK

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	774	59,5	349	3 480	715	3 926	761	4 926	773	5 808	774	6 725	774	7 270
CZ010 Capital Prague	130	57,0	80	3 841	124	4 697	129	5 966	130	7 062	130	8 274	130	8 941
CZ020 Středočeský	35	44,9	17	2 747	32	3 483	35	4 465	35	5 192	35	5 838	35	6 379
CZ031 Jihočeský	55	61,8	26	3 461	55	4 157	55	4 551	55	4 955	55	5 604	55	6 434
CZ032 Plzeňský	47	64,4	22	1 761	38	3 159	42	4 817	47	6 407	47	7 007	47	8 030
CZ041 Karlovarský	23	57,5	9	2 967	20	2 910	23	3 291	23	3 587	23	4 057	23	4 457
CZ042 Ústecký	42	56,0	15	3 783	42	4 594	42	6 518	42	8 302	42	10 018	42	10 415
CZ051 Liberecký	36	67,9	12	3 092	34	3 426	35	4 162	36	5 001	36	5 839	36	6 413
CZ052 Královéhradecký	52	64,2	24	3 546	50	4 207	52	5 664	52	6 724	52	7 750	52	7 867
CZ053 Pardubický	33	56,9	10	3 710	28	3 582	33	4 067	33	4 567	33	5 009	33	5 309
CZ061 Vysočina	40	62,5	22	3 491	37	3 297	40	4 295	40	4 790	40	5 435	40	5 791
CZ062 Jihomoravský	71	62,3	31	4 367	62	4 227	71	4 752	71	5 422	71	6 277	71	6 796
CZ071 Olomoucký	58	58,0	20	2 967	55	2 918	58	3 871	58	4 703	58	5 573	58	6 227
CZ072 Zlínský	50	56,2	23	2 448	47	3 087	48	4 318	49	4 948	50	6 174	50	7 195
CZ080 Moravskoslezský	102	64,2	38	4 243	91	4 358	98	5 157	102	6 004	102	6 865	102	7 060

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

Evaluation of collective agreements
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

in CZK

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	842	64,7	337	5 148	761	5 461	819	6 773	835	8 153	840	9 484	842	10 472	842	11 314	842	11 883	842	12 364
CZ010 Capital Prague	144	63,2	72	4 521	131	6 262	140	8 084	141	9 535	144	11 723	144	12 925	144	13 909	144	14 548	144	15 111
CZ020 Středočeský	45	57,7	15	7 500	40	6 423	43	8 630	44	9 764	44	11 955	45	12 913	45	15 284	45	15 673	45	16 307
CZ031 Jihočeský	63	70,8	27	6 655	61	6 933	63	7 822	63	8 488	63	9 157	63	9 771	63	10 018	63	10 490	63	10 986
CZ032 Plzeňský	52	71,2	18	2 750	41	5 574	44	7 691	51	13 284	52	14 435	52	15 616	52	16 479	52	16 999	52	17 308
CZ041 Karlovarský	22	55,0	7	8 643	19	4 458	22	5 252	22	6 120	22	6 955	22	7 536	22	7 891	22	8 132	22	8 305
CZ042 Ústecký	45	60,0	14	4 964	40	6 035	44	7 530	44	9 189	45	10 503	45	11 614	45	12 470	45	13 126	45	13 781
CZ051 Liberecký	39	73,6	14	5 993	36	4 816	39	5 930	39	6 924	39	8 341	39	9 368	39	9 857	39	10 226	39	10 560
CZ052 Královéhradecký	55	67,9	24	3 513	49	4 187	53	5 327	54	6 264	54	7 341	55	7 818	55	8 516	55	8 960	55	9 460
CZ053 Pardubický	40	69,0	13	4 762	37	4 724	40	6 049	40	7 106	40	7 792	40	9 293	40	9 962	40	10 193	40	10 424
CZ061 Vysočina	43	67,2	25	3 692	39	3 660	43	4 540	43	5 021	43	5 644	43	6 041	43	6 492	43	6 643	43	6 963
CZ062 Jihomoravský	69	60,5	29	7 835	63	6 346	69	7 573	69	8 950	69	10 203	69	11 571	69	12 680	69	13 666	69	14 092
CZ071 Olomoucký	75	75,0	18	3 787	66	3 385	70	4 660	75	6 180	75	7 588	75	8 790	75	10 183	75	11 540	75	12 512
CZ072 Zlínský	54	60,7	26	2 965	51	3 824	53	5 051	54	6 244	54	7 863	54	9 578	54	10 190	54	10 773	54	11 051
CZ080 Moravskoslezský	96	60,4	35	6 935	88	6 667	96	7 285	96	7 874	96	8 603	96	8 931	96	9 311	96	9 535	96	9 890

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

**Evaluation of collective agreements
Wage development
classification based on regions**

% of collective agreements, average %, aver. value in CZK

Region NUTS 3	Wage development contracted																												Wage development is bound to economic indicators											
	NCA	% CA	of this																								NCA	% CA												
			by reducing the aver. wage		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	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	without manag.	NCA				% CA										
Total	730	56,1	1	0,1	57	4,4	239	18,4	21	4,93	218	2,9	72	5,5	5	0,4	282	21,7	273	2,9	9	5,73	13	2,5	25	1,9	25	2,3	1	14,9	11,5	9	0,7	90	6,9	184	14,1			
CZ010 Capital Prague	119	52,2	1	0,4	17	7,5	31	13,6	4	3,90	27	3,3	12	5,3			50	21,9	50	2,5			1		2	0,9	2				25	11,0			17	7,5	25	11,0		
CZ020 Středočeský	35	44,9			1	1,3	11	14,1			11	3,2	3	3,8	1	1,3	16	20,5	14	2,9	2						1	1,3	1		6	7,7	1	1,3	3	3,8	3	3,8		
CZ031 Jihočeský	57	64,0					27	30,3			27	3,6	9	10,1	1	1,1	19	21,3	19	3,2					1		6	6,7	6	2,0			10	11,2			12	13,5	14	15,7
CZ032 Plzeňský	46	63,0			4	5,5	10	13,7	2		8	4,0	11	15,1	2	2,7	20	27,4	19	3,1	1				1						14	19,2	2	2,7	12	16,4	22	30,1		
CZ041 Karlovarský	24	60,0					6	15,0			6	3,1	4	10,0	1	2,5	8	20,0	8	3,9							1	2,5	1		6	15,0			1	2,5	10	25,0		
CZ042 Ústecký	38	50,7			3	4,0	18	24,0	1		17	2,2	2	2,7			15	20,0	15	3,5			1		1	1,3	1		5	6,7	1	1,3	6	8,0	9	12,0				
CZ051 Liberecký	29	54,7			1	1,9	14	26,4	1		13	3,1	1	1,9			9	17,0	8	2,6	1				1	1,9	1		4	7,5			1	1,9	3	5,7				
CZ052 Královéhradecký	37	45,7			3	3,7	15	18,5	3	8,10	12	3,0	8	9,9			9	11,1	9	3,1			1		1	1,2	1		6	7,4			5	6,2	9	11,1				
CZ053 Pardubický	21	36,2			1	1,7	4	6,9			4	3,2	1	1,7			10	17,2	10	2,3			1		1	1,7	1		5	8,6	1	1,7	1	1,7	2	3,4				
CZ061 Vysočina	35	54,7			1	1,6	15	23,4	3	6,83	12	3,3	3	4,7			13	20,3	13	3,1					1	1,6	1		6	9,4	1	1,6	4	6,3	4	6,3				
CZ062 Jihomoravský	69	60,5			7	6,1	20	17,5	1		19	2,0	5	4,4			28	24,6	26	2,8	2		1		3	2,6	3	2,9	14	12,3	1	0,9	8	7,0	16	14,0				
CZ071 Olomoucký	71	71,0			9	9,0	21	21,0	5	13,1	16	3,2	6	6,0			23	23,0	21	3,1	2		4	2,4					18	18,0	1	1,0	6	6,0	11	11,0				
CZ072 Zlínský	60	67,4			1	1,1	13	14,6	1		12	2,7	3	3,4			24	27,0	24	2,8					6	6,7	6	2,1	1		20	22,5	1	1,1	7	7,9	28	31,5		
CZ080 Moravskoslezský	89	56,0			9	5,7	34	21,4			34	2,5	4	2,5			38	23,9	37	2,8	1		2		1	0,6	1		10	6,3			7	4,4	28	17,6				

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
 aver.CZK average value in CZK

**Evaluation of collective agreements
Remuneration of employees I
classification based on regions**

in CZK/hour, % of collective agreements, % of average earnings

Region NUTS 3	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue											
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
Total	769	59,1	153	11,8	44	3,4	646	49,7	282	21,7	96,7	244	18,8	86,4	344	26,4	17,7	14,86
CZ010 Capital Prague	115	50,4	18	7,9	1	0,4	105	46,1	54	23,7	97,7	50	21,9	85,7	58	25,4	17,1	17,58
CZ020 Středočeský	41	52,6	6	7,7	2	2,6	35	44,9	11	14,1	97,3	8	10,3	76,3	18	23,1	19,9	12,29
CZ031 Jihočeský	64	71,9	11	12,4	1	1,1	57	64,0	34	38,2	97,2	29	32,6	89,7	47	52,8	21,3	13,86
CZ032 Plzeňský	45	61,6	6	8,2	13	17,8	28	38,4	20	27,4	95,0	21	28,8	87,1	15	20,5	19,6	18,55
CZ041 Karlovarský	22	55,0	7	17,5	2	5,0	18	45,0	7	17,5	98,6	5	12,5	90,0	10	25,0	20,0	23,33
CZ042 Ústecký	44	58,7	7	9,3			37	49,3	13	17,3	95,0	17	22,7	82,1	21	28,0	26,0	11,01
CZ051 Liberecký	25	47,2	7	13,2	1	1,9	20	37,7	10	18,9	97,5	8	15,1	95,0	10	18,9	14,0	24,33
CZ052 Královéhradecký	45	55,6	9	11,1	2	2,5	37	45,7	21	25,9	97,1	13	16,0	81,2	26	32,1	15,8	15,99
CZ053 Pardubický	31	53,4	8	13,8	4	6,9	23	39,7	14	24,1	97,1	12	20,7	87,1	9	15,5	15,0	19,50
CZ061 Vysočina	36	56,3	6	9,4	3	4,7	33	51,6	15	23,4	94,7	13	20,3	83,1	18	28,1	15,3	17,83
CZ062 Jihomoravský	69	60,5	14	12,3	3	2,6	58	50,9	19	16,7	98,9	12	10,5	91,7	27	23,7	16,7	13,17
CZ071 Olomoucký	64	64,0	21	21,0	5	5,0	50	50,0	13	13,0	93,8	14	14,0	87,9	23	23,0	14,9	16,54
CZ072 Zlínský	53	59,6	14	15,7	2	2,2	42	47,2	18	20,2	96,9	15	16,9	82,7	26	29,2	17,0	13,00
CZ080 Moravskoslezský	115	72,3	19	11,9	5	3,1	103	64,8	33	20,8	95,8	27	17,0	88,5	36	22,6	17,4	11,86

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

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

% of collective agreements, % of average earnings

Region NUTS 3	Applying the working hours account under Section 86 LC								Use of wage by the task			
	agreed in CA		compensatory period weeks	The amount of fixed wages beyond the scope of Section 120, clause 1, LC				agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		agreed in CA		% of average earnings % AE	other form		NCA	% CA	NCA	% CA
			NCA	% CA	NCA		% CA					
Total	111	8,5	46,3	18	1,4	95,3	3	0,2	225	17,3	95	7,3
CZ010 Capital Prague	25	11,0	52,0	2	0,9				23	10,1	15	6,6
CZ020 Středočeský	8	10,3	47,1	1	1,3		1	1,3	7	9,0		
CZ031 Jihočeský	11	12,4	48,5						12	13,5	1	1,1
CZ032 Plzeňský	3	4,1	46,7	2	2,7		1	1,4	23	31,5	19	26,0
CZ041 Karlovarský	3	7,5	52,0						10	25,0	4	10,0
CZ042 Ústecký	7	9,3	42,6	3	4,0	95,0			9	12,0	4	5,3
CZ051 Liberecký	7	13,2	52,0	2	3,8				6	11,3	3	5,7
CZ052 Královéhradecký	6	7,4	49,8	2	2,5				14	17,3	3	3,7
CZ053 Pardubický	6	10,3	51,3	2	3,4				9	15,5	4	6,9
CZ061 Vysočina									6	9,4	1	1,6
CZ062 Jihomoravský	5	4,4	52,0	3	2,6	100,0			16	14,0	5	4,4
CZ071 Olomoucký	5	5,0	41,6	1	1,0		1	1,0	32	32,0	6	6,0
CZ072 Zlínský	4	4,5	45,5						32	36,0	13	14,6
CZ080 Moravskoslezský	21	13,2	34,2						26	16,4	17	10,7

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

**Evaluation of collective agreements
Remuneration of employees III
classification based on regions**

% of collective agreements

Region NUTS 3	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1252	96,2	1121	86,2	605	46,5	623	47,9	849	65,3
CZ010 Capital Prague	212	93,0	166	72,8	125	54,8	85	37,3	126	55,3
CZ020 Středočeský	77	98,7	67	85,9	42	53,8	14	17,9	41	52,6
CZ031 Jihočeský	88	98,9	86	96,6	27	30,3	57	64,0	64	71,9
CZ032 Plzeňský	72	98,6	65	89,0	55	75,3	20	27,4	59	80,8
CZ041 Karlovarský	38	95,0	32	80,0	22	55,0	15	37,5	25	62,5
CZ042 Ústecký	72	96,0	64	85,3	33	44,0	38	50,7	47	62,7
CZ051 Liberecký	49	92,5	43	81,1	27	50,9	20	37,7	29	54,7
CZ052 Královéhradecký	78	96,3	74	91,4	32	39,5	38	46,9	53	65,4
CZ053 Pardubický	51	87,9	44	75,9	24	41,4	25	43,1	35	60,3
CZ061 Vysočina	59	92,2	56	87,5	9	14,1	14	21,9	19	29,7
CZ062 Jihomoravský	112	98,2	100	87,7	70	61,4	75	65,8	85	74,6
CZ071 Olomoucký	100	100,0	92	92,0	28	28,0	67	67,0	78	78,0
CZ072 Zlínský	88	98,9	82	92,1	25	28,1	54	60,7	60	67,4
CZ080 Moravskoslezský	156	98,1	150	94,3	86	54,1	101	63,5	128	80,5

Explanatory notes: NCA
% CA
*

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

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

% of collective agreements

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly					Establishment of commission for the interpretation and fulfilment of obligations entailed in CA			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
Total	1161	89,2	255	19,6	658	50,6	1104	84,9	962	409	655	479	227	463	35,6
CZ010 Capital Prague	203	89,0	35	15,4	95	41,7	194	85,1	168	78	122	82	48	71	31,1
CZ020 Středočeský	60	76,9	16	20,5	26	33,3	63	80,8	60	13	46	20	11	12	15,4
CZ031 Jihočeský	78	87,6	19	21,3	50	56,2	78	87,6	66	33	50	41	20	39	43,8
CZ032 Plzeňský	64	87,7	13	17,8	41	56,2	59	80,8	52	14	32	35	6	25	34,2
CZ041 Karlovarský	39	97,5	5	12,5	23	57,5	32	80,0	28	5	18	11	4	9	22,5
CZ042 Ústecký	65	86,7	17	22,7	33	44,0	60	80,0	58	28	36	31	14	23	30,7
CZ051 Liberecký	47	88,7	12	22,6	15	28,3	41	77,4	34	13	24	16	4	18	34,0
CZ052 Královéhradecký	72	88,9	9	11,1	35	43,2	74	91,4	60	27	44	24	22	29	35,8
CZ053 Pardubický	53	91,4	10	17,2	23	39,7	48	82,8	44	8	26	15	17	15	25,9
CZ061 Vysočina	62	96,9	7	10,9	36	56,3	59	92,2	53	19	37	26	6	6	9,4
CZ062 Jihomoravský	94	82,5	18	15,8	40	35,1	91	79,8	80	30	45	49	19	29	25,4
CZ071 Olomoucký	97	97,0	36	36,0	75	75,0	84	84,0	68	31	38	19	9	49	49,0
CZ072 Zlínský	78	87,6	24	27,0	64	71,9	73	82,0	52	32	31	17	24	41	46,1
CZ080 Moravskoslezský	149	93,7	34	21,4	102	64,2	148	93,1	139	78	106	93	23	97	61,0

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

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

% of collective agreements

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company		Detailed conditions governing the provision of information to TU	Extent of information provided to TU beyond the scope of LC stipulated	Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated					
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly	other procedures according to Section 24, subsection 2 of LC			NCA	% CA	NCA	% CA	NCA	% CA		
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA							NCA	% CA
Total	1022	78,6	116	8,9	65	5,0	29	2,2	69	5,3	268	96,1	11	3,9	960	73,8	302	23,2	811	62,3	251	19,3
CZ010 Capital Prague	156	68,4	20	8,8	21	9,2	5	2,2	26	11,4	68	94,4	4	5,6	163	71,5	42	18,4	135	59,2	38	16,7
CZ020 Středočeský	58	74,4	11	14,1	2	2,6	6	7,7	1	1,3	20	100,0			47	60,3	12	15,4	29	37,2	14	17,9
CZ031 Jihočeský	67	75,3	8	9,0	8	9,0			6	6,7	19	86,4	3	13,6	51	57,3	21	23,6	37	41,6	22	24,7
CZ032 Plzeňský	56	76,7	7	9,6	3	4,1	2	2,7	5	6,8	17	100,0			60	82,2	33	45,2	53	72,6	27	37,0
CZ041 Karlovarský	37	92,5			1	2,5	1	2,5	1	2,5	3	100,0			25	62,5	9	22,5	18	45,0	7	17,5
CZ042 Ústecký	60	80,0	7	9,3	3	4,0	1	1,3	4	5,3	14	93,3	1	6,7	49	65,3	21	28,0	35	46,7	24	32,0
CZ051 Liberecký	47	88,7	3	5,7	1	1,9			2	3,8	6	100,0			32	60,4	6	11,3	21	39,6	5	9,4
CZ052 Královéhradecký	59	72,8	9	11,1	2	2,5	1	1,2	10	12,3	22	100,0			69	85,2	10	12,3	61	75,3	11	13,6
CZ053 Pardubický	44	75,9	9	15,5	3	5,2	2	3,4			14	100,0			39	67,2	10	17,2	29	50,0	7	12,1
CZ061 Vysočina	54	84,4	2	3,1	4	6,3	4	6,3			10	100,0			19	29,7	3	4,7	15	23,4	2	3,1
CZ062 Jihomoravský	90	78,9	9	7,9	6	5,3	2	1,8	7	6,1	24	100,0			93	81,6	42	36,8	86	75,4	9	7,9
CZ071 Olomoucký	90	90,0	4	4,0	2	2,0	2	2,0	2	2,0	8	80,0	2	20,0	87	87,0	49	49,0	83	83,0	44	44,0
CZ072 Zlínský	77	86,5	9	10,1	1	1,1	1	1,1	1	1,1	12	100,0			79	88,8	23	25,8	71	79,8	21	23,6
CZ080 Moravskoslezský	127	79,9	18	11,3	8	5,0	2	1,3	4	2,5	31	96,9	1	3,1	147	92,5	21	13,2	138	86,8	20	12,6

