



Information system on working conditions

Regular annual survey of wage and working conditions

2007



Information system on working conditions

Regular annual survey of wage and working conditions

2007

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

1. Introduction

The information system on working conditions (ISWC) 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, the survey has been carried out regularly since 1993. Its purpose is to map and analyze collective bargaining in the Czech Republic and to provide contractual partners with sufficient information for the making of enterprise collective agreements.

The information system on working conditions 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
- employees' professional development, fair treatment, industrial safety and health protection at work

When the survey started in 1993, data from 719 enterprise collective agreements from 25 different trade union organizations were analyzed. In 2007, this already included 1518 corporate collective agreements from 26 different trade unions. In 2007, 22 higher level collective agreements were also analyzed and evaluated.

2. Aim of Collective Bargaining

Collective bargaining regulates the basic level of relations between an employer and the trade union organization (employees' representative) operating in the enterprise. For collective bargaining to be correct and efficient, both parties need a high-quality information base, which will help establish the basic requirements of both parties so that the position of the employer and employees is correctly established in relation to the environment as well as its economic possibilities. The basic aim of a collective bargaining agreement (CA) is to create conditions in the organization, which will help the company or institution secure stability and enable it to concentrate on its strategic objectives. In regard to employees, the CA guarantees them wage and working conditions.

An important part of collective bargaining includes higher level collective bargaining agreements and the extension of their binding effect on employers in the relevant line

of business. This institute serves namely to prevent unjustified competitive advantage of those employers who resist collective bargaining or participate in collective bargaining but do not want to provide to their employees benefits that are common and reasonable with similar employers, as a result of which they create a more advantageous price for labour and a better position on the market at the expense of their employees. At the same time, extension of the binding effect of higher level collective agreements is recognized as a measure of the state to support collective bargaining in accordance with the Agreements and Recommendations of the International Labour Organization.

3. Results of the Survey of Enterprise Collective Agreements in the Business Sector in 2007

Remuneration – minimum monthly wage rates

The 2007 results of the survey in enterprise collective agreements (ECA) have shown that a **change occurred in the dynamics of inter-annual comparison of trends** of minimum monthly wage rates as opposed to the prior year. While in 2006 dynamic values were similar at all rates, in 2007 the lowest dynamic occurred at the highest rate levels.

A comparison of minimum monthly wage rates for the trade union (TU) with the lowest and highest levels of such rates is interesting. The trade union for the textile, clothing and leather manufacturing industry of Bohemia and Moravia attains approximately 60% of the amount of the agreed rate of the trade union for ECHO at the 12th tariff level.

Wage trends

More than **66%** of the analyzed **enterprise collective agreements resolve the area of wage trends**. An analysis of the data showed that in 2007 the average **increase in nominal wages by 4.2%** and an **increase in average real wages by 2.4%** were negotiated in the enterprise collective agreements. Compared to 2006, there was a slight increase in the agreed average nominal wages and average real wages by 0.3%.

Level of most frequently used premiums

The level of premiums forms an integral and important part of enterprise collective agreements. Currently the information system on working conditions focuses on premiums, which appear most frequently in enterprise collective agreements. Such premiums include namely **premiums for overtime work, night work, work on Saturdays and Sundays, work on public holidays and premiums for work in difficult conditions**.

More than **86%** of enterprise collective agreements include the amount of premium for **overtime work**. This year a premium for overtime work was agreed to on working days at 61.9% ECA, for overtime work on public holidays (Saturdays and Sundays) at 31.9% ECA and for unspecified overtime work at 24.6% ECA. In the business sector, the average level of the agreed **premium for overtime work on working days amounted to 26.4% of average wages**. A noticeable deviation from the nationwide average value is shown for instance in the collective agreements of the trade union for catering, hotels and tourism, which reported a value of this premium in the amount of 31.5% of average income.

83.1% of enterprise collective agreements contain an agreement on the premium for **night work**. According to sec. 116 of Act No. 262/2006 Coll., the premium for night work amounts to at least 10% of average wages. The analysis evaluated the average value in enterprises at a level of **11% of average income**. While average values shown with respect to most trade unions adhere to the prescribed amount, the trade union for Health Service and Social Care of the Czech Republic provides this premium in the amount of 15.7% of average wages. Despite the statutory provision, this premium is still agreed in most part in hourly rates (56.4% ECA), when the average value of the premium amounts to **11.07 CZK per hour**.

The premium for work on **(public) holidays (Saturdays and Sundays)** was agreed to in **73%** of enterprise collective agreements. This year the average nation-wide amount of the premium has amounted to **24.6% of average wages**, which means a decrease by more than 11% compared to 2006. If we compare the agreed values of this premium in individual trade unions, its level is the highest in the TU for workers in transport with an average value amounting to 33.1% of average wages. On the contrary, the lowest level of this premium in the amount of 10% of average wages is shown with the TU for workers in restaurants, hotels and tourism and the TU for postal, telecommunication and newspaper services.

More than **68%** of enterprise collective agreements include an agreement for contracting parties on the premium for **work on public holidays**, when the average amount of this premium amounts to **102.3%** of average wages.

64.6% of enterprise collective agreements include an agreement on the provision of premium for **deteriorated working environment**. The analysis recorded only a slight increase in the average value of this premium when compared to 2006. In 2007 this premium amounts to **6.73 CZK per hour** (agreed in 54.6% ECA), **10.6% of the basic rate of minimum wages** (agreed in 6.6% ECA) or **10.8% of average wages** (agreed in 3.4% ECA).

Benefits and working conditions

Canteen meals

More than four fifths of enterprise collective agreements contain an agreement for contracting parties on the employer's contribution towards canteen meals. Most employers provide a contribution for canteen meals from **expenses** in the maximum amount, i.e. **55%** of the meal price. The amount of the price paid from the employer's expenses then amounts to **29.31 CZK** in 2007, compared to 29.18 CZK in 2006. The

employers may further contribute to employees towards meals from the social fund or any other fund created from **net profit**. The contribution agreed to here amounts to **9.06 CZK** (2006 – 8.71 CZK) per meal or **31.8%** (2006 – 38.1%) of the price of the meal.

Employer's pension scheme

Arrangements for the provision of employer contributions towards a pension plan have become an ever more important part of enterprise collective agreements. While in 2006, 39.7% of enterprise collective agreements contained this arrangement, this year it has already appeared in **51.0% of enterprise collective agreements**. The average monthly employer contribution increased by 12 CZK compared to 2006 and amounts to **321.20 CZK**. An analysis of the data showed significant differences in the amount of the contribution with individual trade unions. While the average value of the contribution for the TU for workers of trade and the TU for workers in textile, clothing and leather manufacturing industry of Bohemia and Moravia amounts to 175.00 CZK/month, for the TU for Health and Social Care of the Czech Republic the contribution amounts to 425 CZK/month. The survey has shown that compared to 2006, this year has recorded an increase by 8.6% in the number of enterprise collective agreements, in which the payment of this contribution is conditioned by fulfilment of specific conditions.

Life insurance

This year, **12.2% of enterprise collective agreements** include agreement of the parties on the provisions of a contribution towards life insurance. Compared to 2006, there was a slight decrease, by 0.4%, in the number of enterprise collective agreements, in which this index was agreed to. The average amount of this monthly contribution provided by the employer has amounted to **399.70 CZK/month** in this year.

Working time and holidays

Working time

95.5% of enterprise collective agreements contain an agreement on working time, of these **69.5%** specify **uniform working time** for the whole organization and **26% contain an agreement on different working times according to different systems of shift work**. Analysis of data has shown that in 77.3% of enterprise collective agreements, which stipulate uniform working time for the whole organization, the weekly working hours of 37.5 hours/week have been agreed to, while working hours of 40 hours/week have been agreed to only in 21.6% of enterprise collective agreements.

In regard to work in a shift system, the weekly hours have been agreed to as follows: **1-shift** system of work - most often the working hours have been agreed to at **40 hours/week** (78.5% ECA), **2-shift** system of work – **38.75 hours/week** (65.7% ECA), **3-shift** system of work – **37.5 hours/week** (91.7% ECA) and in **continuous** system of work – **37.5 hours/week** (76.8% ECA).

Leave

The information system on working conditions also surveys the extension of leave outside the framework of the Labour Code. **Increase of leave by one week has been**

negotiated in 76.3% of enterprise collective agreements, extension **by two weeks in 1.4%** of enterprise collective agreements and extension by **more than two weeks in 0.4%** of enterprise collective agreements. The survey has shown that only **2.6% of enterprise collective agreements** contain an agreement on an **increase** of leave entitlement **in days**. The average number of days, by which leave was increased, amounts to 3.9 days.

Collective agreements in numbers – agreed for the corporate
area in the Czech Republic for the year 2007
(based on the sample of 1,180 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 **8,767.00**/month

The average minimum hourly salary at a working hour fund of 40 hours/week has been agreed in the amount of..... CZK **55.08**/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 7,674.00 |
| 2 nd tariff scale..... | CZK 8,132.00 |
| 3 rd tariff scale..... | CZK 8,689.00 |
| 4 th tariff scale..... | CZK 9,367.00 |
| 5 th tariff scale..... | CZK 10,221.00 |
| 6 th tariff scale..... | CZK 11,161.00 |
| 7 th tariff scale..... | CZK 12,248.00 |
| 8 th tariff scale..... | CZK 13,459.00 |
| 9 th tariff scale..... | CZK 14,685.00 |
| 10 th tariff scale..... | CZK 16,138.00 |
| 11 th tariff scale..... | CZK 17,893.00 |
| 12 th tariff scale..... | CZK 19,957.00 |

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 45.97 | CZK 47.43 |
| 2 nd tariff scale..... | CZK 48.68 | CZK 50.24 |
| 3 rd tariff scale..... | CZK 51.73 | CZK 53.70 |
| 4 th tariff scale..... | CZK 55.85 | CZK 57.90 |
| 5 th tariff scale..... | CZK 60.96 | CZK 62.48 |
| 6 th tariff scale..... | CZK 66.94 | CZK 68.04 |
| 7 th tariff scale..... | CZK 73.79 | CZK 74.14 |
| 8 th tariff scale..... | CZK 78.60 | CZK 81.14 |
| 9 th tariff scale..... | CZK 83.42 | CZK 85.44 |
| 10 th tariff scale..... | CZK 91.96 | CZK 95.08 |
| 11 th tariff scale..... | CZK 96.95 | CZK 103.77 |
| 12 th tariff scale..... | CZK 107.01 | CZK 115.30 |

Wage development

| | |
|---|--------------------|
| Number of collective agreements focused on earning growth | 783 (66.4%) |
| - on increase of the wage scales | 3.7% |
| - on increase of the average nominal wage | 4.2% AE |
| - on increase of the average real wage | 2.4% |

Supplementary charges, remunerations for standby duty:

| | |
|--|--------------------------|
| overtime bonus for work on working day | 26.4% AE |
| overtime bonus for work on Saturdays and Sundays | 47.1% AE |
| overtime bonus for work undistinguished | 26.8% AE |
| overtime bonus for work on public holidays | 102.3% AE |
| bonus for night work | CZK 11.07/hour |
| ..... | 11.0% AE |
| bonus for work in difficult conditions | CZK 6.73/hour |
| ..... | 10.8% AE |
| ..... | 10.6% MM |
| bonus for work on Saturdays and Sundays | 24.6% AE |
| bonus for afternoon work | CZK 5.66/hour |
| ..... | 8.2% AE |
| bonus for working in shift operation | CZK 74.93/shift |
| ..... | 12.4% AE |
| bonus for team management | CZK 5.18/hour |
| ..... | 5.3% AE |
| bonus for working at heights | CZK 5.08/hour |
| bonus for working in hazardous conditions | CZK 14.40/hour |
| bonus for the knowledge of foreign languages | CZK 569.26/month |
| ..... | 13.8% AE |
| bonus for substitution | CZK 1838.46/month |
| ..... | 26.1% AE |
| bonus for training other people | CZK 1447.21/month |
| ..... | 14.1% AE |
| remuneration for standby duty | CZK 11.71/hour |
| ..... | 12.4% 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 | 1.3 days |
| birth of a child to the wife of an employee..... | 1.2 days |
| death of a direct relative | 2.2 days |
| escorting a disabled child to a health or social care provider | 7.1 days |
| moving house | 1.2 days |
| looking for a new job | 2.9 days |
| for mothers caring for a child (per year) | 4.1 days |
| care for a family member (per year) | 2.6 days |

3. Benefits and working conditions to employees

Company catering

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

| | |
|--------------------------------------|-------------------------------------|
| costs | CZK 29.31 |
| ..... | 54.6% of the price of a meal |
| profit, social fund, FSCR | CZK 9.06 |
| ..... | 31.8% of the price of a meal |
| without distinguishing sources | CZK 26.91 |
| ..... | 54.7% 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.:

| | |
|-------|-------------------|
| ..... | CZK 321.21 |
| ..... | 2.8% MBA |

Life insurance

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

| | |
|-------|-------------------|
| | CZK 399.67 |
|-------|-------------------|

Explanatory note: MBA monthly basis of assessment

Evaluation of collective agreements
 Recapitulation of agreements
 Classification based on: Trade unions

| ISWC Recapitulation of agreements 2007 | | | | |
|---|---------------------------------|----------------|------------------------------------|--------------------------|
| TRADE UNION | Number of collective agreements | | | |
| | Total | Corporate area | Public services and administration | |
| | | | total | from this municipalities |
| Total | 1518 | 1180 | 338 | 99 |
| Agriculture and Nutrition | 72 | 61 | 11 | |
| Banking and Insurance | 6 | 6 | | |
| Catering, Hotels and Tourism | 21 | 21 | | |
| Civilian Employees of the Army | 3 | 3 | | |
| Commerce | 18 | 16 | 2 | |
| Culture and Nature Preservation | 19 | | 19 | |
| Education | 50 | | 50 | |
| ECHO | 27 | 27 | | |
| Employees in Libraries | 2 | | 2 | |
| Fire Fighters | 4 | | 4 | |
| Food Industry and Allied Trade | 100 | 99 | 1 | |
| Glass, Ceramic, Jewellery & Porcelain | 31 | 31 | | |
| Health Service and Social Care | 91 | 23 | 68 | |
| KOVO | 510 | 504 | 6 | |
| Mines, Geology and Oil Industry | 25 | 23 | 2 | |
| Postal, Telecom. and Newspaper Services | 8 | 8 | | |
| Railway Trade Unions | 17 | 14 | 3 | |
| Science and Research | 7 | 7 | | |
| State Bodies and Organisations | 150 | | 150 | 97 |
| STAVBA | 45 | 44 | 1 | |
| Textile, Clothing and Leather Industry | 30 | 30 | | |
| Transport | 47 | 45 | 2 | 1 |
| Transport, Road Economy and Repair Vehicles | 13 | 13 | | |
| UNIOS | 119 | 103 | 16 | 1 |
| Universities Trade Union | 40 | 40 | | |
| Wood.Industry, Forestry and Manag.of Water | 63 | 62 | 1 | |

Evaluation of collective agreements

Recapitulation of agreements

Classification based on: Higher administrative territorial units - regions

| ISWC Recapitulation of agreements 2007 | | | | |
|---|---------------------------------|----------------|------------------------------------|--------------------------|
| REGION | Number of collective agreements | | | |
| | Total | Corporate area | Public services and administration | |
| | | | total | from this municipalities |
| Total | 1518 | 1180 | 338 | 99 |
| CZ010 City of Prague | 199 | 161 | 38 | 3 |
| CZ020 Central Bohemia | 116 | 76 | 40 | 15 |
| CZ031 South Bohemia | 128 | 101 | 27 | 9 |
| CZ032 Pilsen | 94 | 72 | 22 | 7 |
| CZ041 Karlovy Vary | 51 | 39 | 12 | 6 |
| CZ042 Ústí | 103 | 74 | 29 | 13 |
| CZ051 Liberec | 66 | 49 | 17 | 2 |
| CZ052 Hradec Králové | 78 | 58 | 20 | 10 |
| CZ053 Pardubice | 55 | 37 | 18 | 9 |
| CZ061 Vysočina | 94 | 82 | 12 | 2 |
| CZ062 South Moravia | 149 | 119 | 30 | 2 |
| CZ071 Olomouc | 102 | 76 | 26 | 12 |
| CZ072 Zlín | 102 | 92 | 10 | |
| CZ080 Moravia-Silesia | 181 | 144 | 37 | 9 |



Table section A

Corporate area

Table NO. A1a

Evaluation of collective agreements
Minimum wage and wage scales
Classification based on: Trade unions

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

| ISWC Minimum wage and wage scales 2007 | | | | | | | | | | | | | | | | | | | | | |
|--|--|------|----------|---|------|----------|---|------|----------|---------------------------------------|-------|----------|-------------|-----------------------------|----------|-----|------|-------------------------------|------|-----|------|
| 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/week) | | | by the hour (working hours being 37.5 hours/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 | 49 | 4,2 | 8 767 | 6 | 0,5 | 55,08 | 8 | 0,7 | 54,95 | 385 | 32,6 | 323 | 27,4 | 76 | 6,4 | 83 | 7,0 | 204 | 17,3 | 165 | 14,0 |
| Agriculture and Nutrition | | | | | | | | | | 17 | 27,9 | 12 | 19,7 | 11 | 18,0 | 7 | 11,5 | 6 | 9,8 | 5 | 8,2 |
| Banking and Insurance | 1 | 16,7 | | | | | | | | 1 | 16,7 | 1 | 16,7 | | | | | | | 1 | 16,7 |
| Catering, Hotels and Tourism | | | | | | | | | | 1 | 4,8 | 8 | 38,1 | | | | | | | | |
| Civilian Employees of the Army | | | | | | | | | | 3 | 100,0 | | | | | | | 2 | 66,7 | | |
| Commerce | | | | | | | | | | 3 | 18,8 | 5 | 31,3 | | | 1 | 6,3 | | | 1 | 6,3 |
| ECHO | 6 | 22,2 | 8 938 | | | | | | | 14 | 51,9 | 9 | 33,3 | 1 | 3,7 | 1 | 3,7 | 4 | 14,8 | 3 | 11,1 |
| Food Industry and Allied Trade | 1 | 1,0 | | | | | | | | 21 | 21,2 | 29 | 29,3 | 15 | 15,2 | 10 | 10,1 | 6 | 6,1 | 7 | 7,1 |
| Glass, Ceramic, Jewellery & Porcelain | | | | 1 | 3,2 | | 1 | 3,2 | | 19 | 61,3 | 6 | 19,4 | | | | | 20 | 64,5 | 7 | 22,6 |
| Health Service and Social Care | | | | | | | | | | 8 | 34,8 | 4 | 17,4 | | | | | | | | |
| KOVO | 34 | 6,7 | 8 747 | 5 | 1,0 | 55,70 | 4 | 0,8 | 57,40 | 182 | 36,1 | 149 | 29,6 | 16 | 3,2 | 40 | 7,9 | 110 | 21,8 | 94 | 18,7 |
| Mines, Geology and Oil Industry | 1 | 4,3 | | | | | | | | 6 | 26,1 | 8 | 34,8 | | | | | 5 | 21,7 | 3 | 13,0 |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | | | 2 | 25,0 | | | | | | | | |
| Railway Trade Unions | 2 | 14,3 | | | | | | | | 4 | 28,6 | 6 | 42,9 | | | 1 | 7,1 | | | 1 | 7,1 |
| Science and Research | | | | | | | | | | | | | | | | | | | | | |
| STAVBA | | | | | | | | | | 28 | 63,6 | 8 | 18,2 | 17 | 38,6 | 5 | 11,4 | 7 | 15,9 | 1 | 2,3 |
| Textile, Clothing and Leather Industry | | | | | | | | | | 12 | 40,0 | 2 | 6,7 | 1 | 3,3 | | | 11 | 36,7 | 10 | 33,3 |
| Transport | | | | | | | | | | 20 | 44,4 | 8 | 17,8 | 7 | 15,6 | 3 | 6,7 | 13 | 28,9 | 5 | 11,1 |
| Transport, Road Economy and Repair Vehicles | | | | | | | | | | 4 | 30,8 | 6 | 46,2 | 1 | 7,7 | 2 | 15,4 | 1 | 7,7 | 6 | 46,2 |
| UNIOS | 1 | 1,0 | | | | | | | | 20 | 19,4 | 38 | 36,9 | 5 | 4,9 | 11 | 10,7 | 3 | 2,9 | 8 | 7,8 |
| Universities Trade Union | | | | | | | | | | 2 | 5,0 | 7 | 17,5 | | | | | | | | |
| Wood, Industry, Forestry and Manag. of Water | 3 | 4,8 | 8 288 | | | | 3 | 4,8 | 51,40 | 20 | 32,3 | 15 | 24,2 | 2 | 3,2 | 2 | 3,2 | 16 | 25,8 | 13 | 21,0 |

Explanatory notes: NCA
% CA
CZK
CZK/h
TS

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
average value of the monthly minimum wage
average value of the hourly minimum wage
tariff system

Table NO. A2a

Evaluation of collective agreements
 Monthly wage scales - 12-scale tariff system
 Classification based on: Trade unions

in CZK/month/pers.

| ISWC | Monthly wage scales - 12-scale tariff system | | | | | | | | | | | | | | | | | | | | | | | | 2007 |
|---|--|--------------|-----|--------------|-----|--------------|-----|---------------|-----|---------------|-----|---------------|-----|---------------|-----|---------------|-----|---------------|-----|---------------|-----|---------------|-----|---------------|------|
| | TARIFF SCALE | | | | | | | | | | | | | | | | | | | | | | | | |
| | 1 | | 2 | | 3 | | 4 | | 5 | | 6 | | 7 | | 8 | | 9 | | 10 | | 11 | | 12 | | |
| TRADE UNION | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | |
| Total | 364 | 7 674 | 371 | 8 132 | 376 | 8 689 | 381 | 9 367 | 381 | 10 221 | 383 | 11 161 | 382 | 12 248 | 382 | 13 459 | 361 | 14 685 | 359 | 16 138 | 357 | 17 893 | 352 | 19 957 | |
| Agriculture and Nutrition | 17 | 7 638 | 17 | 8 042 | 17 | 8 527 | 17 | 9 182 | 17 | 10 053 | 17 | 10 999 | 17 | 11 979 | 17 | 13 151 | 16 | 14 168 | 16 | 15 629 | 16 | 17 261 | 16 | 19 112 | |
| Banking and Insurance | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | |
| Catering, Hotels and Tourism | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | |
| Civilian Employees of the Army | 3 | 7 562 | 3 | 8 060 | 3 | 8 803 | 3 | 9 680 | 3 | 10 657 | 3 | 11 707 | 3 | 12 887 | 3 | 14 807 | 3 | 16 860 | 3 | 20 050 | 3 | 22 550 | 3 | 25 187 | |
| Commerce | 3 | 5 767 | 3 | 5 883 | 3 | 5 983 | 3 | 6 347 | 3 | 6 923 | 3 | 7 580 | 3 | 8 387 | 3 | 9 173 | 3 | 9 993 | 3 | 11 717 | 3 | 13 183 | 3 | 15 387 | |
| ECHO | 13 | 8 237 | 14 | 8 981 | 14 | 9 843 | 14 | 10 903 | 14 | 12 251 | 14 | 13 766 | 14 | 15 614 | 14 | 17 269 | 14 | 19 139 | 14 | 21 181 | 14 | 23 428 | 14 | 26 100 | |
| Food Industry and Allied Trade | 21 | 7 777 | 21 | 8 458 | 21 | 9 190 | 21 | 9 987 | 21 | 10 989 | 21 | 12 004 | 21 | 13 135 | 21 | 14 426 | 9 | 13 304 | 9 | 14 768 | 9 | 16 518 | 8 | 18 404 | |
| Glass, Ceramic, Jewellery & Porcelain | 19 | 7 939 | 19 | 8 283 | 19 | 8 685 | 19 | 9 183 | 19 | 9 809 | 19 | 10 646 | 19 | 11 475 | 19 | 12 414 | 19 | 13 432 | 19 | 14 515 | 19 | 15 996 | 19 | 17 715 | |
| Health Service and Social Care | 8 | 7 596 | 8 | 7 968 | 8 | 8 420 | 8 | 9 001 | 8 | 9 633 | 8 | 10 404 | 8 | 11 333 | 8 | 12 459 | 7 | 13 179 | 7 | 14 703 | 7 | 16 241 | 6 | 18 097 | |
| KOVO | 171 | 7 593 | 177 | 7 998 | 180 | 8 531 | 181 | 9 186 | 181 | 10 001 | 181 | 10 899 | 181 | 11 977 | 181 | 13 175 | 177 | 14 428 | 175 | 15 736 | 175 | 17 408 | 173 | 19 388 | |
| Mines, Geology and Oil Industry | 6 | 8 033 | 6 | 8 413 | 6 | 9 025 | 6 | 9 698 | 6 | 10 617 | 6 | 11 715 | 6 | 13 168 | 6 | 14 632 | 6 | 16 388 | 6 | 18 477 | 6 | 20 685 | 6 | 23 017 | |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 4 | 8 125 | 4 | 8 575 | 4 | 9 150 | 4 | 9 938 | 4 | 10 975 | 4 | 12 025 | 4 | 13 388 | 4 | 14 688 | 4 | 16 225 | 4 | 18 088 | 4 | 20 150 | 4 | 22 088 | |
| Science and Research | | | | | | | | | | | | | | | | | | | | | | | | | |
| STAVBA | 26 | 8 262 | 26 | 8 978 | 26 | 9 731 | 27 | 10 560 | 27 | 11 704 | 27 | 12 966 | 28 | 14 312 | 28 | 15 943 | 28 | 17 715 | 28 | 19 834 | 28 | 22 189 | 28 | 24 751 | |
| Textile, Clothing and Leather Industry | 11 | 6 127 | 11 | 6 418 | 11 | 6 799 | 11 | 7 155 | 11 | 7 647 | 12 | 8 252 | 12 | 8 877 | 12 | 9 693 | 12 | 10 583 | 12 | 11 719 | 12 | 13 008 | 12 | 14 563 | |
| Transport | 18 | 7 123 | 18 | 7 448 | 18 | 7 834 | 19 | 8 362 | 19 | 9 014 | 20 | 9 682 | 19 | 10 450 | 20 | 11 389 | 18 | 12 250 | 19 | 13 493 | 18 | 14 821 | 18 | 16 260 | |
| Transport, Road Economy and Repair Vehicles | 3 | 8 072 | 3 | 8 322 | 3 | 8 833 | 4 | 9 863 | 4 | 10 730 | 4 | 11 810 | 4 | 13 009 | 4 | 14 350 | 3 | 15 229 | 3 | 16 879 | 3 | 18 763 | 3 | 20 694 | |
| UNIOS | 17 | 8 401 | 17 | 9 139 | 19 | 9 838 | 20 | 10 661 | 20 | 11 790 | 20 | 12 972 | 19 | 13 823 | 19 | 15 348 | 19 | 17 226 | 19 | 19 232 | 19 | 21 483 | 18 | 24 767 | |
| Universities Trade Union | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | |
| Wood.Industry, Forestry and Manag.of Water | 20 | 7 806 | 20 | 8 257 | 20 | 8 750 | 20 | 9 338 | 20 | 10 095 | 20 | 11 060 | 20 | 12 326 | 19 | 13 182 | 19 | 14 506 | 18 | 15 456 | 17 | 16 672 | 17 | 18 464 | |

Explanatory notes: NCA
 CZK

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

Table NO. A3

Evaluation of collective agreements

Monthly wage scales - for a tariff other than 12-scale tariff system

in CZK/month/pers.

| ISWC | | Monthly wage scales - other tariff systems | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 2007 | | | | | | | | | | | | | | | |
|--------------|--------------|--|-----|--------|-----|--------|-----|--------|-----|--------|-----|--------|-----|--------|-----|--------|-----|--------|-----|--------|-----|--------|-----|--------|-----|--------|-----|--------|-----|--------|-----|--------|-----|--------|-----|-----|-----|-----|----|--|---|--|---|--|---|--|---|--|--|
| 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 | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | | | | | | | | | | | |
| 2 scale | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 scale | 6 | 7 681 | 6 | 10 257 | 6 | 14 787 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 scale | 12 | 8 261 | 12 | 10 199 | 12 | 12 592 | 12 | 17 925 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 scale | 12 | 8 423 | 12 | 9 461 | 12 | 10 948 | 13 | 12 844 | 13 | 15 827 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 scale | 9 | 7 950 | 10 | 9 133 | 10 | 10 681 | 10 | 12 030 | 10 | 14 179 | 12 | 15 179 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 scale | 19 | 8 616 | 18 | 10 021 | 18 | 11 266 | 18 | 12 708 | 17 | 13 282 | 17 | 15 035 | 16 | 16 308 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 scale | 34 | 8 200 | 36 | 9 047 | 40 | 9 926 | 41 | 10 890 | 41 | 12 127 | 42 | 13 486 | 42 | 15 207 | 41 | 17 026 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9 scale | 22 | 7 885 | 22 | 8 589 | 24 | 9 362 | 25 | 10 064 | 25 | 11 306 | 26 | 12 433 | 28 | 14 094 | 28 | 15 840 | 28 | 18 263 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 scale | 59 | 7 840 | 61 | 8 488 | 62 | 9 195 | 67 | 9 991 | 70 | 11 025 | 70 | 12 038 | 70 | 13 546 | 68 | 15 288 | 68 | 17 534 | 68 | 20 886 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 scale | 16 | 7 883 | 16 | 8 339 | 22 | 8 782 | 22 | 9 554 | 26 | 10 239 | 27 | 11 151 | 28 | 12 378 | 28 | 13 926 | 28 | 15 660 | 28 | 17 816 | 28 | 20 559 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13 scale | 19 | 8 027 | 26 | 8 370 | 27 | 9 056 | 30 | 9 559 | 30 | 10 435 | 30 | 11 491 | 30 | 12 534 | 31 | 13 496 | 31 | 14 932 | 31 | 16 551 | 31 | 18 656 | 31 | 21 300 | 30 | 24 962 | | | | | | | | | | | | | | | | | | | | | | | |
| 14 scale | 8 | 8 034 | 12 | 8 860 | 13 | 9 387 | 14 | 9 858 | 14 | 10 584 | 14 | 11 397 | 14 | 12 248 | 14 | 13 241 | 14 | 14 395 | 14 | 15 817 | 14 | 17 528 | 14 | 19 499 | 14 | 21 683 | 11 | 24 750 | | | | | | | | | | | | | | | | | | | | | |
| 15 scale | 3 | 8 153 | 3 | 8 487 | 3 | 8 937 | 3 | 9 570 | 3 | 10 320 | 3 | 11 153 | 3 | 12 060 | 4 | 12 449 | 4 | 13 479 | 4 | 14 772 | 4 | 16 091 | 4 | 17 497 | 4 | 19 168 | 4 | 21 281 | 4 | 23 606 | | | | | | | | | | | | | | | | | | | |
| 16 scale | 14 | 7 586 | 14 | 8 032 | 14 | 8 647 | 14 | 9 220 | 14 | 9 964 | 14 | 10 772 | 14 | 11 630 | 14 | 12 540 | 14 | 13 745 | 14 | 14 963 | 14 | 16 391 | 14 | 17 882 | 13 | 19 553 | 13 | 21 295 | 13 | 23 770 | 13 | 26 499 | | | | | | | | | | | | | | | | | |
| 17 scale | 22 | 7 565 | 22 | 7 674 | 22 | 7 767 | 22 | 7 938 | 22 | 8 175 | 22 | 8 428 | 22 | 8 750 | 22 | 9 126 | 22 | 9 777 | 22 | 10 640 | 23 | 11 600 | 23 | 13 042 | 23 | 14 949 | 23 | 16 679 | 23 | 18 714 | 23 | 21 056 | 23 | 23 454 | | | | | | | | | | | | | | | |
| 18 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 | | |
| 19 scale | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 scale | 3 | 7 667 | 3 | 8 000 | 3 | 8 400 | 3 | 8 800 | 3 | 9 400 | 3 | 10 050 | 3 | 10 767 | 3 | 11 533 | 3 | 12 317 | 3 | 13 250 | 3 | 14 333 | 3 | 15 567 | 3 | 16 917 | 3 | 18 433 | 3 | 20 100 | 3 | 21 900 | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | |

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

Table NO. A4a

Evaluation of collective agreements

Hourly wage scales (at a working hour fund of 40 hours/week) - 12-scale tariff system

Classification based on: Trade unions

in CZK/hour/pers.

| ISWC | Hourly wage scales (40 hours/week) - 12-scale tariff system | | | | | | | | | | | | | | | | | | | | | | | | 2007 | |
|---|---|--------------|-------|--------------|-------|--------------|-------|--------------|-------|--------------|-------|--------------|-------|--------------|-------|--------------|-------|---------------|-------|---------------|-------|---------------|-------|---------------|------|--|
| | 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 | 73 | 45,97 | 72 | 48,68 | 72 | 51,73 | 73 | 55,85 | 74 | 60,96 | 72 | 66,94 | 71 | 73,79 | 40 | 78,60 | 26 | 83,42 | 26 | 91,96 | 24 | 96,95 | 24 | 107,01 | | |
| Agriculture and Nutrition | 11 | 46,11 | 11 | 48,16 | 11 | 50,76 | 11 | 54,77 | 11 | 59,92 | 11 | 65,55 | 11 | 71,39 | 5 | 79,80 | 5 | 86,28 | 5 | 94,88 | 5 | 102,80 | 5 | 111,40 | | |
| Banking and Insurance | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Catering, Hotels and Tourism | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Civilian Employees of the Army | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Commerce | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ECHO | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | |
| Food Industry and Allied Trade | 15 | 44,94 | 15 | 48,49 | 15 | 50,11 | 15 | 54,69 | 15 | 59,99 | 15 | 65,85 | 15 | 72,29 | 15 | 79,43 | 4 | 79,33 | 4 | 86,90 | 4 | 95,50 | 4 | 104,93 | | |
| Glass, Ceramic, Jewellery & Porcelain | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Health Service and Social Care | | | | | | | | | | | | | | | | | | | | | | | | | | |
| KOVO | 16 | 46,08 | 16 | 48,93 | 15 | 52,79 | 15 | 57,43 | 14 | 62,31 | 14 | 68,70 | 14 | 75,78 | 8 | 84,06 | 5 | 89,82 | 5 | 99,68 | 5 | 111,46 | 5 | 124,80 | | |
| Mines, Geology and Oil Industry | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Science and Research | | | | | | | | | | | | | | | | | | | | | | | | | | |
| STAVBA | 17 | 49,04 | 17 | 51,70 | 17 | 55,84 | 17 | 60,47 | 17 | 66,87 | 17 | 73,64 | 17 | 81,03 | 3 | 73,90 | 3 | 80,30 | 3 | 88,10 | 3 | 97,50 | 3 | 108,30 | | |
| Textile, Clothing and Leather Industry | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | |
| Transport | 5 | 41,58 | 4 | 41,75 | 5 | 46,44 | 5 | 48,90 | 7 | 54,49 | 5 | 55,88 | 4 | 63,83 | 2 | | 2 | | 2 | | 2 | | 2 | | | |
| Transport, Road Economy and Repair Vehicles | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | |
| UNIOS | 4 | 42,85 | 4 | 46,40 | 4 | 50,08 | 5 | 53,28 | 5 | 58,66 | 5 | 65,38 | 5 | 71,42 | 3 | 89,57 | 3 | 101,50 | 3 | 116,23 | 2 | | 2 | | | |
| Universities Trade Union | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Wood Industry, Forestry and Manag. of Water | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | | |

Explanatory notes: NCA
CZK/h

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

Table NO. A6a

Evaluation of collective agreements

Hourly wage scales (at hours other than 40 hour working hours - calculated for a working hour fund of 37.5 hours/week) - 12-scale tariff system

Classification based on: Trade unions

in CZK/hour/pers.

| ISWC | | | | | | | | | | | | | | | | | | | | | | | Hourly wage scales (37,5 hours/week) - 12-scale tariff system | | | | | | | | | | | | | | | | | | | | | | | 2007 | |
|---|--|--------------|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|---|-----|--------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|------|--|
| 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 | | 187 | 47,43 | 192 | 50,24 | 193 | 53,70 | 193 | 57,90 | 201 | 62,48 | 199 | 68,04 | 191 | 74,14 | 94 | 81,14 | 75 | 85,44 | 62 | 95,08 | 59 | 103,77 | 58 | 115,30 | | | | | | | | | | | | | | | | | | | | | | |
| Agriculture and Nutrition | | 6 | 49,24 | 6 | 51,84 | 6 | 54,83 | 6 | 59,22 | 6 | 65,05 | 5 | 70,50 | 5 | 77,26 | 2 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | |
| Banking and Insurance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Catering, Hotels and Tourism | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Civilian Employees of the Army | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Commerce | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ECHO | | 3 | 52,13 | 4 | 57,43 | 4 | 63,93 | 4 | 71,28 | 4 | 78,79 | 4 | 87,68 | 3 | 93,55 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Food Industry and Allied Trade | | 6 | 46,85 | 6 | 51,15 | 6 | 55,50 | 6 | 60,78 | 6 | 66,93 | 6 | 73,45 | 5 | 80,66 | 5 | 88,56 | 2 | | 2 | | 2 | | 2 | | | | | | | | | | | | | | | | | | | | | | | |
| Glass, Ceramic, Jewellery & Porcelain | | 20 | 50,31 | 20 | 52,80 | 20 | 55,55 | 20 | 59,13 | 20 | 63,42 | 20 | 68,99 | 20 | 74,65 | 20 | 80,82 | 19 | 87,88 | 19 | 94,99 | 19 | 104,35 | 19 | 114,74 | | | | | | | | | | | | | | | | | | | | | | |
| Health Service and Social Care | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| KOVO | | 97 | 47,33 | 98 | 50,18 | 99 | 53,79 | 100 | 58,04 | 109 | 62,27 | 108 | 67,72 | 106 | 74,40 | 46 | 78,88 | 38 | 84,60 | 26 | 96,68 | 24 | 107,15 | 24 | 118,70 | | | | | | | | | | | | | | | | | | | | | | |
| Mines, Geology and Oil Industry | | 5 | 52,98 | 5 | 54,92 | 5 | 58,16 | 5 | 61,98 | 5 | 68,02 | 5 | 75,50 | 5 | 83,66 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Science and Research | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| STAVBA | | 7 | 52,39 | 7 | 56,19 | 7 | 62,41 | 7 | 68,53 | 7 | 76,44 | 7 | 85,60 | 5 | 98,06 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Textile, Clothing and Leather Industry | | 10 | 36,30 | 11 | 39,71 | 11 | 42,44 | 10 | 43,93 | 9 | 45,71 | 9 | 49,23 | 9 | 53,26 | 2 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | |
| Transport | | 13 | 44,61 | 13 | 46,36 | 13 | 48,77 | 13 | 52,38 | 13 | 55,82 | 13 | 59,27 | 12 | 62,44 | 5 | 76,06 | 4 | 85,55 | 4 | 92,13 | 3 | 77,73 | 2 | | | | | | | | | | | | | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | | | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| UNIOS | | 2 | | 3 | 51,27 | 3 | 53,83 | 3 | 60,27 | 3 | 67,20 | 3 | 72,43 | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | | | | | | | | | | | | | | | | | | | | | | |
| Universities Trade Union | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Wood Industry, Forestry and Manag. of Water | | 16 | 48,64 | 16 | 50,82 | 16 | 53,66 | 16 | 57,18 | 16 | 61,72 | 16 | 67,63 | 16 | 73,77 | 9 | 85,94 | 8 | 84,68 | 7 | 93,97 | 7 | 103,97 | 7 | 115,56 | | | | | | | | | | | | | | | | | | | | | | |

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) - for a tariff other than 12-scale tariff system

in CZK/hour/pers.