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

**Evaluation of collective agreements
Compensation money
classification based on regions**

% of collective agreements, min. multiple, max. multiple

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									
	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	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	692	53,2	1,3	4,4	81	6,2	1,3	2,9	633	48,7	423	32,5	424	32,6	78	6,0	98	7,5
CZ010 Capital Prague	151	66,2	1,4	4,3	20	8,8	1,6	2,8	138	60,5	88	38,6	94	41,2	17	7,5	26	11,4
CZ020 Středočeský	33	42,3	1,2	3,6	3	3,8	1,0	2,0	30	38,5	26	33,3	13	16,7	2	2,6	2	2,6
CZ031 Jihočeský	48	53,9	1,4	7,4	4	4,5	2,0	5,7	42	47,2	26	29,2	28	31,5	7	7,9	5	5,6
CZ032 Plzeňský	41	56,2	1,2	3,5	2	2,7			36	49,3	26	35,6	30	41,1	9	12,3	3	4,1
CZ041 Karlovarský	15	37,5	1,3	3,6	2	5,0			14	35,0	11	27,5	7	17,5	1	2,5	1	2,5
CZ042 Ústecký	46	61,3	1,3	5,1	7	9,3	1,0	2,0	42	56,0	29	38,7	27	36,0	6	8,0	8	10,7
CZ051 Liberecký	24	45,3	1,2	3,3	2	3,8			20	37,7	16	30,2	12	22,6	2	3,8	3	5,7
CZ052 Královéhradecký	45	55,6	1,2	4,5	3	3,7	1,0	2,0	45	55,6	26	32,1	31	38,3	12	14,8	5	6,2
CZ053 Pardubický	18	31,0	1,1	3,8	1	1,7			17	29,3	12	20,7	9	15,5			2	3,4
CZ061 Vysočina	23	35,9	1,3	2,8	2	3,1			15	23,4	8	12,5	9	14,1				
CZ062 Jihomoravský	47	41,2	1,4	5,0	8	7,0	1,3	2,9	44	38,6	35	30,7	25	21,9	4	3,5	4	3,5
CZ071 Olomoucký	63	63,0	1,1	2,6	9	9,0	1,1	3,0	62	62,0	39	39,0	38	38,0	2	2,0	9	9,0
CZ072 Zlínský	34	38,2	1,2	4,5	3	3,4	1,5	6,0	33	37,1	15	16,9	28	31,5	2	2,2	2	2,2
CZ080 Moravskoslezský	104	65,4	1,5	5,1	15	9,4	1,3	2,5	95	59,7	66	41,5	73	45,9	14	8,8	28	17,6

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

**Evaluation of collective agreements
Working hours and holidays
classification based on regions**

in hours per week, in days

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	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted			% CA	days	% CA	% CA	% CA			
	hours/week	hours/week						hours/week	hours/week												
Total	1236	95,0	862	66,3	38,0	374	28,7	39,6	38,28	37,4	37,3	305	23,4	1103	84,8	5,8	3,6	78,2	0,8	0,2	
CZ010 Capital Prague	204	89,5	101	44,3	38,6	103	45,2	39,6	38,28	37,4	37,2	67	29,4	204	89,5	2,6	4,7	85,1	1,8		
CZ020 Středočeský	71	91,0	47	60,3	37,7	24	30,8	39,8	38,53	37,5	37,4	7	9,0	67	85,9	10,3	3,5	74,4	1,3		
CZ031 Jihočeský	85	95,5	56	62,9	38,4	29	32,6	39,2	38,10	37,2	36,9	24	27,0	67	75,3	4,5	3,0	71,9			
CZ032 Plzeňský	70	95,9	57	78,1	37,8	13	17,8	39,8	38,08	37,3	37,5	14	19,2	66	90,4	8,2	3,0	80,8	1,4		
CZ041 Karlovarský	38	95,0	23	57,5	38,5	15	37,5	38,9	37,71	37,5	37,5	6	15,0	30	75,0	2,5	5,0	72,5			
CZ042 Ústecký	73	97,3	54	72,0	37,7	19	25,3	39,5	38,29	37,4	37,7	15	20,0	67	89,3	5,3	4,3	81,3	2,7		
CZ051 Liberecký	43	81,1	30	56,6	38,1	13	24,5	39,6	37,98	37,5	37,5	12	22,6	41	77,4	5,7	3,3	69,8	1,9		
CZ052 Královéhradecký	79	97,5	60	74,1	38,0	19	23,5	39,6	38,36	37,5	37,2	23	28,4	69	85,2	4,9	4,3	79,0	1,2		
CZ053 Pardubický	55	94,8	36	62,1	38,3	19	32,8	39,9	38,44	37,5	37,5	9	15,5	48	82,8	5,2	4,7	77,6			
CZ061 Vysočina	64	100,0	43	67,2	38,6	21	32,8	39,6	38,26	37,5	37,5	7	10,9	52	81,3	7,8	1,2	71,9	1,6		
CZ062 Jihomoravský	111	97,4	90	78,9	38,0	21	18,4	39,9	38,39	37,5	37,4	14	12,3	98	86,0	4,4	3,2	81,6			
CZ071 Olomoucký	100	100,0	84	84,0	37,7	16	16,0	39,5	38,00	37,3	37,1	28	28,0	73	73,0	7,0	3,7	65,0	1,0		
CZ072 Zlínský	88	98,9	55	61,8	37,7	33	37,1	39,8	38,55	37,5	37,1	12	13,5	77	86,5	4,5	2,8	82,0			
CZ080 Moravskoslezský	155	97,5	126	79,2	37,8	29	18,2	39,2	38,26	37,4	37,5	67	42,1	144	90,6	9,4	4,3	81,1			

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

**Evaluation of collective agreements
Overtime, organization of working hours
classification based on regions**

in hours per year, in weeks

Region NUTS 3	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
Total	6	0,5	76	870	66,9	50,2	479	36,8	47,7
CZ010 Capital Prague	1	0,4		151	66,2	48,7	109	47,8	46,1
CZ020 Středočeský				48	61,5	50,4	29	37,2	49,3
CZ031 Jihočeský				67	75,3	50,8	46	51,7	43,7
CZ032 Plzeňský	2	2,7		55	75,3	52,0	14	19,2	48,0
CZ041 Karlovarský				33	82,5	50,3	15	37,5	46,1
CZ042 Ústecký	1	1,3		45	60,0	50,6	30	40,0	49,6
CZ051 Liberecký				31	58,5	47,4	14	26,4	48,3
CZ052 Královéhradecký				51	63,0	50,5	22	27,2	45,5
CZ053 Pardubický	1	1,7		36	62,1	49,8	16	27,6	50,1
CZ061 Vysočina				44	68,8	49,9	12	18,8	52,0
CZ062 Jihomoravský	1	0,9		69	60,5	50,9	27	23,7	48,7
CZ071 Olomoucký				79	79,0	50,7	45	45,0	49,4
CZ072 Zlínský				58	65,2	50,7	19	21,3	46,5
CZ080 Moravskoslezský				103	64,8	50,8	81	50,9	49,2

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

**Evaluation of collective agreements
Employment rate I
classification based on regions**

% of collective agreements

Region NUTS 3	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	23	1,8	30	2,3	47	3,6	112	8,6
CZ010 Capital Prague	4	1,8	3	1,3	8	3,5	25	11,0
CZ020 Středočeský	1	1,3	2	2,6	1	1,3	5	6,4
CZ031 Jihočeský	3	3,4	6	6,7	2	2,2	12	13,5
CZ032 Plzeňský	2	2,7	6	8,2	2	2,7	3	4,1
CZ041 Karlovarský	1	2,5	1	2,5			4	10,0
CZ042 Ústecký	1	1,3	1	1,3	4	5,3	7	9,3
CZ051 Liberecký	3	5,7	1	1,9	2	3,8	2	3,8
CZ052 Královéhradecký			3	3,7	4	4,9	2	2,5
CZ053 Pardubický			1	1,7	1	1,7	1	1,7
CZ061 Vysočina					1	1,6	1	1,6
CZ062 Jihomoravský			1	0,9	5	4,4	4	3,5
CZ071 Olomoucký			2	2,0	7	7,0	33	33,0
CZ072 Zlínský	2	2,2	1	1,1	2	2,2	7	7,9
CZ080 Moravskoslezský	6	3,8	2	1,3	8	5,0	6	3,8

Explanatory notes: NCA
% CA

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

**Evaluation of collective agreements
Employment rate II
classification based on regions**

% of collective agreements

Region NUTS 3	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work									
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"		other forms of work and modes of work	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	414	31,8	13	1,0	408	31,4	6	0,5	10	0,8	9	0,7							1	0,1
CZ010 Capital Prague	78	34,2	5	2,2	76	33,3	1	0,4	2	0,9	2	0,9								
CZ020 Středočeský	26	33,3	2	2,6	25	32,1			1	1,3	1	1,3								
CZ031 Jihočeský	34	38,2			34	38,2														
CZ032 Plzeňský	22	30,1			22	30,1	1	1,4	1	1,4	1	1,4								
CZ041 Karlovarský	5	12,5			5	12,5			3	7,5	3	7,5								
CZ042 Ústecký	22	29,3	2	2,7	21	28,0														
CZ051 Liberecký	3	5,7			3	5,7			1	1,9	1	1,9								
CZ052 Královéhradecký	19	23,5			19	23,5														
CZ053 Pardubický	13	22,4	1	1,7	13	22,4														
CZ061 Vysočina	29	45,3			28	43,8	1	1,6	1	1,6									1	1,6
CZ062 Jihomoravský	18	15,8	1	0,9	18	15,8	2	1,8	1	0,9	1	0,9								
CZ071 Olomoucký	48	48,0			48	48,0														
CZ072 Zlínský	30	33,7			30	33,7														
CZ080 Moravskoslezský	67	42,1	2	1,3	66	41,5	1	0,6												

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

**Evaluation of collective agreements
Working conditions and benefits I
classification based on regions**

% of collective agreements, aver. CZK, aver. % of the price of meal

Region NUTS 3	Employer's contribution to corporate catering									Provision of supported catering services						
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work		
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	1216	93,5	32,84	54,6	12,19	27,8	35,19	55,3		278	199	15,3	36	2,8	26	2,0
CZ010 Capital Prague	215	94,3	33,50	54,6	16,69	19,9	43,77	58,5		43	29	12,7	2	0,9	2	0,9
CZ020 Středočeský	67	85,9	30,98	53,5	12,75		33,25	55,0		22	9	11,5	1	1,3	1	1,3
CZ031 Jihočeský	87	97,8	35,04	54,5	12,74	45,0	23,57	55,0		24	22	24,7	4	4,5	9	10,1
CZ032 Plzeňský	69	94,5	33,83	54,4	13,88		27,60	55,0		25	3	4,1	1	1,4		
CZ041 Karlovarský	31	77,5	31,90	55,0	6,83		33,00	55,0		8	7	17,5				
CZ042 Ústecký	67	89,3	35,10	54,9	11,02		55,0	36,04	56,0	14	21	28,0	5	6,7	4	5,3
CZ051 Liberecký	52	98,1	34,92	55,0	11,00		55,0	33,73	54,1	12	11	20,8	2	3,8	1	1,9
CZ052 Královéhradecký	78	96,3	31,46	54,5	10,79		32,73	57,5		24	15	18,5	4	4,9	1	1,2
CZ053 Pardubický	53	91,4	29,20	54,1	7,08		31,00	52,0		16	11	19,0				
CZ061 Vysočina	57	89,1	35,33	54,3	10,92		20,00	54,0		8	8	12,5				
CZ062 Jihomoravský	108	94,7	31,75	54,6	13,81	7,5	37,20	56,0		9	21	18,4	6	5,3	5	4,4
CZ071 Olomoucký	93	93,0	27,99	54,4	4,66	22,3	28,57	53,5		40	10	10,0				
CZ072 Zlínský	88	98,9	37,25	54,7	8,84		31,53	55,0		10	14	15,7	11	12,4	2	2,2
CZ080 Moravskoslezský	151	95,0	33,18	54,9	9,84	25,0	39,10	53,5		23	18	11,3			1	0,6

Explanatory notes: NCA

% CA

aver. CZK

aver.% of price

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

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

average contribution in CZK

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

**Evaluation of collective agreements
Working conditions and benefits II
classification based on regions**

% of collective agreements, aver. CZK/month, average MBA

Region NUTS 3	Temporary accommodation allowance		Allowance for transport to and				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	min. CZK/month	max. CZK/month	average % MBA		NCA	% CA	NCA	% CA		min. CZK/month	max. CZK/month	NCA
Total	32	2,5	50	3,8	337	59,2	259	19,9	765	58,8	405	647	3,0	572	44,0	272	20,9	462	630	216	16,6
CZ010 Capital Prague	19	8,3	9	3,9	192	58,0	47	20,6	142	62,3	440	776	3,1	109	47,8	57	25,0	445	598	45	19,7
CZ020 Středočeský							11	14,1	46	59,0	378	700	2,9	27	34,6	25	32,1	459	658	15	19,2
CZ031 Jihočeský			15	16,9	415	47,5	21	23,6	62	69,7	376	585	3,1	50	56,2	19	21,3	495	524	16	18,0
CZ032 Plzeňský			6	8,2	343	50,0	23	31,5	48	65,8	409	556	2,9	43	58,9	14	19,2	385	495	13	17,8
CZ041 Karlovarský							5	12,5	21	52,5	302	377	2,3	19	47,5	6	15,0	650	650	4	10,0
CZ042 Ústecký	3	4,0	1	1,3			10	13,3	51	68,0	452	692	3,4	38	50,7	15	20,0	476	639	11	14,7
CZ051 Liberecký	1	1,9	2	3,8			8	15,1	23	43,4	328	518	3,0	21	39,6	5	9,4	300	609	5	9,4
CZ052 Královéhradecký			1	1,2			18	22,2	48	59,3	456	723	2,9	32	39,5	14	17,3	621	721	14	17,3
CZ053 Pardubický	2	3,4	1	1,7			13	22,4	32	55,2	370	638	2,8	25	43,1	13	22,4	329	624	7	12,1
CZ061 Vysočina	1	1,6					6	9,4	36	56,3	344	516	3,2	25	39,1	5	7,8	313	493	4	6,3
CZ062 Jihomoravský	1	0,9	1	0,9			16	14,0	59	51,8	474	663	2,9	42	36,8	26	22,8	533	775	21	18,4
CZ071 Olomoucký	1	1,0	3	3,0	200	30,0	23	23,0	55	55,0	408	574	2,8	34	34,0	20	20,0	348	611	18	18,0
CZ072 Zlínský			7	7,9	272	60,0	14	15,7	37	41,6	355	581	3,2	26	29,2	12	13,5	320	453	10	11,2
CZ080 Moravskoslezský	4	2,5	4	2,5		52,5	44	27,7	105	66,0	370	614	2,9	81	50,9	41	25,8	529	706	33	20,8

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

**Evaluation of collective agreements
Social fund (FSCR, stimulation fund) - creation
classification based on regions**

average %, average CZK

Region NUTS 3	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)								
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances	
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK
Total	388	29,8	57	2,1	34	2 999	73	1,9	211	127	3 025	210	16,1	49	4 779	15	1,9	102	93	1 873
CZ010 Capital Prague	80	35,1	14	2,2	2		38	1,9	25	24	6 623	34	14,9	17	6 092	2		12	12	1 708
CZ020 Středočeský	19	24,4	2		8	3 250	2		7	2		3	3,8	1				2		
CZ031 Jihočeský	36	40,4	6	2,0	6	7 033	9	2,2	16	8	1 399	27	30,3	4	2 150	4	0,5	16	9	392
CZ032 Plzeňský	30	41,1	5	1,6	2		2		18	9	1 142	3	4,1					1	2	
CZ041 Karlovarský	11	27,5	6	2,1	1				4	4	8 623	5	12,5	2		1				2
CZ042 Ústecký	25	33,3	6	2,7	2				14	7	2 365	13	17,3	5	2 940	2		1	8	1 685
CZ051 Liberecký	10	18,9					1		9	5	2 232	9	17,0	1		2		7	3	8 102
CZ052 Královéhradecký	23	28,4	3	1,7	2		4	1,7	14	6	770	12	14,8			2		3	9	1 142
CZ053 Pardubický	23	39,7	6	2,3			2		13	9	3 103	5	8,6	1				4	3	4 060
CZ061 Vysočina	12	18,8	1		4	900	2		5	4	415	11	17,2	2				6	5	1 156
CZ062 Jihomoravský	33	28,9	3	1,9			6	1,8	23	12	1 028	23	20,2	2		1		15	14	1 742
CZ071 Olomoucký	14	14,0	1		1		3	1,7	8	6	1 148	13	13,0	1				6	8	1 933
CZ072 Zlínský	21	23,6	2		5	1 220	2		11	10	3 525	35	39,3	8	1 050	1		27	5	563
CZ080 Moravskoslezský	51	32,1	2		1		2		44	21	2 386	17	10,7	5	11 770			2	13	2 139

Explanatory notes: NCA
% CA
PVWR
aver.%
aver.CZK

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

**Evaluation of collective agreements
Social fund (FSCR, stimulation fund) - use
classification based on regions**

aver. % of the total creation, % of collective agreements

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	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	11,61	4,54	1,86	21,53	5,53	4,28	0,61	2,95	40,44	6,64	386	29,7	129	9,9
CZ010 Capital Prague	8,96	3,29	2,04	21,92	2,80	0,59	0,48	1,82	52,38	5,72	85	37,3	41	18,0
CZ020 Středočeský											13	16,7	5	6,4
CZ031 Jihočeský	14,59	0,95	8,15	22,62	0,78	4,72		21,11	11,43	15,66	42	47,2	9	10,1
CZ032 Plzeňský	53,53	3,09		27,68	0,12	1,22	1,92	0,32	2,02	10,10	22	30,1	8	11,0
CZ041 Karlovarský	21,04	0,33		5,35	2,62	1,71		3,23	65,32	0,40	12	30,0	2	5,0
CZ042 Ústecký	13,91	8,53	2,33	16,32	1,86	4,92	1,16	4,54	31,42	15,01	32	42,7	16	21,3
CZ051 Liberecký	4,25	2,03	2,38	10,05	2,35	1,38		2,56	57,40	17,59	16	30,2	1	1,9
CZ052 Královéhradecký	5,83	4,09		28,72	1,73	7,83		9,94	21,39	20,47	15	18,5	7	8,6
CZ053 Pardubický	5,17	0,45	2,12	21,02	1,78	5,08		1,10	55,61	7,67	14	24,1		
CZ061 Vysočina	8,01	2,08	5,19	32,51	0,67	12,35	24,56	2,89	3,28	8,46	19	29,7		
CZ062 Jihomoravský	14,94	3,74	1,27	28,59	0,60	10,24		3,53	30,72	6,39	37	32,5	10	8,8
CZ071 Olomoucký	4,17	5,20		43,69	0,64	7,33		6,51	32,17	0,29	23	23,0	5	5,0
CZ072 Zlínský	15,14	17,48	1,60	31,82	2,69	6,06		1,17	20,18	3,86	21	23,6	6	6,7
CZ080 Moravskoslezský	7,88	6,61	2,17	16,84	26,71	9,46		1,54	28,09	0,70	35	22,0	19	11,9

Explanatory notes: NCA

% CA

aver. %

A

B

C

D

E

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 percentage of use for this purpose of the total creation of the fund

recreation - contribution to employees and family members

medical services - spas, rehabilitation

loans to employees to cover their housing needs

contribution to corporate catering

social assistance, social loans

F

G

H

I

J

remunerations for work and life anniversaries

contribution to transport to and from work

contribution to trade union organization

other use

balance

**Evaluation of collective agreements
Obstacles to work
classification based on regions**

in days, % of average earnings, % of collective agreements

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			
Total	89	6,8	56,6	254	21	1,6	5	0,4	74,0	545	41,9	1,2	451	34,7	1,3	724	55,6	2,1	270	20,8	6,3	375	28,8	1,2	144	11,1	3,7	273	21,0	3,8	83	6,4	2,5	533	41,0	
CZ010 Capital Prague	35	15,4	56,5	306	6	2,6				89	39,0	1,2	68	29,8	1,4	119	52,2	1,9	74	32,5	5,5	50	21,9	1,2	40	17,5	3,6	58	25,4	4,6	23	10,1	3,7	101	44,3	
CZ020 Středočeský	3	3,8	70,0	200	2	2,6	1	1,3		25	32,1	1,3	24	30,8	1,2	36	46,2	2,0	11	14,1	8,5	20	25,6	1,3	6	7,7	3,7	14	17,9	2,6	5	6,4	2,4	18	23,1	
CZ031 Jihočeský	11	12,4	80,0	199			1	1,1		50	56,2	1,3	42	47,2	1,1	58	65,2	2,1	23	25,8	3,9	34	38,2	1,3	12	13,5	3,7	36	40,4	3,2	1	1,1		41	46,1	
CZ032 Plzeňský	4	5,5	42,5	250	2	2,7				31	42,5	1,1	33	45,2	1,2	39	53,4	2,5	11	15,1	6,4	24	32,9	1,0	5	6,8	3,8	11	15,1	5,5	2	2,7		27	37,0	
CZ041 Karlovarský	2	5,0								10	25,0	1,5	11	27,5	1,2	18	45,0	1,7	12	30,0	10,3	14	35,0	1,4	3	7,5	4,0	9	22,5	4,6	8	20,0	1,4	11	27,5	
CZ042 Ústecký	8	10,7	50,0	250	3	4,0				31	41,3	1,3	24	32,0	1,5	45	60,0	1,8	28	37,3	8,5	28	37,3	1,3	12	16,0	4,0	11	14,7	3,2	11	14,7	1,9	27	36,0	
CZ051 Liberecký										18	34,0	1,2	10	18,9	1,4	25	47,2	2,3	13	24,5	8,7	9	17,0	1,2	4	7,5	3,3	6	11,3	3,8	9	17,0	2,2	17	32,1	
CZ052 Královéhradecký	8	9,9	57,5	187	1	1,2				22	27,2	1,0	26	32,1	1,4	36	44,4	1,6	12	14,8	5,4	16	19,8	1,3	6	7,4	4,3	8	9,9	6,0	3	3,7	1,0	26	32,1	
CZ053 Pardubický	2	3,4			1	1,7	1	1,7		20	34,5	1,1	20	34,5	1,1	28	48,3	1,9	9	15,5	8,1	13	22,4	1,0	3	5,2	4,0	6	10,3	5,5	3	5,2	1,0	18	31,0	
CZ061 Vysočina	3	4,7	42,0		2	3,1				20	31,3	1,7	22	34,4	1,5	36	56,3	2,8	10	15,6	3,6	13	20,3	1,0	5	7,8	3,4	13	20,3	2,3				18	28,1	
CZ062 Jihomoravský	2	1,8								44	38,6	1,4	40	35,1	1,3	59	51,8	2,1	21	18,4	6,0	35	30,7	1,2	9	7,9	3,8	21	18,4	3,5	2	1,8		30	26,3	
CZ071 Olomoucký	2	2,0			2	2,0				55	55,0	1,3	34	34,0	1,2	64	64,0	2,4	9	9,0	3,7	37	37,0	1,2	8	8,0	3,6	3	3,0	4,0	1	1,0		68	68,0	
CZ072 Zlínský	1	1,1					2	2,2		51	57,3	1,2	41	46,1	1,1	58	65,2	2,8	9	10,1	7,3	32	36,0	1,1	4	4,5	2,5	13	14,6	4,2	1	1,1		55	61,8	
CZ080 Moravskoslezský	8	5,0	70,0	200	2	1,3				79	49,7	1,1	56	35,2	1,2	103	64,8	1,8	28	17,6	6,0	50	31,4	1,3	27	17,0	3,9	64	40,3	3,3	14	8,8	2,8	76	47,8	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of compensation, defined by the percentage from the average earnings
 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

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

% of collective agreements

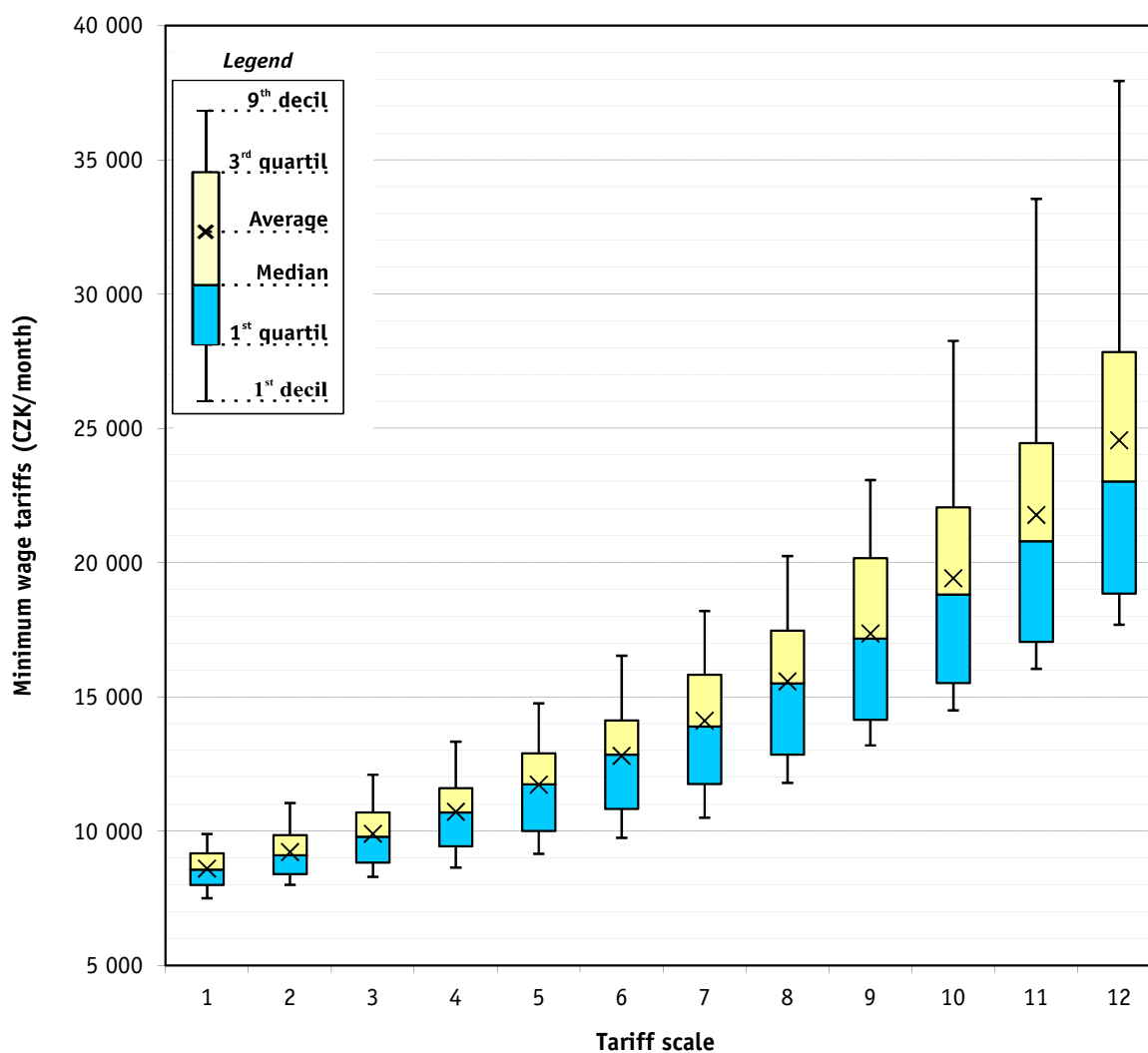
Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	417	32,1	22	1,7	399	30,7	1052	80,9	641	49,3	4	0,3	15	1,2
CZ010 Capital Prague	91	39,9	2	0,9	75	32,9	177	77,6	86	37,7	2	0,9	4	1,8
CZ020 Středočeský	17	21,8	2	2,6	12	15,4	62	79,5	23	29,5	1	1,3		
CZ031 Jihočeský	30	33,7	4	4,5	8	9,0	69	77,5	60	67,4				
CZ032 Plzeňský	14	19,2	1	1,4	19	26,0	67	91,8	37	50,7			2	2,7
CZ041 Karlovarský	15	37,5			6	15,0	34	85,0	17	42,5				
CZ042 Ústecký	23	30,7	1	1,3	18	24,0	62	82,7	39	52,0				
CZ051 Liberecký	3	5,7			13	24,5	44	83,0	23	43,4				
CZ052 Královéhradecký	17	21,0	1	1,2	17	21,0	49	60,5	40	49,4				
CZ053 Pardubický	15	25,9	1	1,7	12	20,7	37	63,8	24	41,4				
CZ061 Vysočina	10	15,6	1	1,6	12	18,8	31	48,4	38	59,4			1	1,6
CZ062 Jihomoravský	24	21,1			27	23,7	87	76,3	56	49,1	1	0,9		
CZ071 Olomoucký	47	47,0	6	6,0	24	24,0	97	97,0	46	46,0			1	1,0
CZ072 Zlínský	32	36,0	2	2,2	65	73,0	86	96,6	42	47,2			7	7,9
CZ080 Moravskoslezský	79	49,7	1	0,6	91	57,2	150	94,3	110	69,2				

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

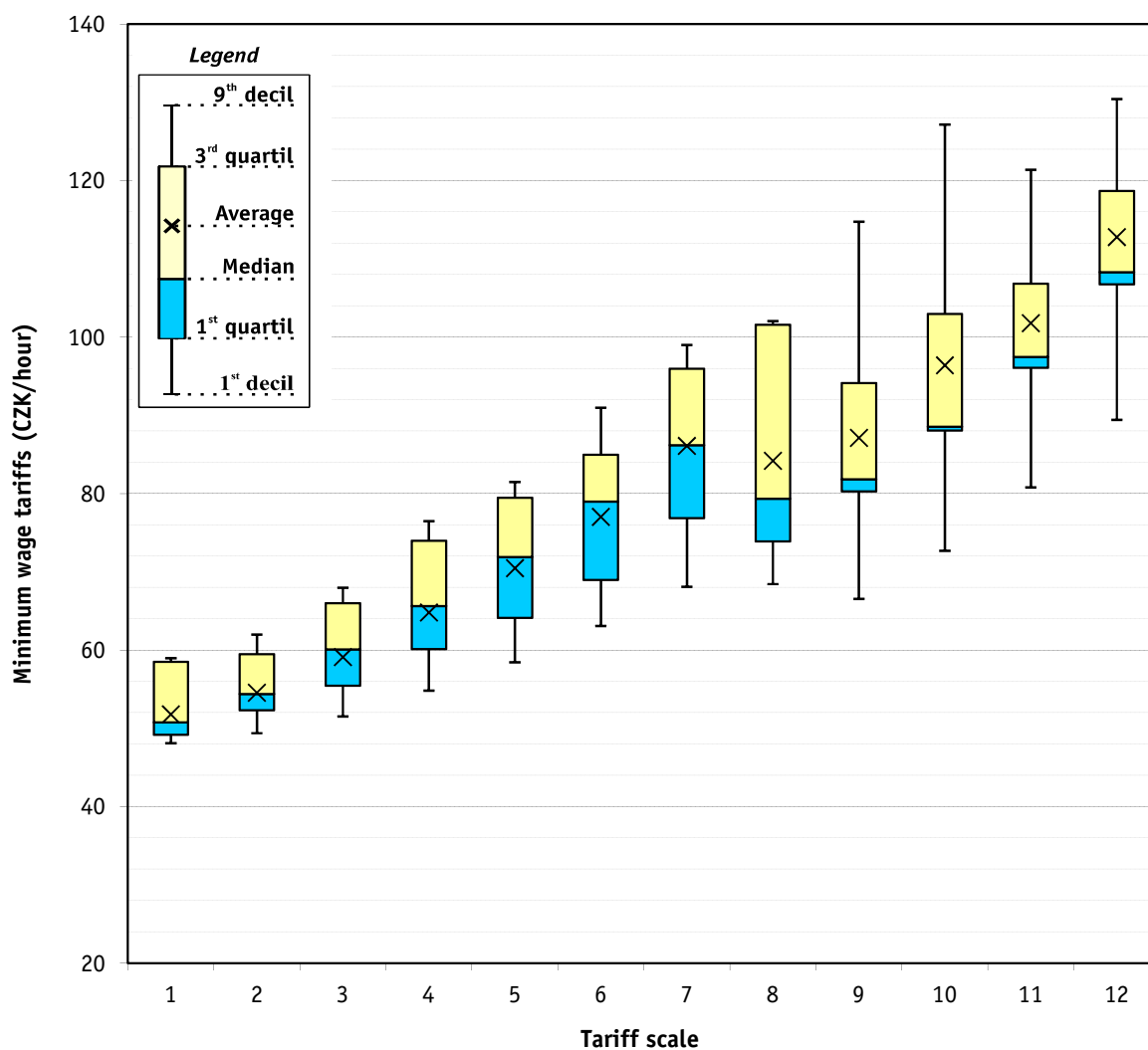
Evaluation of collective agreements
Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	123	9 821	8 400	8 675	9 200	10 725	12 000
Tariff scale 1	297	8 610	7 500	8 000	8 570	9 175	9 900
Tariff scale 2	300	9 222	8 000	8 400	9 100	9 850	11 050
Tariff scale 3	304	9 908	8 300	8 835	9 800	10 700	12 105
Tariff scale 4	308	10 726	8 645	9 445	10 700	11 610	13 340
Tariff scale 5	313	11 735	9 155	10 005	11 750	12 900	14 765
Tariff scale 6	314	12 810	9 750	10 829	12 849	14 132	16 540
Tariff scale 7	317	14 113	10 500	11 755	13 900	15 830	18 205
Tariff scale 8	329	15 577	11 800	12 860	15 510	17 475	20 249
Tariff scale 9	325	17 368	13 200	14 150	17 180	20 170	23 084
Tariff scale 10	324	19 419	14 500	15 515	18 820	22 060	28 265
Tariff scale 11	323	21 784	16 050	17 050	20 800	24 460	33 550
Tariff scale 12	320	24 565	17 690	18 850	23 025	27 850	37 950