| ISWC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Hourly wage scales (37,5 hours/week) - other tariff systems | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 2007 | | |
|--------------|--------------|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|--------|-----|--------|-----|--------|-----|--------|-----|-------|-----|-------|---|-------|-----|-------|-----|-------|----|--|---|--|---|--|---|--|---|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|------|--|--|
| 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 | 2 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 scale | 4 | 54,63 | 4 | 61,85 | 4 | 71,95 | 3 | 69,63 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 scale | 6 | 56,58 | 6 | 62,76 | 6 | 68,40 | 6 | 75,53 | 5 | 85,45 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 scale | 9 | 51,74 | 9 | 57,73 | 9 | 64,37 | 9 | 71,00 | 9 | 78,73 | 9 | 86,96 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 scale | 18 | 48,80 | 21 | 50,76 | 22 | 55,15 | 22 | 60,08 | 23 | 65,40 | 23 | 71,21 | 23 | 78,60 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 scale | 16 | 49,85 | 15 | 54,41 | 15 | 59,24 | 15 | 64,73 | 15 | 71,40 | 15 | 79,36 | 14 | 85,13 | 13 | 95,26 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9 scale | 12 | 44,04 | 13 | 47,45 | 13 | 52,06 | 14 | 57,49 | 14 | 63,50 | 13 | 70,80 | 13 | 78,35 | 7 | 86,99 | 6 | 91,38 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 scale | 23 | 47,09 | 25 | 49,93 | 26 | 52,93 | 26 | 56,75 | 26 | 61,99 | 24 | 67,17 | 21 | 72,08 | 14 | 75,45 | 10 | 81,66 | 10 | 86,54 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 scale | 7 | 46,54 | 9 | 48,58 | 9 | 51,19 | 10 | 55,45 | 10 | 59,92 | 10 | 65,12 | 9 | 72,44 | 3 | 68,53 | 2 | | 2 | | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13 scale | 5 | 46,78 | 5 | 48,46 | 5 | 51,94 | 6 | 52,10 | 6 | 56,60 | 6 | 62,62 | 6 | 70,45 | 5 | 74,92 | 3 | 74,67 | 3 | 83,40 | 2 | | 2 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 scale | 7 | 50,66 | 9 | 53,23 | 12 | 58,07 | 13 | 59,18 | 13 | 63,33 | 13 | 68,12 | 13 | 72,75 | 11 | 75,93 | 11 | 81,97 | 9 | 99,20 | 8 | 100,87 | 8 | 111,79 | 5 | 135,92 | 5 | 153,49 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 15 scale | 3 | 52,50 | 3 | 54,47 | 3 | 57,20 | 3 | 61,37 | 3 | 68,07 | 3 | 73,73 | 3 | 79,20 | 3 | 89,53 | 3 | 98,13 | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 scale | 7 | 46,33 | 7 | 48,69 | 7 | 51,66 | 7 | 54,91 | 7 | 59,57 | 7 | 64,45 | 5 | 73,36 | 5 | 79,30 | 4 | 80,50 | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 scale | 19 | 47,26 | 19 | 48,46 | 20 | 50,01 | 20 | 52,76 | 21 | 57,23 | 21 | 62,42 | 21 | 69,07 | 20 | 78,99 | 18 | 90,58 | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 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 | | | | | | | | | | | | | | | | | | | | | |
| 19 scale | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 scale | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 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

Table NO. A8a

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

| ISWC | | Wage supplementary charges according to LC | | | | | | | | | | | | | | | | | 2007 | | |
|--|------------------------------------|--|-----------------|--------------------------|-----------------|---|-------|-------|---------------------------------|-------|-------|------|---|-------|-------|------|--|-----|------|------|--|
| TRADE UNION | Type of 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 | % AE | |
| | | | % AE | % AE | % AE | | | | | | | | | | | | | | | | |
| Total | 1022 | 86,6 | 26,4 | 47,1 | 26,8 | 811 | 68,7 | 102,3 | 980 | 83,1 | 11,07 | 11,0 | 762 | 64,6 | 6,73 | 10,8 | 10,6 | 861 | 73,0 | 24,6 | |
| Agriculture and Nutrition | 41 | 67,2 | 25,8 | 49,7 | 28,6 | 36 | 59,0 | 100,0 | 37 | 60,7 | 6,57 | 10,8 | 35 | 57,4 | 6,05 | | 12,0 | 31 | 50,8 | 22,1 | |
| Banking and Insurance | 5 | 83,3 | 25,0 | 50,0 | 30,0 | 5 | 83,3 | 105,0 | 3 | 50,0 | | 11,7 | | | | | | 3 | 50,0 | 25,0 | |
| Catering, Hotels and Tourism | 20 | 95,2 | 31,5 | 50,0 | 34,0 | 20 | 95,2 | 100,0 | 20 | 95,2 | 7,33 | 10,0 | | | | | | 20 | 95,2 | 10,0 | |
| Civilian Employees of the Army | 3 | 100,0 | 27,5 | 50,0 | 25,0 | 2 | 66,7 | | 3 | 100,0 | 6,65 | 10,0 | 3 | 100,0 | 7,67 | | | 1 | 33,3 | | |
| Commerce | 11 | 68,8 | 25,0 | 50,0 | 25,0 | 11 | 68,8 | 102,3 | 10 | 62,5 | 7,83 | 10,0 | 4 | 25,0 | 8,33 | | 10,0 | 6 | 37,5 | 10,0 | |
| ECHO | 26 | 96,3 | 27,4 | 49,1 | 27,5 | 26 | 96,3 | 101,2 | 24 | 88,9 | 14,13 | 10,0 | 24 | 88,9 | 6,81 | 10,0 | 10,0 | 23 | 85,2 | 19,5 | |
| Food Industry and Allied Trade | 77 | 77,8 | 26,0 | 48,4 | 26,1 | 70 | 70,7 | 110,9 | 76 | 76,8 | 9,93 | 10,3 | 52 | 52,5 | 6,14 | 10,0 | 10,0 | 74 | 74,7 | 23,0 | |
| Glass, Ceramic, Jewellery & Porcelain | 29 | 93,5 | 29,4 | 44,0 | 31,3 | 26 | 83,9 | 101,2 | 28 | 90,3 | 9,86 | 13,7 | 27 | 87,1 | 7,71 | | 10,0 | 15 | 48,4 | 23,7 | |
| Health Service and Social Care | 18 | 78,3 | 25,0 | 47,7 | 27,1 | 16 | 69,6 | 100,0 | 19 | 82,6 | 8,00 | 15,7 | 9 | 39,1 | 5,98 | 10,0 | | 20 | 87,0 | 22,4 | |
| KOVO | 468 | 92,9 | 26,1 | 44,7 | 26,9 | 349 | 69,2 | 100,9 | 461 | 91,5 | 12,05 | 11,3 | 356 | 70,6 | 6,41 | 10,7 | 10,1 | 390 | 77,4 | 28,6 | |
| Mines, Geology and Oil Industry | 18 | 78,3 | 25,8 | 56,7 | 29,0 | 13 | 56,5 | 103,8 | 17 | 73,9 | 13,20 | 10,0 | 15 | 65,2 | 6,21 | 10,0 | 20,0 | 13 | 56,5 | 17,7 | |
| Postal, Telecom. and Newspaper Services | 8 | 100,0 | 25,0 | 30,0 | 25,0 | 8 | 100,0 | 100,0 | 7 | 87,5 | 11,00 | 10,0 | 7 | 87,5 | 7,17 | 25,0 | | 5 | 62,5 | 10,0 | |
| Railway Trade Unions | 11 | 78,6 | 25,0 | 45,8 | 25,0 | 11 | 78,6 | 102,3 | 12 | 85,7 | 8,00 | 10,0 | 10 | 71,4 | 7,40 | 10,0 | 10,0 | 12 | 85,7 | 22,1 | |
| Science and Research | | | | | | | | | | | | | | | | | | | | | |
| STAVBA | 41 | 93,2 | 25,4 | 50,9 | 27,0 | 36 | 81,8 | 101,4 | 41 | 93,2 | 10,10 | 10,5 | 36 | 81,8 | 8,48 | 10,0 | 10,0 | 40 | 90,9 | 20,0 | |
| Textile, Clothing and Leather Industry | 24 | 80,0 | 26,7 | 46,7 | 26,4 | 19 | 63,3 | 110,5 | 25 | 83,3 | 11,98 | 10,0 | 19 | 63,3 | 6,17 | 10,0 | | 17 | 56,7 | 17,1 | |
| Transport | 42 | 93,3 | 29,0 | 55,0 | | 13 | 28,9 | 100,0 | 42 | 93,3 | 7,64 | 10,0 | 33 | 73,3 | 8,41 | | 10,0 | 42 | 93,3 | 33,1 | |
| Transport, Road Economy and Repair Vehicles | 12 | 92,3 | 25,6 | 27,0 | | 12 | 92,3 | 100,0 | 12 | 92,3 | 8,00 | 11,7 | 11 | 84,6 | 6,21 | 10,0 | | 12 | 92,3 | 31,1 | |
| UNIOS | 72 | 69,9 | 26,1 | 49,1 | 25,0 | 44 | 42,7 | 104,5 | 57 | 55,3 | 9,18 | 11,2 | 44 | 42,7 | 6,86 | 11,7 | | 46 | 44,7 | 20,3 | |
| Universities Trade Union | 40 | 100,0 | 25,0 | 50,0 | 25,0 | 40 | 100,0 | 100,0 | 31 | 77,5 | 8,00 | 10,3 | 36 | 90,0 | 6,99 | | 10,0 | 39 | 97,5 | 17,8 | |
| Wood, Industry, Forestry and Manag. of Water | 56 | 90,3 | 26,4 | 44,8 | 25,0 | 54 | 87,1 | 102,6 | 55 | 88,7 | 10,51 | 10,6 | 41 | 66,1 | 7,07 | | 12,4 | 52 | 83,9 | 18,6 | |

Explanatory notes: NCA
% CA
% AE
CZK/h
% MM

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 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 specified as a percentage of the basic tariff of minimum wage

Table NO. A9a

Evaluation of collective agreements
Other supplementary charges I
Classification based on: Trade unions

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

| ISWC | Other supplementary charges I | | | | | | | | | | | | | | | | | | | | | 2007 | | | | |
|--|-------------------------------|------------------------------|-----|------|------------------|------|------|--------------------------------|------|------|-------------------|-------|------|-----------------------|-----|------|------------------|-------|------|------------------------|-----|------|------------------|------|--|--|
| | TRADE UNION | Type of supplementary charge | | | | | | | | | | | | | | | | | | | | | | | | |
| | | for afternoon work | | | | | | for working in shift operation | | | | | | for team management | | | | | | for working at heights | | | | | | |
| | | % of average earnings | | | paid by the hour | | | % of average earnings | | | paid by the shift | | | % of average earnings | | | paid by the hour | | | % of average earnings | | | paid by the hour | | | |
| NCA | % CA | % AE | NCA | % CA | CZK/h | NCA | % CA | % AE | NCA | % CA | CZK/shift | NCA | % CA | % AE | NCA | % CA | CZK/h | NCA | % CA | % AE | NCA | % CA | CZK/h | | | |
| Total | 13 | 1,1 | 8,2 | 594 | 50,3 | 5,66 | 16 | 1,4 | 12,4 | 61 | 5,2 | 74,93 | 3 | 0,3 | 5,3 | 136 | 11,5 | 5,18 | | | | 146 | 12,4 | 5,08 | | |
| Agriculture and Nutrition | 2 | 3,3 | | 16 | 26,2 | 3,74 | 1 | 1,6 | | 3 | 4,9 | 31,67 | | | | 3 | 4,9 | 11,50 | | | | 4 | 6,6 | 4,75 | | |
| Banking and Insurance | | | | 1 | 16,7 | | | | | | | | | | | | | | | | | | | | | |
| Catering, Hotels and Tourism | | | | | | | | | | | | | | | | 1 | 4,8 | | | | | | | | | |
| Civilian Employees of the Army | | | | 1 | 33,3 | | | | | | | | | | | 1 | 33,3 | | | | | | | | | |
| Commerce | | | | 3 | 18,8 | 5,33 | 1 | 6,3 | | 2 | 12,5 | | | | | | | | | | | | | | | |
| ECHO | | | | 21 | 77,8 | 5,53 | 1 | 3,7 | | | | | | | | 3 | 11,1 | 2,00 | | | | 11 | 40,7 | 6,83 | | |
| Food Industry and Allied Trade | 1 | 1,0 | | 65 | 65,7 | 5,22 | 3 | 3,0 | 3,0 | 2 | 2,0 | | 1 | 1,0 | | 13 | 13,1 | 3,96 | | | | 2 | 2,0 | | | |
| Glass, Ceramic, Jewellery & Porcelain | | | | 28 | 90,3 | 5,94 | | | | | | | | | | 6 | 19,4 | 3,67 | | | | 1 | 3,2 | | | |
| Health Service and Social Care | | | | 2 | 8,7 | | | | | 1 | 4,3 | | | | | | | | | | | 1 | 4,3 | | | |
| KOVO | 10 | 2,0 | 8,7 | 343 | 68,1 | 6,06 | 3 | 0,6 | 19,3 | 30 | 6,0 | 68,28 | 2 | 0,4 | | 69 | 13,7 | 5,60 | | | | 95 | 18,8 | 4,85 | | |
| Mines, Geology and Oil Industry | | | | 10 | 43,5 | 4,41 | | | | | | | | | | 3 | 13,0 | 5,50 | | | | 5 | 21,7 | 4,80 | | |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | | | | | | | | | | | | | 1 | 12,5 | | | |
| Railway Trade Unions | | | | 5 | 35,7 | 4,20 | | | | 2 | 14,3 | | | | | 5 | 35,7 | 14,60 | | | | 3 | 21,4 | 5,50 | | |
| Science and Research | | | | | | | | | | | | | | | | | | | | | | | | | | |
| STAVBA | | | | 21 | 47,7 | 4,00 | | | | | | | | | | 10 | 22,7 | 3,47 | | | | 8 | 18,2 | 5,38 | | |
| Textile, Clothing and Leather Industry | | | | 23 | 76,7 | 6,42 | | | | | | | | | | 6 | 20,0 | 2,22 | | | | 1 | 3,3 | | | |
| Transport | | | | 9 | 20,0 | 4,31 | | | | | | | | | | 2 | 4,4 | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | | | | 3 | 23,1 | 2,43 | | | | 1 | 7,7 | | | | | 5 | 38,5 | 3,42 | | | | 1 | 7,7 | | | |
| UNIOS | | | | 20 | 19,4 | 4,63 | 6 | 5,8 | 7,5 | 1 | 1,0 | | | | | 5 | 4,9 | 3,30 | | | | 4 | 3,9 | 4,78 | | |
| Universities Trade Union | | | | | | | | | | 19 | 47,5 | 96,32 | | | | | | | | | | | | | | |
| Wood, Industry, Forestry and Manag. of Water | | | | 23 | 37,1 | 4,84 | 1 | 1,6 | | | | | | | | 4 | 6,5 | 4,50 | | | | 9 | 14,5 | 6,06 | | |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been 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
 CZK/shift average value of the supplementary charge in CZK per shift

Table NO. A10a

Evaluation of collective agreements
Other supplementary charges II
Classification based on: Trade unions

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

| ISWC | | Other supplementary charges II | | | | | | | | | | | | | | | | | | | | | | 2007 | | |
|---|---|--------------------------------|------|------------------|------|-------|--|------|------|-------------------|------|-----------|-----------------------|------|------|-------------------|------|-----------|---------------------------|------|------|-------------------|------|-----------|----------------------------|------|
| TRADE UNION | Type of 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 average earnings | | | paid by the hour | | | % of average earnings | | | paid by the month | | | % of average earnings | | | paid by the month | | | % of average earnings | | | paid by the month | | | NCA | % CA |
| | NCA | % CA | % AE | NCA | % CA | CZK/h | NCA | % CA | % AE | NCA | % CA | CZK/month | NCA | % CA | % AE | NCA | % CA | CZK/month | NCA | % CA | % AE | NCA | % CA | CZK/month |  |  | NCA | % CA |
| Total | | | | 110 | 9,3 | 14,40 | 4 | 0,3 | 13,8 | 27 | 2,3 | 569 | 31 | 2,6 | 26,1 | 13 | 1,1 | 1 838 | 23 | 1,9 | 14,1 | 14 | 1,2 | 1 447 | 470 | 39,8 |
| Agriculture and Nutrition | | | | 1 | 1,6 | | | | | 1 | 1,6 | | 1 | 1,6 | | | | | 1 | 1,6 | | | | | 7 | 11,5 |
| Banking and Insurance | | | | | | | | | | | | | | | | | | | | | | | | | 3 | 50,0 |
| Catering, Hotels and Tourism | | | | 2 | 9,5 | | | | | 1 | 4,8 | | 2 | 9,5 | | | | | | | | | | | 6 | 28,6 |
| Civilian Employees of the Army | | | | | | | | | | | | | | | | | | | | | | | | | 1 | 33,3 |
| Commerce | | | | | | | | | | | | | 1 | 6,3 | | | | | | | | | | | 4 | 25,0 |
| ECHO | | | | 6 | 22,2 | 68,25 | | | | | | | 1 | 3,7 | | 2 | 7,4 | | 1 | 3,7 | | | | | 19 | 70,4 |
| Food Industry and Allied Trade | | | | 3 | 3,0 | 7,47 | | | | 10 | 10,1 | 300 | 2 | 2,0 | | 3 | 3,0 | 533 | | | | 1 | 1,0 | | 50 | 50,5 |
| Glass, Ceramic, Jewellery & Porcelain | | | | 5 | 16,1 | 8,33 | | | | | | | | | | | | | | | | | | | 10 | 32,3 |
| Health Service and Social Care | | | | 1 | 4,3 | | | | | 2 | 8,7 | | 2 | 8,7 | | | | | | | | | | | 9 | 39,1 |
| KOVO | | | | 80 | 15,9 | 9,71 | 4 | 0,8 | 13,8 | 7 | 1,4 | 721 | 10 | 2,0 | 30,0 | 2 | 0,4 | | 11 | 2,2 | 18,8 | 9 | 1,8 | 1 756 | 206 | 40,9 |
| Mines, Geology and Oil Industry | | | | 1 | 4,3 | | | | | | | | | | | | | | 1 | 4,3 | | | | | 16 | 69,6 |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | | | | | | | | | | | | | | | | 1 | 12,5 |
| Railway Trade Unions | | | | | | | | | | 3 | 21,4 | 900 | | | | | | | 2 | 14,3 | | 2 | 14,3 | | 3 | 21,4 |
| Science and Research | | | | | | | | | | | | | | | | | | | | | | | | | | |
| STAVBA | | | | 1 | 2,3 | | | | | 1 | 2,3 | | | | | | | | | | | | | | 10 | 22,7 |
| Textile, Clothing and Leather Industry | | | | | | | | | | 1 | 3,3 | | | | 2 | 6,7 | | 1 | 3,3 | | 1 | 3,3 | | | 14 | 46,7 |
| Transport | | | | | | | | | | | | | | | | | | | | | | | | | 24 | 53,3 |
| Transport, Road Economy and Repair Vehicles | | | | 1 | 7,7 | | | | | | | | | | | 1 | 7,7 | | | | | | | | 12 | 92,3 |
| UNIOS | | | | 6 | 5,8 | 21,17 | | | | 1 | 1,0 | | 12 | 11,7 | 27,9 | 2 | 1,9 | | 6 | 5,8 | 10,0 | 1 | 1,0 | | 40 | 38,8 |
| Universities Trade Union | | | | | | | | | | | | | | | | | | | | | | | | | 21 | 52,5 |
| Wood Industry, Forestry and Manag. of Water | | | | 3 | 4,8 | 10,00 | | | | | | | | | | 1 | 1,6 | | | | | | | | 14 | 22,6 |

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

Table NO. A11a

Evaluation of collective agreements
Other wage components - 13th and 14th pay
Classification based on: Trade unions

in % of collective agreements

| ISWC | | | | | | | | | | | | | | | | | | | Other wage components | | | | | | | | | | | | | | | | | | | 2007 | |
|--|---------------------------|------|---------------------------|------|---|------|-------------------------------|------|------------------|------|---|------|---------------------------|------|------------------|------|--|------|-----------------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|------|--|
| TRADE UNION | Provision of the 13th pay | | Provision of the 14th pay | | The 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 | 459 | 38,9 | 226 | 19,2 | 229 | 19,4 | 132 | 11,2 | 90 | 7,6 | 81 | 6,9 | 96 | 8,1 | 60 | 5,1 | 543 | 46,0 | | | | | | | | | | | | | | | | | | | | | |
| Agriculture and Nutrition | 11 | 18,0 | 6 | 9,8 | 4 | 6,6 | 3 | 4,9 | | | | | 3 | 4,9 | | | 5 | 8,2 | | | | | | | | | | | | | | | | | | | | | |
| Banking and Insurance | 1 | 16,7 | 1 | 16,7 | | | | | | | | | | | | | 2 | 33,3 | | | | | | | | | | | | | | | | | | | | | |
| Catering, Hotels and Tourism | 17 | 81,0 | 4 | 19,0 | 13 | 61,9 | 2 | 9,5 | 1 | 4,8 | 7 | 33,3 | 2 | 9,5 | 2 | 9,5 | 18 | 85,7 | | | | | | | | | | | | | | | | | | | | | |
| Civilian Employees of the Army | 1 | 33,3 | | | 1 | 33,3 | | | 1 | 33,3 | | | | | | | 2 | 66,7 | | | | | | | | | | | | | | | | | | | | | |
| Commerce | 6 | 37,5 | 2 | 12,5 | 4 | 25,0 | 2 | 12,5 | | | | | 2 | 12,5 | 1 | 6,3 | 2 | 12,5 | | | | | | | | | | | | | | | | | | | | | |
| ECHO | 13 | 48,1 | 7 | 25,9 | 6 | 22,2 | | | 5 | 18,5 | 2 | 7,4 | 2 | 7,4 | 1 | 3,7 | 16 | 59,3 | | | | | | | | | | | | | | | | | | | | | |
| Food Industry and Allied Trade | 54 | 54,5 | 12 | 12,1 | 33 | 33,3 | 16 | 16,2 | 11 | 11,1 | 28 | 28,3 | 14 | 14,1 | 1 | 1,0 | 52 | 52,5 | | | | | | | | | | | | | | | | | | | | | |
| Glass, Ceramic, Jewellery & Porcelain | 10 | 32,3 | 7 | 22,6 | 5 | 16,1 | 2 | 6,5 | 3 | 9,7 | 1 | 3,2 | 1 | 3,2 | 4 | 12,9 | 8 | 25,8 | | | | | | | | | | | | | | | | | | | | | |
| Health Service and Social Care | 8 | 34,8 | 4 | 17,4 | 5 | 21,7 | | | 9 | 39,1 | 3 | 13,0 | | | 4 | 17,4 | 7 | 30,4 | | | | | | | | | | | | | | | | | | | | | |
| KOVO | 176 | 34,9 | 95 | 18,8 | 87 | 17,3 | 48 | 9,5 | 17 | 3,4 | 17 | 3,4 | 38 | 7,5 | 19 | 3,8 | 248 | 49,2 | | | | | | | | | | | | | | | | | | | | | |
| Mines, Geology and Oil Industry | 16 | 69,6 | 11 | 47,8 | 7 | 30,4 | | | 7 | 30,4 | 2 | 8,7 | 2 | 8,7 | 1 | 4,3 | 6 | 26,1 | | | | | | | | | | | | | | | | | | | | | |
| Postal, Telecom. and Newspaper Services | 2 | 25,0 | 2 | 25,0 | | | | | | | | | | | | | 4 | 50,0 | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 2 | 14,3 | 1 | 7,1 | 3 | 21,4 | 2 | 14,3 | 2 | 14,3 | 1 | 7,1 | 2 | 14,3 | 1 | 7,1 | 8 | 57,1 | | | | | | | | | | | | | | | | | | | | | |
| Science and Research | | | | | | | | | 1 | 14,3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| STAVBA | 23 | 52,3 | 5 | 11,4 | 10 | 22,7 | 2 | 4,5 | 3 | 6,8 | | | 4 | 9,1 | 1 | 2,3 | 7 | 15,9 | | | | | | | | | | | | | | | | | | | | | |
| Textile, Clothing and Leather Industry | 12 | 40,0 | 2 | 6,7 | 4 | 13,3 | 5 | 16,7 | 1 | 3,3 | | | 6 | 20,0 | | | 10 | 33,3 | | | | | | | | | | | | | | | | | | | | | |
| Transport | 4 | 8,9 | 3 | 6,7 | 4 | 8,9 | | | | | 1 | 2,2 | 3 | 6,7 | | | 24 | 53,3 | | | | | | | | | | | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | 4 | 30,8 | 2 | 15,4 | 3 | 23,1 | 4 | 30,8 | | | 2 | 15,4 | 1 | 7,7 | 1 | 7,7 | 11 | 84,6 | | | | | | | | | | | | | | | | | | | | | |
| UNIOS | 49 | 47,6 | 26 | 25,2 | 21 | 20,4 | 21 | 20,4 | | | 15 | 14,6 | 12 | 11,7 | 1 | 1,0 | 66 | 64,1 | | | | | | | | | | | | | | | | | | | | | |
| Universities Trade Union | 22 | 55,0 | 22 | 55,0 | 8 | 20,0 | 22 | 55,0 | 12 | 30,0 | | | | | 16 | 40,0 | 30 | 75,0 | | | | | | | | | | | | | | | | | | | | | |
| Wood, Industry, Forestry and Manag. of Water | 28 | 45,2 | 14 | 22,6 | 11 | 17,7 | 3 | 4,8 | 17 | 27,4 | 2 | 3,2 | 4 | 6,5 | 7 | 11,3 | 17 | 27,4 | | | | | | | | | | | | | | | | | | | | | |

Explanatory notes: NCA
% CA
*

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

Table NO. A12a

Evaluation of collective agreements
Remunerations at work anniversaries and in natural disasters
Classification based on: Trade unions

in CZK

| ISWC | | | | | | | | | | | | | | | | | | | | | | Remunerations at work anniversaries and in natural disasters | | | | | | | | | | | | 2007 | | |
|---|--------------|------|-------------------------------------|-------|-------------------|-------|--------------------|-------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--|--|-----|--|--|--|--|--|--|--|--|--|--|------|--|--|
| TRADE UNION | agreed in CA | | length of work in the organization: | | | | | | | | | | | | | | | | | | Remuneration for assistance in natural disasters | | | | | | | | | | | | | | | |
| | NCA | % CA | less than 5 years | | more than 5 years | | more than 10 years | | more than 15 years | | more than 20 years | | more than 25 years | | more than 30 years | | more than 35 years | | more than 40 years | | NCA | % CA | CZK | | | | | | | | | | | | | |
| | | | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | | | | | | | | | | | | | | | | | | |
| Total | 523 | 44,3 | 41 | 2 032 | 178 | 2 094 | 334 | 3 112 | 386 | 4 088 | 477 | 4 989 | 521 | 5 946 | 523 | 6 866 | 523 | 7 763 | 523 | 8 791 | 2 | 0,2 | | | | | | | | | | | | | | |
| Agriculture and Nutrition | 15 | 24,6 | | | 5 | 1 240 | 7 | 2 529 | 8 | 3 650 | 14 | 3 900 | 15 | 4 787 | 15 | 5 453 | 15 | 5 920 | 15 | 6 453 | 1 | 1,6 | | | | | | | | | | | | | | |
| Banking and Insurance | 4 | 66,7 | | | 2 | | 4 | 9 500 | 4 | 11 000 | 4 | 12 250 | 4 | 13 500 | 4 | 14 750 | 4 | 16 000 | 4 | 17 250 | | | | | | | | | | | | | | | | |
| Catering, Hotels and Tourism | 14 | 66,7 | 3 | 5 000 | 6 | 5 000 | 14 | 5 214 | 14 | 5 643 | 14 | 6 107 | 14 | 6 179 | 14 | 6 464 | 14 | 6 464 | 14 | 6 464 | | | | | | | | | | | | | | | | |
| Civilian Employees of the Army | 1 | 33,3 | | | | | | | | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | |
| Commerce | 9 | 56,3 | 1 | | 3 | 1 500 | 5 | 1 600 | 7 | 1 657 | 9 | 2 300 | 9 | 2 589 | 9 | 3 000 | 9 | 3 167 | 9 | 3 278 | | | | | | | | | | | | | | | | |
| ECHO | 14 | 51,9 | 1 | | 5 | 2 720 | 9 | 3 833 | 12 | 5 083 | 13 | 6 762 | 14 | 8 243 | 14 | 9 643 | 14 | 11 150 | 14 | 12 586 | | | | | | | | | | | | | | | | |
| Food Industry and Allied Trade | 64 | 64,6 | 3 | 733 | 22 | 1 418 | 51 | 2 355 | 56 | 3 599 | 63 | 4 600 | 64 | 5 871 | 64 | 6 853 | 64 | 7 680 | 64 | 8 500 | | | | | | | | | | | | | | | | |
| Glass, Ceramic, Jewellery & Porcelain | 19 | 61,3 | 3 | 2 900 | 3 | 3 767 | 9 | 4 167 | 12 | 4 883 | 18 | 5 950 | 18 | 10 811 | 19 | 12 339 | 19 | 14 403 | 19 | 16 195 | | | | | | | | | | | | | | | | |
| Health Service and Social Care | 8 | 34,8 | 1 | | 3 | 1 667 | 5 | 3 400 | 5 | 4 300 | 6 | 4 583 | 8 | 4 688 | 8 | 5 563 | 8 | 6 438 | 8 | 7 375 | | | | | | | | | | | | | | | | |
| KOVO | 201 | 39,9 | 9 | 2 078 | 60 | 2 132 | 131 | 3 010 | 154 | 4 005 | 181 | 4 961 | 201 | 5 769 | 201 | 6 689 | 201 | 7 806 | 201 | 8 984 | | | | | | | | | | | | | | | | |
| Mines, Geology and Oil Industry | 12 | 52,2 | 2 | | 6 | 2 550 | 6 | 3 600 | 6 | 4 800 | 10 | 4 320 | 12 | 4 292 | 12 | 4 583 | 12 | 4 750 | 12 | 5 042 | | | | | | | | | | | | | | | | |
| Postal, Telecom. and Newspaper Services | 1 | 12,5 | | | | | | | | | | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 4 | 28,6 | 1 | | 1 | | 2 | | 2 | | 3 | 5 000 | 3 | 6 000 | 4 | 5 750 | 4 | 7 000 | 4 | 7 500 | | | | | | | | | | | | | | | | |
| Science and Research | 1 | 14,3 | | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | |
| STAVBA | 24 | 54,5 | 2 | | 6 | 1 475 | 15 | 3 003 | 17 | 4 071 | 23 | 6 000 | 24 | 6 900 | 24 | 8 154 | 24 | 9 029 | 24 | 10 092 | | | | | | | | | | | | | | | | |
| Textile, Clothing and Leather Industry | 17 | 56,7 | 2 | | 8 | 1 625 | 13 | 2 077 | 13 | 2 908 | 14 | 3 518 | 17 | 4 076 | 17 | 4 862 | 17 | 5 594 | 17 | 6 244 | | | | | | | | | | | | | | | | |
| Transport | 21 | 46,7 | 3 | 1 000 | 7 | 1 571 | 8 | 2 150 | 14 | 3 007 | 20 | 3 540 | 21 | 4 257 | 21 | 4 881 | 21 | 5 405 | 21 | 5 905 | | | | | | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | 10 | 76,9 | | | 3 | 2 000 | 5 | 2 300 | 8 | 2 875 | 10 | 4 025 | 10 | 5 000 | 10 | 5 950 | 10 | 6 450 | 10 | 7 050 | | | | | | | | | | | | | | | | |
| UNIOS | 47 | 45,6 | 10 | 1 930 | 22 | 2 486 | 28 | 3 971 | 31 | 5 248 | 39 | 6 441 | 47 | 6 953 | 47 | 7 985 | 47 | 8 615 | 47 | 10 487 | 1 | 1,0 | | | | | | | | | | | | | | |
| Universities Trade Union | 8 | 20,0 | | | | | | | 1 | | 8 | 3 563 | 8 | 4 500 | 8 | 5 375 | 8 | 6 125 | 8 | 6 875 | | | | | | | | | | | | | | | | |
| Wood Industry, Forestry and Manag.of Water | 29 | 46,8 | | | 15 | 1 543 | 21 | 2 564 | 21 | 3 574 | 26 | 4 358 | 29 | 5 443 | 29 | 6 338 | 29 | 6 990 | 29 | 7 683 | | | | | | | | | | | | | | | | |

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

| ISWC | | Remuneration at life anniversaries I | | | | | | | | | | | | 2007 | |
|---|---|--------------------------------------|-------------------------------------|-----|-------------------|-----|--------------------|-----|--------------------|-----|--------------------|-----|--------------------|------|--------|
| TRADE UNION | Remuneration at reaching of the age of 50 | | | | | | | | | | | | | | |
| | agreed in CA | | length of work in the organization: | | | | | | | | | | | | |
| | NCA | % CA | less than 5 years | | more than 5 years | | more than 10 years | | more than 15 years | | more than 20 years | | more than 25 years | | |
| | | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK |
| Total | | 656 | 55,6 | 313 | 3 121 | 618 | 3 367 | 648 | 4 132 | 654 | 4 831 | 655 | 5 489 | 656 | 5 877 |
| Agriculture and Nutrition | | 29 | 47,5 | 11 | 2 500 | 27 | 2 730 | 29 | 3 052 | 29 | 3 572 | 29 | 4 069 | 29 | 4 286 |
| Banking and Insurance | | 4 | 66,7 | 3 | 6 833 | 4 | 7 250 | 4 | 7 250 | 4 | 7 250 | 4 | 7 250 | 4 | 7 250 |
| Catering, Hotels and Tourism | | 18 | 85,7 | 16 | 4 000 | 18 | 5 000 | 18 | 5 528 | 18 | 5 833 | 18 | 6 056 | 18 | 6 111 |
| Civilian Employees of the Army | | | | | | | | | | | | | | | |
| Commerce | | 12 | 75,0 | 5 | 1 120 | 11 | 1 455 | 12 | 1 867 | 12 | 2 358 | 12 | 2 933 | 12 | 3 050 |
| ECHO | | 16 | 59,3 | 6 | 2 000 | 16 | 4 631 | 16 | 7 481 | 16 | 10 394 | 16 | 13 338 | 16 | 14 063 |
| Food Industry and Allied Trade | | 55 | 55,6 | 23 | 2 598 | 53 | 2 819 | 55 | 3 491 | 55 | 4 234 | 55 | 5 089 | 55 | 5 580 |
| Glass, Ceramic, Jewellery & Porcelain | | 20 | 64,5 | 9 | 2 578 | 17 | 4 406 | 20 | 4 640 | 20 | 5 115 | 20 | 5 690 | 20 | 6 380 |
| Health Service and Social Care | | 13 | 56,5 | 6 | 4 333 | 12 | 4 017 | 13 | 4 631 | 13 | 5 131 | 13 | 5 785 | 13 | 6 092 |
| KOVO | | 223 | 44,2 | 92 | 3 165 | 199 | 3 203 | 216 | 4 015 | 222 | 4 787 | 223 | 5 571 | 223 | 6 169 |
| Mines, Geology and Oil Industry | | 17 | 73,9 | 4 | 4 250 | 16 | 3 100 | 17 | 3 582 | 17 | 4 247 | 17 | 4 882 | 17 | 5 359 |
| Postal, Telecom. and Newspaper Services | | 3 | 37,5 | | | 3 | 5 833 | 3 | 6 667 | 3 | 6 667 | 3 | 6 667 | 3 | 6 667 |
| Railway Trade Unions | | 12 | 85,7 | 7 | 3 607 | 12 | 4 604 | 12 | 5 575 | 12 | 5 942 | 12 | 6 208 | 12 | 6 508 |
| Science and Research | | 2 | 28,6 | 1 | | 2 | | 2 | | 2 | | 2 | | 2 | |
| STAVBA | | 35 | 79,5 | 19 | 2 658 | 35 | 3 236 | 35 | 3 909 | 35 | 4 631 | 35 | 5 100 | 35 | 5 324 |
| Textile, Clothing and Leather Industry | | 24 | 80,0 | 12 | 2 983 | 23 | 2 650 | 23 | 3 718 | 23 | 4 240 | 23 | 4 944 | 24 | 5 268 |
| Transport | | 31 | 68,9 | 17 | 2 182 | 31 | 2 702 | 31 | 3 129 | 31 | 3 573 | 31 | 3 855 | 31 | 4 097 |
| Transport, Road Economy and Repair Vehicles | | 8 | 61,5 | 1 | | 8 | 2 625 | 8 | 2 938 | 8 | 3 525 | 8 | 3 963 | 8 | 4 263 |
| UNIOS | | 76 | 73,8 | 60 | 3 790 | 76 | 4 166 | 76 | 4 818 | 76 | 5 164 | 76 | 5 451 | 76 | 5 500 |
| Universities Trade Union | | 21 | 52,5 | 7 | 2 429 | 21 | 3 619 | 21 | 5 333 | 21 | 6 524 | 21 | 6 571 | 21 | 6 619 |
| Wood Industry, Forestry and Manag.of Water | | 37 | 59,7 | 14 | 2 107 | 34 | 2 538 | 37 | 3 465 | 37 | 4 350 | 37 | 5 297 | 37 | 5 699 |

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

Table NO. A14a

Evaluation of collective agreements

Remunerations at life anniversaries II - 1st quitting of the working relation following the granting of disability pension or the old-age pension

Classification based on: Trade unions

in CZK

| ISWC | | | | | | | | | | | | | | | | | | | | | Remuneration at life anniversaries II | | | | | | | | | | 2007 | |
|---|------|--|-----|-------------------------------------|-----|-------------------|-----|--------------------|-----|--------------------|-----|--------------------|-----|--------------------|-----|--------------------|-----|--------------------|-----|--------------------|---------------------------------------|--|--|--|--|--|--|--|--|--|------|--|
| TRADE UNION | | Remuneration at 1st quitting of the working relation following the granting of disability pension or the old-age pension | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | agreed in CA | | length of work 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 | 628 | 53,2 | 294 | 3 620 | 580 | 4 332 | 615 | 5 470 | 625 | 6 589 | 627 | 7 537 | 628 | 8 209 | 628 | 8 705 | 628 | 9 044 | 628 | 9 297 | | | | | | | | | | | | |
| Agriculture and Nutrition | 30 | 49,2 | 13 | 2 731 | 28 | 3 043 | 30 | 3 383 | 30 | 3 953 | 30 | 4 450 | 30 | 4 677 | 30 | 4 743 | 30 | 4 810 | 30 | 4 843 | | | | | | | | | | | | |
| Banking and Insurance | 3 | 50,0 | 2 | | 3 | 4 000 | 3 | 5 667 | 3 | 7 333 | 3 | 9 000 | 3 | 10 667 | 3 | 12 333 | 3 | 14 000 | 3 | 15 667 | | | | | | | | | | | | |
| Catering, Hotels and Tourism | 18 | 85,7 | 16 | 4 063 | 18 | 5 056 | 18 | 5 472 | 18 | 5 889 | 18 | 6 111 | 18 | 6 167 | 18 | 6 167 | 18 | 6 167 | 18 | 6 167 | | | | | | | | | | | | |
| Civilian Employees of the Army | 1 | 33,3 | | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | |
| Commerce | 12 | 75,0 | 6 | 3 417 | 12 | 2 625 | 12 | 3 075 | 12 | 3 558 | 12 | 4 125 | 12 | 4 233 | 12 | 4 342 | 12 | 4 375 | 12 | 4 375 | | | | | | | | | | | | |
| ECHO | 18 | 66,7 | 11 | 2 727 | 18 | 3 889 | 18 | 6 431 | 18 | 8 667 | 18 | 10 847 | 18 | 12 861 | 18 | 14 597 | 18 | 15 556 | 18 | 16 514 | | | | | | | | | | | | |
| Food Industry and Allied Trade | 58 | 58,6 | 28 | 3 277 | 57 | 4 098 | 58 | 5 316 | 58 | 6 281 | 58 | 7 700 | 58 | 8 388 | 58 | 8 943 | 58 | 9 021 | 58 | 9 047 | | | | | | | | | | | | |
| Glass, Ceramic, Jewellery & Porcelain | 20 | 64,5 | 6 | 2 867 | 16 | 5 588 | 19 | 6 916 | 20 | 8 240 | 20 | 9 715 | 20 | 11 405 | 20 | 12 360 | 20 | 13 410 | 20 | 14 010 | | | | | | | | | | | | |
| Health Service and Social Care | 15 | 65,2 | 7 | 4 214 | 14 | 4 800 | 15 | 6 113 | 15 | 7 547 | 15 | 8 347 | 15 | 8 713 | 15 | 8 913 | 15 | 9 113 | 15 | 9 313 | | | | | | | | | | | | |
| KOVO | 186 | 36,9 | 70 | 4 030 | 157 | 4 364 | 175 | 5 561 | 184 | 7 102 | 185 | 8 039 | 186 | 8 980 | 186 | 9 832 | 186 | 10 565 | 186 | 11 006 | | | | | | | | | | | | |
| Mines, Geology and Oil Industry | 16 | 69,6 | 4 | 4 250 | 14 | 3 986 | 16 | 4 656 | 16 | 5 813 | 16 | 6 744 | 16 | 7 256 | 16 | 7 744 | 16 | 7 856 | 16 | 8 981 | | | | | | | | | | | | |
| Postal, Telecom. and Newspaper Services | 3 | 37,5 | 1 | | 3 | 10 833 | 3 | 13 667 | 3 | 15 333 | 3 | 17 000 | 3 | 17 000 | 3 | 17 000 | 3 | 17 000 | 3 | 17 000 | | | | | | | | | | | | |
| Railway Trade Unions | 13 | 92,9 | 6 | 5 333 | 13 | 8 115 | 13 | 10 515 | 13 | 11 200 | 13 | 13 969 | 13 | 14 331 | 13 | 14 738 | 13 | 14 915 | 13 | 14 977 | | | | | | | | | | | | |
| Science and Research | 2 | 28,6 | 1 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | | | | | | | | | | | | |
| STAVBA | 33 | 75,0 | 13 | 5 015 | 31 | 6 963 | 32 | 8 269 | 32 | 9 320 | 33 | 10 241 | 33 | 10 565 | 33 | 10 656 | 33 | 10 656 | 33 | 10 656 | | | | | | | | | | | | |
| Textile, Clothing and Leather Industry | 23 | 76,7 | 12 | 2 917 | 23 | 2 576 | 23 | 3 587 | 23 | 4 144 | 23 | 4 723 | 23 | 5 179 | 23 | 5 510 | 23 | 5 705 | 23 | 5 901 | | | | | | | | | | | | |
| Transport | 34 | 75,6 | 13 | 2 162 | 31 | 3 148 | 34 | 3 809 | 34 | 4 426 | 34 | 4 897 | 34 | 5 346 | 34 | 5 346 | 34 | 5 346 | 34 | 5 346 | | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | 8 | 61,5 | 1 | | 7 | 2 857 | 8 | 4 438 | 8 | 5 375 | 8 | 6 438 | 8 | 7 188 | 8 | 7 813 | 8 | 8 438 | 8 | 9 063 | | | | | | | | | | | | |
| UNIOS | 79 | 76,7 | 63 | 3 968 | 78 | 4 740 | 79 | 5 703 | 79 | 6 441 | 79 | 7 028 | 79 | 7 391 | 79 | 7 467 | 79 | 7 467 | 79 | 7 467 | | | | | | | | | | | | |
| Universities Trade Union | 21 | 52,5 | 7 | 2 571 | 21 | 3 714 | 21 | 5 381 | 21 | 6 524 | 21 | 6 571 | 21 | 6 619 | 21 | 6 619 | 21 | 6 619 | 21 | 6 619 | | | | | | | | | | | | |
| Wood Industry, Forestry and Manag. of Water | 35 | 56,5 | 14 | 2 321 | 33 | 3 106 | 35 | 4 203 | 35 | 5 359 | 35 | 6 766 | 35 | 7 591 | 35 | 8 213 | 35 | 8 490 | 35 | 8 736 | | | | | | | | | | | | |

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

Table NO. A15a

Evaluation of collective agreements
Wage development
Classification based on: Trade unions

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

| ISWC | | Wage development | | | | | | | | | | | | | | | | | | | | | | | | 2007 | | | | | | | | | | | | |
|--|-----|------------------|---|------|-------------------------------------|-------|--|------|-------------------------------------|------|----------------------|------|--------------------------------|------|-------------------------------------|------|----------------|-------|----------------|------|--|------|----------------|------|----------------|------|---|------|----------------|------|-------------------------------------|------|----------------|------|----------------------|------|--|--|
| TRADE UNION | NCA | % CA | Has wage development been contracted in the CA? | | | | | | | | | | | | | | | | | | | | | | | | Number of CA where wage development is bound to economic indicators | | | | | | | | | | | |
| | | | of this | | | | | | 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 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 | | without manag. | | without manag. | | without manag. | | without manag. | | without manag. | | without manag. | | without manag. | | without manag. | | without manag. | | without manag. | | | | | |
| | | | 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 | NCA | % CA | | | | |
| Total | 783 | 66,4 | 232 | 19,7 | 20 | 560,0 | 212 | 3,7 | 65 | 5,5 | 5 | 0,4 | 495 | 41,9 | 486 | 4,2 | 13 | 550,0 | 17 | 3,7 | 1 | | 40 | 3,4 | 40 | 2,4 | 1 | | 87 | 7,4 | 8 | 0,7 | 131 | 11,1 | 217 | 18,4 | | |
| Agriculture and Nutrition | 14 | 23,0 | | | | | | | | | | | 14 | 23,0 | 14 | 4,5 | | | | | | | | | | | | | | | | | | 4 | 6,6 | | | |
| Banking and Insurance | 5 | 83,3 | | | | | | 2 | 33,3 | | | | 1 | 16,7 | 1 | | | | | | | | | | | | | 2 | 33,3 | | | | | 2 | 33,3 | | | |
| Catering, Hotels and Tourism | 19 | 90,5 | | | | | | 2 | 9,5 | | | | 18 | 85,7 | 18 | 3,0 | | | 1 | | | | | | | | | 1 | 4,8 | | | 2 | 9,5 | 5 | 23,8 | | | |
| Civilian Employees of the Army | 1 | 33,3 | | | | | | | | | | | 1 | 33,3 | 1 | | | | | | | | | | | | | | | | | | | 1 | 33,3 | | | |
| Commerce | 4 | 25,0 | | | | | | | | | | | 3 | 18,8 | 2 | | 1 | | | | | | | | | | | 1 | 6,3 | | | | | 4 | 25,0 | | | |
| ECHO | 25 | 92,6 | 5 | 18,5 | | | 5 | 4,1 | | | | | 7 | 25,9 | 7 | 5,0 | | | 1 | | | | 3 | 11,1 | 3 | 1,7 | | 12 | 44,4 | 2 | 7,4 | 2 | 7,4 | 11 | 40,7 | | | |
| Food Industry and Allied Trade | 75 | 75,8 | 11 | 11,1 | | | 11 | 3,9 | 14 | 14,1 | 3 | 3,0 | 47 | 47,5 | 47 | 3,8 | 4 | 800,0 | 2 | | | | 4 | 4,0 | 4 | 1,5 | | 4 | 4,0 | | | 5 | 5,1 | 27 | 27,3 | | | |
| Glass, Ceramic, Jewellery & Porcelain | 8 | 25,8 | | | | | | | | | | | 7 | 22,6 | 7 | 4,6 | | | | | | | 1 | 3,2 | 1 | | | | | | | | | 3 | 9,7 | | | |
| Health Service and Social Care | 12 | 52,2 | 3 | 13,0 | 1 | | 2 | | 1 | 4,3 | | | 10 | 43,5 | 10 | 4,7 | | | | | | | | | | | | | | | | 2 | 8,7 | 3 | 13,0 | | | |
| KOVO | 390 | 77,4 | 148 | 29,4 | 14 | 542,9 | 134 | 3,6 | 34 | 6,7 | 2 | 0,4 | 242 | 48,0 | 235 | 4,2 | 7 | 392,9 | 7 | 3,2 | 1 | | 16 | 3,2 | 16 | 2,6 | 1 | | 43 | 8,5 | 5 | 1,0 | 89 | 17,7 | 115 | 22,8 | | |
| Mines, Geology and Oil Industry | 15 | 65,2 | 3 | 13,0 | | | 3 | 3,8 | 1 | 4,3 | | | 11 | 47,8 | 11 | 5,0 | | | | | | | 2 | 8,7 | 2 | | | | | | | 2 | 8,7 | 1 | 4,3 | | | |
| Postal, Telecom. and Newspaper Services | 2 | 25,0 | | | | | | | 1 | 12,5 | | | 2 | 25,0 | 2 | | | | | | | | | | | | | 1 | 12,5 | 1 | 12,5 | 2 | 25,0 | 1 | 12,5 | | | |
| Railway Trade Unions | 12 | 85,7 | 9 | 64,3 | 2 | | 7 | 5,0 | 2 | 14,3 | | | 4 | 28,6 | 3 | 5,0 | 1 | | 1 | | | 1 | 7,1 | 1 | | | 1 | 7,1 | | | 4 | 28,6 | 6 | 42,9 | | | | |
| Science and Research | 1 | 14,3 | | | | | | | | | | | 1 | 14,3 | 1 | | | | | | | | | | | | | | | | | | | | | | | |
| STAVBA | 29 | 65,9 | 3 | 6,8 | | | 3 | 5,7 | | | | | 21 | 47,7 | 21 | 4,7 | | | 1 | | | | 4 | 9,1 | 4 | 2,5 | | 1 | 2,3 | | | | | 9 | 20,5 | | | |
| Textile, Clothing and Leather Industry | 22 | 73,3 | 3 | 10,0 | 1 | | 2 | | | | | | 18 | 60,0 | 18 | 3,3 | | | 3 | 4,5 | | | | | | | 1 | 3,3 | | | | | 5 | 16,7 | | | | |
| Transport | 21 | 46,7 | 11 | 24,4 | | | 11 | 4,2 | 1 | 2,2 | | | 5 | 11,1 | 5 | 4,4 | | | | | | | | | | | 7 | 15,6 | | | 3 | 6,7 | 2 | 4,4 | | | | |
| Transport, Road Economy and Repair Vehicles | 13 | 100,0 | 9 | 69,2 | | | 9 | 4,4 | | | | | 4 | 30,8 | 4 | 4,3 | | | | | | 1 | 7,7 | 1 | | | 4 | 30,8 | | | 5 | 38,5 | 2 | 15,4 | | | | |
| UNIOS | 70 | 68,0 | 12 | 11,7 | 1 | | 11 | 4,0 | 5 | 4,9 | | | 49 | 47,6 | 49 | 4,1 | | | | | | | | | | | 6 | 5,8 | | | 2 | 1,9 | 2 | 1,9 | | | | |
| Universities Trade Union | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Wood, Industry, Forestry and Manag. of Water | 45 | 72,6 | 15 | 24,2 | 1 | | 14 | 3,2 | 2 | 3,2 | | | 30 | 48,4 | 30 | 4,9 | | | 1 | | | | 8 | 12,9 | 8 | 2,9 | | 3 | 4,8 | | | 13 | 21,0 | 14 | 22,6 | | | |

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

Table NO. A16a

Evaluation of collective agreements
Remuneration of employees I
Classification based on: Trade unions

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

| ISWC | | | | | | | | | | | | | | | | | | Remuneration of employees I | | | | | | | | | | | | | | | | | | 2007 | | | |
|---|---|-------|--|------|------------------------|------|---------------|------|---|------|-------|--|------|------|--|-------|------|-----------------------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|------|--|--|--|
| 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 | 740 | 62,7 | 115 | 9,7 | 37 | 3,1 | 638 | 54,1 | 314 | 26,6 | 97,6 | 268 | 22,7 | 88,8 | 740 | 62,7 | 12,4 | 11,71 | | | | | | | | | | | | | | | | | | | | | |
| Agriculture and Nutrition | 16 | 26,2 | 5 | 8,2 | 2 | 3,3 | 12 | 19,7 | 16 | 26,2 | 100,0 | 6 | 9,8 | 93,3 | 29 | 47,5 | 14,8 | 6,67 | | | | | | | | | | | | | | | | | | | | | |
| Banking and Insurance | 5 | 83,3 | 1 | 16,7 | | | 4 | 66,7 | | | | 2 | 33,3 | | 1 | 16,7 | | | | | | | | | | | | | | | | | | | | | | | |
| Catering, Hotels and Tourism | 11 | 52,4 | 3 | 14,3 | | | 9 | 42,9 | 12 | 57,1 | 100,0 | 13 | 61,9 | 96,9 | 15 | 71,4 | 17,7 | | | | | | | | | | | | | | | | | | | | | | |
| Civilian Employees of the Army | 2 | 66,7 | | | | | 2 | 66,7 | | | | | | | 2 | 66,7 | | | | | | | | | | | | | | | | | | | | | | | |
| Commerce | 8 | 50,0 | 2 | 12,5 | | | 6 | 37,5 | 8 | 50,0 | 100,0 | 2 | 12,5 | | 5 | 31,3 | 20,0 | | | | | | | | | | | | | | | | | | | | | | |
| ECHO | 25 | 92,6 | 3 | 11,1 | | | 22 | 81,5 | 15 | 55,6 | 91,3 | 16 | 59,3 | 75,9 | 24 | 88,9 | 10,9 | 8,81 | | | | | | | | | | | | | | | | | | | | | |
| Food Industry and Allied Trade | 42 | 42,4 | | | | | 42 | 42,4 | 10 | 10,1 | 99,0 | 22 | 22,2 | 80,5 | 64 | 64,6 | 12,3 | 8,49 | | | | | | | | | | | | | | | | | | | | | |
| Glass, Ceramic, Jewellery & Porcelain | 18 | 58,1 | 3 | 9,7 | 1 | 3,2 | 16 | 51,6 | 5 | 16,1 | 95,0 | 14 | 45,2 | 84,6 | 23 | 74,2 | 10,6 | 26,00 | | | | | | | | | | | | | | | | | | | | | |
| Health Service and Social Care | 12 | 52,2 | | | | | 12 | 52,2 | 1 | 4,3 | | 1 | 4,3 | | 14 | 60,9 | 11,5 | 19,00 | | | | | | | | | | | | | | | | | | | | | |
| KOVO | 354 | 70,2 | 55 | 10,9 | 22 | 4,4 | 293 | 58,1 | 167 | 33,1 | 96,8 | 118 | 23,4 | 90,4 | 319 | 63,3 | 11,3 | 10,37 | | | | | | | | | | | | | | | | | | | | | |
| Mines, Geology and Oil Industry | 15 | 65,2 | 2 | 8,7 | | | 14 | 60,9 | 9 | 39,1 | 100,0 | 10 | 43,5 | 98,0 | 16 | 69,6 | 10,0 | 10,33 | | | | | | | | | | | | | | | | | | | | | |
| Postal, Telecom. and Newspaper Services | 3 | 37,5 | | | | | 3 | 37,5 | 2 | 25,0 | | 2 | 25,0 | | 4 | 50,0 | 11,3 | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 7 | 50,0 | 3 | 21,4 | | | 5 | 35,7 | 4 | 28,6 | 100,0 | 3 | 21,4 | 93,3 | 3 | 21,4 | 18,3 | | | | | | | | | | | | | | | | | | | | | | |
| Science and Research | 1 | 14,3 | | | | | 1 | 14,3 | 1 | 14,3 | | 1 | 14,3 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| STAVBA | 28 | 63,6 | 15 | 34,1 | 7 | 15,9 | 17 | 38,6 | 16 | 36,4 | 100,0 | 4 | 9,1 | 80,0 | 38 | 86,4 | 16,8 | 20,50 | | | | | | | | | | | | | | | | | | | | | |
| Textile, Clothing and Leather Industry | 16 | 53,3 | 6 | 20,0 | 2 | 6,7 | 15 | 50,0 | 2 | 6,7 | | 3 | 10,0 | 93,3 | 18 | 60,0 | 10,0 | 9,94 | | | | | | | | | | | | | | | | | | | | | |
| Transport | 40 | 88,9 | 1 | 2,2 | | | 39 | 86,7 | 21 | 46,7 | 99,5 | 19 | 42,2 | 98,4 | 36 | 80,0 | 13,5 | 33,12 | | | | | | | | | | | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | 13 | 100,0 | 1 | 7,7 | | | 12 | 92,3 | 4 | 30,8 | 97,5 | 2 | 15,4 | | 13 | 100,0 | 10,5 | 7,50 | | | | | | | | | | | | | | | | | | | | | |
| UNIOS | 50 | 48,5 | 4 | 3,9 | 2 | 1,9 | 46 | 44,7 | 13 | 12,6 | 98,5 | 14 | 13,6 | 86,4 | 49 | 47,6 | 11,3 | 9,12 | | | | | | | | | | | | | | | | | | | | | |
| Universities Trade Union | 40 | 100,0 | 1 | 2,5 | | | 39 | 97,5 | | | | | | | 24 | 60,0 | 14,0 | | | | | | | | | | | | | | | | | | | | | | |
| Wood Industry, Forestry and Manag. of Water | 34 | 54,8 | 10 | 16,1 | 1 | 1,6 | 29 | 46,8 | 8 | 12,9 | 100,0 | 16 | 25,8 | 79,7 | 43 | 69,4 | 10,8 | 13,60 | | | | | | | | | | | | | | | | | | | | | |

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

Table NO. A17a

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

| ISWC | | | | | | | | | | | | | | | Remuneration of employees II | | | | | | | | | | | | | | | 2007 | |
|---|--|------|--|-----|-------------------------|-----|-----------------------------------|-----|------------|-------|-------------------------|------|--|------|------------------------------|------|--|--|--|--|--|--|--|--|--|--|--|--|--|------|--|
| TRADE UNION | Detailed conditions governing the working hours accounts | | | | | | | | | | Use of wage by the task | | | | | | | | | | | | | | | | | | | | |
| | agreed in CA | | Permanent wage under Section 120 LC is agreed in the amount of | | | | | | | | agreed in CA | | procedures for the implementation of labour consumption standards (Section 300 LC) | | | | | | | | | | | | | | | | | | |
| | NCA | % CA | 80% of average earnings | | 90% of average earnings | | other amounts of average earnings | | other form | | NCA | % CA | NCA | | % CA | | | | | | | | | | | | | | | | |
| | | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | % AE | NCA | % CA | NCA | % CA | NCA | % CA | | | | | | | | | | | | | | | |
| Total | 5 | 0,4 | 11 | 0,9 | | | | 4 | 0,3 | 100,0 | 2 | 0,2 | 108 | 9,2 | 92 | 7,8 | | | | | | | | | | | | | | | |
| Agriculture and Nutrition | | | 1 | 1,6 | | | | | | | | | 5 | 8,2 | 3 | 4,9 | | | | | | | | | | | | | | | |
| Banking and Insurance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Catering, Hotels and Tourism | | | | | | | | | | | | | 2 | 9,5 | 2 | 9,5 | | | | | | | | | | | | | | | |
| Civilian Employees of the Army | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Commerce | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ECHO | | | | | | | | | | | | | 5 | 18,5 | | | | | | | | | | | | | | | | | |
| Food Industry and Allied Trade | 2 | 2,0 | 3 | 3,0 | | | | | | | | | 11 | 11,1 | 1 | 1,0 | | | | | | | | | | | | | | | |
| Glass, Ceramic, Jewellery & Porcelain | | | | | | | | | | | | | 3 | 9,7 | 1 | 3,2 | | | | | | | | | | | | | | | |
| Health Service and Social Care | | | | | | | | 1 | 4,3 | | | | 1 | 4,3 | 1 | 4,3 | | | | | | | | | | | | | | | |
| KOVO | 3 | 0,6 | 3 | 0,6 | | | | 2 | 0,4 | | 1 | 0,2 | 53 | 10,5 | 67 | 13,3 | | | | | | | | | | | | | | | |
| Mines, Geology and Oil Industry | | | 1 | 4,3 | | | | | | | | | 1 | 4,3 | 3 | 13,0 | | | | | | | | | | | | | | | |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | | | | | | | | | | | 1 | 7,1 | 4 | 28,6 | 3 | 21,4 | | | | | | | | | | | | | | | |
| Science and Research | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| STAVBA | | | 1 | 2,3 | | | | 1 | 2,3 | | | | 4 | 9,1 | 4 | 9,1 | | | | | | | | | | | | | | | |
| Textile, Clothing and Leather Industry | | | | | | | | | | | | | 6 | 20,0 | 4 | 13,3 | | | | | | | | | | | | | | | |
| Transport | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | | | | | | | | | | | | | 5 | 38,5 | 1 | 7,7 | | | | | | | | | | | | | | | |
| UNIOS | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Universities Trade Union | | | | | | | | | | | | | 1 | 2,5 | | | | | | | | | | | | | | | | | |
| Wood.Industry, Forestry and Manag.of Water | | | 2 | 3,2 | | | | | | | | | 7 | 11,3 | 2 | 3,2 | | | | | | | | | | | | | | | |

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

Table NO. A18a

Evaluation of collective agreements
Remuneration of employees III
Classification based on: Trade unions

% of collective agreements

| ISWC Remuneration of employees III 2007 | | | | | | | | | | |
|--|-------------------------------------|--------------|----------------------|--------------|--------------------------|--------------|---------------------|-------------|-----------------------------|-------------|
| 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 | 1127 | 95,5 | 982 | 83,2 | 434 | 36,8 | 449 | 38,1 | 621 | 52,6 |
| Agriculture and Nutrition | 48 | 78,7 | 38 | 62,3 | 13 | 21,3 | 15 | 24,6 | 17 | 27,9 |
| Banking and Insurance | 6 | 100,0 | 4 | 66,7 | 6 | 100,0 | 1 | 16,7 | 4 | 66,7 |
| Catering, Hotels and Tourism | 21 | 100,0 | 21 | 100,0 | 1 | 4,8 | 11 | 52,4 | 11 | 52,4 |
| Civilian Employees of the Army | 3 | 100,0 | 2 | 66,7 | 2 | 66,7 | | | 1 | 33,3 |
| Commerce | 16 | 100,0 | 8 | 50,0 | 13 | 81,3 | 3 | 18,8 | 7 | 43,8 |
| ECHO | 26 | 96,3 | 22 | 81,5 | 13 | 48,1 | 11 | 40,7 | 18 | 66,7 |
| Food Industry and Allied Trade | 95 | 96,0 | 59 | 59,6 | 33 | 33,3 | 17 | 17,2 | 14 | 14,1 |
| Glass, Ceramic, Jewellery & Porcelain | 30 | 96,8 | 28 | 90,3 | 27 | 87,1 | 24 | 77,4 | 25 | 80,6 |
| Health Service and Social Care | 21 | 91,3 | 13 | 56,5 | 10 | 43,5 | 5 | 21,7 | 6 | 26,1 |
| KOVO | 488 | 96,8 | 464 | 92,1 | 168 | 33,3 | 226 | 44,8 | 297 | 58,9 |
| Mines, Geology and Oil Industry | 21 | 91,3 | 19 | 82,6 | 9 | 39,1 | 4 | 17,4 | 11 | 47,8 |
| Postal, Telecom. and Newspaper Services | 8 | 100,0 | 3 | 37,5 | 7 | 87,5 | 5 | 62,5 | 6 | 75,0 |
| Railway Trade Unions | 12 | 85,7 | 7 | 50,0 | 7 | 50,0 | 4 | 28,6 | 5 | 35,7 |
| Science and Research | 7 | 100,0 | | | 7 | 100,0 | | | | |
| STAVBA | 40 | 90,9 | 31 | 70,5 | 14 | 31,8 | 15 | 34,1 | 17 | 38,6 |
| Textile, Clothing and Leather Industry | 29 | 96,7 | 28 | 93,3 | 9 | 30,0 | 14 | 46,7 | 20 | 66,7 |
| Transport | 44 | 97,8 | 43 | 95,6 | 5 | 11,1 | 3 | 6,7 | 4 | 8,9 |
| Transport, Road Economy and Repair Vehicles | 13 | 100,0 | 12 | 92,3 | 1 | 7,7 | 10 | 76,9 | 10 | 76,9 |
| UNIOS | 103 | 100,0 | 102 | 99,0 | 18 | 17,5 | 70 | 68,0 | 85 | 82,5 |
| Universities Trade Union | 40 | 100,0 | 36 | 90,0 | 40 | 100,0 | | | 36 | 90,0 |
| Wood, Industry, Forestry and Manag. of Water | 56 | 90,3 | 42 | 67,7 | 31 | 50,0 | 11 | 17,7 | 27 | 43,5 |

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

Table NO. A19a

Evaluation of collective agreements

Conditions governing the activities of trade union organizations

Classification based on: Trade unions

% of collective agreements

| ISWC Conditions governing the activities of trade union organizations 2007 | | | | | | | | | | | | | | | | | |
|--|---|--------------|--|-------------|---|-------------|--|--------------|-------------|-----|-----|-----|---|-----|---|-------------|--------------|
| 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 | | Authorization for the issuance of internal regulations under Section 305 LC | | |
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | A | B | C | D | E | NCA | % CA | NCA | % CA |
| | Total | 1020 | 86,4 | 306 | 25,9 | 400 | 33,9 | 890 | 75,4 | 798 | 252 | 294 | 366 | 230 | 314 | 26,6 | 142 | 12,0 |
| Agriculture and Nutrition | 47 | 77,0 | 6 | 9,8 | 17 | 27,9 | 43 | 70,5 | 41 | 6 | 1 | 2 | 16 | | | 5 | 8,2 |
| Banking and Insurance | 6 | 100,0 | 2 | 33,3 | 1 | 16,7 | 6 | 100,0 | 6 | 3 | 3 | 1 | 6 | | | 1 | 16,7 |
| Catering, Hotels and Tourism | 19 | 90,5 | | | | | 19 | 90,5 | 18 | 12 | 5 | 15 | | | | 6 | 28,6 |
| Civilian Employees of the Army | 3 | 100,0 | 1 | 33,3 | 1 | 33,3 | 3 | 100,0 | 3 | 1 | | 1 | 2 | 1 | 33,3 | 1 | 33,3 |
| Commerce | 14 | 87,5 | | | 2 | 12,5 | 14 | 87,5 | 13 | 2 | | 6 | 3 | | | 5 | 31,3 |
| ECHO | 25 | 92,6 | 10 | 37,0 | 5 | 18,5 | 26 | 96,3 | 25 | 11 | 10 | 6 | 20 | 3 | 11,1 | 6 | 22,2 |
| Food Industry and Allied Trade | 74 | 74,7 | 14 | 14,1 | 73 | 73,7 | 64 | 64,6 | 61 | 14 | 8 | 50 | 7 | 14 | 14,1 | 19 | 19,2 |
| Glass, Ceramic, Jewellery & Porcelain | 28 | 90,3 | 12 | 38,7 | 16 | 51,6 | 13 | 41,9 | 13 | 2 | 1 | 2 | 1 | 14 | 45,2 | 11 | 35,5 |
| Health Service and Social Care | 21 | 91,3 | | | 3 | 13,0 | 20 | 87,0 | 18 | 2 | 7 | 1 | 17 | | | 1 | 4,3 |
| KOVO | 471 | 93,5 | 217 | 43,1 | 165 | 32,7 | 400 | 79,4 | 338 | 152 | 186 | 202 | 54 | 254 | 50,4 | 23 | 4,6 |
| Mines, Geology and Oil Industry | 18 | 78,3 | 9 | 39,1 | 1 | 4,3 | 12 | 52,2 | 12 | | 7 | 6 | 2 | 4 | 17,4 | 1 | 4,3 |
| Postal, Telecom. and Newspaper Services | 7 | 87,5 | 2 | 25,0 | 1 | 12,5 | 8 | 100,0 | 3 | 7 | 3 | 1 | 8 | | | 5 | 62,5 |
| Railway Trade Unions | 10 | 71,4 | 2 | 14,3 | 6 | 42,9 | 11 | 78,6 | 10 | 7 | 5 | 8 | 6 | 1 | 7,1 | 2 | 14,3 |
| Science and Research | 4 | 57,1 | | | | | 4 | 57,1 | 4 | 1 | 2 | | 4 | 1 | 14,3 | | |
| STAVBA | 29 | 65,9 | 4 | 9,1 | 4 | 9,1 | 32 | 72,7 | 31 | 4 | | 11 | 17 | 1 | 2,3 | 3 | 6,8 |
| Textile, Clothing and Leather Industry | 23 | 76,7 | 8 | 26,7 | 4 | 13,3 | 23 | 76,7 | 17 | 10 | 5 | 11 | 2 | 2 | 6,7 | | |
| Transport | 38 | 84,4 | 10 | 22,2 | 1 | 2,2 | 25 | 55,6 | 25 | 4 | 1 | 17 | 3 | 5 | 11,1 | 3 | 6,7 |
| Transport, Road Economy and Repair Vehicles | 11 | 84,6 | 5 | 38,5 | 7 | 53,8 | 12 | 92,3 | 11 | 4 | 4 | 7 | | 6 | 46,2 | 5 | 38,5 |
| UNIOS | 94 | 91,3 | | | 67 | 65,0 | 65 | 63,1 | 59 | 8 | 4 | 17 | 13 | 7 | 6,8 | | |
| Universities Trade Union | 21 | 52,5 | | | 14 | 35,0 | 39 | 97,5 | 39 | | 39 | 1 | 7 | 1 | 2,5 | 40 | 100,0 |
| Wood, Industry, Forestry and Manag. of Water | 57 | 91,9 | 4 | 6,5 | 12 | 19,4 | 51 | 82,3 | 51 | 2 | 3 | 1 | 42 | | | 5 | 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
 A use of employer's rooms
 B employer's allowances for the activities of trade unions
 C internet connection
 D costs of necessary materials
 E other conditions

Table NO. A20a

Evaluation of collective agreements
Plurality of trade unions, providing information and discussing
Classification based on: Trade unions

% of collective agreements

| ISWC | Plurality of trade unions, providing information and discussing | | | | | | | | | | | | | | | | | | | | | | 2007 | | |
|---|---|--|------|------|------|------|------|------|------|---------------|------|--|-------|--|-------|------------------|-------|--|------|--|------|---|------|---|------|
| | 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 | | CA is concluded with the TU with the highest number of members | | other procedures | | 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 | NCA | % CA |
| Total | 973 | 82,5 | 73 | 6,2 | 33 | 2,8 | 28 | 2,4 | 73 | 6,2 | 200 | 96,6 | 2 | 1,0 | 38 | 18,4 | 616 | 52,2 | 197 | 16,7 | 512 | 43,4 | 122 | 10,3 | |
| Agriculture and Nutrition | 59 | 96,7 | 2 | 3,3 | | | | | | | 2 | 100,0 | | | | | 9 | 14,8 | | | 13 | 21,3 | 1 | 1,6 | |
| Banking and Insurance | 5 | 83,3 | | | | | | | 1 | 16,7 | 1 | 100,0 | | | | | 5 | 83,3 | 4 | 66,7 | 3 | 50,0 | 2 | 33,3 | |
| Catering, Hotels and Tourism | 16 | 76,2 | | | | | | | 5 | 23,8 | 5 | 100,0 | | | | | 17 | 81,0 | | | 18 | 85,7 | | | |
| Civilian Employees of the Army | 2 | 66,7 | | | 1 | 33,3 | | | | | 1 | 100,0 | | | | | 2 | 66,7 | 2 | 66,7 | 2 | 66,7 | 1 | 33,3 | |
| Commerce | 14 | 87,5 | | | 1 | 6,3 | | | 1 | 6,3 | 2 | 100,0 | | | | | 1 | 6,3 | | | 1 | 6,3 | 1 | 6,3 | |
| ECHO | 21 | 77,8 | 2 | 7,4 | | | | | 4 | 14,8 | 6 | 100,0 | | | | | 18 | 66,7 | 14 | 51,9 | 8 | 29,6 | 16 | 59,3 | |
| Food Industry and Allied Trade | 51 | 51,5 | 10 | 10,1 | 11 | 11,1 | 8 | 8,1 | 19 | 19,2 | 48 | 100,0 | | | | | 36 | 36,4 | 45 | 45,5 | 39 | 39,4 | 2 | 2,0 | |
| Glass, Ceramic, Jewellery & Porcelain | 19 | 61,3 | 5 | 16,1 | 5 | 16,1 | | | 2 | 6,5 | 10 | 83,3 | | | 2 | 16,7 | 27 | 87,1 | 2 | 6,5 | 3 | 9,7 | | | |
| Health Service and Social Care | 12 | 52,2 | 6 | 26,1 | | | 3 | 13,0 | 2 | 8,7 | 11 | 100,0 | | | | | 18 | 78,3 | 9 | 39,1 | 4 | 17,4 | 8 | 34,8 | |
| KOVO | 448 | 88,9 | 33 | 6,5 | 11 | 2,2 | 10 | 2,0 | 2 | 0,4 | 53 | 94,6 | 2 | 3,6 | 3 | 5,4 | 237 | 47,0 | 95 | 18,8 | 224 | 44,4 | 56 | 11,1 | |
| Mines, Geology and Oil Industry | 17 | 73,9 | 4 | 17,4 | 1 | 4,3 | | | 1 | 4,3 | 4 | 66,7 | | | 3 | 50,0 | 14 | 60,9 | 6 | 26,1 | 13 | 56,5 | 7 | 30,4 | |
| Postal, Telecom. and Newspaper Services | 8 | 100,0 | | | | | | | | | | | | | | | 3 | 37,5 | 3 | 37,5 | 6 | 75,0 | 1 | 12,5 | |
| Railway Trade Unions | 7 | 50,0 | 1 | 7,1 | 1 | 7,1 | 3 | 21,4 | 2 | 14,3 | 7 | 100,0 | | | | | 12 | 85,7 | | | 4 | 28,6 | 1 | 7,1 | |
| Science and Research | 7 | 100,0 | | | | | | | | | | | | | | | 3 | 42,9 | 2 | 28,6 | 1 | 14,3 | 5 | 71,4 | |
| STAVBA | 38 | 86,4 | 2 | 4,5 | 1 | 2,3 | 1 | 2,3 | 2 | 4,5 | 6 | 100,0 | | | | | 8 | 18,2 | 1 | 2,3 | 1 | 2,3 | 3 | 6,8 | |
| Textile, Clothing and Leather Industry | 30 | 100,0 | | | | | | | | | | | | | | | 7 | 23,3 | 3 | 10,0 | 2 | 6,7 | | | |
| Transport | 43 | 95,6 | 1 | 2,2 | | | | | 1 | 2,2 | 2 | 100,0 | | | | | 23 | 51,1 | | | 21 | 46,7 | | | |
| Transport, Road Economy and Repair Vehicles | 10 | 76,9 | 1 | 7,7 | | | 1 | 7,7 | 1 | 7,7 | 3 | 100,0 | | | | | 12 | 92,3 | 2 | 15,4 | 12 | 92,3 | 8 | 61,5 | |
| UNIOS | 101 | 98,1 | 1 | 1,0 | | | | | 1 | 1,0 | 2 | 100,0 | | | | | 100 | 97,1 | 3 | 2,9 | 96 | 93,2 | 1 | 1,0 | |
| Universities Trade Union | 10 | 25,0 | 2 | 5,0 | | | 1 | 2,5 | 27 | 67,5 | 30 | 100,0 | | | 30 | 100,0 | 29 | 72,5 | | | 28 | 70,0 | 2 | 5,0 | |
| Wood Industry, Forestry and Manag. of Water | 55 | 88,7 | 3 | 4,8 | 1 | 1,6 | 1 | 1,6 | 2 | 3,2 | 7 | 100,0 | | | | | 35 | 56,5 | 6 | 9,7 | 13 | 21,0 | 7 | 11,3 | |

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

Table NO. A21a

Evaluation of collective agreements
 Compensation money
 Classification based on: Trade unions

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

| ISWC Compensation money 2007 | | | | | | | | | | | | | | | | | | |
|---|---|-------|-----------------------------|------|-------------------------------------|------|-----------------------------|------|--|-------|---|------|--|-------|---|------|-------------------|------|
| 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 the length of the notice period | | depending on the number of years to go before the person is entitled to claim old-age pension | | other dependences | |
| | NCA | % CA | min. | max. | NCA | % CA | min. | max. | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA |
| Total | 512 | 43,4 | 1,6 | 4,0 | 44 | 3,7 | 1,9 | 4,0 | 463 | 39,2 | 285 | 24,2 | 213 | 18,1 | 32 | 2,7 | 128 | 10,8 |
| Agriculture and Nutrition | 14 | 23,0 | 1,1 | 3,3 | 2 | 3,3 | | | 13 | 21,3 | 4 | 6,6 | 7 | 11,5 | 1 | 1,6 | 3 | 4,9 |
| Banking and Insurance | 5 | 83,3 | 1,8 | 4,3 | | | | | 3 | 50,0 | 2 | 33,3 | 2 | 33,3 | | | 1 | 16,7 |
| Catering, Hotels and Tourism | 15 | 71,4 | 1,3 | | 1 | 4,8 | | | 15 | 71,4 | 3 | 14,3 | 11 | 52,4 | | | 5 | 23,8 |
| Civilian Employees of the Army | 2 | 66,7 | | | | | | | 2 | 66,7 | 2 | 66,7 | 2 | 66,7 | | | | |
| Commerce | 5 | 31,3 | 1,0 | 2,5 | 1 | 6,3 | | | 5 | 31,3 | 3 | 18,8 | 2 | 12,5 | | | | |
| ECHO | 23 | 85,2 | 1,2 | 6,1 | 4 | 14,8 | 1,0 | 3,0 | 23 | 85,2 | 22 | 81,5 | 16 | 59,3 | 2 | 7,4 | 2 | 7,4 |
| Food Industry and Allied Trade | 40 | 40,4 | 1,4 | 3,4 | | | | | 40 | 40,4 | 31 | 31,3 | 4 | 4,0 | 10 | 10,1 | 7 | 7,1 |
| Glass, Ceramic, Jewellery & Porcelain | 27 | 87,1 | 1,1 | 3,1 | | | | | 27 | 87,1 | 25 | 80,6 | 5 | 16,1 | | | 10 | 32,3 |
| Health Service and Social Care | 2 | 8,7 | | | | | | | 2 | 8,7 | 1 | 4,3 | 1 | 4,3 | | | | |
| KOVO | 194 | 38,5 | 2,0 | 3,7 | 17 | 3,4 | 3,6 | 5,2 | 174 | 34,5 | 86 | 17,1 | 93 | 18,5 | 11 | 2,2 | 69 | 13,7 |
| Mines, Geology and Oil Industry | 15 | 65,2 | 1,3 | 3,5 | | | | | 13 | 56,5 | 7 | 30,4 | 7 | 30,4 | | | 6 | 26,1 |
| Postal, Telecom. and Newspaper Services | 8 | 100,0 | 1,4 | 3,6 | | | | | 8 | 100,0 | 3 | 37,5 | 8 | 100,0 | 1 | 12,5 | 1 | 12,5 |
| Railway Trade Unions | 6 | 42,9 | 2,8 | 5,3 | 1 | 7,1 | | | 5 | 35,7 | 4 | 28,6 | 3 | 21,4 | 1 | 7,1 | 2 | 14,3 |
| Science and Research | 3 | 42,9 | 1,3 | 3,0 | | | | | 1 | 14,3 | | | 1 | 14,3 | | | | |
| STAVBA | 31 | 70,5 | 1,2 | 3,9 | 7 | 15,9 | 1,2 | 2,0 | 28 | 63,6 | 18 | 40,9 | 15 | 34,1 | | | 3 | 6,8 |
| Textile, Clothing and Leather Industry | 2 | 6,7 | | | | | | | 2 | 6,7 | 1 | 3,3 | | | | | 1 | 3,3 |
| Transport | 14 | 31,1 | 2,4 | | | | | | 4 | 8,9 | 1 | 2,2 | 3 | 6,7 | | | | |
| Transport, Road Economy and Repair Vehicles | 6 | 46,2 | 1,3 | 2,5 | 3 | 23,1 | 1,0 | 2,0 | 6 | 46,2 | 1 | 7,7 | 5 | 38,5 | | | | |
| UNIOS | 52 | 50,5 | 1,5 | 5,5 | 4 | 3,9 | 1,8 | 2,0 | 47 | 45,6 | 36 | 35,0 | 10 | 9,7 | 2 | 1,9 | 12 | 11,7 |
| Universities Trade Union | 9 | 22,5 | 3,2 | 5,9 | | | | | 8 | 20,0 | 6 | 15,0 | 1 | 2,5 | 1 | 2,5 | | |
| Wood.Industry, Forestry and Manag.of Water | 39 | 62,9 | 1,2 | 3,6 | 4 | 6,5 | 1,0 | 4,0 | 37 | 59,7 | 29 | 46,8 | 17 | 27,4 | 3 | 4,8 | 6 | 9,7 |