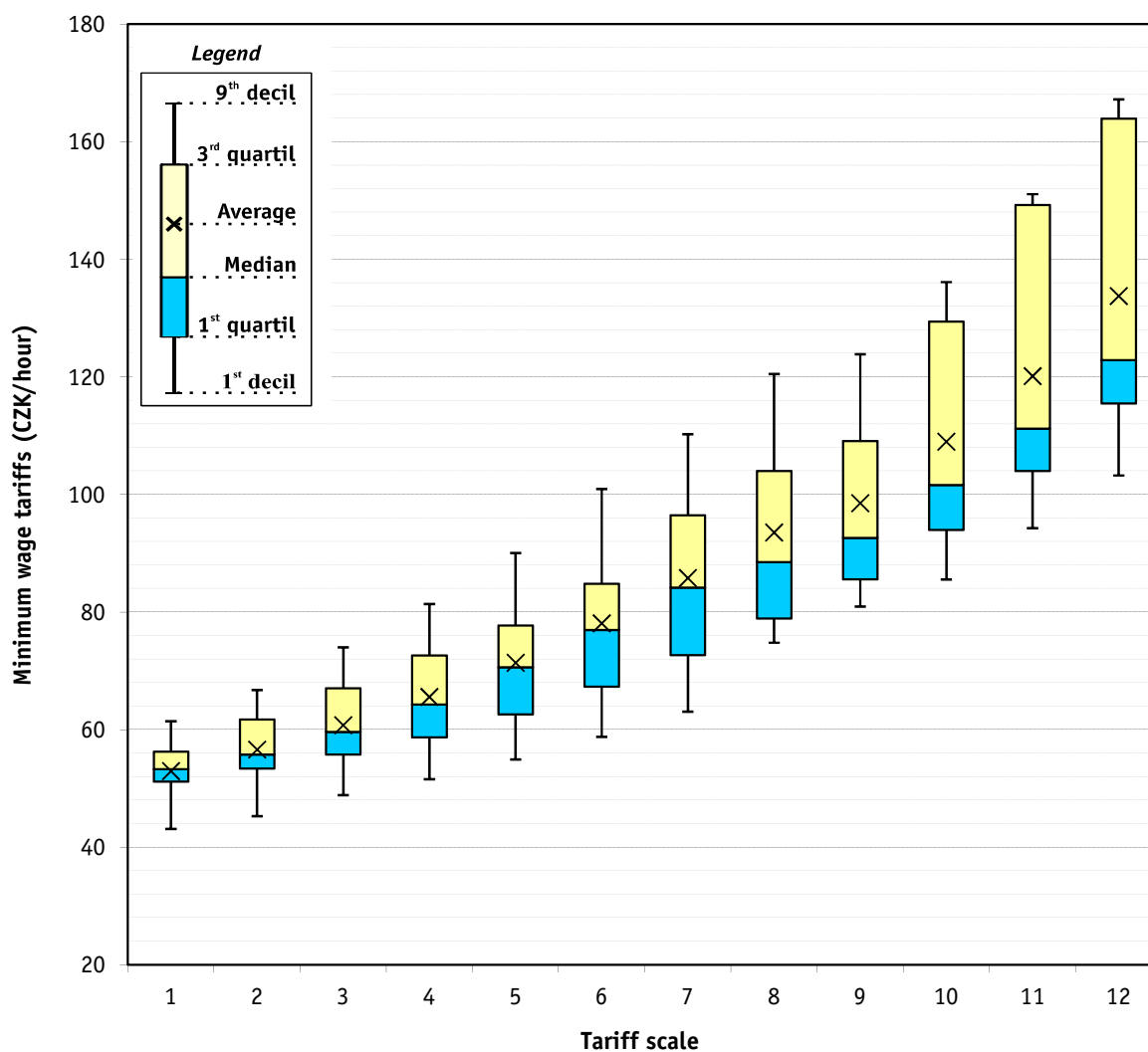
Evaluation of collective agreements
Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	19	58,95	49,75	51,95	60,40	66,00	66,00
Tariff scale 1	84	51,79	48,10	49,20	50,80	58,50	59,00
Tariff scale 2	85	54,56	49,40	52,35	54,40	59,50	62,00
Tariff scale 3	84	59,11	51,55	55,45	60,10	66,00	68,00
Tariff scale 4	84	64,82	54,85	60,15	65,65	74,00	76,50
Tariff scale 5	83	70,48	58,45	64,15	71,90	79,50	81,50
Tariff scale 6	83	77,04	63,10	69,00	79,00	85,00	91,00
Tariff scale 7	82	86,11	68,10	76,90	86,20	96,00	99,00
Tariff scale 8	24	84,22	68,45	73,90	79,35	101,60	102,05
Tariff scale 9	17	87,14	66,55	80,30	81,85	94,15	114,79
Tariff scale 10	17	96,41	72,70	88,10	88,55	103,00	127,21
Tariff scale 11	16	101,81	80,80	96,10	97,50	106,85	121,40
Tariff scale 12	16	112,81	89,45	106,75	108,30	118,70	130,45



Evaluation of collective agreements
Comprehensive characteristics - minimum wage and hourly wage scales at 37.5 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	44	59,30	52,05	53,45	58,55	62,65	66,70
Tariff scale 1	144	52,95	43,10	51,15	53,30	56,25	61,45
Tariff scale 2	149	56,61	45,30	53,40	55,80	61,75	66,75
Tariff scale 3	154	60,75	48,86	55,80	59,60	67,05	74,00
Tariff scale 4	157	65,56	51,59	58,70	64,30	72,65	81,40
Tariff scale 5	157	71,39	54,93	62,60	70,65	77,70	90,05
Tariff scale 6	154	78,08	58,80	67,30	76,95	84,80	100,95
Tariff scale 7	149	85,80	63,05	72,70	84,15	96,50	110,25
Tariff scale 8	82	93,56	74,80	78,90	88,50	104,00	120,50
Tariff scale 9	61	98,53	80,95	85,60	92,65	109,10	123,85
Tariff scale 10	49	108,98	85,55	94,00	101,65	129,45	136,15
Tariff scale 11	41	120,14	94,30	104,00	111,20	149,25	151,10
Tariff scale 12	39	133,79	103,25	115,50	122,85	163,95	167,25



**Evaluation of collective agreements
Year-on-year comparison - monthly wage scales**

Tariff scale	nominal index							real index after deduction of the inflation rate						
	05/04	06/05	07/06	08/07	09/08	10/09	11/10	05/04	06/05	07/06	08/07	09/08	10/09	11/10
Tariff scale 1	106,1	107,0	104,8	105,8	102,3	100,9	102,6	104,1	104,3	101,8	99,2	101,3	99,4	101,0
Tariff scale 2	105,8	106,7	105,3	106,4	102,7	101,3	102,5	103,8	104,0	102,3	99,7	101,7	99,8	100,8
Tariff scale 3	105,6	106,3	105,9	106,7	102,9	101,6	102,3	103,6	103,6	103,0	100,0	101,8	100,0	100,6
Tariff scale 4	105,1	105,3	106,5	106,7	102,9	102,3	102,0	103,1	102,7	103,5	99,9	101,8	100,8	100,4
Tariff scale 5	105,1	105,0	106,7	106,7	103,5	102,1	101,8	103,1	102,4	103,7	100,0	102,4	100,6	100,1
Tariff scale 6	104,1	105,8	106,7	106,9	103,1	102,4	101,7	102,1	103,2	103,7	100,2	102,1	100,8	100,1
Tariff scale 7	103,8	105,9	106,6	107,5	103,1	102,4	101,5	101,8	103,2	103,6	100,7	102,1	100,9	99,9
Tariff scale 8	103,6	106,3	106,1	107,4	103,6	102,4	101,6	101,7	103,6	103,1	100,6	102,6	100,9	100,0
Tariff scale 9	103,1	106,6	104,8	108,5	103,5	102,2	103,1	101,1	103,9	101,9	101,7	102,4	100,6	101,4
Tariff scale 10	102,5	106,7	104,0	109,3	103,4	102,2	104,2	100,6	104,0	101,0	102,4	102,3	100,7	102,6
Tariff scale 11	101,8	107,3	103,1	110,1	103,9	101,3	105,1	99,9	104,6	100,2	103,2	102,8	99,8	103,4
Tariff scale 12	101,3	107,8	102,4	109,2	105,6	100,8	106,0	99,3	105,1	99,5	102,3	104,5	99,3	104,3

Inflation rate per individual year	2004	2005	2006	2007	2008	2009	2010	2011
	2,8	1,9	2,5	2,8	6,3	1,0	1,5	1,6*

* Year-on-year inflation rate - data from January 2011

source: ČSÚ

**Evaluation of collective agreements
Year-on-year comparison - hourly wage scales (40 hours/week)**

Tariff scale	nominal index							real index after deduction of the inflation rate						
	05/04	06/05	07/06	08/07	09/08	10/09	11/10	05/04	06/05	07/06	08/07	09/08	10/09	11/10
Tariff scale 1	106,3	106,3	107,4	104,9	102,1	101,1	104,0	104,3	103,6	104,4	98,3	101,1	99,6	102,4
Tariff scale 2	106,4	106,8	107,5	104,7	102,9	100,7	103,2	104,4	104,1	104,5	98,1	101,9	99,2	101,6
Tariff scale 3	105,5	106,8	107,8	104,9	103,2	101,2	104,3	103,5	104,1	104,8	98,2	102,2	99,7	102,6
Tariff scale 4	104,6	106,0	108,7	104,5	103,6	101,8	105,3	102,6	103,3	105,7	97,9	102,6	100,3	103,7
Tariff scale 5	102,9	106,4	109,8	104,3	103,8	102,2	104,4	101,0	103,8	106,7	97,8	102,8	100,7	102,7
Tariff scale 6	102,0	107,4	109,7	103,9	103,9	102,4	104,2	100,0	104,7	106,6	97,3	102,8	100,8	102,5
Tariff scale 7	101,0	107,6	110,2	104,1	104,4	101,5	105,7	99,1	104,9	107,1	97,5	103,4	100,0	104,1
Tariff scale 8	100,8	109,8	108,0	104,9	103,2	98,6	100,3	98,8	107,1	105,0	98,3	102,2	97,1	98,7
Tariff scale 9	98,2	111,6	105,8	104,1	106,0	93,5	101,2	96,3	108,8	102,9	97,5	105,0	92,1	99,6
Tariff scale 10	98,9	112,9	104,3	104,5	107,5	91,3	102,3	97,0	110,1	101,4	97,9	106,4	89,9	100,6
Tariff scale 11	96,1	117,4	95,8	104,4	113,0	92,4	96,3	94,2	114,5	93,2	97,8	111,9	91,0	94,8
Tariff scale 12	93,5	120,9	92,3	106,0	113,3	94,3	93,1	91,8	117,8	89,7	99,3	112,2	92,9	91,6

Inflation rate per individual year	2004	2005	2006	2007	2008	2009	2010	2011
	2,8	1,9	2,5	2,8	6,3	1,0	1,5	1,6*

* Year-on-year inflation rate - data from January 2011
source: ČSÚ

**Evaluation of collective agreements
Year-on-year comparison - hourly wage scales (37,5 hours/week)**

Tariff scale	nominal index							real index after deduction of the inflation rate						
	05/04	06/05	07/06	08/07	09/08	10/09	11/10	05/04	06/05	07/06	08/07	09/08	10/09	11/10
Tariff scale 1	104,7	108,4	104,3	106,6	101,1	100,8	102,7	102,7	105,7	101,4	99,9	100,1	99,3	101,1
Tariff scale 2	104,8	108,3	104,9	106,4	101,5	101,4	102,9	102,8	105,6	102,0	99,7	100,5	99,9	101,3
Tariff scale 3	108,0	104,5	105,4	106,2	102,5	101,0	102,9	106,0	101,9	102,5	99,5	101,4	99,5	101,3
Tariff scale 4	104,7	107,6	105,5	105,8	103,2	100,8	102,9	102,7	104,9	102,6	99,1	102,1	99,3	101,3
Tariff scale 5	104,3	107,9	104,5	106,2	104,1	100,6	102,8	102,3	105,2	101,6	99,5	103,0	99,1	101,2
Tariff scale 6	103,7	108,2	104,0	106,3	103,1	101,7	102,9	101,8	105,5	101,1	99,6	102,1	100,2	101,3
Tariff scale 7	103,9	108,2	103,1	107,3	103,3	101,3	103,1	101,9	105,5	100,2	100,5	102,2	99,8	101,4
Tariff scale 8	106,2	108,5	102,8	106,3	103,7	102,1	102,5	104,1	105,8	100,0	99,6	102,6	100,5	100,9
Tariff scale 9	105,9	109,4	100,0	106,9	102,8	102,2	102,7	103,9	106,7	97,2	100,1	101,8	100,6	101,1
Tariff scale 10	106,2	109,4	101,7	107,0	102,2	103,5	101,2	104,2	106,7	98,8	100,3	101,2	102,0	99,6
Tariff scale 11	105,8	111,7	98,9	108,2	101,7	104,3	100,9	103,8	108,9	96,1	101,4	100,7	102,7	99,2
Tariff scale 12	106,2	113,1	96,9	108,5	101,3	104,7	100,8	104,2	110,2	94,2	101,7	100,3	103,1	99,2

Inflation rate per individual year	2004	2005	2006	2007	2008	2009	2010	2011
	2,8	1,9	2,5	2,8	6,3	1,0	1,5	1,6*

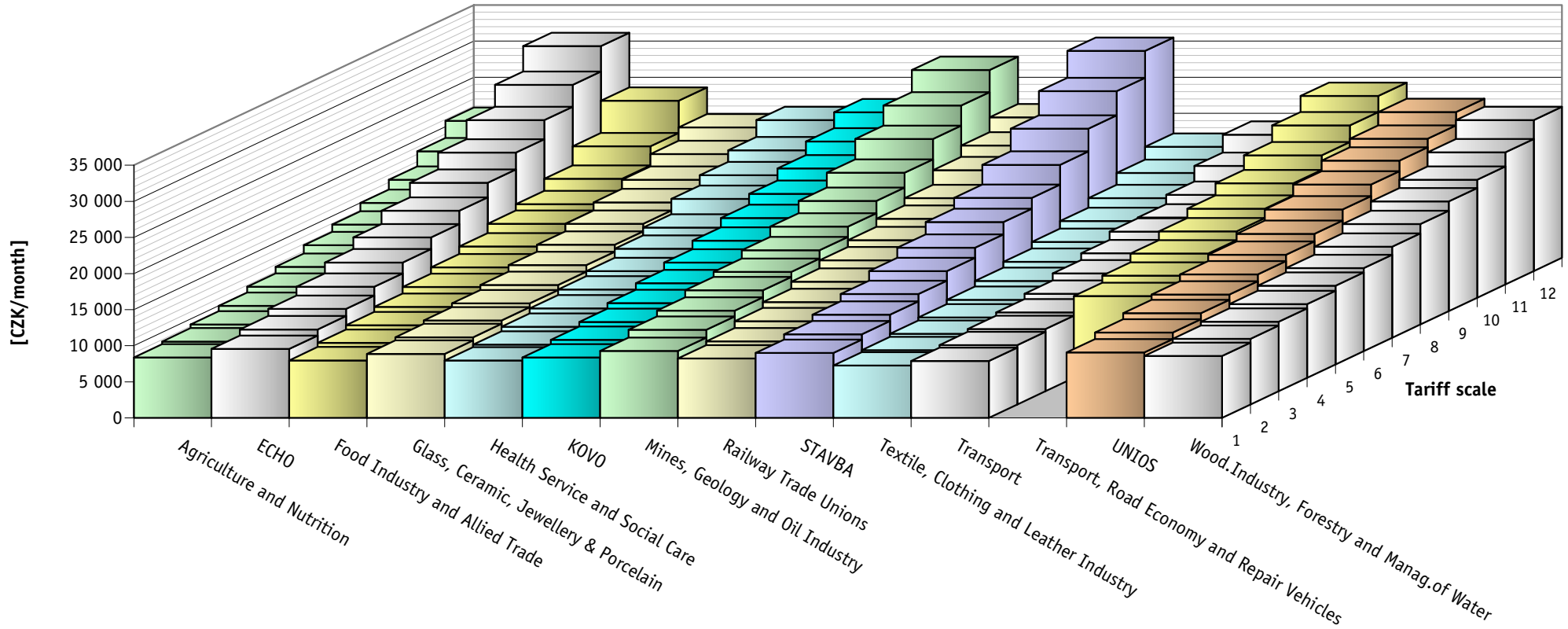
* Year-on-year inflation rate - data from January 2011
source: ČSÚ