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

Table NO. A22a

Evaluation of collective agreements
Working hours and holidays
Classification based on: Trade unions

in hours per week, in days

| ISWC Working hours and holidays 2007 | | | | | | | | | | | | | | | | | | | | | | | |
|---|-------------------------|-------|---------------------------|------|------------|------------------|------|------------|------------|------------|---------------|--|------|-------------|--|-------|---------------------------------|-------|---------|------|-----------|------------|---------------------|
| TRADE UNION | Length of working hours | | | | | | | | | | | Applying the working hours account under Section 86 LC | | | Flexible organization of working hours | | Increase of holiday entitlement | | | | | | |
| | agreed in CA | | generally undistinguished | | | in working modes | | | | | | NCA | % CA | com. period | NCA | % CA | 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 | | | | | | weeks | NCA | % CA | % CA | days | % CA | % CA | % CA |
| | | | | | | | | hours/week | hours/week | hours/week | hours/week | | | | | | | | | | | | |
| Total | 1127 | 95,5 | 820 | 69,5 | 38,0 | 307 | 26,0 | 39,5 | 38,3 | 37,3 | 37,3 | 52 | 4,4 | 43,3 | 186 | 15,8 | 950 | 80,5 | 2,6 | 3,9 | 76,3 | 1,4 | 0,4 |
| Agriculture and Nutrition | 56 | 91,8 | 43 | 70,5 | 38,9 | 13 | 21,3 | 40,0 | 38,4 | 37,5 | 37,5 | 3 | 4,9 | 43,3 | | | 49 | 80,3 | 1,6 | 5,0 | 78,7 | | |
| Banking and Insurance | 6 | 100,0 | 4 | 66,7 | 40,0 | 2 | 33,3 | | | | | | | | 4 | 66,7 | 5 | 83,3 | | | 83,3 | | |
| Catering, Hotels and Tourism | 21 | 100,0 | 2 | 9,5 | | 19 | 90,5 | 40,0 | 38,8 | 37,5 | 37,5 | | | | 2 | 9,5 | 10 | 47,6 | | | 47,6 | | |
| Civilian Employees of the Army | 3 | 100,0 | 2 | 66,7 | | 1 | 33,3 | | | | | 1 | 33,3 | | 3 | 100,0 | 3 | 100,0 | | | 100,0 | | |
| Commerce | 16 | 100,0 | 13 | 81,3 | 39,6 | 3 | 18,8 | 40,0 | 38,8 | 37,5 | 37,5 | | | | | | 6 | 37,5 | 6,3 | 2,0 | 25,0 | 6,3 | |
| ECHO | 27 | 100,0 | 18 | 66,7 | 37,5 | 9 | 33,3 | 38,3 | 37,3 | 37,5 | 36,6 | 2 | 7,4 | | 12 | 44,4 | 25 | 92,6 | | | 92,6 | | |
| Food Industry and Allied Trade | 99 | 100,0 | 58 | 58,6 | 37,9 | 41 | 41,4 | 39,9 | 38,6 | 37,4 | 37,4 | 6 | 6,1 | 47,7 | 3 | 3,0 | 73 | 73,7 | 4,0 | 5,0 | 67,7 | 2,0 | |
| Glass, Ceramic, Jewellery & Porcelain | 31 | 100,0 | 28 | 90,3 | 37,8 | 3 | 9,7 | 40,0 | 38,3 | 37,5 | 37,5 | | | | 5 | 16,1 | 28 | 90,3 | | | 87,1 | | 3,2 |
| Health Service and Social Care | 20 | 87,0 | 7 | 30,4 | 38,2 | 13 | 56,5 | 39,8 | 38,6 | 37,5 | 37,5 | 2 | 8,7 | | 5 | 21,7 | 16 | 69,6 | | | 69,6 | | |
| KOVO | 492 | 97,6 | 379 | 75,2 | 37,8 | 113 | 22,4 | 39,6 | 38,2 | 37,2 | 37,0 | 21 | 4,2 | 39,5 | 67 | 13,3 | 410 | 81,3 | 3,8 | 3,7 | 77,6 | 0,4 | |
| Mines, Geology and Oil Industry | 20 | 87,0 | 18 | 78,3 | 37,9 | 2 | 8,7 | | | | | 4 | 17,4 | 52,0 | 3 | 13,0 | 19 | 82,6 | | | 65,2 | 8,7 | 8,7 |
| Postal, Telecom. and Newspaper Services | 8 | 100,0 | 6 | 75,0 | 37,5 | 2 | 25,0 | | | | | | | | 6 | 75,0 | 8 | 100,0 | | | 100,0 | | |
| Railway Trade Unions | 14 | 100,0 | 9 | 64,3 | 38,3 | 5 | 35,7 | 39,0 | 38,8 | 37,0 | 36,8 | 2 | 14,3 | | 7 | 50,0 | 13 | 92,9 | | | 71,4 | 21,4 | |
| Science and Research | 4 | 57,1 | 4 | 57,1 | 40,0 | | | | | | | 1 | 14,3 | | 4 | 57,1 | 4 | 57,1 | | | 57,1 | | |
| STAVBA | 41 | 93,2 | 23 | 52,3 | 38,3 | 18 | 40,9 | 40,0 | 38,3 | 37,5 | 37,5 | 3 | 6,8 | 34,7 | 4 | 9,1 | 37 | 84,1 | 2,3 | 5,0 | 81,8 | | |
| Textile, Clothing and Leather Industry | 30 | 100,0 | 27 | 90,0 | 37,5 | 3 | 10,0 | 39,2 | 37,9 | 37,5 | 37,1 | 3 | 10,0 | 52,0 | 6 | 20,0 | 19 | 63,3 | 3,3 | 3,0 | 53,3 | | 6,7 |
| Transport | 38 | 84,4 | 35 | 77,8 | 38,6 | 3 | 6,7 | 40,0 | 38,8 | 37,5 | 37,5 | 1 | 2,2 | | 3 | 6,7 | 29 | 64,4 | 2,2 | 3,0 | 62,2 | | |
| Transport, Road Economy and Repair Vehicles | 12 | 92,3 | 1 | 7,7 | | 11 | 84,6 | 37,4 | 37,4 | 37,4 | 39,8 | | | | 4 | 30,8 | 13 | 100,0 | | | 100,0 | | |
| UNIOS | 96 | 93,2 | 73 | 70,9 | 38,3 | 23 | 22,3 | 39,6 | 38,2 | 37,5 | 36,9 | | | | 15 | 14,6 | 94 | 91,3 | 1,9 | 4,5 | 88,3 | 1,9 | |
| Universities Trade Union | 34 | 85,0 | 18 | 45,0 | 40,0 | 16 | 40,0 | 40,0 | 38,8 | 37,5 | 37,5 | | | | 26 | 65,0 | 38 | 95,0 | | | 82,5 | 12,5 | |
| Wood.Industry, Forestry and Manag.of Water | 59 | 95,2 | 52 | 83,9 | 38,0 | 7 | 11,3 | 37,9 | 37,7 | 37,1 | 36,9 | 3 | 4,8 | 34,7 | 7 | 11,3 | 51 | 82,3 | 1,6 | 2,0 | 80,6 | | |

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

Table NO. A23a

Evaluation of collective agreements
Overtime, organization of working hours
Classification based on: Trade unions

in hours per year, in weeks

| ISWC Overtime, organization of working hours 2007 | | | | | | | | | |
|--|---|------------|------------|---|-------------|-------------|---|-------------|---------------------|
| 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 | 3 | 0,3 | 77 | 616 | 52,2 | 48,8 | 278 | 23,6 | 43,8 |
| Agriculture and Nutrition | | | | 14 | 23,0 | 52,0 | 3 | 4,9 | 52,0 |
| Banking and Insurance | | | | 3 | 50,0 | 52,0 | 1 | 16,7 | |
| Catering, Hotels and Tourism | | | | 18 | 85,7 | 33,2 | 17 | 81,0 | 30,2 |
| Civilian Employees of the Army | | | | 3 | 100,0 | 40,3 | 1 | 33,3 | |
| Commerce | | | | 7 | 43,8 | 52,0 | 2 | 12,5 | |
| ECHO | | | | 23 | 85,2 | 52,0 | 9 | 33,3 | 52,0 |
| Food Industry and Allied Trade | | | | 81 | 81,8 | 48,7 | 19 | 19,2 | 46,5 |
| Glass, Ceramic, Jewellery & Porcelain | | | | 21 | 67,7 | 40,4 | 17 | 54,8 | 48,4 |
| Health Service and Social Care | | | | 17 | 73,9 | 50,5 | 8 | 34,8 | 46,0 |
| KOVO | 2 | 0,4 | | 227 | 45,0 | 49,3 | 82 | 16,3 | 45,8 |
| Mines, Geology and Oil Industry | | | | 14 | 60,9 | 49,2 | 13 | 56,5 | 49,4 |
| Postal, Telecom. and Newspaper Services | | | | 5 | 62,5 | 52,0 | 1 | 12,5 | |
| Railway Trade Unions | | | | 8 | 57,1 | 52,0 | 7 | 50,0 | 46,6 |
| Science and Research | | | | | | | | | |
| STAVBA | | | | 31 | 70,5 | 47,0 | 23 | 52,3 | 50,9 |
| Textile, Clothing and Leather Industry | | | | 14 | 46,7 | 44,6 | | | |
| Transport | | | | 15 | 33,3 | 52,0 | 2 | 4,4 | |
| Transport, Road Economy and Repair Vehicles | | | | 11 | 84,6 | 49,6 | 11 | 84,6 | 22,4 |
| UNIOS | 1 | 1,0 | | 38 | 36,9 | 50,2 | 22 | 21,4 | 46,7 |
| Universities Trade Union | | | | 26 | 65,0 | 52,0 | 25 | 62,5 | 29,0 |
| Wood.Industry, Forestry and Manag.of Water | | | | 40 | 64,5 | 51,4 | 15 | 24,2 | 48,5 |

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

Evaluation of collective agreements
 Employment rate I – employment rate development
 Classification based on: Trade unions

% of collective agreements

| ISWC | | Employment rate I | | | | | | | | | | 2007 | |
|--|---|-------------------|--|-------------|--|------------|--------------------------------|------------|-------------------------------|-------------|---|------|--|
| TRADE UNION | Limitations of the scope of agency employment | | CA contains specific conditions (programmes) | | | | | | Rules of part-time employment | | Conditions and rules of training attended on parental leave | | |
| | | | employment of people over 50 | | employment of people with disabilities | | employment of juvenile persons | | | | | | |
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | |
| Total | 11 | 0,9 | 22 | 1,9 | 12 | 1,0 | 6 | 0,5 | 56 | 4,7 | | | |
| Agriculture and Nutrition | | | | | | | | | | | | | |
| Banking and Insurance | | | | | | | | | | | | | |
| Catering, Hotels and Tourism | | | | | | | | | 4 | 19,0 | | | |
| Civilian Employees of the Army | | | | | | | | | | | | | |
| Commerce | | | | | | | | | | | | | |
| ECHO | | | 1 | 3,7 | 1 | 3,7 | | | 1 | 3,7 | | | |
| Food Industry and Allied Trade | 2 | 2,0 | | | | | | | 20 | 20,2 | | | |
| Glass, Ceramic, Jewellery & Porcelain | 2 | 6,5 | | | | | | | | | | | |
| Health Service and Social Care | | | 1 | 4,3 | 1 | 4,3 | 1 | 4,3 | | | | | |
| KOVO | 7 | 1,4 | 12 | 2,4 | 3 | 0,6 | 1 | 0,2 | 20 | 4,0 | | | |
| Mines, Geology and Oil Industry | | | | | | | | | | | | | |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | | | | |
| Railway Trade Unions | | | | | | | | | 4 | 28,6 | | | |
| Science and Research | | | | | | | | | 1 | 14,3 | | | |
| STAVBA | | | | | 1 | 2,3 | | | 1 | 2,3 | | | |
| Textile, Clothing and Leather Industry | | | | | | | 1 | 3,3 | | | | | |
| Transport | | | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | | | 2 | 15,4 | 1 | 7,7 | 1 | 7,7 | 3 | 23,1 | | | |
| UNIOS | | | | | | | | | | | | | |
| Universities Trade Union | | | | | 1 | 2,5 | | | | | | | |
| Wood.Industry, Forestry and Manag.of Water | | | 6 | 9,7 | 4 | 6,5 | 2 | 3,2 | 2 | 3,2 | | | |

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

Table NO. A25a

Evaluation of collective agreements
Employment rate II
Classification based on: Trade unions

% of collective agreements

| ISWC | | | | | | | | | | | | | | | | | | | | | Employment rate II | | | | | | | | | | 2007 | |
|---|---|-------------|--|-------------|-------------------------------------|-------------|--|------|--|------------|---|-------------|--|------|-------------|------|-----------------------------|------|---------------------------------------|------|--------------------|--|--|--|--|--|--|--|--|--|------|--|
| 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 | NCA | % CA | | | | | | | | | | | | |
| Total | 204 | 17,3 | 10 | 1,1 | 202 | 22,5 | | | 2 | 0,2 | 2 | 0,2 | | | | | | | | | | | | | | | | | | | | |
| Agriculture and Nutrition | 14 | 23,0 | | | 14 | 23,0 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Banking and Insurance | 2 | 33,3 | | | 2 | 33,3 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Catering, Hotels and Tourism | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Civilian Employees of the Army | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Commerce | 4 | 25,0 | | | 4 | 25,0 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ECHO | 14 | 51,9 | 1 | 3,7 | 14 | 51,9 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Food Industry and Allied Trade | 10 | 10,1 | 4 | 33,3 | 10 | 83,3 | | | 1 | 1,0 | 1 | 50,0 | | | | | | | | | | | | | | | | | | | | |
| Glass, Ceramic, Jewellery & Porcelain | | | | | | | | | 1 | 3,2 | 1 | 3,4 | | | | | | | | | | | | | | | | | | | | |
| Health Service and Social Care | 2 | 8,7 | | | 2 | 8,7 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| KOVO | 71 | 14,1 | 5 | 1,4 | 69 | 19,9 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mines, Geology and Oil Industry | 1 | 4,3 | | | 1 | 4,5 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Postal, Telecom. and Newspaper Services | 1 | 12,5 | | | 1 | 12,5 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 4 | 28,6 | | | 4 | 28,6 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Science and Research | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| STAVBA | 13 | 29,5 | | | 13 | 31,0 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Textile, Clothing and Leather Industry | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Transport | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | 7 | 53,8 | | | 7 | 53,8 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| UNIOS | 32 | 31,1 | | | 32 | 32,0 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Universities Trade Union | 3 | 7,5 | | | 3 | 7,5 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Wood.Industry, Forestry and Manag.of Water | 26 | 41,9 | | | 26 | 41,9 | | | | | | | | | | | | | | | | | | | | | | | | | | |

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

Table NO. A26a

Evaluation of collective agreements
Working conditions and benefits I - catering
Classification based on: Trade unions

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

| ISWC Working conditions and benefits I 2007 | | | | | | | | | | | | | | |
|---|---|-------|--------------|-----------------|------------------------------------|-----------------|----------------------------------|-----------------|--|------|-------------------------|------|--------------------------------------|------|
| 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 | | 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 | % CA | NCA | % CA | NCA | % CA |
| Total | 967 | 81,9 | 29,31 | 54,6 | 9,06 | 31,8 | 26,91 | 54,7 | 151 | 12,8 | 25 | 2,1 | 16 | 1,4 |
| Agriculture and Nutrition | 48 | 78,7 | 23,09 | 54,8 | 7,10 | | 25,85 | 54,2 | 4 | 6,6 | | | | |
| Banking and Insurance | 3 | 50,0 | | 55,0 | 11,33 | | | | | | | | | |
| Catering, Hotels and Tourism | 21 | 100,0 | 22,60 | 55,0 | 11,89 | | | 77,5 | 1 | 4,8 | | | | |
| Civilian Employees of the Army | 2 | 66,7 | | | | | | | | | | | | |
| Commerce | 13 | 81,3 | 28,88 | 51,4 | 6,51 | | 35,00 | 77,0 | 2 | 12,5 | 1 | 6,3 | 1 | 6,3 |
| ECHO | 20 | 74,1 | 23,30 | 55,0 | 12,33 | | 36,86 | 55,0 | 11 | 40,7 | 1 | 3,7 | | |
| Food Industry and Allied Trade | 57 | 57,6 | 34,50 | 54,7 | 7,12 | 46,5 | 30,00 | | 1 | 1,0 | | | | |
| Glass, Ceramic, Jewellery & Porcelain | 30 | 96,8 | 22,75 | 55,0 | 9,08 | 47,5 | 25,75 | | 8 | 25,8 | 1 | 3,2 | 1 | 3,2 |
| Health Service and Social Care | 12 | 52,2 | 15,20 | 55,0 | 9,10 | | 12,50 | | 9 | 39,1 | 1 | 4,3 | 1 | 4,3 |
| KOVO | 445 | 88,3 | 29,86 | 54,5 | 6,87 | 21,9 | 24,35 | 54,9 | 72 | 14,3 | 14 | 2,8 | 3 | 0,6 |
| Mines, Geology and Oil Industry | 16 | 69,6 | 38,50 | 55,0 | 15,00 | | 44,00 | 55,0 | 3 | 13,0 | | | | |
| Postal, Telecom. and Newspaper Services | 8 | 100,0 | | 55,0 | 8,63 | | | | | | | | | |
| Railway Trade Unions | 13 | 92,9 | 15,75 | 51,1 | 8,75 | | | 55,0 | 4 | 28,6 | 2 | 14,3 | 2 | 14,3 |
| Science and Research | 2 | 28,6 | | | | | | | 1 | 14,3 | | | | |
| STAVBA | 32 | 72,7 | 36,00 | 55,0 | 7,56 | | 34,10 | 50,9 | 5 | 11,4 | 3 | 6,8 | 3 | 6,8 |
| Textile, Clothing and Leather Industry | 23 | 76,7 | | 54,2 | 4,00 | | 20,50 | 53,1 | 6 | 20,0 | 1 | 3,3 | 1 | 3,3 |
| Transport | 37 | 82,2 | 23,75 | 54,9 | 9,40 | 7,8 | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | 8 | 61,5 | 23,93 | 54,2 | 8,30 | | | | 6 | 46,2 | 1 | 7,7 | 1 | 7,7 |
| UNIOS | 94 | 91,3 | 34,76 | 54,6 | 11,08 | 11,7 | | 32,5 | 5 | 4,9 | | | | |
| Universities Trade Union | 34 | 85,0 | | | | | 45,50 | 55,0 | 1 | 2,5 | | | | |
| Wood.Industry, Forestry and Manag.of Water | 49 | 79,0 | 27,76 | 55,0 | 8,16 | | 34,99 | 50,0 | 12 | 19,4 | | | 3 | 4,8 |

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

Table NO. A27a

Evaluation of collective agreements
Working conditions and benefits II
Classification based on: Trade unions

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

| ISWC Working conditions and benefits II 2007 | | | | | | | | | | | | | | | | | | | | |
|--|-----------------------------------|------|--|------|----------------|-----------|-----------|--|------|-----------------------------------|------|----------------|---------------|--------------------------------|------|--------------|------|----------------|-----|------------------------------|
| TRADE UNION | Temporary accommodation allowance | | Allowance for transport to and from work | | | | | Conditions of transport provided by the employer | | 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 | CZK/month | CZK/month | NCA | % CA | NCA | % CA | CZK/month | average % MBA | NCA | % CA | NCA | % CA | CZK/month | NCA | % CA |
| | | | | | | | | | | | | | | | | | | | | |
| Total | 11 | 0,9 | 13 | 1,1 | 410,00 | 350,00 | 790,88 | 20 | 1,7 | 602 | 51,0 | 321,21 | 2,8 | 398 | 33,7 | 144 | 12,2 | 399,67 | 97 | 8,2 |
| Agriculture and Nutrition | | | | | | | | | | 28 | 45,9 | 261,90 | 3,0 | 13 | 21,3 | 4 | 6,6 | 400,00 | | |
| Banking and Insurance | 1 | 16,7 | | | | | | | | 5 | 83,3 | 300,00 | 2,5 | 4 | 66,7 | 5 | 83,3 | 380,00 | 4 | 66,7 |
| Catering, Hotels and Tourism | 1 | 4,8 | | | | | | | | 17 | 81,0 | 250,00 | | 15 | 71,4 | 1 | 4,8 | | 1 | 4,8 |
| Civilian Employees of the Army | | | | | | | | | | 2 | 66,7 | | | 2 | 66,7 | 2 | 66,7 | | 2 | 66,7 |
| Commerce | | | 1 | 6,3 | | | | 1 | 6,3 | 4 | 25,0 | 175,00 | 3,0 | 4 | 25,0 | 1 | 6,3 | | 1 | 6,3 |
| ECHO | 1 | 3,7 | | | | | | | | 22 | 81,5 | 410,53 | 3,0 | 18 | 66,7 | 6 | 22,2 | 638,33 | 4 | 14,8 |
| Food Industry and Allied Trade | | | 1 | 1,0 | | | | 2 | 2,0 | 48 | 48,5 | 310,26 | 2,9 | 38 | 38,4 | 5 | 5,1 | 519,20 | 3 | 3,0 |
| Glass, Ceramic, Jewellery & Porcelain | | | | | | | | | | 26 | 83,9 | 311,20 | 3,0 | 22 | 71,0 | 5 | 16,1 | 380,00 | 2 | 6,5 |
| Health Service and Social Care | | | 1 | 4,3 | | | | | | 5 | 21,7 | 425,00 | 3,0 | 4 | 17,4 | | | | | |
| KOVO | 5 | 1,0 | 5 | 1,0 | 500,00 | 500,00 | 333,33 | 9 | 1,8 | 257 | 51,0 | 321,50 | 2,8 | 152 | 30,2 | 52 | 10,3 | 389,08 | 33 | 6,5 |
| Mines, Geology and Oil Industry | | | | | | | | 2 | 8,7 | 10 | 43,5 | 325,00 | 3,0 | 9 | 39,1 | 1 | 4,3 | | 1 | 4,3 |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | 6 | 75,0 | 400,00 | 1,0 | 2 | 25,0 | 1 | 12,5 | | 1 | 12,5 |
| Railway Trade Unions | 1 | 7,1 | 1 | 7,1 | | | | | | 10 | 71,4 | 362,50 | 3,0 | 7 | 50,0 | 7 | 50,0 | 428,57 | 4 | 28,6 |
| Science and Research | | | | | | | | | | 3 | 42,9 | 261,00 | | 1 | 14,3 | | | | | |
| STAVBA | 1 | 2,3 | | | | | | | | 25 | 56,8 | 368,00 | 3,3 | 20 | 45,5 | 9 | 20,5 | 339,11 | 6 | 13,6 |
| Textile, Clothing and Leather Industry | | | 1 | 3,3 | | | | 4 | 13,3 | 9 | 30,0 | 175,00 | 2,8 | 4 | 13,3 | 2 | 6,7 | | 1 | 3,3 |
| Transport | | | | | | | | | | 20 | 44,4 | 323,08 | 2,9 | 15 | 33,3 | 3 | 6,7 | 438,67 | | |
| Transport, Road Economy and Repair Vehicles | | | | | | | | | | 7 | 53,8 | 324,00 | 2,5 | 6 | 46,2 | 1 | 7,7 | | 1 | 7,7 |
| UNIOS | | | 1 | 1,0 | | | | 1 | 1,0 | 56 | 54,4 | 325,02 | 2,8 | 31 | 30,1 | 27 | 26,2 | 391,52 | 23 | 22,3 |
| Universities Trade Union | | | | | | | | | | 1 | 2,5 | | | 1 | 2,5 | | | | | |
| Wood, Industry, Forestry and Manag. of Water | 1 | 1,6 | 2 | 3,2 | | | | 1 | 1,6 | 41 | 66,1 | 319,35 | 2,8 | 30 | 48,4 | 12 | 19,4 | 391,58 | 10 | 16,1 |

Explanatory notes: NCA
% CA
CZK/month
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 monthly basis of assessment

Table NO. A28a

Evaluation of collective agreements
Social fund (FSCR, stimulation fund) - creation
Classification based on: Trade unions

average %, average CZK

| ISWC | Social fund (FSCR, stimulation fund) - creation | | | | | | | | | | | | | | | | | | | | 2007 | |
|--|---|----------------------|------|---------------------|--------|---|----------|-------------------------|--------|-----------|-------------------------------------|---|-----|---|-------|-------------------------|-----|-----------|-------------------------------------|-------|--------------|--|
| | TRADE UNION | Social fund creation | | | | | | | | | | Fulfilled through a social programme (undistinguishing funding resources) | | | | | | | | | | |
| | | agreed in CA | | allotment % of 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 | 400 | 33,9 | 64 | 2,2 | 49 | 1 573 | 70 | 2,0 | 171 | 184 | 3 250 | 87 | 7 | 10 | 2 050 | 6 | 2,1 | 48 | 44 | 3 499 | | |
| Agriculture and Nutrition | 17 | 27,9 | 6 | 3,2 | 3 | 550 | 1 | | 7 | 9 | 483 | 1 | 2 | | | | | | 1 | | | |
| Banking and Insurance | 4 | 66,7 | 1 | | | | 2 | | | 3 | 50 186 | | | | | | | | | | | |
| Catering, Hotels and Tourism | 4 | 19,0 | 1 | | | | 1 | | 2 | 2 | | 1 | 5 | | | | | 1 | | | | |
| Civilian Employees of the Army | 2 | 66,7 | 2 | | | | | | | | | | | | | | | | | | | |
| Commerce | 6 | 37,5 | | | 2 | | | | 3 | 5 | 1 619 | | | | | | | | | | | |
| ECHO | 12 | 44,4 | | | 1 | | 3 | 2,7 | 2 | 11 | 2 991 | 2 | 7 | | | | | | | 2 | | |
| Food Industry and Allied Trade | 52 | 52,5 | 6 | 1,5 | 11 | 1 591 | 21 | 1,4 | 13 | 15 | 3 025 | | | 2 | | | | | | | | |
| Glass, Ceramic, Jewellery & Porcelain | 19 | 61,3 | 11 | 2,5 | 2 | | 1 | | 5 | 9 | 5 236 | 6 | 19 | | | 1 | | 4 | 4 | 8 621 | | |
| Health Service and Social Care | 7 | 30,4 | | | | | 1 | | 3 | 4 | 1 284 | | | | | | | | | | | |
| KOVO | 123 | 24,4 | 5 | 2,6 | 10 | 1 027 | 12 | 2,9 | 80 | 62 | 1 817 | 57 | 11 | 4 | 1 100 | 3 | 2,5 | 32 | 31 | 2 239 | | |
| Mines, Geology and Oil Industry | 4 | 17,4 | 1 | | | | | | 3 | 1 | | 1 | 4 | | | | | 1 | | | | |
| Postal, Telecom. and Newspaper Services | 2 | 25,0 | 1 | | | | | | | 1 | | | | | | | | | | | | |
| Railway Trade Unions | 7 | 50,0 | | | | | 2 | | 3 | 5 | 10 963 | 3 | 21 | | | | | 3 | 1 | | | |
| Science and Research | 4 | 57,1 | 4 | 2,0 | | | | | | | | | | | | | | | | | | |
| STAVBA | 17 | 38,6 | | | 2 | | 9 | 1,8 | 3 | 6 | 2 730 | 1 | 2 | | | | | 1 | | | | |
| Textile, Clothing and Leather Industry | 9 | 30,0 | 1 | | 8 | 1 494 | | | | 2 | | 2 | 7 | 1 | | | | 1 | 1 | | | |
| Transport | 8 | 17,8 | 4 | 2,0 | | | 1 | | | 4 | 1 524 | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | 7 | 53,8 | 3 | 2,3 | | | 2 | | | 4 | 1 258 | 1 | 8 | | | | | | 1 | | | |
| UNIOS | 46 | 44,7 | 13 | 2,1 | 1 | | 3 | 2,3 | 24 | 26 | 491 | 7 | 7 | 2 | | | | 5 | 1 | | | |
| Universities Trade Union | 19 | 47,5 | | | | | | | 19 | | | | | | | | | | | | | |
| Wood, Industry, Forestry and Manag. of Water | 31 | 50,0 | 5 | 1,5 | 9 | 2 034 | 11 | 2,1 | 4 | 15 | 2 062 | 5 | 8 | 1 | | 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
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

Table NO. A29a

Evaluation of collective agreements
Social fund (FSCR, stimulation fund) - use
Classification based on: Trade unions

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

| ISWC | | | | | | | | | | | | | | Social fund (FSCR, stimulation fund) - use | | | | 2007 | |
|--|--------------------------------------|------------|------------|-------------|------------|------------|------------|------------|------------|------------|-------------|-------------|---|--|-------------------------------|------------|--|------|--|
| TRADE UNION | Structure of planned use of the fund | | | | | | | | | | | | Right of co-decision of BO TU for use of the fund | | Use in form of pers. accounts | | | | |
| | A | B | C | D | E | F | G | H | I | J | K | L | NCA | % CA | NCA | % CA | | | |
| | aver. % | aver. % | aver. % | aver. % | aver. % | aver. % | aver. % | aver. % | aver. % | aver. % | aver. % | aver. % | | | | | | | |
| Total | 7,8 | 4,0 | 2,8 | 21,0 | 2,9 | 3,7 | 7,7 | 0,6 | 1,3 | 4,2 | 26,4 | 17,7 | 348 | 29,5 | 57 | 4,8 | | | |
| Agriculture and Nutrition | 4,8 | 0,4 | 17,0 | 7,8 | 5,8 | 6,4 | | | | 2,5 | 5,0 | 50,2 | 1 | 1,6 | | | | | |
| Banking and Insurance | 0,8 | 5,1 | 0,8 | 23,8 | 0,3 | 1,3 | 9,6 | | | 0,5 | 49,0 | 8,7 | 3 | 50,0 | 1 | 16,7 | | | |
| Catering, Hotels and Tourism | 14,4 | | 2,9 | 15,8 | 1,1 | 5,7 | 0,7 | | | | 16,1 | 43,3 | 2 | 9,5 | | | | | |
| Civilian Employees of the Army | | | | | | | | | | | | | 1 | 33,3 | | | | | |
| Commerce | 8,5 | 0,4 | | 12,7 | 11,0 | 5,7 | | | | 1,8 | 2,8 | 57,1 | 3 | 18,8 | | | | | |
| ECHO | 5,3 | 5,4 | 1,4 | 30,1 | 1,4 | 3,5 | 27,1 | | | 2,1 | 17,4 | 6,4 | 12 | 44,4 | 9 | 33,3 | | | |
| Food Industry and Allied Trade | 7,0 | | 0,9 | 3,6 | 0,2 | | | | | | | 88,3 | 24 | 24,2 | 5 | 5,1 | | | |
| Glass, Ceramic, Jewellery & Porcelain | 15,3 | 7,5 | 3,7 | 11,3 | 0,6 | 7,5 | 17,6 | 2,4 | 0,7 | 1,1 | 29,5 | 2,9 | 22 | 71,0 | 3 | 9,7 | | | |
| Health Service and Social Care | 8,6 | 16,4 | 5,8 | 47,0 | 4,2 | 10,3 | | | | 0,1 | 2,2 | 5,4 | 1 | 4,3 | | | | | |
| KOVO | 10,5 | 5,2 | 6,1 | 23,4 | 1,2 | 4,5 | 5,3 | | 3,3 | 2,2 | 12,5 | 25,9 | 147 | 29,2 | 11 | 2,2 | | | |
| Mines, Geology and Oil Industry | 9,9 | | | | 7,9 | | | | | | | 72,3 | 5 | 21,7 | 1 | 4,3 | | | |
| Postal, Telecom. and Newspaper Services | | | | 62,5 | 10,9 | | | | | 9,4 | 17,2 | | 1 | 12,5 | | | | | |
| Railway Trade Unions | 8,7 | 1,1 | 0,6 | 7,1 | 0,2 | 3,8 | 3,4 | | | 32,7 | 35,5 | 6,8 | 5 | 35,7 | 1 | 7,1 | | | |
| Science and Research | | | | | | | | | | | | | 4 | 57,1 | | | | | |
| STAVBA | 6,2 | 1,9 | | 17,3 | 41,9 | 3,5 | 0,8 | 14,0 | | 1,1 | 10,9 | 2,3 | 11 | 25,0 | 6 | 13,6 | | | |
| Textile, Clothing and Leather Industry | 3,0 | 8,6 | | 36,6 | | 9,2 | | | 29,5 | 0,3 | 2,9 | 9,9 | 9 | 30,0 | | | | | |
| Transport | 2,0 | 2,1 | | 13,2 | 1,5 | 1,1 | | | 2,5 | | 77,8 | | 4 | 8,9 | 2 | 4,4 | | | |
| Transport, Road Economy and Repair Vehicles | 24,3 | 4,0 | 1,1 | 35,5 | 2,5 | 18,6 | 0,4 | | | 1,6 | 10,5 | 1,6 | 9 | 69,2 | | | | | |
| UNIOS | 17,3 | 0,9 | 9,2 | 23,2 | 1,7 | 7,1 | 1,7 | | | | 13,3 | 25,7 | 56 | 54,4 | 14 | 13,6 | | | |
| Universities Trade Union | | | | | | | | | | | | | 11 | 27,5 | | | | | |
| Wood, Industry, Forestry and Manag. of Water | 9,2 | 2,1 | 5,3 | 25,3 | 7,1 | 4,8 | 6,4 | | | 1,7 | 21,0 | 17,1 | 17 | 27,4 | 4 | 6,5 | | | |

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 contributory pension scheme
H contribution to accident supplementary insurance
I contribution to transport to and from work
J contribution to trade union organization
K other use
L balance

Table NO. A30a

Evaluation of collective agreements

Obstacles to work – employees' personal obstacles entitling them to claim leave from work and a compensation for wage

Classification based on: Trade unions

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

| ISWC | Obstacles to work | | | | | | | | | | | | | | | | | | | | | | | 2007 | | |
|--|--|------|------|-----|------|------|-----|------|------|-----|-------|------|-----|------|------|-----|------|------|-----|-------|------|-----|-------|------|-----|------|
| | Average number of days of leave with compensation for wage above the requirement of the LC | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Type of personal obstacle | | | | | | | | | | | | | | | | | | | | | | | | | |
| | A | | | B | | | C | | | D | | | E | | | F | | | G | | | H | | | I | |
| | 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 | 452 | 38,3 | 1,3 | 503 | 42,6 | 1,2 | 628 | 53,2 | 2,2 | 224 | 19,0 | 7,1 | 377 | 31,9 | 1,2 | 81 | 6,9 | 2,9 | 295 | 25,0 | 4,1 | 89 | 7,5 | 2,6 | 327 | 27,7 |
| Agriculture and Nutrition | 9 | 14,8 | 1,0 | 22 | 36,1 | 1,2 | 22 | 36,1 | 1,1 | 12 | 19,7 | 5,7 | 7 | 11,5 | 1,1 | 7 | 11,5 | 3,6 | 16 | 26,2 | 9,8 | 1 | 1,6 | | 8 | 13,1 |
| Banking and Insurance | | | | | | | | | | | | | | | | | | | 2 | 33,3 | | | | | 3 | 50,0 |
| Catering, Hotels and Tourism | 3 | 14,3 | 1,0 | 15 | 71,4 | 1,0 | 17 | 81,0 | 1,7 | 9 | 42,9 | 5,2 | | | | | | | | | | 7 | 33,3 | 1,0 | 9 | 42,9 |
| Civilian Employees of the Army | 1 | 33,3 | | 1 | 33,3 | | 1 | 33,3 | | | | | 1 | 33,3 | | | | | 1 | 33,3 | | | | | 1 | 33,3 |
| Commerce | 2 | 12,5 | | 8 | 50,0 | 1,0 | 4 | 25,0 | 1,3 | 3 | 18,8 | 5,3 | 1 | 6,3 | | | | | 2 | 12,5 | | | | | 4 | 25,0 |
| ECHO | 13 | 48,1 | 1,0 | 15 | 55,6 | 1,7 | 19 | 70,4 | 1,9 | 13 | 48,1 | 5,7 | 8 | 29,6 | 1,1 | 8 | 29,6 | 3,3 | 13 | 48,1 | 3,3 | 3 | 11,1 | 3,7 | 10 | 37,0 |
| Food Industry and Allied Trade | 14 | 14,1 | 1,1 | 34 | 34,3 | 1,1 | 18 | 18,2 | 1,1 | 16 | 16,2 | 9,0 | 18 | 18,2 | 1,2 | | | | 1 | 1,0 | | | | | 44 | 44,4 |
| Glass, Ceramic, Jewellery & Porcelain | 23 | 74,2 | 1,1 | 1 | 3,2 | | 29 | 93,5 | 2,1 | 31 | 100,0 | 13,4 | 18 | 58,1 | 2,0 | | | | 5 | 16,1 | 2,4 | 20 | 64,5 | 1,4 | 9 | 29,0 |
| Health Service and Social Care | 3 | 13,0 | 1,0 | 5 | 21,7 | 1,0 | 9 | 39,1 | 2,0 | 2 | 8,7 | | | | | 3 | 13,0 | 3,3 | 1 | 4,3 | | | | | 5 | 21,7 |
| KOVO | 326 | 64,7 | 1,4 | 293 | 58,1 | 1,2 | 347 | 68,8 | 2,9 | 35 | 6,9 | 5,5 | 253 | 50,2 | 1,2 | 23 | 4,6 | 2,2 | 157 | 31,2 | 2,9 | 16 | 3,2 | 2,8 | 146 | 29,0 |
| Mines, Geology and Oil Industry | 2 | 8,7 | | 13 | 56,5 | 1,0 | 15 | 65,2 | 1,0 | 6 | 26,1 | 14,3 | 9 | 39,1 | 1,7 | 12 | 52,2 | 1,3 | 14 | 60,9 | 4,1 | 12 | 52,2 | 4,2 | 8 | 34,8 |
| Postal, Telecom. and Newspaper Services | | | | 1 | 12,5 | | 1 | 12,5 | | 1 | 12,5 | | | | | 1 | 12,5 | | 8 | 100,0 | 4,0 | 8 | 100,0 | 4,0 | 1 | 12,5 |
| Railway Trade Unions | 6 | 42,9 | 2,2 | 5 | 35,7 | 1,8 | 6 | 42,9 | 2,3 | 3 | 21,4 | 8,7 | 2 | 14,3 | | 2 | 14,3 | | 3 | 21,4 | 9,3 | | | | 3 | 21,4 |
| Science and Research | | | | | | | | | | | | | | | | | | | | | | | | | 1 | 14,3 |
| STAVBA | 8 | 18,2 | 1,3 | 15 | 34,1 | 1,2 | 27 | 61,4 | 1,2 | 24 | 54,5 | 4,1 | 12 | 27,3 | 1,0 | 21 | 47,7 | 4,6 | 13 | 29,5 | 7,1 | | | | 11 | 25,0 |
| Textile, Clothing and Leather Industry | 5 | 16,7 | 1,2 | 1 | 3,3 | | 8 | 26,7 | 1,8 | | | | 1 | 3,3 | | | | | 1 | 3,3 | | 1 | 3,3 | | 3 | 10,0 |
| Transport | 2 | 4,4 | | 30 | 66,7 | 1,0 | 13 | 28,9 | 1,6 | 30 | 66,7 | 6,3 | 26 | 57,8 | 1,0 | 1 | 2,2 | | 2 | 4,4 | | 1 | 2,2 | | | |
| Transport, Road Economy and Repair Vehicles | 3 | 23,1 | 1,7 | 4 | 30,8 | 3,3 | 11 | 84,6 | 1,2 | 10 | 76,9 | 8,4 | 4 | 30,8 | 1,0 | | | | 3 | 23,1 | 5,7 | | | | 2 | 15,4 |
| UNIOS | 24 | 23,3 | 1,1 | 10 | 9,7 | 1,7 | 53 | 51,5 | 1,2 | 28 | 27,2 | 4,9 | 8 | 7,8 | 1,0 | 2 | 1,9 | | 31 | 30,1 | 2,1 | 16 | 15,5 | 2,2 | 43 | 41,7 |
| Universities Trade Union | 4 | 10,0 | 1,0 | 5 | 12,5 | 1,8 | 5 | 12,5 | 1,0 | | | | 4 | 10,0 | 1,0 | | | | 4 | 10,0 | 14,0 | | | | 2 | 5,0 |
| Wood, Industry, Forestry and Manag. of Water | 4 | 6,5 | 1,0 | 25 | 40,3 | 1,3 | 23 | 37,1 | 1,3 | 1 | 1,6 | | 5 | 8,1 | 1,0 | 1 | 1,6 | | 18 | 29,0 | 7,3 | 4 | 6,5 | 2,3 | 14 | 22,6 |

Explanatory notes: NCA
% CA
% AE

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 compensation specified as a percentage of the average earnings

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

Table NO. A31a

Evaluation of collective agreements

Personnel development, fair treatment, industrial safety and health protection at work (ISHPW)

Classification based on: Trade unions

% of collective agreements

| ISWC Personnel development, fair treatment, ISHPW 2007 | | | | | | | | | | |
|---|--|-------------|---|------------|--|-------------|---|--------------|------------------------------------|-------------|
| TRADE UNION | Employees' professional development | | | | CA detail fair treatment and prohibition of any discrimination | | Collective agreement stipulate | | | |
| | CA stipulate conditions of employees' professional development | | CA detail particular programmes and numbers of employees involved | | NCA | | measures (technical and organizational) to ensure ISHPW | | written evaluation of ISHPW status | |
| | NCA | % CA | NCA | % CA | | | NCA | % CA | NCA | % CA |
| Total | 312 | 26,4 | 15 | 1,3 | 188 | 15,9 | 822 | 69,7 | 655 | 55,5 |
| Agriculture and Nutrition | 4 | 6,6 | | | 26 | 42,6 | 44 | 72,1 | 3 | 4,9 |
| Banking and Insurance | 3 | 50,0 | | | 3 | 50,0 | 3 | 50,0 | | |
| Catering, Hotels and Tourism | 9 | 42,9 | | | | | 20 | 95,2 | 15 | 71,4 |
| Civilian Employees of the Army | 1 | 33,3 | | | 2 | 66,7 | 2 | 66,7 | | |
| Commerce | 2 | 12,5 | 1 | 6,3 | 13 | 81,3 | 15 | 93,8 | 4 | 25,0 |
| ECHO | 13 | 48,1 | | | 7 | 25,9 | 24 | 88,9 | 6 | 22,2 |
| Food Industry and Allied Trade | 55 | 55,6 | | | 2 | 2,0 | 80 | 80,8 | 76 | 76,8 |
| Glass, Ceramic, Jewellery & Porcelain | 1 | 3,2 | | | | | 23 | 74,2 | 25 | 80,6 |
| Health Service and Social Care | 15 | 65,2 | 1 | 4,3 | 13 | 56,5 | 21 | 91,3 | 5 | 21,7 |
| KOVO | 95 | 18,8 | 8 | 1,6 | 54 | 10,7 | 305 | 60,5 | 367 | 72,8 |
| Mines, Geology and Oil Industry | 1 | 4,3 | | | | | 4 | 17,4 | 1 | 4,3 |
| Postal, Telecom. and Newspaper Services | 6 | 75,0 | | | 5 | 62,5 | 8 | 100,0 | 1 | 12,5 |
| Railway Trade Unions | 3 | 21,4 | | | | | 9 | 64,3 | 11 | 78,6 |
| Science and Research | 6 | 85,7 | | | 1 | 14,3 | 5 | 71,4 | 1 | 14,3 |
| STAVBA | 6 | 13,6 | | | 19 | 43,2 | 30 | 68,2 | 10 | 22,7 |
| Textile, Clothing and Leather Industry | 5 | 16,7 | 1 | 3,3 | 3 | 10,0 | 21 | 70,0 | 17 | 56,7 |
| Transport | 3 | 6,7 | | | 3 | 6,7 | 18 | 40,0 | 12 | 26,7 |
| Transport, Road Economy and Repair Vehicles | 4 | 30,8 | | | | | 11 | 84,6 | 11 | 84,6 |
| UNIOS | 23 | 22,3 | 3 | 2,9 | 8 | 7,8 | 93 | 90,3 | 71 | 68,9 |
| Universities Trade Union | 32 | 80,0 | | | | | 33 | 82,5 | 16 | 40,0 |
| Wood, Industry, Forestry and Manag. of Water | 25 | 40,3 | 1 | 1,6 | 29 | 46,8 | 53 | 85,5 | 3 | 4,8 |

Explanatory notes: NCA
% CA

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

Table NO. 11b

Evaluation of collective agreements

Minimum wage and wage scales

Classification based on: Higher administrative territorial units - regions

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

| ISWC Minimum wage and wage scales 2007 | | | | | | | | | | | | | | | | | | | | | |
|--|--|------|----------|---|-------------|-------|---|------|-------------|---------------------------------------|----------|-----|-------------|-----------------------------|----------|-----|------|-------------------------------|------|-----|------|
| REGION | 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 | | | | | | |
| | NCA | % CA | CZK | NCA | % CA | CZK/h | NCA | % CA | CZK/h | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA |
| Total | 49 | 4,2 | 8 767 | 6 | 0,5 | 55,08 | 8 | 0,7 | 54,95 | 385 | 32,6 | 323 | 27,4 | 76 | 6,4 | 83 | 7,0 | 204 | 17,3 | 165 | 14,0 |
| CZ010 City of Prague | 7 | 4,3 | 9 004 | | | | | | | 28 | 17,4 | 56 | 34,8 | 10 | 6,2 | 10 | 6,2 | 8 | 5,0 | 10 | 6,2 |
| CZ020 Central Bohemia | 1 | 1,3 | | | | | | | | 17 | 22,4 | 17 | 22,4 | 4 | 5,3 | 3 | 3,9 | 10 | 13,2 | 5 | 6,6 |
| CZ031 South Bohemia | 9 | 8,9 | 8 672 | 3 | 3,0 | 52,07 | 1 | 1,0 | | 48 | 47,5 | 16 | 15,8 | 18 | 17,8 | 7 | 6,9 | 15 | 14,9 | 12 | 11,9 |
| CZ032 Pilsen | 7 | 9,7 | 8 817 | | | | 3 | 4,2 | 59,03 | 25 | 34,7 | 29 | 40,3 | 3 | 4,2 | 1 | 1,4 | 11 | 15,3 | 22 | 30,6 |
| CZ041 Karlovy Vary | | | | | | | | | | 10 | 25,6 | 10 | 25,6 | 2 | 5,1 | 2 | 5,1 | 8 | 20,5 | 4 | 10,3 |
| CZ042 Ústí | 3 | 4,1 | 8 310 | | | | 1 | 1,4 | | 25 | 33,8 | 25 | 33,8 | 4 | 5,4 | 3 | 4,1 | 10 | 13,5 | 15 | 20,3 |
| CZ051 Liberec | 3 | 6,1 | 8 795 | 2 | 4,1 | | | | | 17 | 34,7 | 9 | 18,4 | 4 | 8,2 | 3 | 6,1 | 11 | 22,4 | 13 | 26,5 |
| CZ052 Hradec Králové | 2 | 3,4 | | | | | | | | 18 | 31,0 | 15 | 25,9 | 3 | 5,2 | 4 | 6,9 | 11 | 19,0 | 12 | 20,7 |
| CZ053 Pardubice | | | | | | | | | | 17 | 45,9 | 11 | 29,7 | 5 | 13,5 | 4 | 10,8 | 9 | 24,3 | 2 | 5,4 |
| CZ061 Vysočina | 6 | 7,3 | 8 920 | | | | | | | 26 | 31,7 | 19 | 23,2 | 10 | 12,2 | 5 | 6,1 | 16 | 19,5 | 12 | 14,6 |
| CZ062 South Moravia | 3 | 2,5 | 8 978 | | | | | | | 35 | 29,4 | 24 | 20,2 | 3 | 2,5 | 6 | 5,0 | 23 | 19,3 | 14 | 11,8 |
| CZ071 Olomouc | | | | | | | | | | 31 | 40,8 | 24 | 31,6 | 1 | 1,3 | 9 | 11,8 | 21 | 27,6 | 12 | 15,8 |
| CZ072 Zlín | 3 | 3,3 | 8 540 | 1 | 1,1 | | 3 | 3,3 | 51,40 | 43 | 46,7 | 21 | 22,8 | 8 | 8,7 | 13 | 14,1 | 33 | 35,9 | 13 | 14,1 |
| CZ080 Moravia-Silesia | 5 | 3,5 | 8 765 | | | | | | | 45 | 31,3 | 47 | 32,6 | 1 | 0,7 | 13 | 9,0 | 18 | 12,5 | 19 | 13,2 |

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

Evaluation of collective agreements

Monthly wage scales - 12-scale tariff system

Classification based on: Higher administrative territorial units - regions

in CZK/month/pers.

| ISWC Monthly wage scales - 12-scale tariff system 2007 | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--------------|--------------|-----|--------------|-----|--------------|-----|---------------|-----|---------------|-----|---------------|-----|---------------|-----|---------------|-----|---------------|-----|---------------|-----|---------------|-----|---------------|
| REGION | TARIFF SCALE | | | | | | | | | | | | | | | | | | | | | | | |
| | 1 | | 2 | | 3 | | 4 | | 5 | | 6 | | 7 | | 8 | | 9 | | 10 | | 11 | | 12 | |
| | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK |
| Total | 364 | 7 674 | 371 | 8 132 | 376 | 8 689 | 381 | 9 367 | 381 | 10 221 | 383 | 11 161 | 382 | 12 248 | 382 | 13 459 | 361 | 14 685 | 359 | 16 138 | 357 | 17 893 | 352 | 19 957 |
| CZ010 City of Prague | 27 | 8 117 | 27 | 8 667 | 27 | 9 365 | 28 | 10 166 | 28 | 11 272 | 28 | 12 489 | 27 | 13 520 | 27 | 15 181 | 26 | 17 049 | 25 | 19 217 | 25 | 21 766 | 24 | 25 006 |
| CZ020 Central Bohemia | 16 | 8 055 | 16 | 8 627 | 16 | 9 213 | 16 | 9 985 | 17 | 10 870 | 17 | 11 881 | 17 | 12 980 | 17 | 14 178 | 16 | 15 640 | 16 | 17 356 | 16 | 19 247 | 15 | 21 321 |
| CZ031 South Bohemia | 43 | 7 036 | 47 | 7 435 | 48 | 8 048 | 48 | 8 784 | 48 | 9 620 | 48 | 10 531 | 48 | 11 634 | 48 | 12 741 | 38 | 12 998 | 38 | 14 241 | 38 | 15 641 | 37 | 17 410 |
| CZ032 Pilsen | 24 | 7 961 | 24 | 8 640 | 25 | 9 405 | 25 | 10 310 | 25 | 11 377 | 25 | 12 512 | 25 | 13 858 | 25 | 15 333 | 24 | 17 119 | 24 | 19 140 | 24 | 21 337 | 23 | 24 257 |
| CZ041 Karlovy Vary | 10 | 7 843 | 10 | 8 129 | 10 | 8 628 | 10 | 9 293 | 10 | 10 040 | 10 | 10 937 | 10 | 12 022 | 10 | 13 328 | 10 | 14 803 | 10 | 16 623 | 10 | 18 535 | 9 | 20 958 |
| CZ042 Ústí | 25 | 7 669 | 25 | 8 179 | 25 | 8 722 | 25 | 9 486 | 25 | 10 310 | 25 | 11 198 | 25 | 12 193 | 25 | 13 366 | 24 | 14 449 | 24 | 15 788 | 24 | 17 370 | 23 | 19 513 |
| CZ051 Liberec | 16 | 6 804 | 16 | 7 149 | 16 | 7 557 | 17 | 8 148 | 17 | 8 799 | 17 | 9 615 | 17 | 10 601 | 17 | 11 570 | 17 | 12 705 | 17 | 14 124 | 17 | 15 718 | 17 | 17 422 |
| CZ052 Hradec Králové | 15 | 7 769 | 17 | 8 247 | 18 | 8 748 | 18 | 9 437 | 18 | 10 294 | 18 | 11 187 | 18 | 12 229 | 18 | 13 309 | 18 | 14 549 | 18 | 15 901 | 18 | 17 536 | 18 | 19 384 |
| CZ053 Pardubice | 16 | 7 473 | 16 | 7 873 | 16 | 8 324 | 17 | 8 835 | 16 | 9 637 | 17 | 10 534 | 16 | 11 628 | 17 | 12 639 | 16 | 14 102 | 17 | 15 471 | 16 | 17 486 | 17 | 19 428 |
| CZ061 Vysočina | 24 | 7 655 | 24 | 8 098 | 25 | 8 643 | 25 | 9 293 | 25 | 10 086 | 25 | 11 013 | 25 | 12 027 | 25 | 13 181 | 24 | 14 310 | 24 | 15 326 | 24 | 17 161 | 24 | 19 279 |
| CZ062 South Moravia | 34 | 7 737 | 34 | 8 262 | 34 | 8 813 | 35 | 9 400 | 35 | 10 214 | 35 | 11 095 | 35 | 12 265 | 35 | 13 517 | 35 | 15 126 | 33 | 16 240 | 33 | 17 988 | 33 | 19 976 |
| CZ071 Olomouc | 30 | 7 681 | 30 | 7 975 | 30 | 8 379 | 30 | 8 817 | 30 | 9 380 | 30 | 10 082 | 31 | 10 892 | 31 | 12 266 | 29 | 13 136 | 29 | 14 462 | 28 | 15 802 | 28 | 17 695 |
| CZ072 Zlín | 41 | 7 879 | 42 | 8 276 | 43 | 8 755 | 43 | 9 377 | 43 | 10 249 | 43 | 11 230 | 43 | 12 415 | 42 | 13 361 | 41 | 14 571 | 41 | 16 076 | 41 | 17 696 | 41 | 19 578 |
| CZ080 Moravia-Silesia | 43 | 7 825 | 43 | 8 363 | 43 | 8 974 | 44 | 9 710 | 44 | 10 654 | 45 | 11 609 | 45 | 12 785 | 45 | 14 067 | 43 | 15 199 | 43 | 16 700 | 43 | 18 390 | 43 | 20 235 |

Explanatory notes: NCA
CZK

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

Evaluation of collective agreements

Hourly wage scales (at a working hour fund of 40 hours/week) - 12-scale tariff system

Classification based on: Higher administrative territorial units - regions

in CZK/hour/pers.

| ISWC | | | | | | | | | | | | | | | | | | | | | | | | Hourly wage scales (40 hours/week) - 12-scale tariff system | | | | | | | | | | | | | | | | | | | | | | | | 2007 | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------|--|--------------|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|--------|-----|--------|-----|--------|---|--------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| REGION | | 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 | | 73 | 45,97 | 72 | 48,68 | 72 | 51,73 | 73 | 55,85 | 74 | 60,96 | 72 | 66,94 | 71 | 73,79 | 40 | 78,60 | 26 | 83,42 | 26 | 91,96 | 24 | 96,95 | 24 | 107,01 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ010 City of Prague | | 9 | 46,86 | 9 | 50,07 | 9 | 54,10 | 10 | 57,78 | 10 | 63,79 | 10 | 70,84 | 10 | 79,19 | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ020 Central Bohemia | | 3 | 46,37 | 3 | 50,00 | 3 | 54,07 | 3 | 59,33 | 4 | 63,58 | 3 | 71,33 | 3 | 78,33 | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ031 South Bohemia | | 18 | 46,03 | 18 | 49,08 | 17 | 51,44 | 17 | 56,28 | 17 | 61,99 | 17 | 68,32 | 17 | 74,78 | 13 | 80,09 | 2 | | 2 | | 2 | | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ032 Pilsen | | 3 | 47,27 | 3 | 50,53 | 3 | 54,03 | 3 | 57,87 | 3 | 63,20 | 3 | 69,10 | 3 | 75,83 | 2 | | 2 | | 2 | | 2 | | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ041 Karlovy Vary | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ042 Ústí | | 4 | 47,80 | 4 | 51,03 | 4 | 55,10 | 4 | 60,40 | 4 | 67,35 | 4 | 74,83 | 4 | 82,60 | 4 | 91,70 | 4 | 103,03 | 4 | 116,60 | 3 | 102,37 | 3 | 113,40 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ051 Liberec | | 4 | 40,70 | 3 | 39,37 | 4 | 44,90 | 4 | 47,38 | 4 | 50,33 | 4 | 54,03 | 3 | 62,37 | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ052 Hradec Králové | | 3 | 45,53 | 3 | 48,63 | 3 | 53,27 | 3 | 58,10 | 3 | 63,03 | 3 | 69,43 | 3 | 75,00 | 2 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ053 Pardubice | | 4 | 47,70 | 4 | 50,10 | 4 | 52,65 | 4 | 55,95 | 5 | 61,02 | 4 | 66,45 | 4 | 74,30 | 4 | 80,13 | 3 | 87,37 | 3 | 94,23 | 2 | | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ061 Vysočina | | 10 | 43,73 | 10 | 46,57 | 10 | 49,95 | 10 | 53,91 | 9 | 57,76 | 9 | 62,89 | 9 | 68,16 | 2 | | 2 | | 2 | | 2 | | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ062 South Moravia | | 3 | 44,37 | 3 | 45,17 | 3 | 46,40 | 3 | 48,27 | 3 | 51,50 | 3 | 55,30 | 3 | 60,07 | 2 | | 2 | | 2 | | 2 | | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ071 Olomouc | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ072 Zlín | | 8 | 48,23 | 8 | 50,94 | 8 | 54,06 | 8 | 58,09 | 8 | 63,40 | 8 | 69,96 | 8 | 76,53 | 6 | 83,45 | 5 | 87,98 | 5 | 97,80 | 5 | 107,44 | 5 | 118,10 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ080 Moravia-Silesia | | 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 (at hours other than 40 hour working hours - calculated for a working hour fund of 37.5 hours/week) - 12-scale tariff system

Classification based on: Higher administrative territorial units - regions

in CZK/hour/pers.

| ISWC | | | | | | | | | | | | | | | | | | | | | | | | Hourly wage scales (37,5 hours/week) - 12-scale tariff system | | | | | | | | | | | | | | | | | | | | | | | | 2007 | |
|-----------------------|--|--------------|--------------|-----|--------------|-----|--------------|-----|--------------|-----|--------------|-----|--------------|-----|--------------|-----|--------------|-----|--------------|-----|---------------|-----|---------------|---|---------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|------|--|
| REGION | | 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 | | 187 | 47,43 | 192 | 50,24 | 193 | 53,70 | 193 | 57,90 | 201 | 62,48 | 199 | 68,04 | 191 | 74,14 | 94 | 81,14 | 75 | 85,44 | 62 | 95,08 | 59 | 103,77 | 58 | 115,30 | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ010 City of Prague | | 7 | 48,60 | 8 | 51,11 | 8 | 54,64 | 7 | 59,44 | 7 | 65,44 | 7 | 71,96 | 7 | 80,03 | 2 | | 2 | | 2 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ020 Central Bohemia | | 10 | 48,77 | 10 | 51,07 | 10 | 53,70 | 10 | 57,77 | 10 | 62,51 | 10 | 67,61 | 10 | 73,80 | 6 | 84,79 | 5 | 88,26 | 5 | 96,52 | 5 | 106,18 | 5 | 117,88 | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ031 South Bohemia | | 14 | 36,76 | 15 | 39,52 | 15 | 42,24 | 15 | 45,66 | 15 | 49,42 | 15 | 53,91 | 14 | 57,11 | 3 | 74,47 | 3 | 81,00 | 3 | 88,83 | 3 | 98,33 | 3 | 109,17 | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ032 Pilsen | | 11 | 50,12 | 11 | 55,25 | 11 | 61,24 | 11 | 68,34 | 11 | 76,11 | 11 | 84,88 | 11 | 94,49 | 4 | 97,28 | 2 | | 2 | | 2 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ041 Karlovy Vary | | 8 | 50,75 | 8 | 52,88 | 8 | 56,23 | 8 | 60,26 | 8 | 65,69 | 8 | 71,94 | 8 | 78,90 | 7 | 85,86 | 5 | 84,98 | 5 | 92,72 | 5 | 101,62 | 5 | 112,26 | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ042 Ústí | | 10 | 43,93 | 10 | 46,88 | 10 | 49,97 | 10 | 53,93 | 10 | 58,35 | 10 | 63,10 | 9 | 67,47 | 5 | 72,06 | 4 | 69,83 | 4 | 73,25 | 4 | 78,15 | 4 | 82,95 | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ051 Liberec | | 11 | 42,32 | 11 | 44,59 | 11 | 47,67 | 11 | 51,32 | 11 | 56,29 | 11 | 62,81 | 11 | 70,44 | 6 | 70,43 | 4 | 82,61 | 4 | 90,44 | 4 | 100,84 | 4 | 110,63 | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ052 Hradec Králové | | 9 | 48,42 | 10 | 52,20 | 11 | 56,05 | 11 | 60,93 | 11 | 66,18 | 11 | 72,10 | 9 | 77,38 | 7 | 84,07 | 5 | 90,08 | 4 | 102,23 | 4 | 112,83 | 4 | 124,83 | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ053 Pardubice | | 9 | 44,64 | 9 | 46,97 | 9 | 50,18 | 9 | 53,76 | 9 | 57,89 | 9 | 63,02 | 9 | 68,66 | 4 | 82,05 | 2 | | 2 | | 2 | | 2 | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ061 Vysočina | | 15 | 47,34 | 15 | 50,21 | 15 | 53,72 | 15 | 58,29 | 14 | 63,96 | 13 | 67,63 | 12 | 73,02 | 9 | 79,22 | 9 | 86,05 | 8 | 90,39 | 7 | 97,76 | 7 | 109,87 | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ062 South Moravia | | 22 | 49,68 | 22 | 53,08 | 22 | 56,79 | 23 | 60,37 | 23 | 65,20 | 22 | 70,83 | 21 | 76,49 | 11 | 81,94 | 9 | 92,12 | 7 | 102,26 | 7 | 115,71 | 7 | 129,32 | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ071 Olomouc | | 12 | 50,27 | 12 | 52,71 | 12 | 56,29 | 12 | 60,13 | 21 | 59,22 | 21 | 63,38 | 20 | 67,83 | 13 | 77,08 | 11 | 74,17 | 2 | | 2 | | 2 | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ072 Zlín | | 32 | 50,44 | 33 | 52,80 | 33 | 55,99 | 33 | 59,84 | 33 | 64,95 | 33 | 71,08 | 32 | 77,87 | 10 | 77,54 | 9 | 79,91 | 9 | 87,27 | 8 | 96,05 | 8 | 106,59 | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ080 Moravia-Silesia | | 17 | 47,45 | 18 | 50,19 | 18 | 53,49 | 18 | 58,10 | 18 | 63,21 | 18 | 69,27 | 18 | 75,83 | 7 | 82,04 | 5 | 90,88 | 5 | 100,26 | 5 | 110,44 | 5 | 121,84 | | | | | | | | | | | | | | | | | | | | | | | | |

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

Table NO. A8b

Evaluation of collective agreements

Wage supplementary charges according to LC

Classification based on: Higher administrative territorial units - regions

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

| ISWC | | | | | | | | | | | | | | | | | | | | Wage supplementary charges according to LC | | | | | | | | | | 2007 | | |
|-----------------------|------------------------------------|------|-----------------|--------------------------|-----------------|---|------|-------|---------------------------------|------|-------|------|---|------|-------|------|------|--|------|--|--|--|--|--|--|--|--|--|--|------|--|--|
| REGION | Type of 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 | % AE | | | | | | | | | | | | |
| | | | % AE | % AE | % AE | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 1022 | 86,6 | 26,4 | 47,1 | 26,8 | 811 | 68,7 | 102,3 | 980 | 83,1 | 11,07 | 11,0 | 762 | 64,6 | 6,73 | 10,8 | 10,6 | 861 | 73,0 | 24,6 | | | | | | | | | | | | |
| CZ010 City of Prague | 131 | 81,4 | 26,2 | 47,6 | 25,8 | 108 | 67,1 | 106,3 | 126 | 78,3 | 10,64 | 10,2 | 89 | 55,3 | 7,19 | 15,0 | 10,0 | 111 | 68,9 | 19,9 | | | | | | | | | | | | |
| CZ020 Central Bohemia | 59 | 77,6 | 26,3 | 49,5 | 31,0 | 46 | 60,5 | 101,1 | 58 | 76,3 | 10,25 | 11,1 | 43 | 56,6 | 6,38 | 10,0 | 11,7 | 48 | 63,2 | 21,8 | | | | | | | | | | | | |
| CZ031 South Bohemia | 96 | 95,0 | 26,4 | 48,4 | 25,4 | 55 | 54,5 | 103,0 | 94 | 93,1 | 10,76 | 11,3 | 69 | 68,3 | 6,42 | 10,0 | 10,0 | 90 | 89,1 | 25,9 | | | | | | | | | | | | |
| CZ032 Pilsen | 60 | 83,3 | 25,5 | 49,4 | 25,5 | 48 | 66,7 | 105,2 | 63 | 87,5 | 10,07 | 14,0 | 51 | 70,8 | 6,82 | | 11,0 | 47 | 65,3 | 23,7 | | | | | | | | | | | | |
| CZ041 Karlovy Vary | 31 | 79,5 | 28,2 | 48,1 | 26,9 | 24 | 61,5 | 102,1 | 27 | 69,2 | 10,27 | 10,7 | 21 | 53,8 | 6,59 | 10,0 | 10,0 | 23 | 59,0 | 20,0 | | | | | | | | | | | | |
| CZ042 Ústí | 63 | 85,1 | 26,3 | 47,8 | 28,3 | 51 | 68,9 | 101,2 | 61 | 82,4 | 11,62 | 15,1 | 50 | 67,6 | 6,45 | 10,0 | 10,7 | 48 | 64,9 | 19,1 | | | | | | | | | | | | |
| CZ051 Liberec | 44 | 89,8 | 27,5 | 55,2 | 27,5 | 32 | 65,3 | 104,7 | 40 | 81,6 | 12,48 | 10,0 | 34 | 69,4 | 6,85 | | 13,3 | 34 | 69,4 | 27,4 | | | | | | | | | | | | |
| CZ052 Hradec Králové | 50 | 86,2 | 25,7 | 48,0 | 27,0 | 32 | 55,2 | 100,3 | 50 | 86,2 | 12,13 | 10,5 | 34 | 58,6 | 7,15 | 10,0 | 11,5 | 49 | 84,5 | 23,6 | | | | | | | | | | | | |
| CZ053 Pardubice | 33 | 89,2 | 26,9 | 48,1 | 30,2 | 22 | 59,5 | 100,0 | 33 | 89,2 | 10,61 | 10,5 | 23 | 62,2 | 7,83 | 10,0 | 10,0 | 24 | 64,9 | 24,2 | | | | | | | | | | | | |
| CZ061 Vysočina | 74 | 90,2 | 27,0 | 46,8 | 26,8 | 68 | 82,9 | 100,0 | 70 | 85,4 | 12,89 | 10,0 | 53 | 64,6 | 6,21 | 10,6 | 10,0 | 67 | 81,7 | 28,6 | | | | | | | | | | | | |
| CZ062 South Moravia | 101 | 84,9 | 25,7 | 44,2 | 28,8 | 93 | 78,2 | 100,8 | 90 | 75,6 | 11,13 | 11,0 | 81 | 68,1 | 6,91 | 11,0 | 10,0 | 87 | 73,1 | 28,3 | | | | | | | | | | | | |
| CZ071 Olomouc | 71 | 93,4 | 26,0 | 50,0 | 25,0 | 61 | 80,3 | 101,2 | 70 | 92,1 | 10,41 | 10,4 | 56 | 73,7 | 6,66 | 11,5 | 10,3 | 62 | 81,6 | 28,7 | | | | | | | | | | | | |
| CZ072 Zlín | 81 | 88,0 | 27,5 | 46,1 | 27,9 | 74 | 80,4 | 100,4 | 78 | 84,8 | 9,49 | 11,3 | 68 | 73,9 | 6,54 | 10,0 | 10,0 | 70 | 76,1 | 26,3 | | | | | | | | | | | | |
| CZ080 Moravia-Silesia | 128 | 88,9 | 26,6 | 41,9 | 25,6 | 97 | 67,4 | 102,6 | 120 | 83,3 | 11,77 | 10,2 | 90 | 62,5 | 6,73 | 11,3 | 10,0 | 101 | 70,1 | 23,9 | | | | | | | | | | | | |

Explanatory notes: NCA
% CA
% AE
CZK/h
% MM

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 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 specified as a percentage of the basic tariff of minimum wage

Table NO. A9b

Evaluation of collective agreements

Other supplementary charges I

Classification based on: Higher administrative territorial units - regions

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

| ISWC | | | | | | | | | | | | | | | | | | | | | | | | Other supplementary charges I | | | | | | | | | | | | 2007 | | | | | | | | | |
|-----------------------|------------------------------|------|------|------------------|------|-------|--------------------------------|------|------|-------------------|------|-----------|-----------------------|------|------|------------------|------|-------|------------------------|------|------|------------------|------|-------------------------------|--|--|--|--|--|--|--|--|--|--|--|------|--|--|--|--|--|--|--|--|--|
| REGION | Type of supplementary charge | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | for afternoon work | | | | | | for working in shift operation | | | | | | for team management | | | | | | for working at heights | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | % of average earnings | | | paid by the hour | | | % of average earnings | | | paid by the shift | | | % of average earnings | | | paid by the hour | | | % of average earnings | | | paid by the hour | | | | | | | | | | | | | | | | | | | | | | | |
| | NCA | % CA | % AE | NCA | % CA | CZK/h | NCA | % CA | % AE | NCA | % CA | CZK/shift | NCA | % CA | % AE | NCA | % CA | CZK/h | NCA | % CA | % AE | NCA | % CA | CZK/h | | | | | | | | | | | | | | | | | | | | | |
| Total | 13 | 1,1 | 8,2 | 594 | 50,3 | 5,66 | 16 | 1,4 | 12,4 | 61 | 5,2 | 74,93 | 3 | 0,3 | 5,3 | 136 | 11,5 | 5,18 | | | | 146 | 12,4 | 5,08 | | | | | | | | | | | | | | | | | | | | | |
| CZ010 City of Prague | 1 | 0,6 | | 47 | 29,2 | 5,97 | 6 | 3,7 | 7,5 | 10 | 6,2 | 109,60 | | | | 11 | 6,8 | 8,54 | | | | 19 | 11,8 | 5,68 | | | | | | | | | | | | | | | | | | | | | |
| CZ020 Central Bohemia | 1 | 1,3 | | 40 | 52,6 | 5,25 | 3 | 3,9 | 3,0 | 1 | 1,3 | | | | | 7 | 9,2 | 3,53 | | | | 5 | 6,6 | 3,64 | | | | | | | | | | | | | | | | | | | | | |
| CZ031 South Bohemia | | | | 68 | 67,3 | 5,80 | | | | 1 | 1,0 | | | | | 14 | 13,9 | 3,20 | | | | 13 | 12,9 | 4,51 | | | | | | | | | | | | | | | | | | | | | |
| CZ032 Pilsen | | | | 34 | 47,2 | 6,02 | | | | 4 | 5,6 | 83,75 | | | | 2 | 2,8 | | | | | 12 | 16,7 | 7,80 | | | | | | | | | | | | | | | | | | | | | |
| CZ041 Karlovy Vary | | | | 16 | 41,0 | 5,53 | 1 | 2,6 | | 1 | 2,6 | | | | | 5 | 12,8 | 9,00 | | | | 2 | 5,1 | | | | | | | | | | | | | | | | | | | | | | |
| CZ042 Ústí | 1 | 1,4 | | 36 | 48,6 | 5,36 | | | | 1 | 1,4 | | 1 | 1,4 | | 5 | 6,8 | 5,10 | | | | 10 | 13,5 | 5,50 | | | | | | | | | | | | | | | | | | | | | |
| CZ051 Liberec | | | | 30 | 61,2 | 7,18 | | | | 2 | 4,1 | | | | | 9 | 18,4 | 3,61 | | | | 2 | 4,1 | | | | | | | | | | | | | | | | | | | | | | |
| CZ052 Hradec Králové | 3 | 5,2 | 10,0 | 30 | 51,7 | 6,39 | 1 | 1,7 | | 1 | 1,7 | | | | | 8 | 13,8 | 4,87 | | | | 5 | 8,6 | 4,24 | | | | | | | | | | | | | | | | | | | | | |
| CZ053 Pardubice | 1 | 2,7 | | 20 | 54,1 | 6,19 | | | | | | | | | | 8 | 21,6 | 2,91 | | | | 6 | 16,2 | 3,87 | | | | | | | | | | | | | | | | | | | | | |
| CZ061 Vysočina | 1 | 1,2 | | 51 | 62,2 | 6,28 | | | | 9 | 11,0 | 83,22 | 1 | 1,2 | | 22 | 26,8 | 7,94 | | | | 11 | 13,4 | 3,50 | | | | | | | | | | | | | | | | | | | | | |
| CZ062 South Moravia | 2 | 1,7 | | 59 | 49,6 | 5,83 | 2 | 1,7 | | 10 | 8,4 | 20,00 | 1 | 0,8 | | 13 | 10,9 | 3,98 | | | | 18 | 15,1 | 4,93 | | | | | | | | | | | | | | | | | | | | | |
| CZ071 Olomouc | 2 | 2,6 | | 37 | 48,7 | 4,83 | | | | 6 | 7,9 | 61,42 | | | | 15 | 19,7 | 4,31 | | | | 8 | 10,5 | 3,35 | | | | | | | | | | | | | | | | | | | | | |
| CZ072 Zlín | | | | 49 | 53,3 | 5,44 | 2 | 2,2 | | 11 | 12,0 | 44,18 | | | | 8 | 8,7 | 2,63 | | | | 8 | 8,7 | 6,38 | | | | | | | | | | | | | | | | | | | | | |
| CZ080 Moravia-Silesia | 1 | 0,7 | | 77 | 53,5 | 4,54 | 1 | 0,7 | | 4 | 2,8 | 63,75 | | | | 9 | 6,3 | 5,78 | | | | 27 | 18,8 | 5,47 | | | | | | | | | | | | | | | | | | | | | |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been 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
 CZK/shift average value of the supplementary charge in CZK per shift

Table NO. A10b

Evaluation of collective agreements

Other supplementary charges II

Classification based on: Higher administrative territorial units - regions

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

| ISWC | | Other supplementary charges II | | | | | | | | | | | | | | | | | | | | | | | 2007 | |
|-----------------------|---|--------------------------------|------|------------------|------|-------|--|------|------|-------------------|------|-----------|-----------------------|------|------|-------------------|------|-----------|---------------------------|------|------|-------------------|------|-----------|----------------------------|------|
| REGION | Type of 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 average earnings | | | paid by the hour | | | % of average earnings | | | paid by the month | | | % of average earnings | | | paid by the month | | | % of average earnings | | | paid by the month | | | NCA | % CA |
| | NCA | % CA | % AE | NCA | % CA | CZK/h | NCA | % CA | % AE | NCA | % CA | CZK/month | NCA | % CA | % AE | NCA | % CA | CZK/month | NCA | % CA | % AE | NCA | % CA | CZK/month |  |  | NCA | % CA |
| Total | | | | 110 | 9,3 | 14,40 | 4 | 0,3 | 13,8 | 27 | 2,3 | 569 | 31 | 2,6 | 26,1 | 13 | 1,1 | 1 838 | 23 | 1,9 | 14,1 | 14 | 1,2 | 1 447 | 470 | 39,8 |
| CZ010 City of Prague | | | | 9 | 5,6 | 27,20 | 1 | 0,6 | | 3 | 1,9 | 1 433 | 12 | 7,5 | 25,4 | 1 | 0,6 | | 7 | 4,3 | 9,4 | 2 | 1,2 | | 55 | 34,2 |
| CZ020 Central Bohemia | | | | 4 | 5,3 | 8,38 | | | | 1 | 1,3 | | | | | 2 | 2,6 | | 1 | 1,3 | | 2 | 2,6 | | 26 | 34,2 |
| CZ031 South Bohemia | | | | 8 | 7,9 | 16,03 | | | | 12 | 11,9 | 304 | | | | 2 | 2,0 | | | | | 1 | 1,0 | | 57 | 56,4 |
| CZ032 Pilsen | | | | 7 | 9,7 | 12,07 | | | | 1 | 1,4 | | | | | 2 | 2,8 | | | | | | | | 22 | 30,6 |
| CZ041 Karlovy Vary | | | | 5 | 12,8 | 4,62 | | | | 1 | 2,6 | | | | | | | | | | | | | | 10 | 25,6 |
| CZ042 Ústí | | | | 9 | 12,2 | 16,89 | | | | 4 | 5,4 | 625 | 3 | 4,1 | 13,3 | 2 | 2,7 | | 1 | 1,4 | | | | | 30 | 40,5 |
| CZ051 Liberec | | | | 5 | 10,2 | 6,90 | | | | | | | | | | 2 | 4,1 | | 1 | 2,0 | | 2 | 4,1 | | 19 | 38,8 |
| CZ052 Hradec Králové | | | | 7 | 12,1 | 23,60 | | | | 1 | 1,7 | | | | | | | | 1 | 1,7 | | | | | 25 | 43,1 |
| CZ053 Pardubice | | | | | | | | | | | | | | | | | | | 1 | 2,7 | | | | | 19 | 51,4 |
| CZ061 Vysočina | | | | 1 | 1,2 | | 2 | 2,4 | | 1 | 1,2 | | 2 | 2,4 | | | | | 1 | 1,2 | | 1 | 1,2 | | 22 | 26,8 |
| CZ062 South Moravia | | | | 7 | 5,9 | 12,77 | | | | 2 | 1,7 | | 2 | 1,7 | | | | | 2 | 1,7 | | 1 | 0,8 | | 54 | 45,4 |
| CZ071 Olomouc | | | | 12 | 15,8 | 4,16 | | | | | | | | | | | | | 2 | 2,6 | | 2 | 2,6 | | 30 | 39,5 |
| CZ072 Zlín | | | | 12 | 13,0 | 6,96 | 1 | 1,1 | | | | | 7 | 7,6 | 20,7 | 1 | 1,1 | | 2 | 2,2 | | | | | 17 | 18,5 |
| CZ080 Moravia-Silesia | | | | 24 | 16,7 | 20,44 | | | | 1 | 0,7 | | 5 | 3,5 | 24,0 | 1 | 0,7 | | 4 | 2,8 | 8,8 | 3 | 2,1 | 857 | 84 | 58,3 |