**Evaluation of collective agreements
Year-on-year comparison - wage supplementary charges and bonuses**

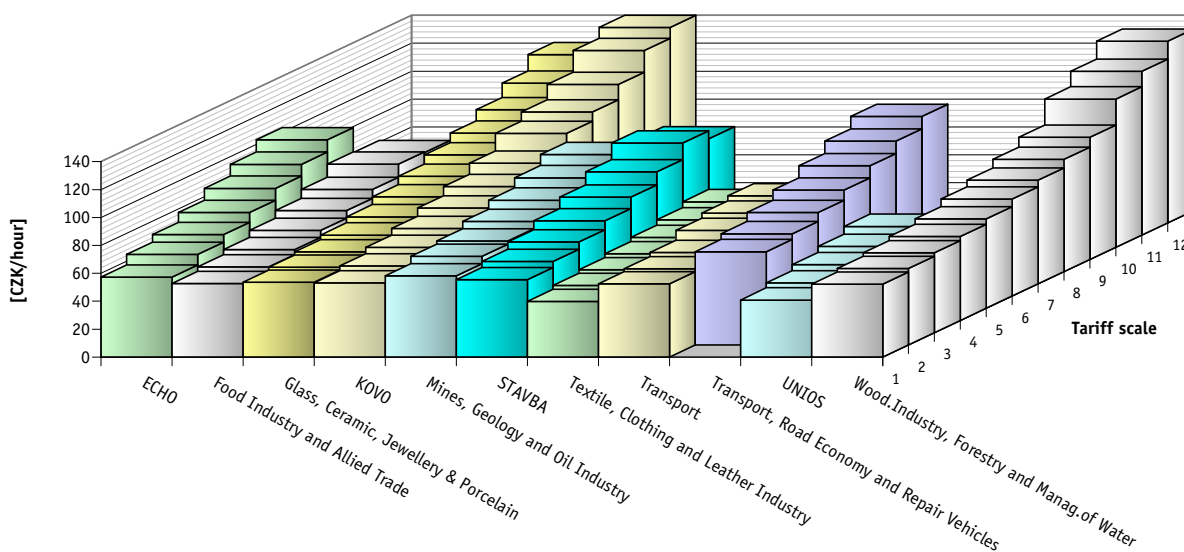
	unit of measure	2004	2005	2006	2007	2008	2009	2010	2011	index 05/04	index 06/05	index 07/06	index 08/07	index 09/08	index 10/09	index 11/10
For overtime work on working days	% AE	26,6	26,5	26,7	26,4	26,0	26,0	26,0	25,9	99,6	100,6	98,8	98,5	100,0	99,8	99,8
For overtime work on Saturdays and Sundays	% AE	47,6	46,8	49,0	47,1	47,6	47,9	48,7	48,2	98,2	104,8	96,1	101,0	100,7	101,5	99,1
For overtime work undistinguished	% AE	*	*	*	26,8	27,0	26,9	26,7	26,7	*	*	*	100,7	99,5	99,6	99,8
For working on public holidays	% AE	*	*	*	102,3	102,3	102,4	102,3	102,0	*	*	*	100,0	100,1	99,9	99,7
For night work	CZK/hour	9,11	9,36	9,93	11,07	12,08	12,64	13,04	13,26	102,8	106,1	111,5	109,1	104,7	103,1	101,7
	% AE	20,2	19,8	21,6	11,0	11,2	11,2	11,3	11,3	98,0	109,1	51,1	101,4	99,8	101,2	100,0
For work on Saturdays and Sundays	% AE	37,0	36,1	35,9	24,6	24,6	24,5	23,5	22,4	97,5	99,4	68,5	100,1	99,7	96,0	95,4
For work in difficult conditions	CZK/hour	6,13	6,25	6,44	6,73	7,19	7,33	7,21	7,29	102,0	103,1	104,6	106,8	101,9	98,5	101,0
	% MM	*	*	*	10,6	10,3	10,5	10,6	10,6	*	*	*	97,2	101,8	101,5	99,3
For afternoon work	CZK/hour	5,21	5,33	5,61	5,66	5,91	6,28	6,41	6,33	102,2	105,3	100,8	104,4	106,2	102,1	98,8
For standby duty	CZK/hour	8,90	8,37	8,91	11,71	14,92	13,73	13,89	14,86	94,0	106,5	131,4	127,4	92,0	101,2	107,0
	% AE	12,5	12,8	12,6	12,4	18,0	17,3	17,7	17,7	103,0	98,0	98,3	145,5	96,3	102,1	100,0

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

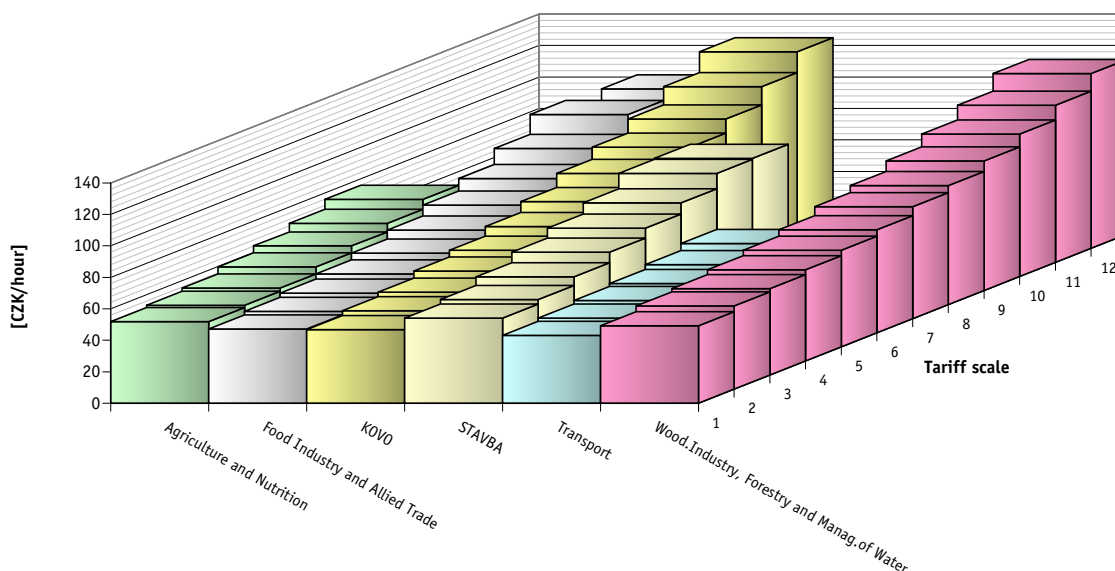
Evaluation of collective agreements
Monthly wage scales - 12-scale tariff system



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

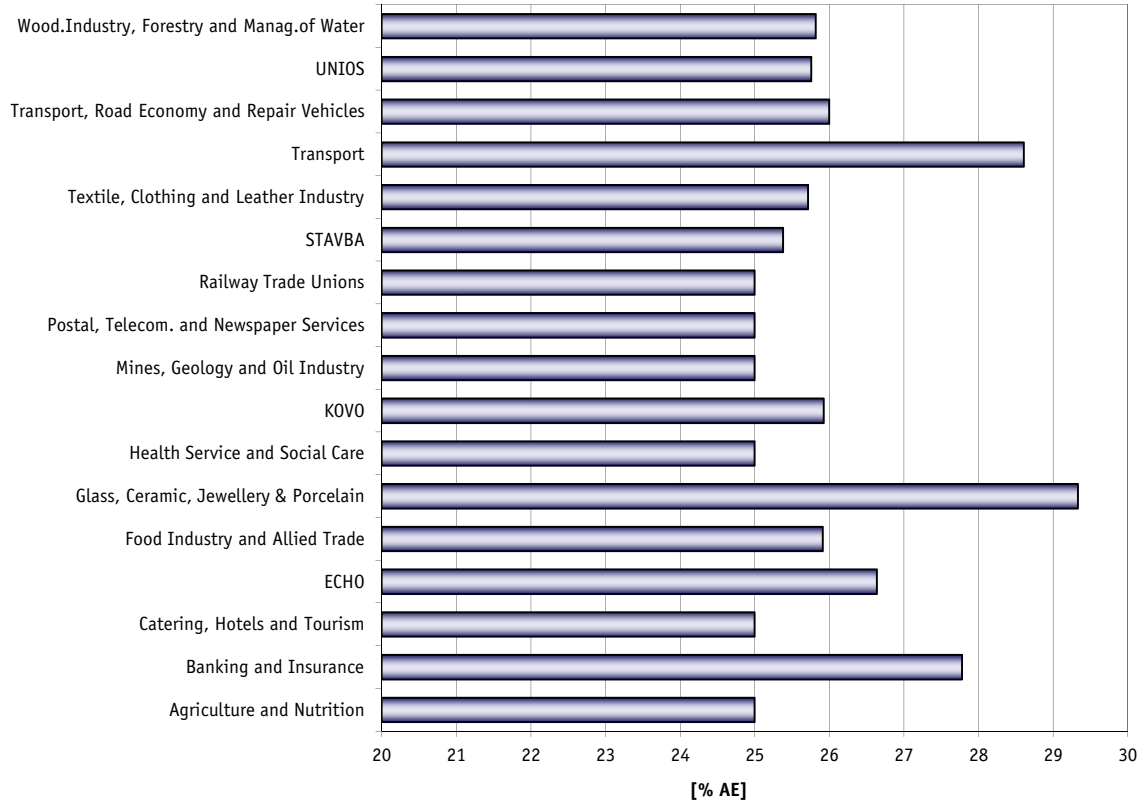


Evaluation of collective agreements
Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

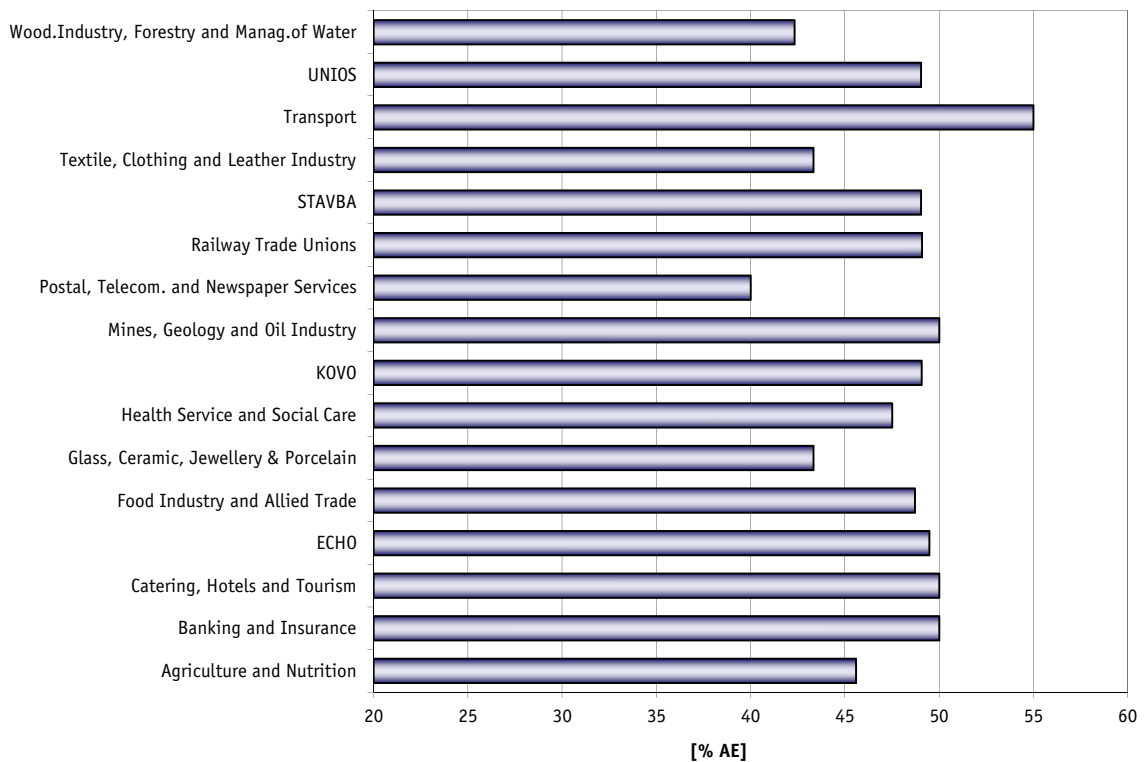


**Evaluation of collective agreements
Wage supplementary charges**

A - for overtime work on working day

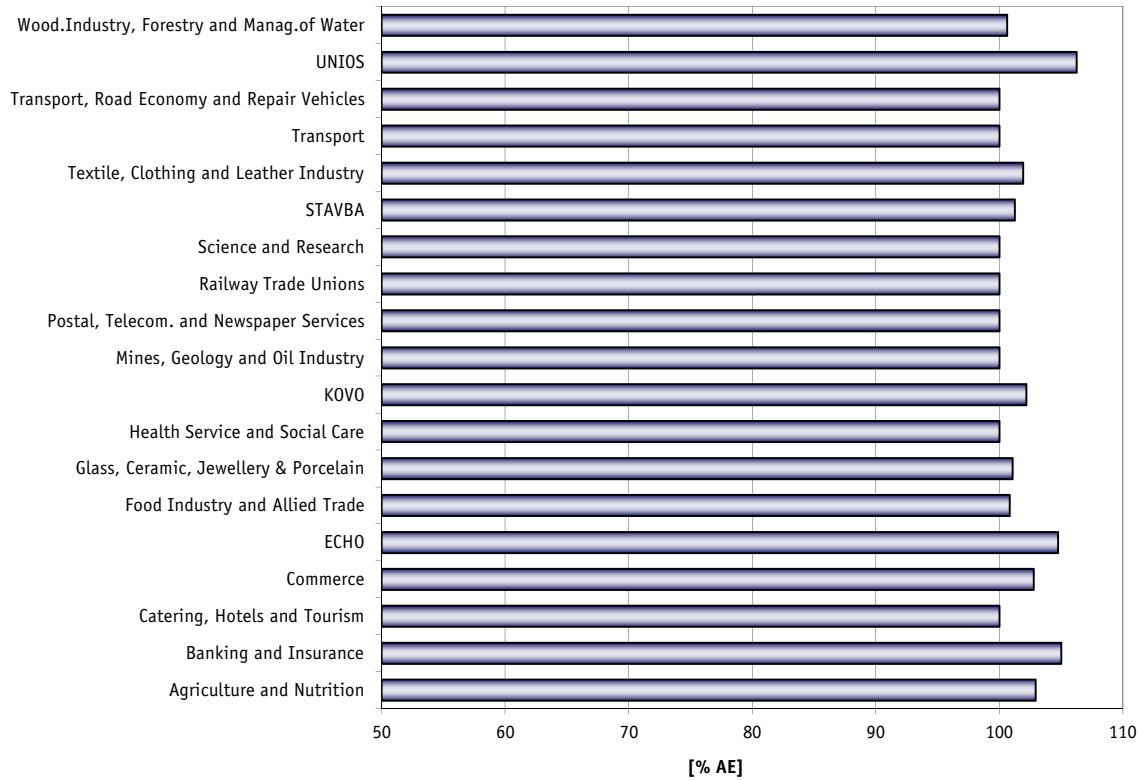


B - for overtime work on Saturdays and Sundays

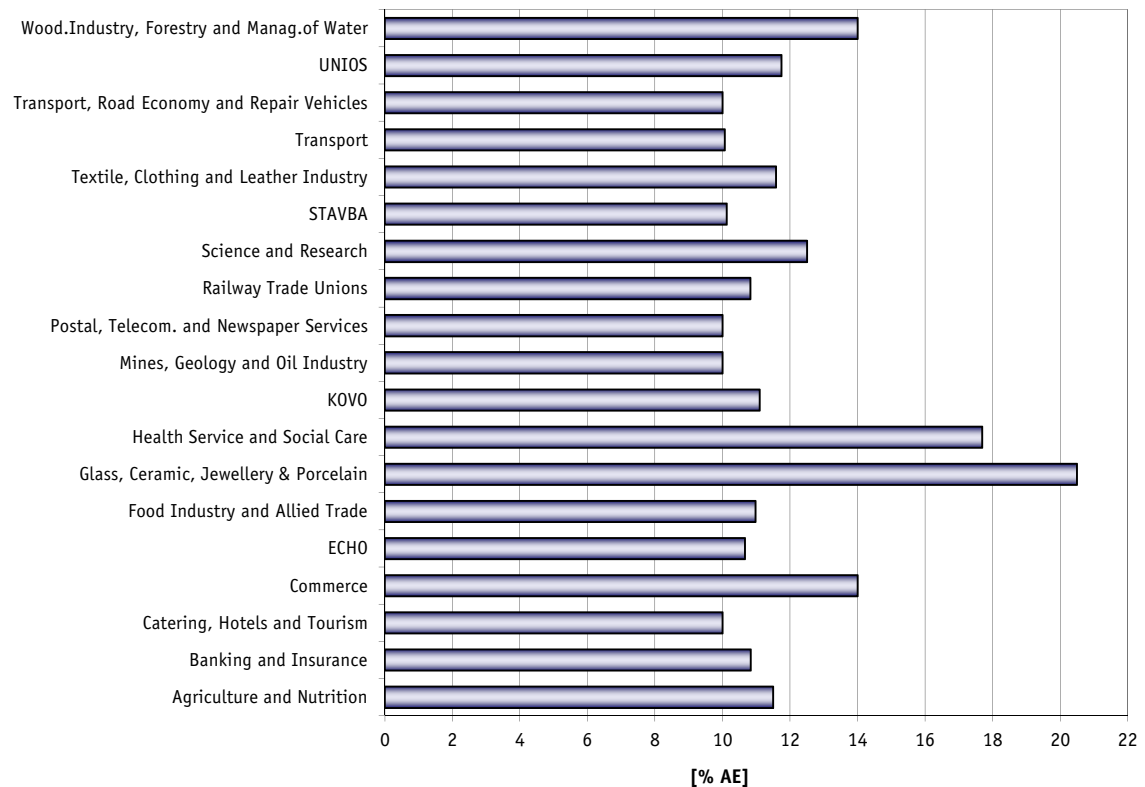


Evaluation of collective agreements
Wage supplementary charges

C - for working on public holidays

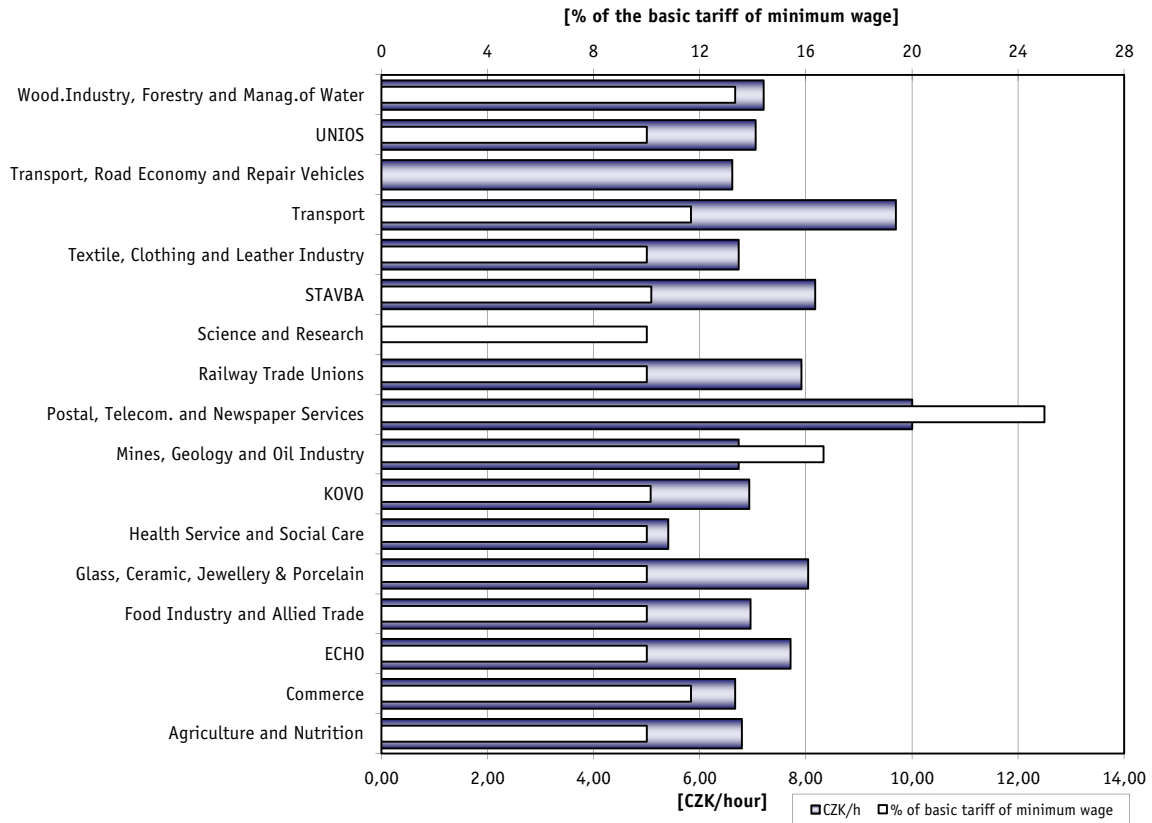


D - for night work



Evaluation of collective agreements
Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays

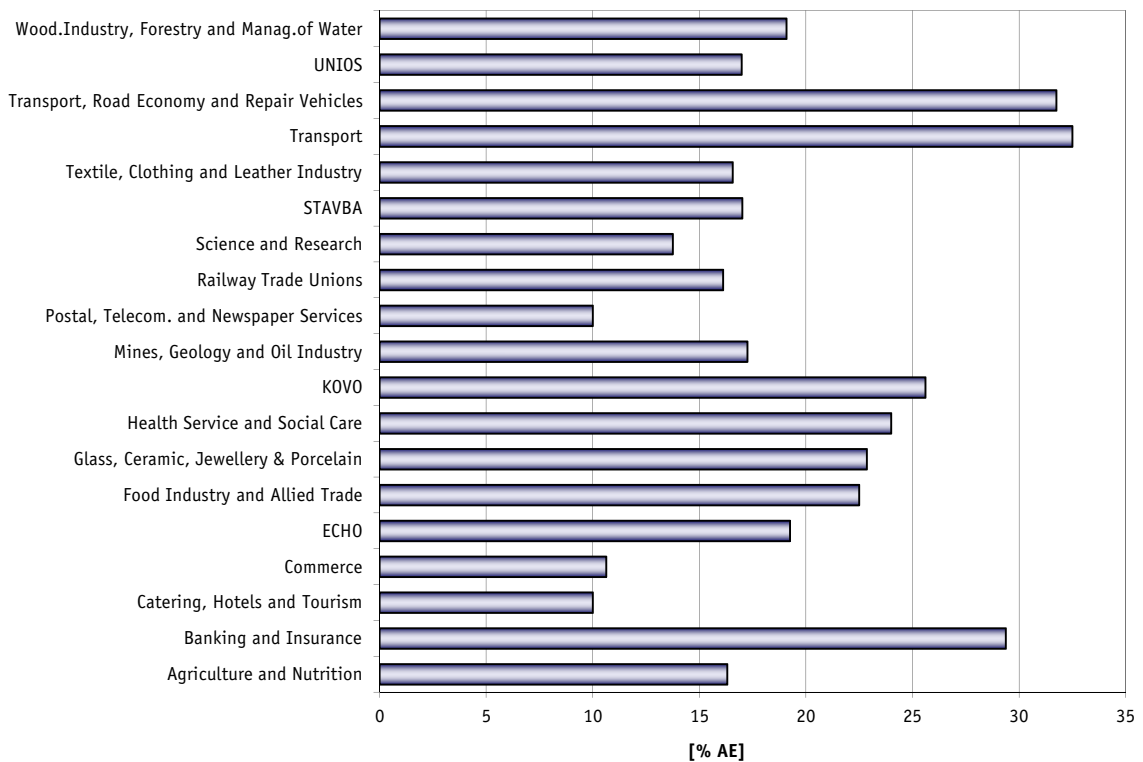




Table section B

Public service and administration

**Evaluation of collective agreements - public service and administration
Employee Wages
classification based on trade unions**

% of collective agreements

Trade union	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage						3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9	3.10
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin		contractual wage											
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA										
Total	322		5	2,5	6	1,9	5	1,6	71	22,0	80	24,8	4	1,2	94	59	22	126	82	5	67	2	267	28	
Agriculture and Nutrition	4								2	50,0	1	25,0			2								1		4
Banking and Insurance	1		1													1									1
Culture and Nature Preservation	20				1	5,0			4	20,0	6	30,0			9	7	1			4	5		18	3	
Education	39								3	7,7	13	33,3			4	2	7				8		32		
Fire Fighters	12																							11	
Health Service and Social Care	68		2		1	1,5	1	1,5	33	48,5	38	55,9	3	4,4	42	12	2				33	1	64	2	
KOVO	8														3	2	2							6	2
Mines, Geology and Oil Industry	3																							3	
Railway Trade Unions	3										2	66,7			2	2	1				2		3	1	
State Bodies and Organisations	139		1		4	2,9	4	2,9	26	18,7	18	12,9	1	0,7	26	30	9	126	82	1	16	1	108	18	
STAVBA	10								2	20,0	1	10,0			1						1		6	1	
Textile, Clothing and Leather Industry	1																							1	
Transport	3		1												1									3	
UNIOS	8										1	12,5			4	3					1		7	1	
Wood.Industry, Forestry and Manag.of Water	3								1	33,3															

Explanatory notes: NCA
% CA
aver. %
TAPF
3.1
3.2
3.3
3.4
3.5
3.6
3.7
3.8
3.9
3.10
*
**

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

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

in CZK

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	91	49,7	80	3 012	89	3 242	90	3 588	90	3 802	91	4 009	91	4 086
Agriculture and Nutrition	2	50,0	2		2		2		2		2		2	
Banking and Insurance														
Culture and Nature Preservation	7	35,0	6	2 750	6	2 750	6	2 750	6	2 833	7	2 786	7	2 786
Education	21	53,8	19	3 395	21	3 310	21	3 395	21	3 476	21	3 586	21	3 643
Fire Fighters	9	75,0	8	3 431	9	3 717	9	4 378	9	4 517	9	4 978	9	5 117
Health Service and Social Care	32	47,1	28	3 250	32	3 481	32	4 081	32	4 325	32	4 628	32	4 722
KOVO	3	37,5	3	3 583	3	4 667	3	4 667	3	5 000	3	5 000	3	5 333
Mines, Geology and Oil Industry	2	66,7	1		1		2		2		2		2	
Railway Trade Unions	2	66,7	2		2		2		2		2		2	
STAVBA	7	70,0	6	1 542	7	1 879	7	2 164	7	2 307	7	2 664	7	2 736
Textile, Clothing and Leather Industry														
Transport														
UNIOS	5	62,5	4	1 250	5	2 400	5	2 600	5	3 000	5	3 000	5	3 000
Wood.Industry, Forestry and Manag.of Water	1	33,3	1		1		1		1		1		1	

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

**Evaluation of collective agreements - public service and administration (without municipalities and regions)
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**

in CZK

Trade union	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	86	47,0	74	3 663	84	3 758	85	4 106	86	4 381	86	4 653	86	4 742	86	4 876	86	4 911	86	4 946
Agriculture and Nutrition	2	50,0	2		2		2		2		2		2		2		2		2	
Banking and Insurance																				
Culture and Nature Preservation	7	35,0	6	2 667	7	2 500	7	2 500	7	2 571	7	2 714	7	2 714	7	2 714	7	2 714	7	2 714
Education	20	51,3	18	4 000	20	4 000	20	4 165	20	4 275	20	4 665	20	4 750	20	5 050	20	5 050	20	5 050
Fire Fighters	6	50,0	5	3 640	6	3 867	6	4 150	6	4 150	6	4 467	6	4 467	6	4 467	6	4 467	6	4 467
Health Service and Social Care	30	44,1	26	4 504	30	4 490	30	5 137	30	5 453	30	5 760	30	5 910	30	6 043	30	6 143	30	6 243
KOVO	4	50,0	4	4 125	4	5 250	4	5 250	4	5 500	4	5 500	4	5 750	4	5 750	4	5 750	4	5 750
Mines, Geology and Oil Industry	2	66,7	1		1		1		2		2		2		2		2		2	
Railway Trade Unions	3	100,0	2		2		3	4 333	3	5 333	3	5 333	3	5 333	3	5 333	3	5 333	3	5 333
STAVBA	7	70,0	5	2 350	7	2 321	7	2 607	7	2 679	7	2 893	7	2 964	7	3 179	7	3 179	7	3 179
Textile, Clothing and Leather Industry																				
Transport																				
UNIOS	4	50,0	4	1 750	4	2 125	4	2 625	4	3 375	4	3 375	4	3 375	4	3 375	4	3 375	4	3 375
Wood.Industry, Forestry and Manag.of Water	1	33,3	1		1		1		1		1		1		1		1		1	

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

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

% of collective agreements

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
Total	241	74,8	12	3,7	104	32,3	263	81,7	242	91	206	92	42
Agriculture and Nutrition	4	100,0	1	25,0	1	25,0	2	50,0	1		1		1
Banking and Insurance													
Culture and Nature Preservation	16	80,0			9	45,0	18	90,0	17	4	17	12	2
Education	16	41,0			3	7,7	37	94,9	33	6	31	3	4
Fire Fighters	11	91,7			1	8,3	10	83,3	9	2	9		7
Health Service and Social Care	51	75,0	1	1,5	18	26,5	64	94,1	60	31	45	16	15
KOVO	7	87,5			2	25,0	7	87,5	7	2	4	6	
Mines, Geology and Oil Industry	3	100,0					3	100,0	3	1	3		
Railway Trade Unions	3	100,0			1	33,3	2	66,7	2	1	2	2	
State Bodies and Organisations	111	79,9	10	7,2	60	43,2	99	71,2	89	40	80	44	10
STAVBA	8	80,0			3	30,0	9	90,0	9	1	5	4	3
Textile, Clothing and Leather Industry	1	100,0					1	100,0	1		1		
Transport	2	66,7					3	100,0	3	2	2	3	
UNIOS	6	75,0			6	75,0	6	75,0	6	1	4	2	
Wood.Industry, Forestry and Manag.of Water	2	66,7					2	66,7	2		2		

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

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

% of collective agreements

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		NCA		NCA		NCA		NCA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	265	82,3	34	10,6	7	2,2	5	1,6	11	3,4	49	86,0	8	14,0	224	69,6	21	6,5	119	37,0	60	18,6
Agriculture and Nutrition	4	100,0													1	25,0			2	50,0		
Banking and Insurance	1	100,0													1	100,0			1	100,0		
Culture and Nature Preservation	16	80,0							4	20,0	2		2		17	85,0	2	10,0	9	45,0	5	25,0
Education	36	92,3	3	7,7											3	100,0	31	79,5	1	2,6	18	46,2
Fire Fighters	5	41,7			1	8,3	1	8,3	5	41,7	1		6	85,7	4	33,3			4	33,3	6	50,0
Health Service and Social Care	50	73,5	10	14,7	3	4,4	3	4,4	2	2,9	18	100,0			58	85,3	7	10,3	22	32,4	6	8,8
KOVO	3	37,5	5	62,5											7	87,5	2	25,0	6	75,0	2	25,0
Mines, Geology and Oil Industry	1	33,3	2	66,7											2		3	100,0	2	66,7	2	33,3
Railway Trade Unions			3	100,0											3	100,0			3	100,0		
State Bodies and Organisations	130	93,5	6	4,3	3	2,2									9	100,0	77	55,4	7	5,0	36	25,9
STAVBA	5	50,0	4	40,0				1	10,0						5	100,0	10	100,0			6	60,0
Textile, Clothing and Leather Industry	1	100,0													1	100,0			1	100,0		
Transport	3	100,0													2	66,7			2	66,7		
UNIOS	7	87,5	1	12,5									1		8	100,0			8	100,0		
Wood.Industry, Forestry and Manag.of Water	3	100,0													1	33,3			1	33,3	1	33,3

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

Evaluation of collective agreements - public service and administration
Employment rate
classification based on trade unions

% of collective agreements

Trade union	CA contains specific conditions						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		agreed in CA		increase in multiples of AE		conditions for provision of the compensation money									
											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	NCA	% CA	NCA	% CA	NCA	% CA		
Total	9	2,8	4	1,2	19	5,9	57	17,7	1,9	3,5	40	12,4	21	6,5	18	5,6	2	0,6		
Agriculture and Nutrition																				
Banking and Insurance																				
Culture and Nature Preservation					2	10,0	4	20,0	1,0	1,3	2	10,0	1	5,0	1	5,0				
Education	2	5,1	1	2,6	3	7,7	5	12,8	1,0	1,8	5	12,8			5	12,8				
Fire Fighters																				
Health Service and Social Care	6	8,8	2	2,9	1	1,5	12	17,6	1,3	2,3	10	14,7	3	4,4	7	10,3	2	2,9		
KOVO							1	12,5			1	12,5			1	12,5				
Mines, Geology and Oil Industry																				
Railway Trade Unions					2	66,7	1	33,3			1	33,3	1	33,3						
State Bodies and Organisations	1	0,7	1	0,7	11	7,9	28	20,1	3,0	4,9	17	12,2	13	9,4	3	2,2				
STAVBA																				
Textile, Clothing and Leather Industry																				
Transport							1	33,3												
UNIOS							5	62,5	1,2	2,8	4	50,0	3	37,5	1	12,5				
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 earning

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

average % of total creation

Trade union	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund															
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
						aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	158	86,3	79	43,2	2 161	3,30	0,40	0,09	6,76	0,09	0,29	3,62	27,37	7,63	1,74	15,56	1,11	0,17	5,48	2,65	23,76
Agriculture and Nutrition	3	75,0	1	25,0																	
Banking and Insurance	1	100,0																			
Culture and Nature Preservation	19	95,0	16	80,0	1 197	4,99	0,29		2,19	0,08	0,03	11,07	35,17	4,09	1,68	0,82		0,04	3,53	1,78	34,23
Education	34	87,2	12	30,8	373	1,43	1,15		9,85			7,70	20,37	19,31	2,01	7,50	2,10	0,19	5,44	4,72	18,24
Fire Fighters	12	100,0	6	50,0	6 788	5,44		14,94			0,59	4,05	27,72	4,51	0,91	14,40		0,02	6,13		21,29
Health Service and Social Care	57	83,8	28	41,2	3 241	2,23	0,59	0,12	3,48	0,14	0,06	1,42	26,62	8,34	2,23	20,50	1,98	0,26	5,96	3,22	22,85
KOVO	6	75,0	4	50,0	906	1,66	0,52		10,04				16,00	22,10	0,88	4,72		0,03	5,19	28,33	10,54
Mines, Geology and Oil Industry	3	100,0																			
Railway Trade Unions	3	100,0	2	66,7																	
STAVBA	9	90,0	7	70,0	1 238	2,97		0,46	4,40	0,12	2,31	8,66	18,92	10,94	1,27	10,80	0,05	0,15	2,91	0,17	35,88
Textile, Clothing and Leather Industry																					
Transport	1	33,3																			
UNIOS	8	100,0	3	37,5	749	2,89	0,44		22,24			0,89	34,70	6,23	0,89	19,88			1,96	0,27	9,61
Wood.Industry, Forestry and Manag.of Water	2	66,7																			

Explanatory notes: NCA

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

% CA

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

aver.%

average percentage of use for this purpose of the overall creation of FSCR

A

contribution for operation costs of cultural, recreational and sporting facilities

B

contribution for equipment to improve working environment

C

contribution for physical education and sport equipment

D

contributions to sporting and cultural events

E

contribution for the procurement of working clothes, footwear or uniforms

F

funds for procurement of tangible property used for employee cult. and soc. development

G

loans to cover housing needs (procurement of a housing, procurement of interior equipment)

H

contribution to corporate catering

I

contribution to recreation (domestic, foreign, children's)

J

social assistance and social loans

K

contribution to contributory pension scheme

L

contribution to life insurance

M

contribution to trade union organization

N

gifts (for extraordinary activity, working anniversaries, life anniversaries...)