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

Table NO. A11b

Evaluation of collective agreements

Other wage components - 13th and 14th pay

Classification based on: Higher administrative territorial units - regions

in % of collective agreements

| ISWC | | Other wage components | | | | | | | | | | | | | | | 2007 | |
|-----------------------|---------------------------|-----------------------|---------------------------|-------------|---|-------------|-------------------------------|-------------|------------------|-------------|---|-------------|---------------------------|-------------|------------------|-------------|--|-------------|
| REGION | Provision of the 13th pay | | Provision of the 14th pay | | The 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 | 459 | 38,9 | 226 | 19,2 | 229 | 19,4 | 132 | 11,2 | 90 | 7,6 | 81 | 6,9 | 96 | 8,1 | 60 | 5,1 | 543 | 46,0 |
| CZ010 City of Prague | 64 | 39,8 | 32 | 19,9 | 26 | 16,1 | 32 | 19,9 | 19 | 11,8 | 15 | 9,3 | 6 | 3,7 | 18 | 11,2 | 87 | 54,0 |
| CZ020 Central Bohemia | 26 | 34,2 | 12 | 15,8 | 11 | 14,5 | 7 | 9,2 | 4 | 5,3 | 7 | 9,2 | 4 | 5,3 | 2 | 2,6 | 34 | 44,7 |
| CZ031 South Bohemia | 60 | 59,4 | 34 | 33,7 | 31 | 30,7 | 15 | 14,9 | 17 | 16,8 | 21 | 20,8 | 16 | 15,8 | 12 | 11,9 | 59 | 58,4 |
| CZ032 Pilsen | 16 | 22,2 | 8 | 11,1 | 8 | 11,1 | 4 | 5,6 | 3 | 4,2 | 2 | 2,8 | 4 | 5,6 | 2 | 2,8 | 37 | 51,4 |
| CZ041 Karlovy Vary | 8 | 20,5 | 3 | 7,7 | 6 | 15,4 | 2 | 5,1 | 3 | 7,7 | 5 | 12,8 | 2 | 5,1 | 2 | 5,1 | 16 | 41,0 |
| CZ042 Ústí | 37 | 50,0 | 20 | 27,0 | 15 | 20,3 | 10 | 13,5 | 7 | 9,5 | 7 | 9,5 | 10 | 13,5 | 6 | 8,1 | 33 | 44,6 |
| CZ051 Liberec | 15 | 30,6 | 5 | 10,2 | 7 | 14,3 | 4 | 8,2 | 5 | 10,2 | 1 | 2,0 | 3 | 6,1 | 2 | 4,1 | 18 | 36,7 |
| CZ052 Hradec Králové | 26 | 44,8 | 11 | 19,0 | 13 | 22,4 | 6 | 10,3 | 4 | 6,9 | | | 3 | 5,2 | 2 | 3,4 | 25 | 43,1 |
| CZ053 Pardubice | 16 | 43,2 | 4 | 10,8 | 6 | 16,2 | 4 | 10,8 | | | | | 2 | 5,4 | 1 | 2,7 | 15 | 40,5 |
| CZ061 Vysočina | 28 | 34,1 | 17 | 20,7 | 31 | 37,8 | 12 | 14,6 | 6 | 7,3 | 6 | 7,3 | 19 | 23,2 | 6 | 7,3 | 25 | 30,5 |
| CZ062 South Moravia | 48 | 40,3 | 11 | 9,2 | 29 | 24,4 | 15 | 12,6 | 5 | 4,2 | 6 | 5,0 | 17 | 14,3 | 1 | 0,8 | 54 | 45,4 |
| CZ071 Olomouc | 16 | 21,1 | 8 | 10,5 | 12 | 15,8 | 5 | 6,6 | 5 | 6,6 | 3 | 3,9 | 2 | 2,6 | 1 | 1,3 | 21 | 27,6 |
| CZ072 Zlín | 24 | 26,1 | 17 | 18,5 | 16 | 17,4 | 2 | 2,2 | 9 | 9,8 | | | 2 | 2,2 | 3 | 3,3 | 38 | 41,3 |
| CZ080 Moravia-Silesia | 75 | 52,1 | 44 | 30,6 | 18 | 12,5 | 14 | 9,7 | 3 | 2,1 | 8 | 5,6 | 6 | 4,2 | 2 | 1,4 | 81 | 56,3 |

Explanatory notes: NCA
% CA
*

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

Evaluation of collective agreements

Remunerations at work anniversaries and in natural disasters

Classification based on: Higher administrative territorial units - regions

in CZK

| ISWC | | | | | | | | | | | | | | | | | | | | | | Remunerations at work anniversaries and in natural disasters | | | | | | | | | | | | | | | | | | | | | | 2007 | | |
|-----------------------|--------------|------|------------------------------------|-------|-------------------|-------|--------------------|-------|--------------------|-------|--------------------|-------|--------------------|-------|--------------------|-------|--------------------|-------|--------------------|--------|--|--|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|------|--|--|
| REGION | agreed in CA | | length of work in the organization | | | | | | | | | | | | | | | | | | Remuneration for assistance in natural disasters | | | | | | | | | | | | | | | | | | | | | | | | | |
| | NCA | % CA | less than 5 years | | more than 5 years | | more than 10 years | | more than 15 years | | more than 20 years | | more than 25 years | | more than 30 years | | more than 35 years | | more than 40 years | | NCA | % CA | CZK | | | | | | | | | | | | | | | | | | | | | | | |
| | | | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 523 | 44,3 | 41 | 2 032 | 178 | 2 094 | 334 | 3 112 | 386 | 4 088 | 477 | 4 989 | 521 | 5 946 | 523 | 6 866 | 523 | 7 763 | 523 | 8 791 | 2 | 0,2 | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ010 City of Prague | 79 | 49,1 | 13 | 2 923 | 27 | 2 926 | 53 | 4 215 | 59 | 5 405 | 76 | 5 892 | 79 | 7 052 | 79 | 8 120 | 79 | 9 117 | 79 | 9 964 | 1 | 0,6 | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ020 Central Bohemia | 27 | 35,5 | 2 | | 11 | 2 000 | 17 | 2 765 | 19 | 3 447 | 25 | 3 900 | 27 | 4 741 | 27 | 5 704 | 27 | 6 519 | 27 | 9 870 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ031 South Bohemia | 63 | 62,4 | 6 | 900 | 25 | 1 946 | 40 | 3 015 | 42 | 4 137 | 56 | 5 877 | 63 | 6 499 | 63 | 7 464 | 63 | 8 196 | 63 | 8 877 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ032 Pilsen | 24 | 33,3 | | | 9 | 1 850 | 17 | 3 247 | 17 | 4 521 | 23 | 5 170 | 24 | 6 150 | 24 | 7 025 | 24 | 8 108 | 24 | 9 067 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ041 Karlovy Vary | 21 | 53,8 | 3 | 1 333 | 8 | 1 475 | 13 | 2 985 | 15 | 3 227 | 21 | 3 790 | 21 | 4 595 | 21 | 5 233 | 21 | 5 710 | 21 | 6 114 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ042 Ústí | 37 | 50,0 | 3 | 1 633 | 10 | 2 535 | 24 | 3 433 | 26 | 4 567 | 32 | 5 441 | 37 | 6 273 | 37 | 7 170 | 37 | 8 011 | 37 | 9 054 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ051 Liberec | 27 | 55,1 | 2 | | 8 | 1 244 | 19 | 2 926 | 21 | 3 680 | 23 | 4 577 | 26 | 7 031 | 27 | 7 880 | 27 | 8 798 | 27 | 9 869 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ052 Hradec Králové | 11 | 19,0 | | | 2 | | 8 | 2 913 | 9 | 3 589 | 11 | 4 755 | 11 | 5 545 | 11 | 6 505 | 11 | 7 386 | 11 | 8 255 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ053 Pardubice | 12 | 32,4 | 1 | | 3 | 2 167 | 6 | 4 250 | 9 | 6 089 | 11 | 6 682 | 12 | 7 583 | 12 | 8 717 | 12 | 9 817 | 12 | 10 425 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ061 Vysočina | 38 | 46,3 | 2 | | 19 | 1 934 | 24 | 2 906 | 28 | 4 289 | 37 | 4 872 | 38 | 6 142 | 38 | 7 129 | 38 | 8 211 | 38 | 9 305 | 1 | 1,2 | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ062 South Moravia | 42 | 35,3 | 1 | | 10 | 2 630 | 26 | 2 904 | 28 | 4 311 | 36 | 4 803 | 42 | 5 718 | 42 | 6 623 | 42 | 7 670 | 42 | 8 601 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ071 Olomouc | 34 | 44,7 | 4 | 950 | 12 | 1 579 | 18 | 2 292 | 24 | 3 065 | 29 | 4 545 | 33 | 5 717 | 34 | 7 044 | 34 | 8 606 | 34 | 10 537 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ072 Zlín | 42 | 45,7 | 1 | | 7 | 1 414 | 26 | 1 946 | 30 | 2 583 | 35 | 3 631 | 42 | 4 588 | 42 | 5 557 | 42 | 6 529 | 42 | 7 529 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ080 Moravia-Silesia | 66 | 45,8 | 3 | 2 833 | 27 | 2 152 | 43 | 3 037 | 59 | 3 720 | 62 | 4 669 | 66 | 5 112 | 66 | 5 612 | 66 | 6 045 | 66 | 6 545 | | | | | | | | | | | | | | | | | | | | | | | | | | |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been 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: Higher administrative territorial units - regions

in CZK

| ISWC | | Remuneration at life anniversaries I | | | | | | | | | | | | 2007 | |
|------------------------------|---|--------------------------------------|------------------------------------|--------------|-------------------|--------------|--------------------|--------------|--------------------|--------------|--------------------|--------------|--------------------|--------------|--|
| REGION | Remuneration at reaching of the age of 50 | | | | | | | | | | | | | | |
| | agreed in CA | | length of work 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 | 656 | 55,6 | 313 | 3 121 | 618 | 3 367 | 648 | 4 132 | 654 | 4 831 | 655 | 5 489 | 656 | 5 877 | |
| CZ010 City of Prague | 103 | 64,0 | 60 | 3 787 | 103 | 4 186 | 103 | 5 050 | 103 | 5 816 | 103 | 6 304 | 103 | 6 628 | |
| CZ020 Central Bohemia | 42 | 55,3 | 20 | 2 705 | 38 | 2 750 | 42 | 3 240 | 42 | 3 749 | 42 | 4 298 | 42 | 4 757 | |
| CZ031 South Bohemia | 68 | 67,3 | 42 | 3 283 | 67 | 3 635 | 68 | 4 449 | 68 | 5 194 | 68 | 5 923 | 68 | 6 067 | |
| CZ032 Pilsen | 46 | 63,9 | 22 | 1 848 | 40 | 2 838 | 43 | 4 133 | 46 | 5 053 | 46 | 5 652 | 46 | 6 091 | |
| CZ041 Karlovy Vary | 27 | 69,2 | 14 | 3 143 | 26 | 3 515 | 27 | 3 811 | 27 | 4 130 | 27 | 4 437 | 27 | 4 630 | |
| CZ042 Ústí | 42 | 56,8 | 13 | 3 885 | 41 | 3 920 | 41 | 5 144 | 41 | 6 107 | 41 | 7 010 | 42 | 7 385 | |
| CZ051 Liberec | 32 | 65,3 | 14 | 3 186 | 32 | 2 655 | 32 | 3 242 | 32 | 3 843 | 32 | 4 485 | 32 | 4 991 | |
| CZ052 Hradec Králové | 21 | 36,2 | 10 | 2 260 | 19 | 3 734 | 21 | 5 093 | 21 | 6 226 | 21 | 7 362 | 21 | 7 471 | |
| CZ053 Pardubice | 12 | 32,4 | 2 | | 12 | 3 975 | 12 | 4 508 | 12 | 5 250 | 12 | 5 692 | 12 | 6 167 | |
| CZ061 Vysočina | 47 | 57,3 | 20 | 2 590 | 42 | 2 588 | 46 | 3 514 | 46 | 4 093 | 47 | 4 761 | 47 | 5 218 | |
| CZ062 South Moravia | 61 | 51,3 | 27 | 3 211 | 53 | 3 264 | 61 | 3 593 | 61 | 4 242 | 61 | 4 925 | 61 | 5 418 | |
| CZ071 Olomouc | 43 | 56,6 | 16 | 2 680 | 39 | 2 761 | 43 | 3 622 | 43 | 4 437 | 43 | 5 329 | 43 | 5 988 | |
| CZ072 Zlín | 42 | 45,7 | 22 | 2 664 | 42 | 2 969 | 42 | 3 927 | 42 | 4 543 | 42 | 5 532 | 42 | 6 088 | |
| CZ080 Moravia-Silesia | 70 | 48,6 | 31 | 3 379 | 64 | 3 413 | 67 | 3 893 | 70 | 4 427 | 70 | 4 902 | 70 | 5 217 | |

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

Table NO. A14b

Evaluation of collective agreements

Remunerations at life anniversaries II - 1st quitting of the working relation following the granting of disability pension or the old-age pension

Classification based on: Higher administrative territorial units - regions

in CZK

| ISWC | | Remuneration at life anniversaries II | | | | | | | | | | | | | | | | | | 2007 | |
|------------------------------|--|---------------------------------------|------------------------------------|-----|-------------------|-----|--------------------|-----|--------------------|-----|--------------------|-----|--------------------|-----|--------------------|-----|--------------------|-----|--------------------|------|--------|
| REGION | Remuneration at 1st quitting of the working relation following the granting of disability pension or the old-age pension | | | | | | | | | | | | | | | | | | | | |
| | agreed in CA | | length of work in the organization | | | | | | | | | | | | | | | | | | |
| | NCA | % CA | less than 5 years | | more than 5 years | | more than 10 years | | more than 15 years | | more than 20 years | | more than 25 years | | more than 30 years | | more than 35 years | | more than 40 years | | |
| | | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK |
| Total | | 628 | 53,2 | 294 | 3 620 | 580 | 4 332 | 615 | 5 470 | 625 | 6 589 | 627 | 7 537 | 628 | 8 209 | 628 | 8 705 | 628 | 9 044 | 628 | 9 297 |
| CZ010 City of Prague | | 105 | 65,2 | 57 | 3 784 | 102 | 4 933 | 105 | 6 270 | 105 | 7 090 | 105 | 7 836 | 105 | 8 356 | 105 | 8 875 | 105 | 9 156 | 105 | 9 547 |
| CZ020 Central Bohemia | | 47 | 61,8 | 22 | 3 182 | 42 | 3 299 | 44 | 3 850 | 47 | 4 746 | 47 | 5 340 | 47 | 5 816 | 47 | 6 145 | 47 | 6 409 | 47 | 6 706 |
| CZ031 South Bohemia | | 73 | 72,3 | 34 | 4 276 | 72 | 5 067 | 73 | 6 143 | 73 | 7 357 | 73 | 8 371 | 73 | 8 934 | 73 | 9 301 | 73 | 9 594 | 73 | 9 949 |
| CZ032 Pilsen | | 47 | 65,3 | 21 | 3 512 | 40 | 4 823 | 43 | 7 059 | 47 | 10 144 | 47 | 11 019 | 47 | 11 965 | 47 | 12 261 | 47 | 12 352 | 47 | 12 380 |
| CZ041 Karlovy Vary | | 22 | 56,4 | 12 | 5 083 | 21 | 4 700 | 22 | 5 768 | 22 | 6 750 | 22 | 7 423 | 22 | 7 818 | 22 | 7 932 | 22 | 7 955 | 22 | 7 955 |
| CZ042 Ústí | | 46 | 62,2 | 16 | 4 547 | 45 | 5 992 | 46 | 7 738 | 46 | 9 180 | 46 | 10 709 | 46 | 11 568 | 46 | 12 253 | 46 | 12 742 | 46 | 13 101 |
| CZ051 Liberec | | 25 | 51,0 | 10 | 3 580 | 23 | 2 737 | 24 | 3 619 | 25 | 4 344 | 25 | 5 419 | 25 | 6 383 | 25 | 7 023 | 25 | 7 703 | 25 | 8 343 |
| CZ052 Hradec Králové | | 20 | 34,5 | 11 | 3 073 | 18 | 4 081 | 19 | 4 566 | 19 | 4 997 | 20 | 5 265 | 20 | 5 455 | 20 | 5 505 | 20 | 5 555 | 20 | 5 555 |
| CZ053 Pardubice | | 12 | 32,4 | 3 | 5 233 | 12 | 5 017 | 12 | 6 517 | 12 | 8 375 | 12 | 8 792 | 12 | 9 467 | 12 | 9 933 | 12 | 9 950 | 12 | 9 950 |
| CZ061 Vysočina | | 45 | 54,9 | 22 | 3 168 | 40 | 2 975 | 44 | 3 870 | 44 | 4 370 | 45 | 5 060 | 45 | 5 557 | 45 | 5 900 | 45 | 5 988 | 45 | 6 038 |
| CZ062 South Moravia | | 29 | 24,4 | 13 | 3 631 | 21 | 3 781 | 28 | 4 596 | 28 | 5 925 | 28 | 7 330 | 29 | 8 452 | 29 | 9 162 | 29 | 9 334 | 29 | 9 490 |
| CZ071 Olomouc | | 42 | 55,3 | 15 | 2 447 | 40 | 3 389 | 42 | 4 733 | 42 | 5 839 | 42 | 7 567 | 42 | 8 746 | 42 | 9 618 | 42 | 10 937 | 42 | 11 225 |
| CZ072 Zlín | | 48 | 52,2 | 25 | 2 860 | 43 | 3 860 | 48 | 4 885 | 48 | 5 917 | 48 | 7 127 | 48 | 7 888 | 48 | 8 842 | 48 | 9 383 | 48 | 9 592 |
| CZ080 Moravia-Silesia | | 67 | 46,5 | 33 | 3 498 | 61 | 4 073 | 65 | 4 884 | 67 | 5 593 | 67 | 6 386 | 67 | 6 901 | 67 | 7 291 | 67 | 7 493 | 67 | 7 720 |

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

Table NO. A15b

Evaluation of collective agreements

Wage development

Classification based on: Higher administrative territorial units - regions

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

| ISWC | | Wage development | | | | | | | | | | | | | | | | | | | | | | | | | | | | 2007 | | | | | | |
|------------------------------|------|---|-----|------|---------------------------|---------------|--------|------|-------------------------------------|------|------|------|--|----------------|----------------|-----|--------|-------|---------------|----------------|-------------------------------------|------|--------|------|----------------------|------|--------------------------------|------|------|---|-----|-----|------|------|------|------|
| | | Has wage development been contracted in the CA? | | | | | | | | | | | | | | | | | | | | | | | | | | | | Number of CA where wage development is bound to economic indicators | | | | | | |
| | | of this | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | REGION | NCA | % CA | by increasing wage scales | | | | by incr. total volume of wage funds | | | | by increasing the average nominal wage | | | | | | | | by increasing the average real wage | | | | by keeping real wage | | by combination of given issues | | | | | | | | | |
| NCA | % CA | | | | fixed amount | by incr. in % | NCA | % CA | without manag. | | NCA | % CA | by incr. in % | by abs. amount | without manag. | | NCA | % CA | by incr. in % | without manag. | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | | | | | | | | |
| | | | | NCA | aver.CZK | NCA | aver.% | NCA | % CA | NCA | % CA | NCA | aver.% | NCA | aver.CZK | NCA | aver.% | NCA | aver.CZK | NCA | % CA | NCA | aver.% | NCA | % CA | NCA | % CA | NCA | % CA | | | | | | | |
| Total | 783 | 66,4 | 232 | 19,7 | 20 | 560,0 | 212 | 3,7 | 65 | 5,5 | 5 | 0,4 | 495 | 41,9 | 486 | 4,2 | 13 | 550,0 | 17 | 3,7 | 1 | | 40 | 3,4 | 40 | 2,4 | 1 | | 87 | 7,4 | 8 | 0,7 | 131 | 11,1 | 217 | 18,4 |
| CZ010 City of Prague | 93 | 57,8 | 19 | 11,8 | 2 | | 17 | 3,9 | 15 | 9,3 | | | 51 | 31,7 | 51 | 3,8 | | | 3 | 2,7 | | | 3 | 1,9 | 3 | 3,2 | | | 15 | 9,3 | 1 | 0,6 | 10 | 6,2 | 20 | 12,4 |
| CZ020 Central Bohemia | 44 | 57,9 | 9 | 11,8 | | | 9 | 3,7 | 3 | 3,9 | 1 | 1,3 | 27 | 35,5 | 26 | 5,0 | 5 | 740,0 | | | | | 3 | 3,9 | 3 | 1,0 | | | 5 | 6,6 | | | 3 | 3,9 | 5 | 6,6 |
| CZ031 South Bohemia | 73 | 72,3 | 25 | 24,8 | 2 | | 23 | 3,3 | 8 | 7,9 | | | 42 | 41,6 | 38 | 3,7 | 4 | 400,0 | | | | | 5 | 5,0 | 5 | 2,4 | | | 4 | 4,0 | | | 10 | 9,9 | 25 | 24,8 |
| CZ032 Pilsen | 49 | 68,1 | 18 | 25,0 | 8 | 537,5 | 10 | 3,2 | 7 | 9,7 | 3 | 4,2 | 30 | 41,7 | 29 | 3,6 | 1 | | 4 | 3,4 | | | 3 | 4,2 | 3 | 1,7 | | | 5 | 6,9 | 1 | 1,4 | 13 | 18,1 | 17 | 23,6 |
| CZ041 Karlovy Vary | 23 | 59,0 | 6 | 15,4 | | | 6 | 3,6 | 2 | 5,1 | | | 17 | 43,6 | 17 | 3,8 | | | | | | | | | | | | 2 | 5,1 | | | 4 | 10,3 | 5 | 12,8 | |
| CZ042 Ústí | 45 | 60,8 | 14 | 18,9 | 1 | | 13 | 3,2 | 3 | 4,1 | | | 26 | 35,1 | 26 | 4,0 | | | 1 | | | | 2 | 2,7 | 2 | | | | 6 | 8,1 | 1 | 1,4 | 6 | 8,1 | 8 | 10,8 |
| CZ051 Liberec | 28 | 57,1 | 8 | 16,3 | | | 8 | 3,3 | | | | | 16 | 32,7 | 16 | 4,4 | | | 1 | | | | 4 | 8,2 | 4 | 1,8 | | | 1 | 2,0 | | | 1 | 2,0 | 6 | 12,2 |
| CZ052 Hradec Králové | 35 | 60,3 | 6 | 10,3 | | | 6 | 6,0 | 10 | 17,2 | | | 21 | 36,2 | 21 | 4,6 | | | | | | | 1 | 1,7 | 1 | | | | 4 | 6,9 | | | 7 | 12,1 | 8 | 13,8 |
| CZ053 Pardubice | 22 | 59,5 | 3 | 8,1 | | | 3 | 3,7 | | | | | 17 | 45,9 | 17 | 4,2 | | | 1 | | | | | | | | | 3 | 8,1 | 1 | 2,7 | 1 | 2,7 | 4 | 10,8 | |
| CZ061 Vysočina | 62 | 75,6 | 22 | 26,8 | 1 | | 21 | 3,3 | 7 | 8,5 | | | 38 | 46,3 | 38 | 4,8 | | | | | | | 6 | 7,3 | 6 | 2,3 | | | 6 | 7,3 | 1 | 1,2 | 16 | 19,5 | 4 | 4,9 |
| CZ062 South Moravia | 83 | 69,7 | 23 | 19,3 | | | 23 | 3,9 | 1 | 0,8 | | | 58 | 48,7 | 58 | 3,8 | | | 3 | 4,2 | | | 2 | 1,7 | 2 | | 1 | | 12 | 10,1 | 3 | 2,5 | 13 | 10,9 | 22 | 18,5 |
| CZ071 Olomouc | 48 | 63,2 | 26 | 34,2 | 2 | | 24 | 3,8 | 2 | 2,6 | | | 29 | 38,2 | 28 | 5,7 | 1 | | | | | | 3 | 3,9 | 3 | 4,0 | | | 7 | 9,2 | | | 17 | 22,4 | 23 | 30,3 |
| CZ072 Zlín | 65 | 70,7 | 30 | 32,6 | 2 | | 28 | 4,2 | 2 | 2,2 | | | 35 | 38,0 | 34 | 4,2 | 1 | | 2 | | | | 4 | 4,3 | 4 | 2,0 | | | 7 | 7,6 | | | 13 | 14,1 | 16 | 17,4 |
| CZ080 Moravia-Silesia | 113 | 78,5 | 23 | 16,0 | 2 | | 21 | 3,5 | 5 | 3,5 | 1 | 0,7 | 88 | 61,1 | 87 | 4,2 | 1 | | 2 | | 1 | | 4 | 2,8 | 4 | 3,4 | | | 10 | 6,9 | | | 17 | 11,8 | 54 | 37,5 |

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

Table NO. A16b

Evaluation of collective agreements

Remuneration of employees I

Classification based on: Higher administrative territorial units - regions

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

| ISWC | | | | | | | | | | | | | | | | | | | Remuneration of employees I | | | | | | | | | | | | | | | | | | | 2007 | | | |
|------------------------------|---|-------------|--|-------------|------------------------|-------------|---------------|-------------|---|-------------|-------------|--|-------------|-------------|--|-------------|-------------|--------------|-----------------------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|------|--|--|--|
| REGION | 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 | 740 | 62,7 | 115 | 9,7 | 37 | 3,1 | 638 | 54,1 | 314 | 26,6 | 97,6 | 268 | 22,7 | 88,8 | 740 | 62,7 | 12,4 | 11,71 | | | | | | | | | | | | | | | | | | | | | | | |
| CZ010 City of Prague | 106 | 65,8 | 7 | 4,3 | | | 101 | 62,7 | 40 | 24,8 | 99,5 | 39 | 24,2 | 87,6 | 88 | 54,7 | 13,1 | 11,11 | | | | | | | | | | | | | | | | | | | | | | | |
| CZ020 Central Bohemia | 38 | 50,0 | 2 | 2,6 | 1 | 1,3 | 36 | 47,4 | 14 | 18,4 | 99,3 | 10 | 13,2 | 87,0 | 45 | 59,2 | 12,5 | 12,70 | | | | | | | | | | | | | | | | | | | | | | | |
| CZ031 South Bohemia | 70 | 69,3 | 10 | 9,9 | 4 | 4,0 | 62 | 61,4 | 43 | 42,6 | 99,0 | 33 | 32,7 | 95,2 | 70 | 69,3 | 13,8 | 11,93 | | | | | | | | | | | | | | | | | | | | | | | |
| CZ032 Pilsen | 44 | 61,1 | 7 | 9,7 | 15 | 20,8 | 23 | 31,9 | 30 | 41,7 | 94,0 | 28 | 38,9 | 87,5 | 50 | 69,4 | 12,0 | 9,18 | | | | | | | | | | | | | | | | | | | | | | | |
| CZ041 Karlovy Vary | 22 | 56,4 | 6 | 15,4 | 1 | 2,6 | 16 | 41,0 | 9 | 23,1 | 98,9 | 9 | 23,1 | 93,3 | 23 | 59,0 | 12,0 | 15,83 | | | | | | | | | | | | | | | | | | | | | | | |
| CZ042 Ústí | 43 | 58,1 | 8 | 10,8 | 2 | 2,7 | 35 | 47,3 | 18 | 24,3 | 96,7 | 24 | 32,4 | 86,5 | 51 | 68,9 | 11,0 | 8,92 | | | | | | | | | | | | | | | | | | | | | | | |
| CZ051 Liberec | 23 | 46,9 | 4 | 8,2 | 1 | 2,0 | 19 | 38,8 | 12 | 24,5 | 96,3 | 10 | 20,4 | 86,5 | 33 | 67,3 | 10,9 | 11,44 | | | | | | | | | | | | | | | | | | | | | | | |
| CZ052 Hradec Králové | 35 | 60,3 | 6 | 10,3 | 1 | 1,7 | 31 | 53,4 | 11 | 19,0 | 99,1 | 6 | 10,3 | 92,5 | 39 | 67,2 | 12,5 | 17,38 | | | | | | | | | | | | | | | | | | | | | | | |
| CZ053 Pardubice | 23 | 62,2 | 8 | 21,6 | | | 18 | 48,6 | 12 | 32,4 | 97,5 | 6 | 16,2 | 93,3 | 27 | 73,0 | 11,0 | 13,50 | | | | | | | | | | | | | | | | | | | | | | | |
| CZ061 Vysočina | 57 | 69,5 | 7 | 8,5 | 3 | 3,7 | 55 | 67,1 | 21 | 25,6 | 97,6 | 15 | 18,3 | 92,7 | 50 | 61,0 | 13,6 | 13,82 | | | | | | | | | | | | | | | | | | | | | | | |
| CZ062 South Moravia | 70 | 58,8 | 13 | 10,9 | 5 | 4,2 | 59 | 49,6 | 22 | 18,5 | 98,6 | 24 | 20,2 | 85,4 | 74 | 62,2 | 13,1 | 8,84 | | | | | | | | | | | | | | | | | | | | | | | |
| CZ071 Olomouc | 44 | 57,9 | 8 | 10,5 | | | 38 | 50,0 | 7 | 9,2 | 94,3 | 8 | 10,5 | 85,0 | 24 | 31,6 | 11,3 | 8,00 | | | | | | | | | | | | | | | | | | | | | | | |
| CZ072 Zlín | 63 | 68,5 | 18 | 19,6 | 2 | 2,2 | 47 | 51,1 | 25 | 27,2 | 96,2 | 19 | 20,7 | 82,1 | 66 | 71,7 | 11,1 | 18,45 | | | | | | | | | | | | | | | | | | | | | | | |
| CZ080 Moravia-Silesia | 102 | 70,8 | 11 | 7,6 | 2 | 1,4 | 98 | 68,1 | 50 | 34,7 | 97,6 | 37 | 25,7 | 90,3 | 100 | 69,4 | 12,1 | 9,09 | | | | | | | | | | | | | | | | | | | | | | | |

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

Table NO. A17b

Evaluation of collective agreements

Remuneration of employees II - working hours account, wage by the task

Classification based on: Higher administrative territorial units - regions

% of collective agreements, % of average earnings

| ISWC | | | | | | | | | | | | | | | |
|------------------------------|--|------|--|------|-------------------------|------|-----------------------------------|------|------------|-----|--------------|-------------------------|--|-----|------|
| Remuneration of employees II | | | | | | | | | | | | | | | |
| 2007 | | | | | | | | | | | | | | | |
| REGION | Detailed conditions governing the working hours accounts | | | | | | | | | | | Use of wage by the task | | | |
| | agreed in CA | | Permanent wage under Section 120 LC is agreed in the amount of | | | | | | | | agreed in CA | | procedures for the implementation of labour consumption standards (Section 300 LC) | | |
| | | | 80% of average earnings | | 90% of average earnings | | other amounts of average earnings | | other form | | | | | | |
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | % AE | NCA | % CA | NCA | % CA | NCA | % CA |
| Total | 5 | 0,4 | 11 | 0,9 | | | 4 | 0,3 | 100,0 | 2 | 0,2 | 108 | 9,2 | 92 | 7,8 |
| CZ010 City of Prague | | | | | | | | | | | | 9 | 5,6 | 5 | 3,1 |
| CZ020 Central Bohemia | | | | | | | | | | | | 9 | 11,8 | 3 | 3,9 |
| CZ031 South Bohemia | | | 2 | 2,0 | | | 2 | 2,0 | | | | 10 | 9,9 | 2 | 2,0 |
| CZ032 Pilsen | | | | | | | | | | | | 5 | 6,9 | 6 | 8,3 |
| CZ041 Karlovy Vary | | | | | | | | | | | | 4 | 10,3 | 3 | 7,7 |
| CZ042 Ústí | | | 1 | 1,4 | | | | | | | | 8 | 10,8 | 6 | 8,1 |
| CZ051 Liberec | 1 | 2,0 | | | | | | | | 1 | 2,0 | 8 | 16,3 | 4 | 8,2 |
| CZ052 Hradec Králové | | | | | | | 1 | 1,7 | | | | 4 | 6,9 | 3 | 5,2 |
| CZ053 Pardubice | | | | | | | | | | 1 | 2,7 | 4 | 10,8 | 6 | 16,2 |
| CZ061 Vysočina | | | 1 | 1,2 | | | | | | | | 3 | 3,7 | | |
| CZ062 South Moravia | 3 | 2,5 | 3 | 2,5 | | | 1 | 0,8 | | | | 8 | 6,7 | 10 | 8,4 |
| CZ071 Olomouc | | | | | | | | | | | | 8 | 10,5 | 5 | 6,6 |
| CZ072 Zlín | 1 | 1,1 | 2 | 2,2 | | | | | | | | 21 | 22,8 | 17 | 18,5 |
| CZ080 Moravia-Silesia | | | 2 | 1,4 | | | | | | | | 7 | 4,9 | 22 | 15,3 |

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 permanent wage specified as a percentage of the average earnings

Evaluation of collective agreements
Remuneration of employees III
Classification based on: Higher administrative territorial units - regions

% of collective agreements

| ISWC | | Remuneration of employees III | | | | | | | | 2007 | |
|------------------------------|-------------------------------------|-------------------------------|----------------------|-------------|--------------------------|-------------|---------------------|-------------|-----------------------------|-------------|--|
| REGION | 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 | 1127 | 95,5 | 982 | 83,2 | 434 | 36,8 | 449 | 38,1 | 621 | 52,6 | |
| CZ010 City of Prague | 157 | 97,5 | 126 | 78,3 | 84 | 52,2 | 56 | 34,8 | 95 | 59,0 | |
| CZ020 Central Bohemia | 70 | 92,1 | 50 | 65,8 | 27 | 35,5 | 18 | 23,7 | 23 | 30,3 | |
| CZ031 South Bohemia | 96 | 95,0 | 88 | 87,1 | 29 | 28,7 | 49 | 48,5 | 58 | 57,4 | |
| CZ032 Pilsen | 68 | 94,4 | 62 | 86,1 | 35 | 48,6 | 16 | 22,2 | 37 | 51,4 | |
| CZ041 Karlovy Vary | 36 | 92,3 | 32 | 82,1 | 15 | 38,5 | 12 | 30,8 | 19 | 48,7 | |
| CZ042 Ústí | 72 | 97,3 | 67 | 90,5 | 25 | 33,8 | 25 | 33,8 | 40 | 54,1 | |
| CZ051 Liberec | 46 | 93,9 | 42 | 85,7 | 12 | 24,5 | 21 | 42,9 | 22 | 44,9 | |
| CZ052 Hradec Králové | 57 | 98,3 | 46 | 79,3 | 21 | 36,2 | 29 | 50,0 | 33 | 56,9 | |
| CZ053 Pardubice | 33 | 89,2 | 31 | 83,8 | 11 | 29,7 | 21 | 56,8 | 24 | 64,9 | |
| CZ061 Vysočina | 78 | 95,1 | 71 | 86,6 | 10 | 12,2 | 19 | 23,2 | 18 | 22,0 | |
| CZ062 South Moravia | 115 | 96,6 | 94 | 79,0 | 61 | 51,3 | 64 | 53,8 | 76 | 63,9 | |
| CZ071 Olomouc | 69 | 90,8 | 60 | 78,9 | 19 | 25,0 | 13 | 17,1 | 20 | 26,3 | |
| CZ072 Zlín | 90 | 97,8 | 83 | 90,2 | 23 | 25,0 | 44 | 47,8 | 56 | 60,9 | |
| CZ080 Moravia-Silesia | 140 | 97,2 | 130 | 90,3 | 62 | 43,1 | 62 | 43,1 | 100 | 69,4 | |

Explanatory notes: NCA
% CA
*

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

Table NO. A19b

Evaluation of collective agreements

Conditions governing the activities of trade union organizations

Classification based on: Higher administrative territorial units - regions

% of collective agreements

| ISWC | | | | | | | | | | | | | | | | | Conditions governing the activities of trade union organizations | | | | | | | | | | | | | | | | | 2007 | |
|------------------------------|---|-------------|--|-------------|---|-------------|--|-------------|-------------|-----|-----|---|-----|---|-------------|-------------|--|-------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|------|--|
| REGION | 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 | | Authorization for the issuance of internal regulations under Section 305 LC | | | | | | | | | | | | | | | | | | | | | |
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | A | B | C | D | E | NCA | % CA | NCA | % CA | | | | | | | | | | | | | | | | | | |
| | Total | 1020 | 86,4 | 306 | 25,9 | 400 | 33,9 | 890 | 75,4 | 798 | 252 | 294 | 366 | 230 | 314 | 26,6 | 142 | 12,0 | | | | | | | | | | | | | | | | | |
| CZ010 City of Prague | 126 | 78,3 | 28 | 17,4 | 59 | 36,6 | 138 | 85,7 | 125 | 44 | 50 | 49 | 43 | 36 | 22,4 | 40 | 24,8 | | | | | | | | | | | | | | | | | | |
| CZ020 Central Bohemia | 58 | 76,3 | 16 | 21,1 | 30 | 39,5 | 50 | 65,8 | 50 | 5 | 7 | 14 | 12 | 9 | 11,8 | 4 | 5,3 | | | | | | | | | | | | | | | | | | |
| CZ031 South Bohemia | 94 | 93,1 | 26 | 25,7 | 57 | 56,4 | 78 | 77,2 | 68 | 28 | 30 | 54 | 25 | 35 | 34,7 | 6 | 5,9 | | | | | | | | | | | | | | | | | | |
| CZ032 Pilsen | 64 | 88,9 | 14 | 19,4 | 22 | 30,6 | 51 | 70,8 | 46 | 12 | 28 | 29 | 9 | 21 | 29,2 | 8 | 11,1 | | | | | | | | | | | | | | | | | | |
| CZ041 Karlovy Vary | 35 | 89,7 | 4 | 10,3 | 12 | 30,8 | 27 | 69,2 | 24 | 4 | 2 | 14 | 3 | 7 | 17,9 | 5 | 12,8 | | | | | | | | | | | | | | | | | | |
| CZ042 Ústí | 65 | 87,8 | 23 | 31,1 | 24 | 32,4 | 56 | 75,7 | 51 | 19 | 18 | 26 | 13 | 21 | 28,4 | 7 | 9,5 | | | | | | | | | | | | | | | | | | |
| CZ051 Liberec | 39 | 79,6 | 20 | 40,8 | 12 | 24,5 | 36 | 73,5 | 31 | 14 | 10 | 10 | 10 | 19 | 38,8 | 2 | 4,1 | | | | | | | | | | | | | | | | | | |
| CZ052 Hradec Králové | 50 | 86,2 | 12 | 20,7 | 6 | 10,3 | 50 | 86,2 | 43 | 17 | 21 | 8 | 17 | 20 | 34,5 | 11 | 19,0 | | | | | | | | | | | | | | | | | | |
| CZ053 Pardubice | 32 | 86,5 | 13 | 35,1 | 5 | 13,5 | 26 | 70,3 | 26 | 3 | 17 | 6 | 5 | 15 | 40,5 | 4 | 10,8 | | | | | | | | | | | | | | | | | | |
| CZ061 Vysočina | 75 | 91,5 | 13 | 15,9 | 32 | 39,0 | 68 | 82,9 | 61 | 14 | 15 | 29 | 14 | 11 | 13,4 | 4 | 4,9 | | | | | | | | | | | | | | | | | | |
| CZ062 South Moravia | 93 | 78,2 | 21 | 17,6 | 27 | 22,7 | 84 | 70,6 | 74 | 17 | 27 | 36 | 11 | 21 | 17,6 | 25 | 21,0 | | | | | | | | | | | | | | | | | | |
| CZ071 Olomouc | 71 | 93,4 | 27 | 35,5 | 29 | 38,2 | 58 | 76,3 | 57 | 18 | 30 | 27 | 29 | 3 | 3,9 | 6 | 7,9 | | | | | | | | | | | | | | | | | | |
| CZ072 Zlín | 84 | 91,3 | 34 | 37,0 | 50 | 54,3 | 68 | 73,9 | 56 | 25 | 10 | 17 | 19 | 27 | 29,3 | 8 | 8,7 | | | | | | | | | | | | | | | | | | |
| CZ080 Moravia-Silesia | 134 | 93,1 | 55 | 38,2 | 35 | 24,3 | 100 | 69,4 | 86 | 32 | 29 | 47 | 20 | 69 | 47,9 | 12 | 8,3 | | | | | | | | | | | | | | | | | | |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 A use of employer's rooms
 B employer's allowances for the activities of trade unions
 C internet connection
 D costs of necessary materials
 E other conditions