O

other uses

P

fund balance

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

average CZK, average % of price of meal, average CZK/month

Trade union	Employer's contribution to corporate catering						There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance						Contribution to life insurance								
	arranged in CA		amount of contribution					without specification of the amount of allowance	agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision			
			of budget		of FSCR																	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price		NCA	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA
Total	151	82,5	25,30	54,0	13,08	34,2	32	44	24,0	63	34,4	182	235	40	21,9	9	4,9	212	278	7	3,8	
Agriculture and Nutrition	4	100,0			11,00	50,0		2	50,0	1	25,0			1	25,0							
Banking and Insurance	1	100,0								1	100,0			1	100,0							
Culture and Nature Preservation	18	90,0	25,78	55,0	13,78	24,8	2			3	15,0	100	183	2	10,0	1	5,0			1	5,0	
Education	25	64,1	23,00		11,06	50,0	6	8	20,5	11	28,2	190	210	7	17,9	1	2,6			1	2,6	
Fire Fighters	7	58,3			21,25		3	1	8,3	7	58,3	190	210	6	50,0							
Health Service and Social Care	59	86,8	29,15		13,77		11	21	30,9	24	35,3	181	293	18	26,5	4	5,9	263	313	3	4,4	
KOVO	8	100,0	8,66	53,3		50,0	4	3	37,5	2	25,0					1	12,5			1	12,5	
Mines, Geology and Oil Industry	3	100,0			4,87		1	2	66,7	1	33,3											
Railway Trade Unions	3	100,0	18,33		13,67					1	33,3			1	33,3							
STAVBA	8	80,0	32,00	52,5	12,21			5	50,0	4	40,0	140	168	2	20,0	2	20,0			1	10,0	
Textile, Clothing and Leather Industry	1	100,0					1															
Transport	3	100,0		55,0	12,50					2	66,7											
UNIOS	8	100,0	22,25	52,5	12,84		3	1	12,5	4	50,0	193	223	2	25,0							
Wood.Industry, Forestry and Manag.of Water	3	100,0			10,00		1	1	33,3	2	66,7											

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

**Evaluation of collective agreements - public service and administration
Obstacles to work
classification based on trade unions**

in days, % of average earnings, % of collective agreements

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	days	NCA	% CA	days	NCA	% CA
Total	15	4,7	55,0		3	0,9		85,0	20	6,2	1,5	41	12,7	1,3	47	14,6	2,0	15	4,7	2,7	27	8,4	1,6	20	6,2	3,6	51	15,8	7,2	26	8,1	4,3	63	19,6	24	14,5	
Agriculture and Nutrition									1	25,0		1	25,0		1	25,0																			1	25,0	1
Banking and Insurance																																				1	100,0
Culture and Nature Preservation									1	5,0		2	10,0		1	5,0					2	10,0				6	30,0	7,3	5	25,0	6,4	5	25,0	4	15,0		
Education											10	25,6	1,2	1	2,6		5	12,8	2,4	11	28,2	1,4	2	5,1		1	2,6		11	28,2	1,5	10	25,6				
Fire Fighters									1	8,3		1	8,3		3	25,0	2,3			1	8,3				1	8,3							1	8,3			
Health Service and Social Care									3	4,4	1,0	10	14,7	1,3	22	32,4	2,4	1	1,5		1	1,5		8	11,8	4,0	11	16,2	3,6	2	2,9		20	29,4	6	14,2	
KOVO											1	12,5								1	12,5																
Mines, Geology and Oil Industry											3	100,0	1,3	1	33,3					1	33,3					3	100,0	10,7									
Railway Trade Unions														1	33,3		1	33,3							1	33,3								1	33,3		
State Bodies and Organisations	14	10,1	54,6		3	2,2		85,0	14	10,1	1,6	11	7,9	1,5	11	7,9	1,5	4	2,9	1,0	9	6,5	1,8	6	4,3	2,5	27	19,4	8,4	7	5,0	6,7	21	15,1	13	14,5	
STAVBA											2	20,0		4	40,0	1,8	3	30,0	3,3	1	10,0		4	40,0	4,0				1	10,0				1	10,0		
Textile, Clothing and Leather Industry																																					
Transport	1	33,3																																			
UNIOS														2	25,0		1	12,5																	2	25,0	
Wood,Industry, Forestry and Manag.of Water																											1	33,3									

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

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

% of collective agreements

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	174	54,0	9	2,8	83	25,8	287	89,1	128	39,8	3	0,9	1	0,3
Agriculture and Nutrition	1	25,0			3	75,0	4	100,0						
Banking and Insurance	1	100,0			1	100,0	1	100,0	1	100,0				
Culture and Nature Preservation	13	65,0			3	15,0	20	100,0	12	60,0				
Education	23	59,0			4	10,3	36	92,3	22	56,4				
Fire Fighters	3	25,0			4	33,3	10	83,3	8	66,7				
Health Service and Social Care	43	63,2	4	5,9	34	50,0	67	98,5	17	25,0	1	1,5		
KOVO					2	25,0	8	100,0	4	50,0				
Mines, Geology and Oil Industry	2	66,7			2	66,7	3	100,0						
Railway Trade Unions	3	100,0					3	100,0	2	66,7				
State Bodies and Organisations	76	54,7	4	2,9	27	19,4	114	82,0	51	36,7	2	1,4	1	0,7
STAVBA	2	20,0	1	10,0	2	20,0	9	90,0	4	40,0				
Textile, Clothing and Leather Industry	1	100,0												
Transport	2	66,7					2	66,7	1	33,3				
UNIOS	2	25,0					8	100,0	6	75,0				
Wood.Industry, Forestry and Manag.of Water	2	66,7			1	33,3	2	66,7						

Explanatory notes: NCA
% CA

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

**Evaluation of collective agreements - public service and administration
Employee Wages
classification based on regions**

% of collective agreements

Region NUTS 3	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage						3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9	3.10
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin		contractual wage											
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA										
Total	322		5	2,5	6	1,9	5	1,6	71	22,0	80	24,8	4	1,2	94	59	22	126	82	5	67	2	267	28	
CZ010 Capital Prague	26		2						7	26,9	9	34,6	1	3,8	11	10	1	4	1	4	9	1	23	3	
CZ020 Středočeský	38				1	2,6	1	2,6	5	13,2	11	28,9	2	5,3	12	8	2	20	13		7		34	6	
CZ031 Jihočeský	18						1	5,6	3	16,7	1	5,6			6	2	2	6	4		1		15		
CZ032 Plzeňský	22		1						5	22,7	4	18,2			6	5	2	11	8		4		15	1	
CZ041 Karlovarský	17		1						4	23,5	3	17,6			2	3	1	7	4		2		16	1	
CZ042 Ústecký	31								9	29,0	6	19,4	1	3,2	9	4	2	15	8		4		24	4	
CZ051 Liberecký	13				1	7,7			5	38,5	6	46,2			5		1	3	3		3		10		
CZ052 Královéhradecký	15				2	13,3	1	6,7	1	6,7	4	26,7			5	4	1	9	8		3		13		
CZ053 Pardubický	21								4	19,0	3	14,3			5	5		8	8	1	4		20	1	
CZ061 Vysočina	19								8	42,1	3	15,8			3		1	6	1		3		17	3	
CZ062 Jihomoravský	31						1	3,2	6	19,4	8	25,8			8	4	1	12	9		8		25	3	
CZ071 Olomoucký	27				1	3,7	1	3,7	6	22,2	7	25,9			10	6	3	13	7		7	1	20	2	
CZ072 Zlínský	13								4	30,8	4	30,8			4	3	3	5	4		4		10	3	
CZ080 Moravskoslezský	31		1		1	3,2			4	12,9	11	35,5			8	5	2	7	4		8		25	1	

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

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

in CZK

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	91	49,7	80	3 012	89	3 242	90	3 588	90	3 802	91	4 009	91	4 086
CZ010 Capital Prague	7	31,8	7	3 857	7	4 643	7	5 214	7	5 786	7	5 929	7	6 071
CZ020 Středočeský	9	60,0	9	3 333	9	3 333	9	3 333	9	3 333	9	3 333	9	3 333
CZ031 Jihočeský	7	63,6	7	2 886	7	2 886	7	2 986	7	2 986	7	3 114	7	3 114
CZ032 Plzeňský	2	20,0	2		2		2		2		2		2	
CZ041 Karlovarský	4	40,0	3	3 667	4	3 250	4	3 825	4	3 875	4	3 950	4	4 250
CZ042 Ústecký	8	61,5	7	2 571	8	2 813	8	3 313	8	3 563	8	4 063	8	4 188
CZ051 Liberecký	4	40,0	3	2 500	4	3 125	4	3 250	4	3 375	4	3 375	4	3 375
CZ052 Královéhradecký	5	100,0	5	3 100	5	3 500	5	4 500	5	5 100	5	6 000	5	6 000
CZ053 Pardubický	7	58,3	5	1 300	7	1 343	7	1 700	7	2 200	7	2 557	7	2 700
CZ061 Vysočina	9	75,0	8	2 938	9	3 311	9	3 639	9	3 867	9	4 083	9	4 222
CZ062 Jihomoravský	6	35,3	5	3 500	5	3 700	5	3 700	5	3 900	6	3 500	6	3 500
CZ071 Olomoucký	7	50,0	5	2 700	7	3 014	7	4 086	7	4 086	7	4 157	7	4 157
CZ072 Zlínský	2	25,0	2		2		2		2		2		2	
CZ080 Moravskoslezský	14	58,3	12	3 083	13	3 577	14	3 679	14	3 821	14	4 214	14	4 250

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

**Evaluation of collective agreements - public service and administration (without municipalities and regions)
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**

in CZK

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	86	47,0	74	3 663	84	3 758	85	4 106	86	4 381	86	4 653	86	4 742	86	4 876	86	4 911	86	4 946
CZ010 Capital Prague	6	27,3	6	4 083	6	4 500	6	5 417	6	6 333	6	6 750	6	7 167	6	7 583	6	8 000	6	8 417
CZ020 Středočeský	9	60,0	9	5 611	9	5 611	9	5 611	9	5 611	9	5 611	9	5 611	9	5 611	9	5 611	9	5 611
CZ031 Jihočeský	7	63,6	7	3 814	7	3 814	7	3 914	7	3 914	7	4 043	7	4 043	7	4 043	7	4 043	7	4 043
CZ032 Plzeňský	2	20,0	2		2		2		2		2		2		2		2		2	
CZ041 Karlovarský	3	30,0	2		3	3 667	3	3 767	3	3 833	3	3 933	3	4 167	3	4 167	3	4 167	3	4 167
CZ042 Ústecký	8	61,5	7	2 286	8	2 625	8	3 188	8	3 438	8	3 813	8	3 938	8	4 313	8	4 313	8	4 313
CZ051 Liberecký	4	40,0	2		4	3 000	4	3 000	4	3 000	4	3 000	4	3 000	4	3 000	4	3 000	4	3 000
CZ052 Královéhradecký	5	100,0	5	3 300	5	3 700	5	4 700	5	5 500	5	6 400	5	6 400	5	6 400	5	6 400	5	6 400
CZ053 Pardubický	7	58,3	5	1 700	7	1 714	7	2 143	7	2 643	7	2 929	7	3 071	7	3 214	7	3 286	7	3 357
CZ061 Vysočina	7	58,3	6	3 875	7	3 936	7	4 179	7	4 293	7	4 393	7	4 393	7	4 393	7	4 393	7	4 393
CZ062 Jihomoravský	6	35,3	5	3 400	6	3 250	6	3 250	6	3 417	6	3 417	6	3 583	6	3 583	6	3 583	6	3 583
CZ071 Olomoucký	8	57,1	5	4 500	7	4 614	8	5 538	8	5 538	8	6 163	8	6 163	8	6 788	8	6 788	8	6 788
CZ072 Zlínský	3	37,5	3	4 167	3	5 000	3	5 000	3	5 333	3	5 333	3	5 667	3	5 667	3	5 667	3	5 667
CZ080 Moravskoslezský	11	45,8	10	3 360	10	3 560	10	3 630	11	4 182	11	4 591	11	4 636	11	4 636	11	4 636	11	4 636

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

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

% of collective agreements

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
Total	241	74,8	12	3,7	104	32,3	263	81,7	242	91	206	92	42
CZ010 Capital Prague	19	73,1	1	3,8	7	26,9	23	88,5	19	8	15	11	5
CZ020 Středočeský	26	68,4	4	10,5	17	44,7	27	71,1	26	6	22	8	3
CZ031 Jihočeský	12	66,7			6	33,3	13	72,2	12	4	11	5	2
CZ032 Plzeňský	16	72,7			6	27,3	18	81,8	17	8	9	8	6
CZ041 Karlovarský	14	82,4			2	11,8	15	88,2	14	2	13	1	2
CZ042 Ústecký	23	74,2			13	41,9	22	71,0	20	8	19	11	2
CZ051 Liberecký	11	84,6			6	46,2	12	92,3	12	5	11	8	2
CZ052 Královéhradecký	12	80,0	2	13,3	6	40,0	14	93,3	13	6	13	5	3
CZ053 Pardubický	18	85,7	4	19,0	5	23,8	19	90,5	16	8	11	8	3
CZ061 Vysočina	15	78,9			4	21,1	17	89,5	14	7	13	4	1
CZ062 Jihomoravský	23	74,2			10	32,3	26	83,9	25	8	24	8	4
CZ071 Olomoucký	19	70,4			10	37,0	22	81,5	21	8	17	7	5
CZ072 Zlínský	11	84,6			5	38,5	12	92,3	12	5	9	5	3
CZ080 Moravskoslezský	22	71,0	1	3,2	7	22,6	23	74,2	21	8	19	3	1

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

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

% of collective agreements

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*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	265	82,3	34	10,6	7	2,2	5	1,6	11	3,4	49	86,0	8	14,0	224	69,6	21	6,5	119	37,0	60	18,6
CZ010 Capital Prague	17	65,4	3	11,5	2	7,7			4	15,4	7	77,8	2	22,2	24	92,3	4	15,4	12	46,2	2	7,7
CZ020 Středočeský	33	86,8	3	7,9	1	2,6			1	2,6	4	80,0	1	20,0	18	47,4	3	7,9	15	39,5	4	10,5
CZ031 Jihočeský	17	94,4							1	5,6			1	100,0	12	66,7			9	50,0	6	33,3
CZ032 Plzeňský	18	81,8	3	13,6	1	4,5					4	100,0			14	63,6	1	4,5	6	27,3	4	18,2
CZ041 Karlovarský	16	94,1			1	5,9							1	100,0	12	70,6			8	47,1	6	35,3
CZ042 Ústecký	26	83,9	4	12,9	1	3,2					5	100,0			19	61,3	2	6,5	6	19,4	4	12,9
CZ051 Liberecký	10	76,9	2	15,4			1	7,7					3	100,0	11	84,6			6	46,2	3	23,1
CZ052 Královéhradecký	13	86,7	1	6,7					1	6,7	1	50,0	1	50,0	7	46,7			3	20,0	3	20,0
CZ053 Pardubický	20	95,2	1	4,8									1	100,0	17	81,0			7	33,3	2	9,5
CZ061 Vysočina	15	78,9	1	5,3			2	10,5	1	5,3	3	75,0	1	25,0	14	73,7	2	10,5	7	36,8	4	21,1
CZ062 Jihomoravský	26	83,9	4	12,9					1	3,2	4	80,0	1	20,0	20	64,5	2	6,5	10	32,3	6	19,4
CZ071 Olomoucký	21	77,8	4	14,8			2	7,4					6	100,0	21	77,8	2	7,4	8	29,6	6	22,2
CZ072 Zlínský	9	69,2	3	23,1	1	7,7							4	100,0	9	69,2	2	15,4	7	53,8	3	23,1
CZ080 Moravskoslezský	24	77,4	5	16,1					2	6,5	7	100,0			26	83,9	3	9,7	15	48,4	7	22,6

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

Evaluation of collective agreements - public service and administration
Employment rate
classification based on regions

% of collective agreements

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		agreed in CA		increase in multiples of AE		conditions for provision of the compensation money							
											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	NCA	% CA	NCA	% CA	NCA	% CA
Total	9	2,8	4	1,2	19	5,9	57	17,7	1,9	3,5	40	12,4	21	6,5	18	5,6	2	0,6
CZ010 Capital Prague					2	7,7	9	34,6	1,7	3,3	6	23,1	4	15,4	2	7,7	1	3,8
CZ020 Středočeský	2	5,3			1	2,6	7	18,4	2,0	4,0	5	13,2	4	10,5	1	2,6		
CZ031 Jihočeský					1	5,6	3	16,7	1,0	3,3	3	16,7	1	5,6	1	5,6		
CZ032 Plzeňský					1	4,5	5	22,7	1,8	4,0	3	13,6	2	9,1	2	9,1		
CZ041 Karlovarský					2	11,8	2	11,8			2	11,8	1	5,9	1	5,9		
CZ042 Ústecký					2	6,5	4	12,9	2,0	4,0	3	9,7	1	3,2	2	6,5		
CZ051 Liberecký					2	15,4	3	23,1	1,7	2,3	3	23,1	2	15,4	1	7,7	1	7,7
CZ052 Královéhradecký					1	6,7	5	33,3	1,5	2,2	4	26,7	2	13,3	2	13,3		
CZ053 Pardubický							4	19,0	3,0	5,5	2	9,5	2	9,5				
CZ061 Vysočina	2	10,5																
CZ062 Jihomoravský	2	6,5	3	9,7	2	6,5	4	12,9	2,5	3,0	3	9,7	2	6,5	1	3,2		
CZ071 Olomoucký	1	3,7			2	7,4	5	18,5	3,0	5,0	3	11,1			2	7,4		
CZ072 Zlínský					1	7,7	3	23,1	1,0	3,7	2	15,4			2	15,4		
CZ080 Moravskoslezský	2	6,5	1	3,2	2	6,5	3	9,7	1,0	3,3	1	3,2			1	3,2		

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

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

average % of total creation

Region NUTS 3	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund															
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
					aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	158	86,3	79	43,2	2 161	3,30	0,40	0,09	6,76	0,09	0,29	3,62	27,37	7,63	1,74	15,56	1,11	0,17	5,48	2,65	23,76
CZ010 Capital Prague	20	90,9	15	68,2	4 409	4,45	0,62	0,06	3,46	0,02		3,84	26,35	5,77	2,56	13,96	2,72	0,22	4,54	0,34	31,09
CZ020 Středočeský	14	93,3	3	20,0	7 501	2,61			22,28				30,60	0,09	0,49	6,37	0,24	0,01	4,06	0,09	33,16
CZ031 Jihočeský	10	90,9	5	45,5	440		0,14		5,55		0,23	7,50	24,98	5,21	5,23	3,00	1,82		3,09	7,82	35,43
CZ032 Plzeňský	8	80,0	4	40,0	1 110		0,97		6,26		0,90	2,93	70,09	1,92	0,68	3,99		0,23	8,34	1,29	2,41
CZ041 Karlovarský	9	90,0	2	20,0																	
CZ042 Ústecký	11	84,6	9	69,2	1 108	0,73	1,09		3,62	0,30	0,50	5,92	14,02	12,55	1,76	11,69	0,04	0,10	2,92	0,17	44,59
CZ051 Liberecký	9	90,0	3	30,0	1 318	2,53			6,02	0,25	5,06	5,06	24,41	0,20	1,52	20,23		1,77	2,93		30,02
CZ052 Královéhradecký	4	80,0	2	40,0																	
CZ053 Pardubický	9	75,0	6	50,0	1 369	1,55	0,59		3,25			9,38	39,41	4,69	1,03	14,12		0,06	5,98	12,19	7,75
CZ061 Vysočina	10	83,3	4	33,3	3 230	7,50			5,26		1,55	8,13	19,12	25,20	1,70	5,80		0,11	8,67	0,03	16,93
CZ062 Jihomoravský	14	82,4	7	41,2	1 253	0,74	0,17	1,14	4,24	1,14		2,74	35,67	12,25	1,77	0,89			5,70	23,99	9,56
CZ071 Olomoucký	12	85,7	5	35,7	878	15,46	0,68		14,26				12,75	6,40	1,30	34,74		0,14	9,56	0,05	4,66
CZ072 Zlínský	7	87,5	5	62,5	1 107			0,11	6,50			5,78	28,65	11,53	1,26	28,98		0,18	10,80	2,11	4,09
CZ080 Moravskoslezský	21	87,5	9	37,5	2 003	0,53	0,09		3,92			0,67	24,01	6,51	1,02	46,46		0,01	6,90	4,02	5,87

Explanatory notes: NCA

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

% CA

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

aver.%

average percentage of use for this purpose of the overall creation of FSCR

A

contribution for operation costs of cultural, recreational and sporting facilities

B

contribution for equipment to improve working environment

C

contribution for physical education and sport equipment

D

contributions to sporting and cultural events

E

contribution for the procurement of working clothes, footwear or uniforms

F

funds for procurement of tangible property used for employee cult. and soc. development

G

loans to cover housing needs (procurement of a housing, procurement of interior equipment)

H

contribution to corporate catering

I

contribution to recreation (domestic, foreign, children's)

J

social assistance and social loans

K

contribution to contributory pension scheme

L

contribution to life insurance

M

contribution to trade union organization

N

gifts (for extraordinary activity, working anniversaries, life anniversaries...)