Table NO. A20b

Evaluation of collective agreements

Plurality of trade unions, providing information and discussing

Classification based on: Higher administrative territorial units - regions

% of collective agreements

| ISWC | | | | | | | | | | | | | | | | | | | | | | | Plurality of trade unions, providing information and discussing | | | | | | | | | | 2007 | |
|------------------------------|--|------|------|------|------|------|------|------|---------------|------|--|-------|--|-------|------------------|-------|--|------|--|------|---|------|---|------|--|--|--|--|--|--|--|--|------|--|
| REGION | 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 | | CA is concluded with the TU with the highest number of members | | other procedures | | 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 | NCA | % CA | | | | | | | | | | |
| Total | 973 | 82,5 | 73 | 6,2 | 33 | 2,8 | 28 | 2,4 | 73 | 6,2 | 200 | 96,6 | 2 | 1,0 | 38 | 18,4 | 616 | 52,2 | 197 | 16,7 | 512 | 43,4 | 122 | 10,3 | | | | | | | | | | |
| CZ010 City of Prague | 109 | 67,7 | 8 | 5,0 | 8 | 5,0 | 7 | 4,3 | 29 | 18,0 | 49 | 94,2 | 1 | 1,9 | 20 | 38,5 | 102 | 63,4 | 33 | 20,5 | 85 | 52,8 | 16 | 9,9 | | | | | | | | | | |
| CZ020 Central Bohemia | 62 | 81,6 | 6 | 7,9 | 3 | 3,9 | 4 | 5,3 | 1 | 1,3 | 14 | 100,0 | | | | | 38 | 50,0 | 11 | 14,5 | 41 | 53,9 | 6 | 7,9 | | | | | | | | | | |
| CZ031 South Bohemia | 82 | 81,2 | 4 | 4,0 | 6 | 5,9 | | | 9 | 8,9 | 19 | 100,0 | | | 1 | 5,3 | 48 | 47,5 | 27 | 26,7 | 31 | 30,7 | 27 | 26,7 | | | | | | | | | | |
| CZ032 Pilsen | 54 | 75,0 | 12 | 16,7 | 1 | 1,4 | 3 | 4,2 | 2 | 2,8 | 18 | 100,0 | | | | | 36 | 50,0 | 26 | 36,1 | 28 | 38,9 | 23 | 31,9 | | | | | | | | | | |
| CZ041 Karlovy Vary | 33 | 84,6 | 1 | 2,6 | 2 | 5,1 | | | 3 | 7,7 | 6 | 100,0 | | | 1 | 16,7 | 26 | 66,7 | 6 | 15,4 | 19 | 48,7 | 5 | 12,8 | | | | | | | | | | |
| CZ042 Ústí | 63 | 85,1 | 4 | 5,4 | 3 | 4,1 | 3 | 4,1 | 1 | 1,4 | 9 | 81,8 | | | 2 | 18,2 | 33 | 44,6 | 11 | 14,9 | 26 | 35,1 | 10 | 13,5 | | | | | | | | | | |
| CZ051 Liberec | 41 | 83,7 | 3 | 6,1 | 2 | 4,1 | 1 | 2,0 | 2 | 4,1 | 8 | 100,0 | | | | | 22 | 44,9 | 6 | 12,2 | 12 | 24,5 | | | | | | | | | | | | |
| CZ052 Hradec Králové | 44 | 75,9 | 6 | 10,3 | 3 | 5,2 | 1 | 1,7 | 4 | 6,9 | 14 | 100,0 | | | | | 45 | 77,6 | 7 | 12,1 | 34 | 58,6 | 3 | 5,2 | | | | | | | | | | |
| CZ053 Pardubice | 28 | 75,7 | 6 | 16,2 | 2 | 5,4 | 1 | 2,7 | | | 9 | 100,0 | | | | | 21 | 56,8 | | | 20 | 54,1 | 2 | 5,4 | | | | | | | | | | |
| CZ061 Vysočina | 76 | 92,7 | 4 | 4,9 | 2 | 2,4 | | | | | 6 | 100,0 | | | | | 10 | 12,2 | 4 | 4,9 | 5 | 6,1 | | | | | | | | | | | | |
| CZ062 South Moravia | 92 | 77,3 | 4 | 3,4 | | | 2 | 1,7 | 21 | 17,6 | 27 | 100,0 | | | 9 | 33,3 | 70 | 58,8 | 39 | 32,8 | 61 | 51,3 | 4 | 3,4 | | | | | | | | | | |
| CZ071 Olomouc | 69 | 90,8 | 5 | 6,6 | | | 2 | 2,6 | | | 6 | 85,7 | | | 2 | 28,6 | 57 | 75,0 | 4 | 5,3 | 51 | 67,1 | 6 | 7,9 | | | | | | | | | | |
| CZ072 Zlín | 81 | 88,0 | 7 | 7,6 | | | 3 | 3,3 | 1 | 1,1 | 10 | 90,9 | 1 | 9,1 | 1 | 9,1 | 65 | 70,7 | 14 | 15,2 | 55 | 59,8 | 12 | 13,0 | | | | | | | | | | |
| CZ080 Moravia-Silesia | 139 | 96,5 | 3 | 2,1 | 1 | 0,7 | 1 | 0,7 | | | 5 | 100,0 | | | 2 | 40,0 | 43 | 29,9 | 9 | 6,3 | 44 | 30,6 | 8 | 5,6 | | | | | | | | | | |

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: Higher administrative territorial units - regions

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

| ISWC Compensation money 2007 | | | | | | | | | | | | | | | | | | |
|------------------------------|---|------|-----------------------------|-----|-------------------------------------|------|-----------------------------|-----|--|------|---|------|--|------|---|------|-------------------|------|
| REGION | 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 the length of the notice period | | depending on the number of years to go before the person is entitled to claim old-age pension | | other dependences | |
| | NCA | % CA | min. | max | NCA | % CA | min. | max | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA |
| Total | 512 | 43,4 | 1,6 | 4,0 | 44 | 3,7 | 1,9 | 4,0 | 463 | 39,2 | 285 | 24,2 | 213 | 18,1 | 32 | 2,7 | 128 | 10,8 |
| CZ010 City of Prague | 93 | 57,8 | 1,7 | 4,6 | 11 | 6,8 | 1,4 | 2,8 | 83 | 51,6 | 53 | 32,9 | 41 | 25,5 | 13 | 8,1 | 11 | 6,8 |
| CZ020 Central Bohemia | 24 | 31,6 | 1,5 | 3,8 | 1 | 1,3 | | | 21 | 27,6 | 14 | 18,4 | 6 | 7,9 | | | 6 | 7,9 |
| CZ031 South Bohemia | 53 | 52,5 | 1,4 | 4,4 | 6 | 5,9 | 1,3 | 2,5 | 51 | 50,5 | 38 | 37,6 | 14 | 13,9 | 1 | 1,0 | 11 | 10,9 |
| CZ032 Pilsen | 47 | 65,3 | 1,5 | 3,5 | 1 | 1,4 | | | 44 | 61,1 | 27 | 37,5 | 23 | 31,9 | 4 | 5,6 | 18 | 25,0 |
| CZ041 Karlovy Vary | 16 | 41,0 | 1,6 | 3,4 | 1 | 2,6 | | | 13 | 33,3 | 10 | 25,6 | 4 | 10,3 | | | 5 | 12,8 |
| CZ042 Ústí | 37 | 50,0 | 1,6 | 3,5 | 2 | 2,7 | | | 34 | 45,9 | 21 | 28,4 | 13 | 17,6 | 2 | 2,7 | 14 | 18,9 |
| CZ051 Liberec | 16 | 32,7 | 1,3 | 3,4 | | | | | 16 | 32,7 | 13 | 26,5 | 9 | 18,4 | | | 2 | 4,1 |
| CZ052 Hradec Králové | 29 | 50,0 | 1,9 | 4,8 | 2 | 3,4 | | | 28 | 48,3 | 13 | 22,4 | 13 | 22,4 | 5 | 8,6 | 7 | 12,1 |
| CZ053 Pardubice | 15 | 40,5 | 2,9 | 4,7 | 1 | 2,7 | | | 13 | 35,1 | 9 | 24,3 | 4 | 10,8 | | | 6 | 16,2 |
| CZ061 Vysočina | 23 | 28,0 | 1,4 | 2,7 | | | | | 17 | 20,7 | 11 | 13,4 | 6 | 7,3 | | | 2 | 2,4 |
| CZ062 South Moravia | 31 | 26,1 | 1,2 | 3,5 | 5 | 4,2 | 7,0 | 6,2 | 28 | 23,5 | 20 | 16,8 | 12 | 10,1 | | | 5 | 4,2 |
| CZ071 Olomouc | 25 | 32,9 | 1,4 | 2,9 | 2 | 2,6 | | | 22 | 28,9 | 11 | 14,5 | 12 | 15,8 | | | 2 | 2,6 |
| CZ072 Zlín | 32 | 34,8 | 1,7 | 4,5 | 4 | 4,3 | 1,0 | 5,0 | 30 | 32,6 | 12 | 13,0 | 25 | 27,2 | 2 | 2,2 | 3 | 3,3 |
| CZ080 Moravia-Silesia | 71 | 49,3 | 1,9 | 4,0 | 8 | 5,6 | 1,2 | 2,7 | 63 | 43,8 | 33 | 22,9 | 31 | 21,5 | 5 | 3,5 | 36 | 25,0 |

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

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

min. average minimum multiple of the increased compensation money

max. average maximum multiple of the increased compensation money

AE average earning

Table NO. A22b

Evaluation of collective agreements

Working hours and holidays

Classification based on: Higher administrative territorial units - regions

in hours per week, in days

| ISWC Working hours and holidays 2007 | | | | | | | | | | | | | | | | | | | | | | | |
|--------------------------------------|-------------------------|-------|---------------------------|------|------------|-----|------------------|--------------------|--------------------|--------------------|------|--|-------------------|------|--|--------------------------|---------------------------------|---------|-----|-----------|------------|---------------------|------|
| REGION | Length of working hours | | | | | | | | | | | Applying the working hours account under Section 86 LC | | | Flexible organization of working hours | | Increase of holiday entitlement | | | | | | |
| | agreed in CA | | generally undistinguished | | | | in working modes | | | | NCA | % CA | com. period weeks | NCA | % CA | 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 hours/week | 2 shift hours/week | 3 shift hours/week | | | | | | uninterrupted hours/week | NCA | % CA | NCA | % CA | % CA | days | % CA |
| | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 1127 | 95,5 | 820 | 69,5 | 38,0 | 307 | 26,0 | 39,5 | 38,3 | 37,3 | 37,3 | 52 | 4,4 | 43,3 | 186 | 15,8 | 950 | 80,5 | 2,6 | 3,9 | 76,3 | 1,4 | 0,4 |
| CZ010 City of Prague | 155 | 96,3 | 93 | 57,8 | 38,7 | 62 | 38,5 | 39,4 | 38,1 | 37,1 | 36,9 | 2 | 1,2 | | 42 | 26,1 | 139 | 86,3 | | | 82,0 | 3,7 | 0,6 |
| CZ020 Central Bohemia | 68 | 89,5 | 51 | 67,1 | 38,3 | 17 | 22,4 | 39,7 | 38,5 | 37,5 | 37,4 | 4 | 5,3 | 52,0 | 5 | 6,6 | 64 | 84,2 | 7,9 | 5,0 | 75,0 | 1,3 | |
| CZ031 South Bohemia | 96 | 95,0 | 58 | 57,4 | 38,1 | 38 | 37,6 | 39,3 | 38,3 | 37,2 | 37,0 | 5 | 5,0 | 39,0 | 15 | 14,9 | 87 | 86,1 | 2,0 | 3,0 | 85,1 | | |
| CZ032 Pilsen | 66 | 91,7 | 49 | 68,1 | 37,8 | 17 | 23,6 | 39,9 | 38,4 | 37,3 | 37,2 | 4 | 5,6 | 52,0 | 6 | 8,3 | 53 | 73,6 | 5,6 | 3,5 | 65,3 | 2,8 | |
| CZ041 Karlovy Vary | 39 | 100,0 | 26 | 66,7 | 38,5 | 13 | 33,3 | 39,4 | 38,2 | 37,5 | 37,5 | | | | 5 | 12,8 | 26 | 66,7 | 2,6 | 3,0 | 64,1 | | |
| CZ042 Ústí | 72 | 97,3 | 58 | 78,4 | 37,7 | 14 | 18,9 | 39,2 | 38,1 | 37,2 | 38,0 | 4 | 5,4 | 52,0 | 11 | 14,9 | 59 | 79,7 | 5,4 | 4,0 | 71,6 | 1,4 | 1,4 |
| CZ051 Liberec | 45 | 91,8 | 37 | 75,5 | 38,0 | 8 | 16,3 | 39,4 | 37,9 | 37,5 | 37,4 | 3 | 6,1 | 26,0 | 8 | 16,3 | 38 | 77,6 | 2,0 | 5,0 | 69,4 | 4,1 | 2,0 |
| CZ052 Hradec Králové | 56 | 96,6 | 30 | 51,7 | 37,9 | 26 | 44,8 | 39,5 | 38,3 | 37,4 | 37,4 | 2 | 3,4 | | 10 | 17,2 | 48 | 82,8 | | | 82,8 | | |
| CZ053 Pardubice | 35 | 94,6 | 27 | 73,0 | 38,0 | 8 | 21,6 | 39,6 | 38,2 | 37,5 | 37,5 | 1 | 2,7 | | 3 | 8,1 | 28 | 75,7 | | | 73,0 | 2,7 | |
| CZ061 Vysočina | 81 | 98,8 | 66 | 80,5 | 38,4 | 15 | 18,3 | 39,8 | 38,2 | 37,5 | 37,5 | 1 | 1,2 | | 4 | 4,9 | 60 | 73,2 | 3,7 | 2,7 | 68,3 | | 1,2 |
| CZ062 South Moravia | 116 | 97,5 | 85 | 71,4 | 38,0 | 31 | 26,1 | 39,8 | 38,4 | 37,5 | 37,6 | 9 | 7,6 | 49,1 | 12 | 10,1 | 98 | 82,4 | 2,5 | 3,3 | 80,7 | | |
| CZ071 Olomouc | 70 | 92,1 | 60 | 78,9 | 37,7 | 10 | 13,2 | 39,3 | 38,0 | 37,2 | 37,5 | 2 | 2,6 | | 12 | 15,8 | 54 | 71,1 | 1,3 | 5,0 | 65,8 | 3,9 | |
| CZ072 Zlín | 89 | 96,7 | 62 | 67,4 | 37,7 | 27 | 29,3 | 39,7 | 38,4 | 37,5 | 37,6 | 4 | 4,3 | 39,0 | 13 | 14,1 | 78 | 84,8 | 2,2 | 3,5 | 81,5 | 1,1 | |
| CZ080 Moravia-Silesia | 139 | 96,5 | 118 | 81,9 | 37,8 | 21 | 14,6 | 39,6 | 38,1 | 37,5 | 37,9 | 11 | 7,6 | 38,7 | 40 | 27,8 | 118 | 81,9 | 2,8 | 4,0 | 79,2 | | 0,7 |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 hours/week average length of working hours
 com. compensatory period
 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: Higher administrative territorial units - regions

in hours per year, in weeks

| ISWC | | | | | | | Overtime, organization of working hours | | | 2007 |
|------------------------------|---|------------|------------|---|-------------|-------------|---|-------------|------------------------------|------|
| REGION | 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 | 3 | 0,3 | 77 | 616 | 52,2 | 48,8 | 278 | 23,6 | 43,8 | |
| CZ010 City of Prague | 1 | 0,6 | | 81 | 50,3 | 47,2 | 56 | 34,8 | 36,3 | |
| CZ020 Central Bohemia | | | | 35 | 46,1 | 50,5 | 23 | 30,3 | 49,0 | |
| CZ031 South Bohemia | | | | 74 | 73,3 | 49,5 | 25 | 24,8 | 42,6 | |
| CZ032 Pilsen | | | | 39 | 54,2 | 51,3 | 6 | 8,3 | 52,0 | |
| CZ041 Karlovy Vary | | | | 25 | 64,1 | 46,8 | 10 | 25,6 | 43,2 | |
| CZ042 Ústí | | | | 33 | 44,6 | 47,2 | 18 | 24,3 | 46,7 | |
| CZ051 Liberec | | | | 21 | 42,9 | 46,4 | 11 | 22,4 | 46,1 | |
| CZ052 Hradec Králové | | | | 39 | 67,2 | 50,7 | 15 | 25,9 | 45,9 | |
| CZ053 Pardubice | | | | 19 | 51,4 | 49,3 | 5 | 13,5 | 44,2 | |
| CZ061 Vysočina | | | | 33 | 40,2 | 49,3 | 7 | 8,5 | 52,0 | |
| CZ062 South Moravia | 1 | 0,8 | | 61 | 51,3 | 49,0 | 19 | 16,0 | 48,3 | |
| CZ071 Olomouc | 1 | 1,3 | | 37 | 48,7 | 47,1 | 19 | 25,0 | 31,6 | |
| CZ072 Zlín | | | | 55 | 59,8 | 48,7 | 13 | 14,1 | 50,0 | |
| CZ080 Moravia-Silesia | | | | 64 | 44,4 | 49,8 | 51 | 35,4 | 47,6 | |

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 – employment rate development

Classification based on: Higher administrative territorial units - regions

% of collective agreements

| ISWC | | | | | | | | | | | | Employment rate I | | | | | | | | | | | | 2007 | |
|------------------------------|---|------------|--|------------|--|------------|--------------------------------|------------|-------------------------------|-------------|---|-------------------|--|--|--|--|--|--|--|--|--|--|--|------|--|
| REGION | Limitations of the scope of agency employment | | CA contains specific conditions (programmes) | | | | | | Rules of part-time employment | | Conditions and rules of training attended on parental leave | | | | | | | | | | | | | | |
| | | | employment of people over 50 | | employment of people with disabilities | | employment of juvenile persons | | | | | | | | | | | | | | | | | | |
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | | | | | | | | | | | | | |
| Total | 11 | 0,9 | 22 | 1,9 | 12 | 1,0 | 6 | 0,5 | 56 | 4,7 | | | | | | | | | | | | | | | |
| CZ010 City of Prague | 2 | 1,2 | 2 | 1,2 | 1 | 0,6 | | | 9 | 5,6 | | | | | | | | | | | | | | | |
| CZ020 Central Bohemia | 1 | 1,3 | 1 | 1,3 | | | | | 2 | 2,6 | | | | | | | | | | | | | | | |
| CZ031 South Bohemia | 1 | 1,0 | 5 | 5,0 | 2 | 2,0 | | | 22 | 21,8 | | | | | | | | | | | | | | | |
| CZ032 Pilsen | 1 | 1,4 | 2 | 2,8 | | | | | 1 | 1,4 | | | | | | | | | | | | | | | |
| CZ041 Karlovy Vary | | | | | | | | | 2 | 5,1 | | | | | | | | | | | | | | | |
| CZ042 Ústí | 1 | 1,4 | 3 | 4,1 | 2 | 2,7 | | | 2 | 2,7 | | | | | | | | | | | | | | | |
| CZ051 Liberec | 3 | 6,1 | 1 | 2,0 | | | | | 3 | 6,1 | | | | | | | | | | | | | | | |
| CZ052 Hradec Králové | | | 1 | 1,7 | | | 3 | 5,2 | | | | | | | | | | | | | | | | | |
| CZ053 Pardubice | | | | | 2 | 5,4 | | | 1 | 2,7 | | | | | | | | | | | | | | | |
| CZ061 Vysočina | 1 | 1,2 | 1 | 1,2 | 2 | 2,4 | | | | | | | | | | | | | | | | | | | |
| CZ062 South Moravia | | | | | | | 1 | 0,8 | 3 | 2,5 | | | | | | | | | | | | | | | |
| CZ071 Olomouc | | | 2 | 2,6 | | | 1 | 1,3 | 3 | 3,9 | | | | | | | | | | | | | | | |
| CZ072 Zlín | | | 1 | 1,1 | 1 | 1,1 | | | 6 | 6,5 | | | | | | | | | | | | | | | |
| CZ080 Moravia-Silesia | 1 | 0,7 | 3 | 2,1 | 2 | 1,4 | 1 | 0,7 | 2 | 1,4 | | | | | | | | | | | | | | | |

Explanatory notes: NCA
% CA

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

Table NO. A25b

Evaluation of collective agreements

Employment rate II

Classification based on: Higher administrative territorial units - regions

% of collective agreements

| ISWC | | | | | | | | | | | | | | | | | | | | Employment rate II | | | | | | | | | | 2007 | |
|------------------------------|---|-------------|--|------------|-------------------------------------|-------------|--|------|--|------------|---|------------|--|------|-------------|------|-----------------------------|------|---------------------------------------|--------------------|--|--|--|--|--|--|--|--|--|------|--|
| REGION | 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 | 204 | 17,3 | 10 | 1,1 | 202 | 22,5 | | | 2 | 0,2 | 2 | 0,2 | | | | | | | | | | | | | | | | | | | |
| CZ010 City of Prague | 34 | 21,1 | 4 | 2,8 | 34 | 23,6 | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ020 Central Bohemia | 7 | 9,2 | 1 | 1,8 | 6 | 10,9 | | | 1 | 1,3 | 1 | 1,8 | | | | | | | | | | | | | | | | | | | |
| CZ031 South Bohemia | 34 | 33,7 | | | 34 | 42,0 | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ032 Pilsen | 17 | 23,6 | | | 17 | 37,0 | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ041 Karlovy Vary | 2 | 5,1 | | | 2 | 6,3 | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ042 Ústí | 13 | 17,6 | | | 13 | 24,5 | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ051 Liberec | 4 | 8,2 | | | 4 | 9,1 | | | 1 | 2,0 | 1 | 2,3 | | | | | | | | | | | | | | | | | | | |
| CZ052 Hradec Králové | 5 | 8,6 | | | 5 | 9,1 | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ053 Pardubice | 5 | 13,5 | | | 5 | 15,6 | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ061 Vysočina | 36 | 43,9 | 2 | 2,7 | 36 | 49,3 | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ062 South Moravia | 10 | 8,4 | | | 10 | 10,2 | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ071 Olomouc | 9 | 11,8 | | | 9 | 25,7 | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ072 Zlín | 10 | 10,9 | | | 10 | 11,6 | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ080 Moravia-Silesia | 18 | 12,5 | 3 | 4,6 | 17 | 26,2 | | | | | | | | | | | | | | | | | | | | | | | | | |

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

Evaluation of collective agreements

Working conditions and benefits I - catering

Classification based on: Higher administrative territorial units - regions

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

| ISWC Working conditions and benefits I 2007 | | | | | | | | | | | | | | |
|---|---|------|--------------|-----------------|------------------------------------|-----------------|----------------------------------|-----------------|--|------|-------------------------|------|--------------------------------------|------|
| REGION | 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 | | 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 | % CA | NCA | % CA | NCA | % CA |
| Total | 967 | 81,9 | 29,31 | 54,6 | 9,06 | 31,8 | 26,91 | 54,7 | 151 | 12,8 | 25 | 2,1 | 16 | 1,4 |
| CZ010 City of Prague | 133 | 82,6 | 35,11 | 54,9 | 11,86 | 8,4 | 34,78 | 57,2 | 13 | 8,1 | 1 | 0,6 | 1 | 0,6 |
| CZ020 Central Bohemia | 60 | 78,9 | 29,34 | 54,7 | 6,64 | | 25,00 | 55,0 | 4 | 5,3 | | | | |
| CZ031 South Bohemia | 80 | 79,2 | 27,84 | 55,0 | 10,34 | 46,7 | 27,13 | 53,3 | 25 | 24,8 | 1 | 1,0 | 1 | 1,0 |
| CZ032 Pilsen | 63 | 87,5 | 24,33 | 54,3 | 7,38 | | 22,70 | 54,0 | 11 | 15,3 | 1 | 1,4 | 1 | 1,4 |
| CZ041 Karlovy Vary | 32 | 82,1 | 28,00 | 54,7 | 9,50 | 2,0 | 23,00 | 55,0 | 5 | 12,8 | 1 | 2,6 | 1 | 2,6 |
| CZ042 Ústí | 58 | 78,4 | 33,85 | 53,6 | 9,93 | 36,7 | 23,03 | 54,5 | 13 | 17,6 | 3 | 4,1 | 3 | 4,1 |
| CZ051 Liberec | 36 | 73,5 | 28,00 | 54,6 | 5,33 | 12,4 | 36,24 | 57,5 | 13 | 26,5 | 1 | 2,0 | 2 | 4,1 |
| CZ052 Hradec Králové | 42 | 72,4 | 44,00 | 54,6 | 10,20 | | 27,67 | 54,0 | 12 | 20,7 | | | 1 | 1,7 |
| CZ053 Pardubice | 24 | 64,9 | 27,75 | 54,3 | 8,21 | | 21,94 | 51,7 | 6 | 16,2 | | | | |
| CZ061 Vysočina | 70 | 85,4 | 18,00 | 54,6 | 10,80 | | 35,90 | 55,2 | 10 | 12,2 | 1 | 1,2 | 1 | 1,2 |
| CZ062 South Moravia | 104 | 87,4 | 23,92 | 54,4 | 7,65 | 28,0 | 31,55 | 55,3 | 16 | 13,4 | 5 | 4,2 | 3 | 2,5 |
| CZ071 Olomouc | 58 | 76,3 | 28,49 | 54,9 | 6,19 | | 28,10 | 55,0 | 5 | 6,6 | | | | |
| CZ072 Zlín | 82 | 89,1 | 27,44 | 54,5 | 7,97 | 2,5 | 20,46 | 50,6 | 10 | 10,9 | 11 | 12,0 | 2 | 2,2 |
| CZ080 Moravia-Silesia | 125 | 86,8 | 27,81 | 54,6 | 8,73 | 10,0 | 21,08 | 52,7 | 8 | 5,6 | | | | |

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

Table NO. A27b

Evaluation of collective agreements

Working conditions and benefits II

Classification based on: Higher administrative territorial units - regions

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

| ISWC Working conditions and benefits II 2007 | | | | | | | | | | | | | | | | | | | | |
|--|-----------------------------------|------|--|------|----------------|-------------|------------------------|--|------|-----------------------------------|------|----------------|---------------|--------------------------------|------|--------------|------|----------------|-----|------------------------------|
| REGION | Temporary accommodation allowance | | Allowance for transport to and from work | | | | | Conditions of transport provided by the employer | | 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 | from costs | from profit | without distinguishing | NCA | % CA | NCA | % CA | CZK/month | average % MBA | NCA | % CA | NCA | % CA | CZK/month | NCA | % CA |
| | 11 | 0,9 | 13 | 1,1 | 410,00 | 350,00 | 790,88 | 20 | 1,7 | 602 | 51,0 | 321,21 | 2,8 | 398 | 33,7 | 144 | 12,2 | 399,67 | 97 | 8,2 |
| Total | 11 | 0,9 | 13 | 1,1 | 410,00 | 350,00 | 790,88 | 20 | 1,7 | 602 | 51,0 | 321,21 | 2,8 | 398 | 33,7 | 144 | 12,2 | 399,67 | 97 | 8,2 |
| CZ010 City of Prague | 5 | 3,1 | 2 | 1,2 | | | | 3 | 1,9 | 79 | 49,1 | 355,30 | 2,6 | 52 | 32,3 | 31 | 19,3 | 412,61 | 26 | 16,1 |
| CZ020 Central Bohemia | 3 | 3,9 | | | | | | | | 35 | 46,1 | 344,44 | 2,8 | 21 | 27,6 | 10 | 13,2 | 471,20 | 3 | 3,9 |
| CZ031 South Bohemia | 2 | 2,0 | 5 | 5,0 | 500,00 | 200,00 | 463,50 | 6 | 5,9 | 68 | 67,3 | 278,98 | 2,6 | 50 | 49,5 | 15 | 14,9 | 433,87 | 11 | 10,9 |
| CZ032 Pilsen | | | 1 | 1,4 | | | | 1 | 1,4 | 37 | 51,4 | 349,50 | 2,7 | 23 | 31,9 | 15 | 20,8 | 295,47 | 12 | 16,7 |
| CZ041 Karlovy Vary | | | | | | | | 1 | 2,6 | 22 | 56,4 | 327,78 | 2,8 | 15 | 38,5 | 4 | 10,3 | 683,00 | | |
| CZ042 Ústí | | | 1 | 1,4 | | | | 2 | 2,7 | 41 | 55,4 | 325,53 | 3,0 | 29 | 39,2 | 9 | 12,2 | 321,11 | 6 | 8,1 |
| CZ051 Liberec | | | 1 | 2,0 | | | | 4 | 8,2 | 23 | 46,9 | 280,67 | 2,9 | 21 | 42,9 | 6 | 12,2 | 340,50 | 3 | 6,1 |
| CZ052 Hradec Králové | | | | | | | | | | 34 | 58,6 | 348,08 | 3,0 | 20 | 34,5 | 6 | 10,3 | 392,67 | 4 | 6,9 |
| CZ053 Pardubice | 1 | 2,7 | | | | | | | | 20 | 54,1 | 405,00 | 3,0 | 15 | 40,5 | 2 | 5,4 | | 1 | 2,7 |
| CZ061 Vysočina | | | 1 | 1,2 | | | | | | 50 | 61,0 | 267,05 | 2,5 | 34 | 41,5 | 3 | 3,7 | 355,33 | 1 | 1,2 |
| CZ062 South Moravia | | | 2 | 1,7 | | | | 2 | 1,7 | 41 | 34,5 | 323,17 | 2,8 | 26 | 21,8 | 8 | 6,7 | 328,38 | 4 | 3,4 |
| CZ071 Olomouc | | | | | | | | | | 35 | 46,1 | 354,52 | 2,8 | 16 | 21,1 | 5 | 6,6 | 553,20 | 3 | 3,9 |
| CZ072 Zlín | | | | | | | | | | 36 | 39,1 | 288,71 | 3,2 | 26 | 28,3 | 12 | 13,0 | 355,50 | 12 | 13,0 |
| CZ080 Moravia-Silesia | | | | | | | | 1 | 0,7 | 81 | 56,3 | 317,55 | 3,0 | 50 | 34,7 | 18 | 12,5 | 442,44 | 11 | 7,6 |

Explanatory notes: NCA

% CA

CZK/month

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 monthly basis of assessment

Table NO. A28b

Evaluation of collective agreements

Social fund (FSCR, stimulation fund) - creation

Classification based on: Higher administrative territorial units - regions

average %, average CZK

| ISWC Social fund (FSCR, stimulation fund) - creation 2007 | | | | | | | | | | | | | | | | | | | | |
|---|----------------------|-------------|--------------------|------------|---|--------------|-------------------------|------------|-----------|-------------------------------------|--------------|---|-----------|---|--------------|-------------------------|------------|-----------|-------------------------------------|--------------|
| REGION | 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 | 400 | 33,9 | 64 | 2,2 | 49 | 1 573 | 70 | 2,0 | 171 | 184 | 3 250 | 87 | 7 | 10 | 2 050 | 6 | 2,1 | 48 | 44 | 3 499 |
| CZ010 City of Prague | 65 | 40,4 | 17 | 2,0 | 3 | 3 550 | 16 | 2,4 | 20 | 31 | 7 950 | 12 | 7 | | | | | 11 | 4 | 2 277 |
| CZ020 Central Bohemia | 24 | 31,6 | 5 | 2,0 | 9 | 1 546 | 1 | | 8 | 6 | 1 876 | 3 | 4 | 1 | | | | 3 | 2 | |
| CZ031 South Bohemia | 54 | 53,5 | 3 | 1,7 | 3 | 583 | 19 | 1,5 | 25 | 13 | 2 264 | 11 | 11 | | | 3 | 2,5 | 8 | 1 | |
| CZ032 Pilsen | 31 | 43,1 | 3 | 2,2 | 3 | 1 167 | 4 | 2,0 | 19 | 13 | 4 223 | 4 | 6 | 1 | | 2 | | 1 | 1 | |
| CZ041 Karlovy Vary | 11 | 28,2 | 7 | 1,7 | 1 | | | | 3 | 5 | 7 596 | 2 | 5 | | | | | 2 | | |
| CZ042 Ústí | 31 | 41,9 | 9 | 2,7 | 1 | | 2 | | 9 | 23 | 2 444 | 2 | 3 | 1 | | | | 1 | 1 | |
| CZ051 Liberec | 14 | 28,6 | 1 | | 7 | 1 686 | 3 | 1,7 | 3 | 6 | 603 | 8 | 16 | 1 | | 1 | | 6 | 6 | 7 559 |
| CZ052 Hradec Králové | 19 | 32,8 | 5 | 1,9 | 3 | 667 | 6 | 2,3 | 2 | 8 | 2 163 | 2 | 3 | | | | | 1 | 1 | |
| CZ053 Pardubice | 14 | 37,8 | 4 | 2,0 | 2 | | 1 | | 1 | 9 | 4 620 | | | | | | | | | |
| CZ061 Vysočina | 14 | 17,1 | | | 6 | 2 233 | 2 | | 5 | 5 | 838 | 12 | 15 | 1 | | | | 2 | 12 | 2 751 |
| CZ062 South Moravia | 41 | 34,5 | 2 | | 6 | 1 486 | 6 | 2,6 | 24 | 16 | 1 734 | 11 | 9 | | | | | 9 | 3 | 1 791 |
| CZ071 Olomouc | 16 | 21,1 | 3 | 4,4 | 1 | | 5 | 1,6 | 7 | 7 | 1 103 | 9 | 12 | | | | | 3 | 8 | 2 447 |
| CZ072 Zlín | 19 | 20,7 | 1 | | 2 | | 3 | 2,5 | 11 | 14 | 1 295 | 7 | 8 | 3 | 1 667 | | | | 4 | 2 935 |
| CZ080 Moravia-Silesia | 47 | 32,6 | 4 | 2,5 | 2 | | 2 | | 34 | 28 | 1 483 | 4 | 3 | 2 | | | | 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
 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

Table NO. A29b

Evaluation of collective agreements

Social fund (FSCR, stimulation fund) - use

Classification based on: Higher administrative territorial units - regions

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

| ISWC Social fund (FSCR, stimulation fund) - use | | | | | | | | | | | | | 2007 | | | |
|---|--------------------------------------|------------|------------|-------------|------------|------------|------------|------------|------------|------------|-------------|-------------|---|-------------|-------------------------------|------------|
| REGION | Structure of planned use of the fund | | | | | | | | | | | | Right of co-decision of BO TU for use of the fund | | Use in form of pers. accounts | |
| | A | B | C | D | E | F | G | H | I | J | K | L | NCA | % CA | NCA | % CA |
| | aver. % | aver. % | aver. % | aver. % | aver. % | aver. % | aver. % | aver. % | aver. % | aver. % | aver. % | aver. % | | | | |
| Total | 7,8 | 4,0 | 2,8 | 21,0 | 2,9 | 3,7 | 7,7 | 0,6 | 1,3 | 4,2 | 26,4 | 17,7 | 348 | 29,5 | 57 | 4,8 |
| CZ010 City of Prague | 3,6 | 3,8 | 1,8 | 26,0 | 1,9 | 1,7 | 7,2 | | 0,9 | 2,1 | 33,8 | 17,2 | 52 | 32,3 | 11 | 6,8 |
| CZ020 Central Bohemia | 3,9 | 4,2 | | 14,3 | 0,6 | 11,5 | 14,7 | | 2,3 | 0,2 | 28,3 | 19,9 | 17 | 22,4 | 2 | 2,6 |
| CZ031 South Bohemia | 14,5 | 2,2 | 1,3 | 16,2 | 0,9 | 3,7 | 0,2 | | 0,5 | | 21,4 | 39,2 | 45 | 44,6 | 11 | 10,9 |
| CZ032 Pilsen | 6,0 | 0,2 | | 4,0 | 0,3 | 1,4 | 0,4 | | 2,1 | 35,6 | 40,4 | 9,6 | 29 | 40,3 | 4 | 5,6 |
| CZ041 Karlovy Vary | 8,4 | 2,5 | 0,3 | 9,5 | 6,3 | 1,8 | | | | 2,6 | 59,6 | 8,9 | 10 | 25,6 | 1 | 2,6 |
| CZ042 Ústí | 16,6 | 5,2 | 3,4 | 12,6 | 1,6 | 4,9 | 9,8 | 4,0 | 0,2 | 0,7 | 30,0 | 10,9 | 32 | 43,2 | 5 | 6,8 |
| CZ051 Liberec | 12,0 | 5,7 | 1,0 | 15,1 | 0,9 | 1,4 | 1,9 | | 0,6 | 1,5 | 5,3 | 54,6 | 19 | 38,8 | 2 | 4,1 |
| CZ052 Hradec Králové | 4,4 | 0,5 | 1,2 | 33,8 | 1,1 | 4,8 | 21,2 | | 1,2 | 1,1 | 18,5 | 12,2 | 11 | 19,0 | 5 | 8,6 |
| CZ053 Pardubice | 10,4 | | 6,3 | 21,2 | 17,7 | 5,2 | 0,5 | | 4,1 | 0,3 | 2,4 | 31,8 | 9 | 24,3 | | |
| CZ061 Vysočina | 11,9 | 12,9 | 2,7 | 20,2 | 0,9 | 11,3 | 11,0 | | 8,7 | 3,6 | 7,1 | 9,9 | 25 | 30,5 | 3 | 3,7 |
| CZ062 South Moravia | 13,2 | 3,8 | 3,5 | 30,7 | 1,2 | 7,1 | 4,8 | 5,9 | | 0,6 | 16,0 | 13,1 | 35 | 29,4 | 4 | 3,4 |
| CZ071 Olomouc | 4,9 | 4,1 | 18,5 | 19,5 | 2,2 | 6,8 | 11,5 | | 0,1 | 2,8 | 11,8 | 17,9 | 11 | 14,5 | 1 | 1,3 |
| CZ072 Zlín | 7,3 | 7,4 | 3,7 | 29,1 | 1,8 | 2,7 | 29,3 | | | 0,5 | 17,1 | 1,1 | 18 | 19,6 | 1 | 1,1 |
| CZ080 Moravia-Silesia | 9,4 | 5,3 | 5,7 | 29,1 | 6,3 | 4,3 | 12,6 | | | 1,4 | 23,6 | 2,4 | 35 | 24,3 | 7 | 4,9 |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver. % average percentage of use for this purpose of the total creation of the fund

| | | | |
|----------|---|----------|--|
| A | recreation - contribution to employees and family members | G | contribution to contributory pension scheme |
| B | medical services - spas, rehabilitation | H | contribution to accident supplementary insurance |
| C | loans to employees to cover their housing needs | I | contribution to transport to and from work |
| D | contribution to corporate catering | J | contribution to trade union organization |
| E | social assistance, social loans | K | other use |
| F | remunerations for work and life anniversaries | L | balance |

Table NO. A30b

Evaluation of collective agreements

Obstacles to work – employees' personal obstacles entitling them to claim leave from work and a compensation for wage