O

other uses

P

fund balance

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

average CZK, average % of price of meal, average CZK/month

Region NUTS 3	Employer's contribution to corporate catering							There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance					Contribution to life insurance							
	arranged in CA		amount of contribution				without specification of the amount of allowance		agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision		
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price			NCA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA
Total	151	82,5	25,30	54,0	13,08	34,2	32	44	24,0	63	34,4	182	235	40	21,9	9	4,9	212	278	7	3,8
CZ010 Capital Prague	19	86,4	30,72	55,0	16,01	25,0	2	3	13,6	7	31,8	275	360	5	22,7	2	9,1			2	9,1
CZ020 Středočeský	15	100,0	22,78		14,66	50,0	3	3	20,0	4	26,7	100	238	3	20,0	1	6,7			1	6,7
CZ031 Jihočeský	10	90,9	23,88	55,0	12,61			3	27,3	4	36,4	175	175	1	9,1	1	9,1				
CZ032 Plzeňský	6	60,0	19,37		7,59		3	3	30,0	2	20,0			1	10,0	1	10,0			1	10,0
CZ041 Karlovarský	5	50,0	17,00		12,67		2	2	20,0	6	60,0	215	225	4	40,0	1	10,0			1	10,0
CZ042 Ústecký	12	92,3	22,00	52,5	12,70	50,0	2	2	15,4	6	46,2	172	280	4	30,8	2	15,4			1	7,7
CZ051 Liberecký	8	80,0	27,25		12,50		4	1	10,0	4	40,0	213	238	3	30,0						
CZ052 Královéhradecký	5	100,0			14,20		2			1	20,0										
CZ053 Pardubický	11	91,7	35,33	55,0	14,44		2	5	41,7	3	25,0	175	200	2	16,7						
CZ061 Vysočina	8	66,7			13,17		2	4	33,3	2	16,7			2	16,7						
CZ062 Jihomoravský	15	88,2	36,00	55,0	12,60	23,8	5	7	41,2	5	29,4	120	167	4	23,5						
CZ071 Olomoucký	11	78,6	15,67		12,45			3	21,4	9	64,3	163	193	5	35,7						
CZ072 Zlínský	8	100,0	12,34	50,0	12,00	50,0	3			1	12,5										
CZ080 Moravskoslezský	18	75,0	23,02	52,5	10,48		2	8	33,3	9	37,5	184	254	6	25,0	1	4,2			1	4,2

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

**Evaluation of collective agreements - public service and administration
Obstacles to work
classification based on regions**

in days, % of average earnings, % of collective agreements

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	NCA
Total	15	4,7	55,0		3	0,9	85,0	20	6,2	1,5	41	12,7	1,3	47	14,6	2,0	15	4,7	2,7	27	8,4	1,6	20	6,2	3,6	51	15,8	7,2	26	8,1	4,3	63	19,6	24	14,5	
CZ010 Capital Prague	2	7,7						1	3,8		2	7,7		5	19,2	1,6	2	7,7		1	3,8					8	30,8	5,5	3	11,5	6,7	9	34,6	8	16,5	
CZ020 Středočeský	3	7,9	61,7		2	5,3		2	5,3		3	7,9	1,3	2	5,3		2	5,3		2	5,3		1	2,6		5	13,2	9,0	4	10,5	4,8	5	13,2	1		
CZ031 Jihočeský	2	11,1			1	5,6		1	5,6		1	5,6		1	5,6					2	11,1		1	5,6		2	11,1		1	5,6		1	5,6	2		
CZ032 Plzeňský	1	4,5						3	13,6	1,7	3	13,6	1,7	4	18,2	3,8	3	13,6	3,3	1	4,5		2	9,1		5	22,7	6,8	3	13,6	5,0	6	27,3	1		
CZ041 Karlovarský											2	11,8								2	11,8					1	5,9		3	17,6	1,3	2	11,8			
CZ042 Ústecký	1	3,2						3	9,7	1,3	4	12,9	1,0	5	16,1	1,2	1	3,2		2	6,5		2	6,5		7	22,6	7,4	2	6,5		3	9,7	2		
CZ051 Liberecký	1	7,7						3	23,1	1,3	2	15,4								2	15,4					3	23,1	6,0	1	7,7		3	23,1	1		
CZ052 Královéhradecký	1	6,7						1	6,7		2	13,3		2	13,3					1	6,7		1	6,7		1	6,7				2	13,3	4	16,0		
CZ053 Pardubický	2	9,5						4	19,0	1,3	5	23,8	1,6	8	38,1	1,5	1	4,8		3	14,3	1,7	1	4,8		5	23,8	5,2			7	33,3	1			
CZ061 Vysočina								1	5,3		2	10,5		4	21,1	1,5	1	5,3		1	5,3		2	10,5		1	5,3		1	5,3		3	15,8	1		
CZ062 Jihomoravský								2	6,5		2	6,5		2	6,5		2	6,5		3	9,7	1,3	4	12,9	3,3	3	9,7	7,0	4	12,9	5,5	5	16,1	1		
CZ071 Olomoucký	1	3,7						1	3,7		4	14,8	1,5	5	18,5	2,6				3	11,1	1,0	3	11,1	4,0	4	14,8	8,3	3	11,1	4,7	6	22,2	1		
CZ072 Zlínský											2	15,4		3	23,1	3,0	1	7,7		1	7,7		1	7,7				1	7,7		3	23,1				
CZ080 Moravskoslezský	1	3,2						1	3,2		6	19,4	1,2	4	12,9	1,0				3	9,7	1,7	2	6,5		6	19,4	8,3			8	25,8	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

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

% of collective agreements

Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	174	54,0	9	2,8	83,0	25,8	287	89,1	128	39,8	3	0,9	1	0,3
CZ010 Capital Prague	16	61,5	2	7,7	9,0	34,6	25	96,2	13	50,0	1	3,8		
CZ020 Středočeský	23	60,5			8,0	21,1	36	94,7	12	31,6				
CZ031 Jihočeský	7	38,9			5,0	27,8	16	88,9	8	44,4				
CZ032 Plzeňský	7	31,8			3,0	13,6	17	77,3	8	36,4				
CZ041 Karlovarský	11	64,7	1	5,9	4,0	23,5	15	88,2	6	35,3				
CZ042 Ústecký	14	45,2			10,0	32,3	27	87,1	10	32,3				
CZ051 Liberecký	9	69,2	3	23,1	2,0	15,4	13	100,0	7	53,8	1	7,7	1	7,7
CZ052 Královéhradecký	6	40,0	1	6,7	4,0	26,7	13	86,7	4	26,7				
CZ053 Pardubický	11	52,4			4,0	19,0	19	90,5	7	33,3				
CZ061 Vysočina	14	73,7			7,0	36,8	17	89,5	11	57,9				
CZ062 Jihomoravský	21	67,7	2	6,5	7,0	22,6	27	87,1	9	29,0				
CZ071 Olomoucký	14	51,9			5,0	18,5	22	81,5	12	44,4				
CZ072 Zlínský	8	61,5			5,0	38,5	12	92,3	8	61,5	1	7,7		
CZ080 Moravskoslezský	13	41,9			10,0	32,3	28	90,3	13	41,9				

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

Evaluation of collective agreements - municipalities and regions
Social fund - creation
classification based on trade unions

average %, aver. CZK, in thousands CZK

Trade union	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
Total	129	92,8	60	3,2	5	3 926	39	3,2	13	1 886	61	43,9	56	40,3
State Bodies and Organisations	129	92,8	60	3,2	5	3 926	39	3,2	13	1 886	61	43,9	56	40,3

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

Evaluation of collective agreements - municipalities and regions
Social fund - use
classification based on trade unions

Trade union	Structure of planned use of the fund																average %	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Right of co-decision of BO TU for use of the fund	
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	NCA	% CA
Total	0,02	0,10	4,32	0,19	7,02	0,09	2,82	28,64	15,65	0,99	14,79	3,09	0,67	3,39	6,60	11,63	89	64,0
State Bodies and Organisations	0,02	0,10	4,32	0,19	7,02	0,09	2,82	28,64	15,65	0,99	14,79	3,09	0,67	3,39	6,60	11,63	89	64,0

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

**Evaluation of collective agreements - municipalities and regions
Care for employees I
classification based on trade unions**

aver. CZK, aver. % of the price of meal

Trade union	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	125	89,9	26,86	46,2	17,80	31,6	41,57		7	32	23,0	14	10,1	16	11,5
State Bodies and Organisations	125	89,9	26,86	46,2	17,80	31,6	41,57		7	32	23,0	14	10,1	16	11,5

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

**Evaluation of collective agreements - municipalities and regions
Care for employees II
classification based on trade unions**

aver. CZK/month, average % MBA

Trade union	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	79	56,8	268	376	3,2	59	42,4	23	16,5	331	397	14	10,1
State Bodies and Organisations	79	56,8	268	376	3,2	59	42,4	23	16,5	331	397	14	10,1

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

Evaluation of collective agreements - municipalities and regions
Social fund - creation
classification based on regions

average %, aver. CZK, in thousands CZK

Region NUTS 3	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
Total	129	92,8	60	3,2	5	3 926	39	3,2	13	1 886	61	43,9	56	40,3
CZ010 Capital Prague	1	25,0	1											
CZ020 Středočeský	22	95,7	9	3,3	2		7	3,2	3	1 487	12	52,2	11	47,8
CZ031 Jihočeský	6	85,7	6	2,5						1 051	4	57,1	4	57,1
CZ032 Plzeňský	12	100,0	7	3,8			4	2,6	2	2 128	3	25,0	3	25,0
CZ041 Karlovarský	7	100,0	2		1		1			978	5	71,4	3	42,9
CZ042 Ústecký	17	94,4	7	3,5	1		6	2,8	1	1 151	5	27,8	5	27,8
CZ051 Liberecký	2	66,7	2		1						2	66,7	2	66,7
CZ052 Královéhradecký	9	90,0	4	3,8			5	3,9		1 953	2	20,0	2	20,0
CZ053 Pardubický	8	88,9	5	2,8			1			1 317	4	44,4	4	44,4
CZ061 Vysočina	7	100,0	4	3,0			3	3,2		3 986	6	85,7	6	85,7
CZ062 Jihomoravský	13	92,9	5	3,9			5	3,6	1	3 135	5	35,7	4	28,6
CZ071 Olomoucký	13	100,0	2				4	2,8	5	1 421	6	46,2	5	38,5
CZ072 Zlínský	5	100,0	4	3,4			1			2 694	3	60,0	3	60,0
CZ080 Moravskoslezský	7	100,0	2				2		1	2 944	4	57,1	4	57,1

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

Evaluation of collective agreements - municipalities and regions
Social 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	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
Total	0,02	0,10	4,32	0,19	7,02	0,09	2,82	28,64	15,65	0,99	14,79	3,09	0,67	3,39	6,60	11,63	89	64,0
CZ010 Capital Prague																		
CZ020 Středočeský		0,26	6,99	0,10	2,76		8,89	37,82	10,14	2,30	18,63	1,61	0,63	2,76	3,59	3,51	16	69,6
CZ031 Jihočeský			1,36				4,00	29,43	28,58	0,63	29,35	1,41	0,29	3,49	0,75	0,71	5	71,4
CZ032 Plzeňský			2,19		21,99		2,43	32,84	8,22	0,04	8,68	4,71	1,45	3,47	9,99	3,97	7	58,3
CZ041 Karlovarský		0,61	18,58		1,43			19,29	5,24	0,20	0,98		1,84	3,41	5,23	43,19	6	85,7
CZ042 Ústecký	0,03	0,08	4,81		1,63	0,02	3,27	35,31	8,02	3,16	24,30	1,00	0,45	4,30	3,90	9,74	9	50,0
CZ051 Liberecký																	2	66,7
CZ052 Královéhradecký			7,03	1,11	3,19		1,54	26,52	3,71	2,73	19,31	9,65	0,17	10,01	11,31	3,73	6	60,0
CZ053 Pardubický			4,45	0,07	1,06	0,11	2,17	37,55	1,53	0,20	9,03	29,48	1,29	2,51	4,00	6,56	6	66,7
CZ061 Vysočina			0,95		0,73		0,17	17,62	11,71	0,29	9,24		0,86	2,61	15,46	40,35	4	57,1
CZ062 Jihomoravský		0,17	2,40		9,30	0,15	0,61	26,22	33,73	0,42	13,68	0,32	0,41	2,66	4,63	5,30	9	64,3
CZ071 Olomoucký	0,19	0,11	7,37	0,49	9,10		8,45	24,40	17,11	1,39	17,74	0,71	0,05	2,73	2,74	7,41	11	84,6
CZ072 Zlínský		0,01	7,01	1,39	0,37			37,75	1,66	0,19	23,30		0,14	1,34	9,73	17,11	3	60,0
CZ080 Moravskoslezský		0,05	2,32		13,05		0,73	22,15	23,49	0,22	9,44	3,64	0,86	3,89	5,24	14,91	5	71,4

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

Evaluation of collective agreements - municipalities and regions
Care for employees I
classification based on regions

aver. CZK, aver. % of the price of meal

Region NUTS 3	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	125	89,9	26,86	46,2	17,80	31,6	41,57		7	32	23,0	14	10,1	16	11,5
CZ010 Capital Prague	3	75,0	60,00			40,00	45,00								
CZ020 Středočeský	22	95,7	28,58	47,4	19,34	25,3	70,00			5	21,7	4	17,4	3	13,0
CZ031 Jihočeský	7	100,0	24,28			17,55				3	42,9	1	14,3	1	14,3
CZ032 Plzeňský	11	91,7	21,75	45,0	22,00	40,0			2						
CZ041 Karlovarský	6	85,7	24,60	55,0	16,85	28,3	35,00								
CZ042 Ústecký	15	83,3	23,24	50,0	14,04	17,0	36,50		1	4	22,2	1	5,6	1	5,6
CZ051 Liberecký	3	100,0	25,33	40,0	15,50	11,0									
CZ052 Královéhradecký	9	90,0	32,22			14,25				5	50,0	2	20,0	2	20,0
CZ053 Pardubický	8	88,9	23,14	40,0	17,50	30,0			1	3	33,3	2	22,2	4	44,4
CZ061 Vysočina	5	71,4	24,00			18,75	23,00			3	42,9	2	28,6	1	14,3
CZ062 Jihomoravský	14	100,0	24,89	55,0	16,76	30,0			1	4	28,6	1	7,1	1	7,1
CZ071 Olomoucký	12	92,3	29,83	41,0	19,00	44,0	45,00			2	15,4	1	7,7	3	23,1
CZ072 Zlínský	4	80,0	33,33			20,67	50,0			1	20,0				
CZ080 Moravskoslezský	6	85,7	29,23			16,83			2	2	28,6				

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

Evaluation of collective agreements - municipalities and regions
Care for employees II
classification based on regions

aver. CZK/month, average % MBA

Region NUTS 3	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	79	56,8	268	376	3,2	59	42,4	23	16,5	331	397	14	10,1
CZ010 Capital Prague	2	50,0				2	50,0	1	25,0			1	25,0
CZ020 Středočeský	13	56,5	225	441	3,5	8	34,8	3	13,0	233	233	1	4,3
CZ031 Jihočeský	3	42,9	300	300		2	28,6	1	14,3				
CZ032 Plzeňský	8	66,7	233	250		6	50,0	3	25,0	267	267	2	16,7
CZ041 Karlovarský	4	57,1	300	467		3	42,9	1	14,3				
CZ042 Ústecký	9	50,0	260	391		8	44,4	2	11,1			2	11,1
CZ051 Liberecký	2	66,7				2	66,7						
CZ052 Královéhradecký	8	80,0	380	457		6	60,0	6	60,0	367	450	5	50,0
CZ053 Pardubický	7	77,8	320	343		6	66,7	2	22,2				
CZ061 Vysočina	3	42,9	200	475		1	14,3						
CZ062 Jihomoravský	6	42,9		360	3,0	4	28,6	2	14,3			2	14,3
CZ071 Olomoucký	7	53,8	200	300		5	38,5	1	7,7				
CZ072 Zlínský	4	80,0	300	317	3,0	3	60,0	1	20,0			1	20,0
CZ080 Moravskoslezský	3	42,9	167			3	42,9						

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