Classification based on: Higher administrative territorial units - regions

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

| ISWC | | | | | | | | | | | | | | | | | | | | | | | | | Obstacles to work | | | | | | | | | | 2007 | | | |
|-----------------------|------|--|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------------------|-----|------|--|--|--|--|--|--|--|------|--|--|--|
| REGION | | Average number of days of leave with compensation for wage above the requirement of the LC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Type of personal obstacle | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | A | | | B | | | C | | | D | | | E | | | F | | | G | | | H | | | I | | | | | | | | | | | | |
| 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 | | 452 | 38,3 | 1,3 | 503 | 42,6 | 1,2 | 628 | 53,2 | 2,2 | 224 | 19,0 | 7,1 | 377 | 31,9 | 1,2 | 81 | 6,9 | 2,9 | 295 | 25,0 | 4,1 | 89 | 7,5 | 2,6 | 327 | 27,7 | | | | | | | | | | | |
| CZ010 City of Prague | | 56 | 34,8 | 1,3 | 54 | 33,5 | 1,3 | 79 | 49,1 | 2,0 | 37 | 23,0 | 6,4 | 40 | 24,8 | 1,4 | 18 | 11,2 | 2,8 | 36 | 22,4 | 4,6 | 16 | 9,9 | 3,8 | 47 | 29,2 | | | | | | | | | | | |
| CZ020 Central Bohemia | | 20 | 26,3 | 1,2 | 23 | 30,3 | 1,2 | 31 | 40,8 | 1,6 | 10 | 13,2 | 7,3 | 17 | 22,4 | 1,1 | 2 | 2,6 | | 19 | 25,0 | 3,7 | 5 | 6,6 | 2,4 | 18 | 23,7 | | | | | | | | | | | |
| CZ031 South Bohemia | | 44 | 43,6 | 1,3 | 64 | 63,4 | 1,2 | 60 | 59,4 | 2,2 | 35 | 34,7 | 6,3 | 37 | 36,6 | 1,2 | 7 | 6,9 | 5,0 | 36 | 35,6 | 3,3 | 7 | 6,9 | 1,3 | 49 | 48,5 | | | | | | | | | | | |
| CZ032 Pilsen | | 39 | 54,2 | 1,5 | 44 | 61,1 | 1,2 | 53 | 73,6 | 2,9 | 20 | 27,8 | 6,8 | 38 | 52,8 | 1,1 | 7 | 9,7 | 2,4 | 20 | 27,8 | 6,5 | 1 | 1,4 | | 16 | 22,2 | | | | | | | | | | | |
| CZ041 Karlovy Vary | | 7 | 17,9 | 1,0 | 10 | 25,6 | 1,2 | 17 | 43,6 | 1,5 | 12 | 30,8 | 8,8 | 7 | 17,9 | 1,4 | 1 | 2,6 | | 3 | 7,7 | 6,3 | 9 | 23,1 | 2,6 | 7 | 17,9 | | | | | | | | | | | |
| CZ042 Ústí | | 29 | 39,2 | 1,6 | 34 | 45,9 | 1,5 | 48 | 64,9 | 2,1 | 28 | 37,8 | 9,6 | 34 | 45,9 | 1,4 | 9 | 12,2 | 1,6 | 19 | 25,7 | 3,6 | 11 | 14,9 | 2,2 | 20 | 27,0 | | | | | | | | | | | |
| CZ051 Liberec | | 16 | 32,7 | 1,1 | 18 | 36,7 | 1,2 | 26 | 53,1 | 2,0 | 11 | 22,4 | 9,6 | 15 | 30,6 | 1,1 | 5 | 10,2 | 2,0 | 11 | 22,4 | 3,8 | 6 | 12,2 | 2,8 | 9 | 18,4 | | | | | | | | | | | |
| CZ052 Hradec Králové | | 6 | 10,3 | 1,0 | 12 | 20,7 | 1,3 | 13 | 22,4 | 1,7 | 4 | 6,9 | 5,8 | 5 | 8,6 | 1,0 | 2 | 3,4 | | 8 | 13,8 | 5,6 | 4 | 6,9 | 2,3 | 13 | 22,4 | | | | | | | | | | | |
| CZ053 Pardubice | | 18 | 48,6 | 1,0 | 20 | 54,1 | 1,2 | 27 | 73,0 | 2,3 | 6 | 16,2 | 8,7 | 17 | 45,9 | 1,1 | 1 | 2,7 | | 9 | 24,3 | 4,7 | 3 | 8,1 | 2,0 | 7 | 18,9 | | | | | | | | | | | |
| CZ061 Vysočina | | 35 | 42,7 | 1,5 | 30 | 36,6 | 1,4 | 41 | 50,0 | 2,6 | 8 | 9,8 | 6,9 | 25 | 30,5 | 1,3 | 1 | 1,2 | | 3 | 3,7 | 6,0 | 3 | 3,7 | 1,0 | 23 | 28,0 | | | | | | | | | | | |
| CZ062 South Moravia | | 35 | 29,4 | 1,6 | 47 | 39,5 | 1,2 | 55 | 46,2 | 2,2 | 15 | 12,6 | 7,3 | 30 | 25,2 | 1,2 | 2 | 1,7 | | 23 | 19,3 | 4,1 | 4 | 3,4 | 1,8 | 23 | 19,3 | | | | | | | | | | | |
| CZ071 Olomouc | | 40 | 52,6 | 1,5 | 41 | 53,9 | 1,2 | 49 | 64,5 | 3,0 | 9 | 11,8 | 3,8 | 20 | 26,3 | 1,1 | 6 | 7,9 | 4,7 | 26 | 34,2 | 4,3 | 3 | 3,9 | 3,3 | 16 | 21,1 | | | | | | | | | | | |
| CZ072 Zlín | | 44 | 47,8 | 1,2 | 45 | 48,9 | 1,3 | 48 | 52,2 | 2,5 | 12 | 13,0 | 6,7 | 31 | 33,7 | 1,1 | 4 | 4,3 | 2,0 | 23 | 25,0 | 3,6 | 2 | 2,2 | | 19 | 20,7 | | | | | | | | | | | |
| CZ080 Moravia-Silesia | | 63 | 43,8 | 1,2 | 61 | 42,4 | 1,1 | 81 | 56,3 | 1,9 | 17 | 11,8 | 5,6 | 61 | 42,4 | 1,3 | 16 | 11,1 | 2,8 | 59 | 41,0 | 3,3 | 15 | 10,4 | 2,8 | 60 | 41,7 | | | | | | | | | | | |

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 the compensation specified as a percentage of the average earnings

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)

Classification based on: Higher administrative territorial units - regions

% of collective agreements

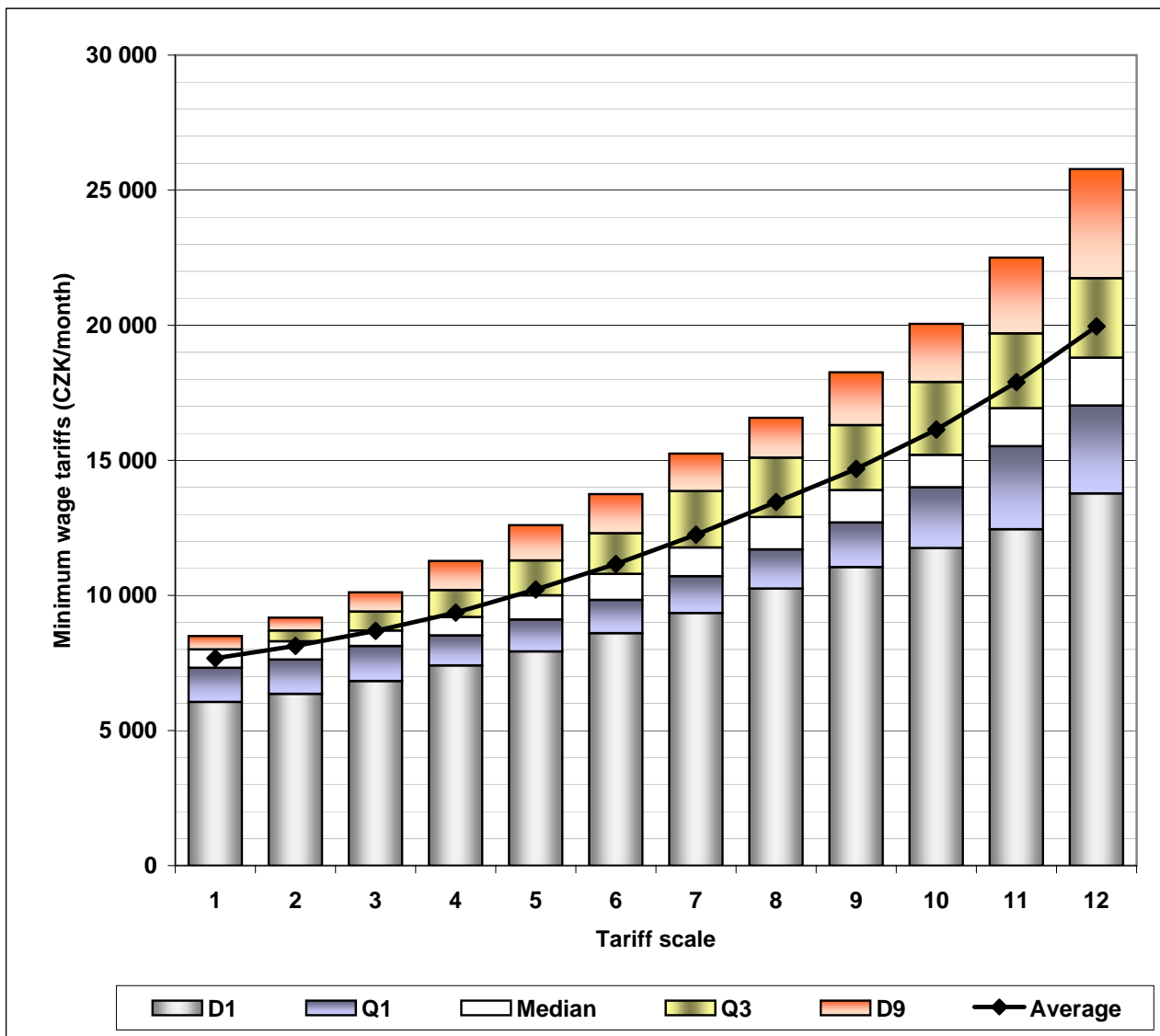
| ISWC Personnel development, fair treatment, ISHPW 2007 | | | | | | | | | | |
|--|--|-------------|---|------------|--|-------------|---|-------------|------------------------------------|-------------|
| REGION | Employees' professional development | | | | CA detail fair treatment and prohibition of any discrimination | | Collective agreement stipulate | | | |
| | 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 | |
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA |
| Total | 312 | 26,4 | 15 | 1,3 | 188 | 15,9 | 822 | 69,7 | 655 | 55,5 |
| CZ010 City of Prague | 59 | 36,6 | 3 | 1,9 | 24 | 14,9 | 121 | 75,2 | 71 | 44,1 |
| CZ020 Central Bohemia | 9 | 11,8 | 1 | 1,3 | 7 | 9,2 | 52 | 68,4 | 31 | 40,8 |
| CZ031 South Bohemia | 46 | 45,5 | 5 | 5,0 | 17 | 16,8 | 78 | 77,2 | 71 | 70,3 |
| CZ032 Pilsen | 16 | 22,2 | | | 9 | 12,5 | 66 | 91,7 | 49 | 68,1 |
| CZ041 Karlovy Vary | 6 | 15,4 | 1 | 2,6 | 4 | 10,3 | 26 | 66,7 | 17 | 43,6 |
| CZ042 Ústí | 13 | 17,6 | | | 9 | 12,2 | 56 | 75,7 | 45 | 60,8 |
| CZ051 Liberec | 7 | 14,3 | 2 | 4,1 | 7 | 14,3 | 29 | 59,2 | 29 | 59,2 |
| CZ052 Hradec Králové | 15 | 25,9 | 1 | 1,7 | 7 | 12,1 | 28 | 48,3 | 24 | 41,4 |
| CZ053 Pardubice | 1 | 2,7 | | | 2 | 5,4 | 13 | 35,1 | 15 | 40,5 |
| CZ061 Vysočina | 2 | 2,4 | | | 16 | 19,5 | 23 | 28,0 | 58 | 70,7 |
| CZ062 South Moravia | 34 | 28,6 | 1 | 0,8 | 14 | 11,8 | 94 | 79,0 | 64 | 53,8 |
| CZ071 Olomouc | 17 | 22,4 | | | 12 | 15,8 | 64 | 84,2 | 40 | 52,6 |
| CZ072 Zlín | 23 | 25,0 | 1 | 1,1 | 12 | 13,0 | 48 | 52,2 | 34 | 37,0 |
| CZ080 Moravia-Silesia | 64 | 44,4 | | | 48 | 33,3 | 124 | 86,1 | 107 | 74,3 |

Explanatory notes: NCA
% CA

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

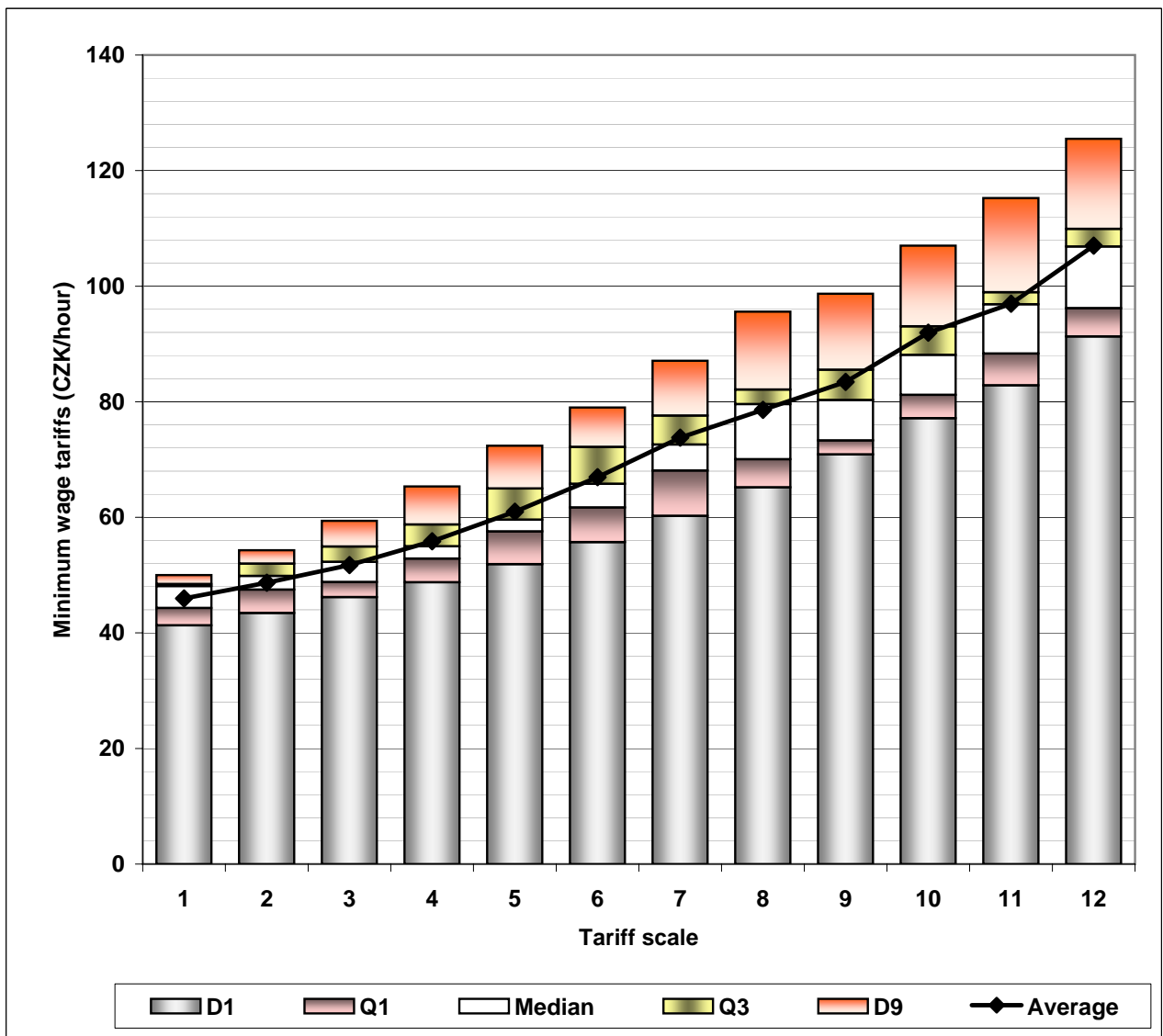
Evaluation of collective agreements
 Comprehensive characteristics - minimum wage and monthly wage scales

| ISWC Minimum wage and monthly wage scales 2007 | | | | | | | |
|--|-------------------------|---------------------|----------------|----------------|--------------------|----------------|----------------|
| | Number of organizations | Average [CZK/month] | D1 [CZK/month] | Q1 [CZK/month] | Median [CZK/month] | Q3 [CZK/month] | D9 [CZK/month] |
| Minimum wage | 49 | 8 767 | 8 150 | 8 260 | 8 493 | 8 955 | 9 850 |
| Tariff scale 1 | 364 | 7 674 | 6 055 | 7 320 | 8 000 | 8 000 | 8 500 |
| Tariff scale 2 | 371 | 8 132 | 6 355 | 7 625 | 8 300 | 8 700 | 9 180 |
| Tariff scale 3 | 376 | 8 689 | 6 830 | 8 125 | 8 700 | 9 400 | 10 115 |
| Tariff scale 4 | 381 | 9 367 | 7 410 | 8 520 | 9 200 | 10 200 | 11 275 |
| Tariff scale 5 | 381 | 10 221 | 7 925 | 9 110 | 10 000 | 11 295 | 12 600 |
| Tariff scale 6 | 383 | 11 161 | 8 600 | 9 835 | 10 800 | 12 300 | 13 750 |
| Tariff scale 7 | 382 | 12 248 | 9 350 | 10 710 | 11 775 | 13 860 | 15 250 |
| Tariff scale 8 | 382 | 13 459 | 10 250 | 11 700 | 12 900 | 15 100 | 16 578 |
| Tariff scale 9 | 361 | 14 685 | 11 050 | 12 700 | 13 900 | 16 300 | 18 260 |
| Tariff scale 10 | 359 | 16 138 | 11 750 | 14 000 | 15 200 | 17 900 | 20 050 |
| Tariff scale 11 | 357 | 17 893 | 12 450 | 15 525 | 16 930 | 19 700 | 22 508 |
| Tariff scale 12 | 352 | 19 957 | 13 775 | 17 030 | 18 800 | 21 740 | 25 783 |



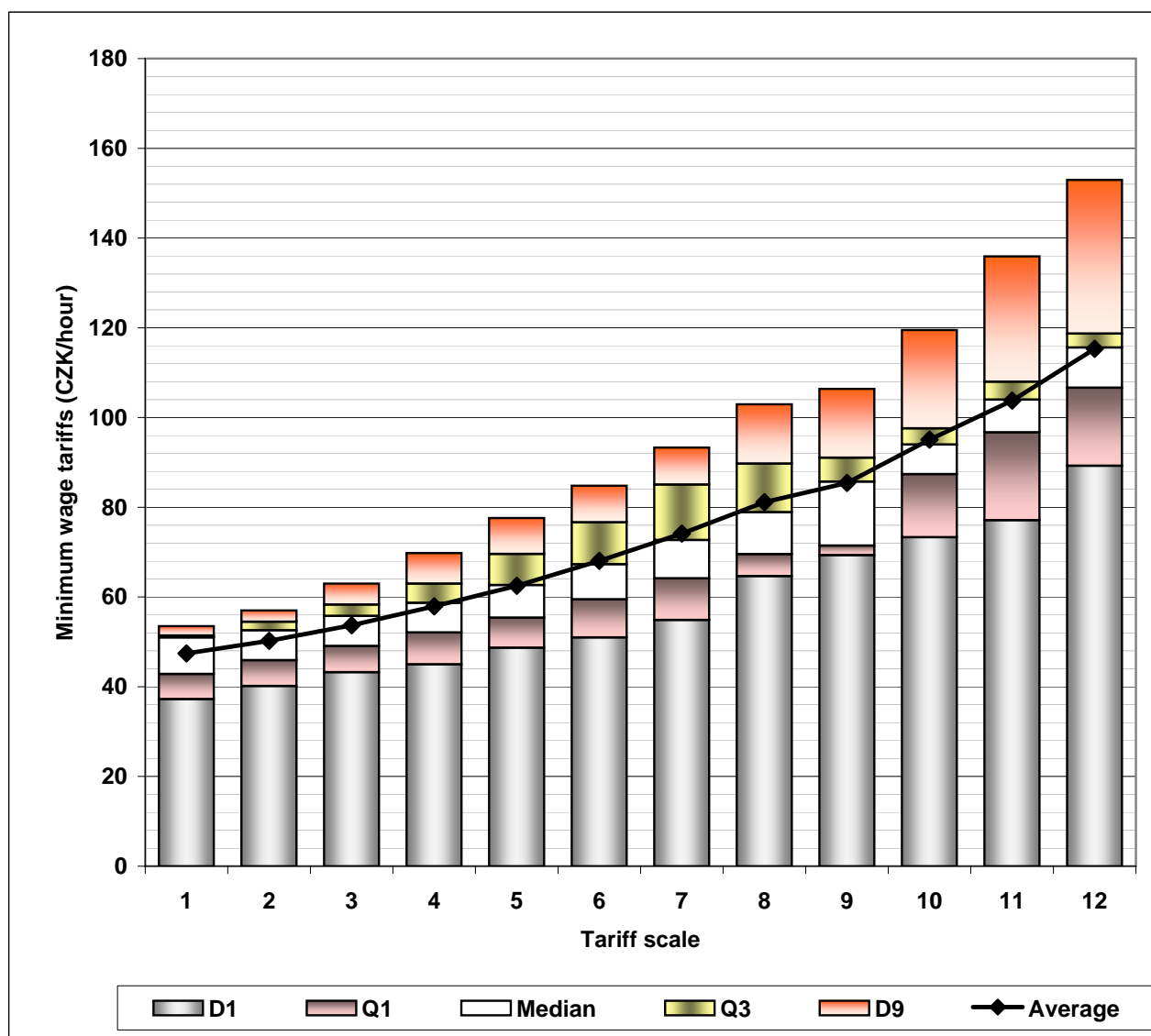
Evaluation of collective agreements
 Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

| ISWC Minimum wage and hourly wage scales 2007 | | | | | | | |
|---|-------------------------|--------------------|---------------|---------------|-------------------|---------------|---------------|
| | Number of organizations | Average [CZK/hour] | D1 [CZK/hour] | Q1 [CZK/hour] | Median [CZK/hour] | Q3 [CZK/hour] | D9 [CZK/hour] |
| Minimum wage | 6 | 55,08 | 50,20 | 52,95 | 53,90 | 54,00 | 61,15 |
| Tariff scale 1 | 73 | 45,97 | 41,30 | 44,30 | 48,10 | 48,45 | 50,00 |
| Tariff scale 2 | 72 | 48,68 | 43,45 | 47,50 | 49,85 | 52,00 | 54,30 |
| Tariff scale 3 | 72 | 51,73 | 46,20 | 48,80 | 52,30 | 54,95 | 59,40 |
| Tariff scale 4 | 73 | 55,85 | 48,75 | 52,85 | 55,00 | 58,75 | 65,35 |
| Tariff scale 5 | 74 | 60,96 | 51,90 | 57,55 | 59,60 | 65,00 | 72,40 |
| Tariff scale 6 | 72 | 66,94 | 55,70 | 61,70 | 65,80 | 72,20 | 79,00 |
| Tariff scale 7 | 71 | 73,79 | 60,25 | 68,10 | 72,60 | 77,60 | 87,10 |
| Tariff scale 8 | 40 | 78,60 | 65,20 | 70,05 | 79,60 | 82,10 | 95,60 |
| Tariff scale 9 | 26 | 83,42 | 70,90 | 73,30 | 80,30 | 85,55 | 98,70 |
| Tariff scale 10 | 26 | 91,96 | 77,15 | 81,20 | 88,10 | 93,05 | 107,00 |
| Tariff scale 11 | 24 | 96,95 | 82,85 | 88,35 | 96,85 | 98,95 | 115,25 |
| Tariff scale 12 | 24 | 107,01 | 91,30 | 96,20 | 106,85 | 109,90 | 125,50 |



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

| ISWC Minimum wage and hourly wage scales 2007 | | | | | | | |
|---|-------------------------|--------------------|---------------|---------------|-------------------|---------------|---------------|
| | Number of organizations | Average [CZK/hour] | D1 [CZK/hour] | Q1 [CZK/hour] | Median [CZK/hour] | Q3 [CZK/hour] | D9 [CZK/hour] |
| Minimum wage | 8 | 54,95 | 51,40 | 51,40 | 52,05 | 54,15 | 64,40 |
| Tariff scale 1 | 187 | 47,43 | 37,27 | 42,85 | 51,00 | 51,40 | 53,50 |
| Tariff scale 2 | 192 | 50,24 | 40,15 | 45,90 | 52,60 | 54,50 | 57,00 |
| Tariff scale 3 | 193 | 53,70 | 43,25 | 49,10 | 55,80 | 58,30 | 63,00 |
| Tariff scale 4 | 193 | 57,90 | 45,00 | 52,10 | 58,70 | 63,00 | 69,80 |
| Tariff scale 5 | 201 | 62,48 | 48,70 | 55,40 | 62,68 | 69,60 | 77,60 |
| Tariff scale 6 | 199 | 68,04 | 51,00 | 59,50 | 67,30 | 76,65 | 84,80 |
| Tariff scale 7 | 191 | 74,14 | 54,89 | 64,15 | 72,70 | 85,05 | 93,30 |
| Tariff scale 8 | 94 | 81,14 | 64,65 | 69,55 | 78,90 | 89,75 | 102,95 |
| Tariff scale 9 | 75 | 85,44 | 69,33 | 71,47 | 85,70 | 91,05 | 106,40 |
| Tariff scale 10 | 62 | 95,08 | 73,32 | 87,40 | 94,00 | 97,60 | 119,50 |
| Tariff scale 11 | 59 | 103,77 | 77,12 | 96,70 | 104,00 | 108,00 | 135,90 |
| Tariff scale 12 | 58 | 115,30 | 89,26 | 106,65 | 115,60 | 118,70 | 152,95 |



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

| ISWC | | | | | | | | | | | | | | Year-on-year comparison - monthly wage scales | | | | | | | | | | | | | | 2007 | | | | | | | | | | | | | |
|-----------------|---------------|-------|-------|-------|-------|-------|-------|--|-------|-------|-------|-------|-------|---|--|--|--|--|--|--|--|--|--|--|--|--|--|------|--|--|--|--|--|--|--|--|--|--|--|--|--|
| Tariff scale | nominal index | | | | | | | real index after deduction of the inflation rate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 01/00 | 02/01 | 03/02 | 04/03 | 05/04 | 06/05 | 07/06 | 01/00 | 02/01 | 03/02 | 04/03 | 05/04 | 06/05 | 07/06 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 1 | 116,4 | 108,9 | 108,0 | 107,6 | 106,1 | 107,0 | 104,8 | 110,9 | 107,0 | 107,9 | 104,5 | 104,1 | 103,9 | 102,2 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 2 | 113,6 | 108,2 | 107,3 | 107,3 | 105,8 | 106,7 | 105,3 | 108,3 | 106,2 | 107,2 | 104,3 | 103,8 | 103,6 | 102,8 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 3 | 111,7 | 107,4 | 107,3 | 105,8 | 105,6 | 106,3 | 105,9 | 106,4 | 105,5 | 107,2 | 102,9 | 103,6 | 103,2 | 103,4 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 4 | 111,1 | 106,6 | 106,9 | 105,3 | 105,1 | 105,3 | 106,5 | 105,9 | 104,7 | 106,8 | 102,4 | 103,1 | 102,3 | 103,9 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 5 | 111,4 | 106,2 | 106,3 | 104,8 | 105,1 | 105,0 | 106,7 | 106,2 | 104,3 | 106,2 | 101,9 | 103,1 | 102,0 | 104,1 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 6 | 111,7 | 105,8 | 106,0 | 104,3 | 104,1 | 105,8 | 106,7 | 106,4 | 103,9 | 105,9 | 101,4 | 102,1 | 102,8 | 104,2 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 7 | 111,7 | 105,7 | 105,9 | 104,1 | 103,8 | 105,9 | 106,6 | 106,4 | 103,8 | 105,8 | 101,2 | 101,8 | 102,8 | 104,0 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 8 | 111,3 | 105,0 | 106,1 | 104,2 | 103,6 | 106,3 | 106,1 | 106,1 | 103,1 | 106,0 | 101,3 | 101,7 | 103,2 | 103,6 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 9 | 111,2 | 104,8 | 106,1 | 104,2 | 103,1 | 106,6 | 104,8 | 106,0 | 102,9 | 105,9 | 101,3 | 101,1 | 103,5 | 102,3 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 10 | 111,6 | 104,5 | 105,7 | 104,6 | 102,5 | 106,7 | 104,0 | 106,3 | 102,6 | 105,6 | 101,7 | 100,6 | 103,6 | 101,5 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 11 | 111,6 | 104,7 | 105,4 | 104,9 | 101,8 | 107,3 | 103,1 | 106,3 | 102,8 | 105,3 | 102,0 | 99,9 | 104,2 | 100,7 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 12 | 111,6 | 104,3 | 105,9 | 105,2 | 101,3 | 107,8 | 102,4 | 106,3 | 102,5 | 105,8 | 102,2 | 99,3 | 104,7 | 99,9 | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Inflation rate per individual year | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 |
|------------------------------------|------|------|------|------|------|------|------|------|
| | 3,9 | 4,7 | 1,8 | 0,1 | 2,8 | 1,9 | 2,5 | 2,4* |

* Year-on-year inflation rate - data from August 2007

source: ČSÚ

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

| ISWC | | | | | | | | | | | | | | Year-on-year comparison - hourly wage scales (40 hours/week) | | | | | | | | | | | | | | 2007 | | | | | | | | | | | | | |
|-----------------|---------------|-------|-------|-------|-------|-------|-------|--|-------|-------|-------|-------|-------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|------|--|--|--|--|--|--|--|--|--|--|--|--|--|
| Tariff scale | nominal index | | | | | | | real index after deduction of the inflation rate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 01/00 | 02/01 | 03/02 | 04/03 | 05/04 | 06/05 | 07/06 | 01/00 | 02/01 | 03/02 | 04/03 | 05/04 | 06/05 | 07/06 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 1 | 114,9 | 110,5 | 107,6 | 108,5 | 106,3 | 106,3 | 107,4 | 109,5 | 108,5 | 107,5 | 105,5 | 104,3 | 103,6 | 104,9 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 2 | 113,7 | 108,2 | 106,1 | 108,8 | 106,4 | 106,8 | 107,5 | 108,4 | 106,3 | 106,0 | 105,7 | 104,4 | 104,1 | 105,0 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 3 | 111,3 | 106,9 | 105,3 | 108,5 | 105,5 | 106,8 | 107,8 | 106,0 | 105,0 | 105,2 | 105,4 | 103,5 | 104,1 | 105,2 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 4 | 110,5 | 106,3 | 105,1 | 108,2 | 104,6 | 106,0 | 108,7 | 105,3 | 104,4 | 105,0 | 105,1 | 102,6 | 103,3 | 106,1 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 5 | 111,1 | 106,2 | 104,6 | 107,4 | 102,9 | 106,4 | 109,8 | 105,9 | 104,3 | 104,5 | 104,4 | 101,0 | 103,8 | 107,1 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 6 | 112,8 | 104,5 | 105,4 | 106,7 | 102,0 | 107,4 | 109,7 | 107,5 | 102,6 | 105,3 | 103,7 | 100,0 | 104,7 | 107,1 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 7 | 113,7 | 104,0 | 104,8 | 107,3 | 101,0 | 107,6 | 110,2 | 108,4 | 102,1 | 104,7 | 104,3 | 99,1 | 104,9 | 107,5 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 8 | 115,0 | 104,4 | 104,1 | 106,8 | 100,8 | 109,8 | 108,0 | 109,6 | 102,5 | 104,0 | 103,8 | 98,8 | 107,1 | 105,4 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 9 | 119,7 | 103,6 | 104,0 | 108,5 | 98,2 | 111,6 | 105,8 | 114,0 | 101,8 | 103,9 | 105,4 | 96,3 | 108,8 | 103,3 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 10 | 126,2 | 101,9 | 102,5 | 107,9 | 98,9 | 112,9 | 104,3 | 120,3 | 100,1 | 102,4 | 104,8 | 97,0 | 110,1 | 101,8 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 11 | 128,2 | 99,5 | 103,2 | 107,6 | 96,1 | 117,4 | 95,8 | 122,2 | 97,7 | 103,1 | 104,6 | 94,2 | 114,5 | 93,5 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tariff scale 12 | 127,7 | 97,3 | 103,2 | 107,3 | 93,5 | 120,9 | 92,3 | 121,7 | 95,5 | 103,0 | 104,3 | 91,8 | 117,8 | 90,1 | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Inflation rate per individual year | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 |
|------------------------------------|------|------|------|------|------|------|------|------|
| | 3,9 | 4,7 | 1,8 | 0,1 | 2,8 | 1,9 | 2,5 | 2,4* |

* Year-on-year inflation rate - data from August 2007

source: ČSÚ

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

| ISWC Year-on-year comparison - hourly wage scales (37,5 hours/week) 2007 | | | | | | | | | | | | |
|--|---------------|-------|-------|-------|-------|-------|--|-------|-------|-------|-------|-------|
| Tariff scale | nominal index | | | | | | real index after deduction of the inflation rate | | | | | |
| | 02/01 | 03/02 | 04/03 | 05/04 | 06/05 | 07/06 | 02/01 | 03/02 | 04/03 | 05/04 | 06/05 | 07/06 |
| Tariff scale 1 | 108,5 | 108,6 | 107,8 | 104,7 | 108,4 | 104,3 | 106,6 | 108,5 | 104,8 | 102,7 | 105,7 | 101,8 |
| Tariff scale 2 | 107,7 | 108,2 | 106,8 | 104,8 | 108,3 | 104,9 | 105,8 | 108,1 | 103,8 | 102,8 | 105,6 | 102,4 |
| Tariff scale 3 | 107,5 | 107,6 | 105,6 | 108,0 | 104,5 | 105,4 | 105,6 | 107,5 | 102,6 | 106,0 | 101,9 | 102,9 |
| Tariff scale 4 | 107,0 | 107,0 | 104,6 | 104,7 | 107,6 | 105,5 | 105,0 | 106,9 | 101,7 | 102,7 | 104,9 | 103,0 |
| Tariff scale 5 | 106,6 | 106,6 | 104,2 | 104,3 | 107,9 | 104,5 | 104,7 | 106,5 | 101,3 | 102,3 | 105,2 | 102,0 |
| Tariff scale 6 | 106,6 | 106,0 | 104,2 | 103,7 | 108,2 | 104,0 | 104,6 | 105,9 | 101,3 | 101,8 | 105,5 | 101,5 |
| Tariff scale 7 | 106,3 | 105,8 | 103,9 | 103,9 | 108,2 | 103,1 | 104,4 | 105,7 | 101,0 | 101,9 | 105,5 | 100,6 |
| Tariff scale 8 | 107,5 | 105,7 | 104,5 | 106,2 | 108,5 | 102,8 | 105,5 | 105,6 | 101,5 | 104,1 | 105,8 | 100,4 |
| Tariff scale 9 | 107,3 | 103,7 | 106,7 | 105,9 | 109,4 | 100,0 | 105,4 | 103,6 | 103,7 | 103,9 | 106,7 | 97,6 |
| Tariff scale 10 | 104,6 | 104,3 | 106,8 | 106,2 | 109,4 | 101,7 | 102,7 | 104,2 | 103,8 | 104,2 | 106,7 | 99,2 |
| Tariff scale 11 | 103,2 | 105,2 | 106,6 | 105,8 | 111,7 | 98,9 | 101,3 | 105,1 | 103,6 | 103,8 | 108,9 | 96,5 |
| Tariff scale 12 | 102,6 | 105,7 | 105,7 | 106,2 | 113,1 | 96,9 | 100,8 | 105,6 | 102,8 | 104,2 | 110,2 | 94,6 |

| Inflation rate per individual year | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 |
|------------------------------------|------|------|------|------|------|------|------|
| | 4,7 | 1,8 | 0,1 | 2,8 | 1,9 | 2,5 | 2,4* |

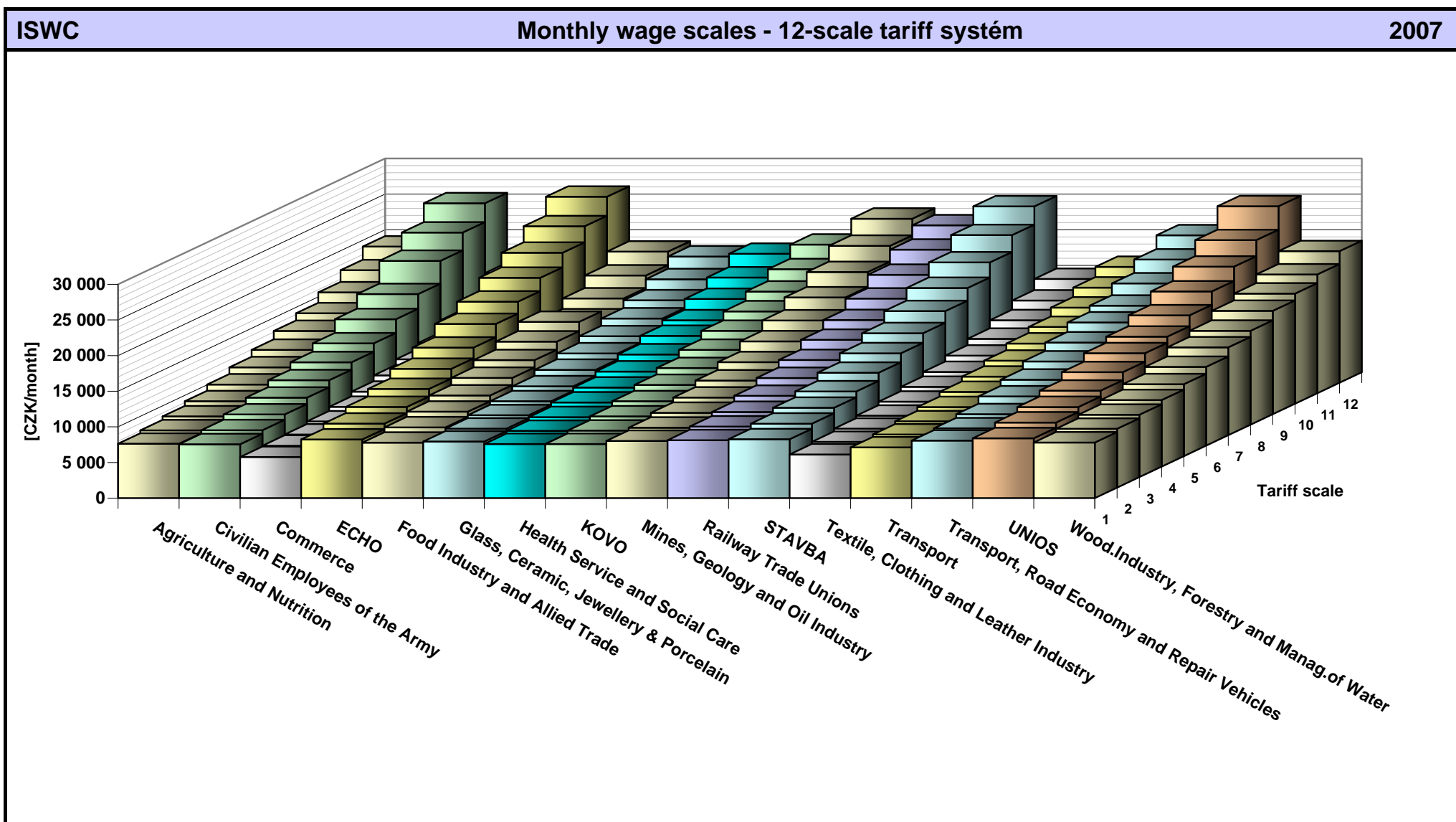
* Year-on-year inflation rate - data from August 2007
source: ČSÚ

Evaluation of collective agreements

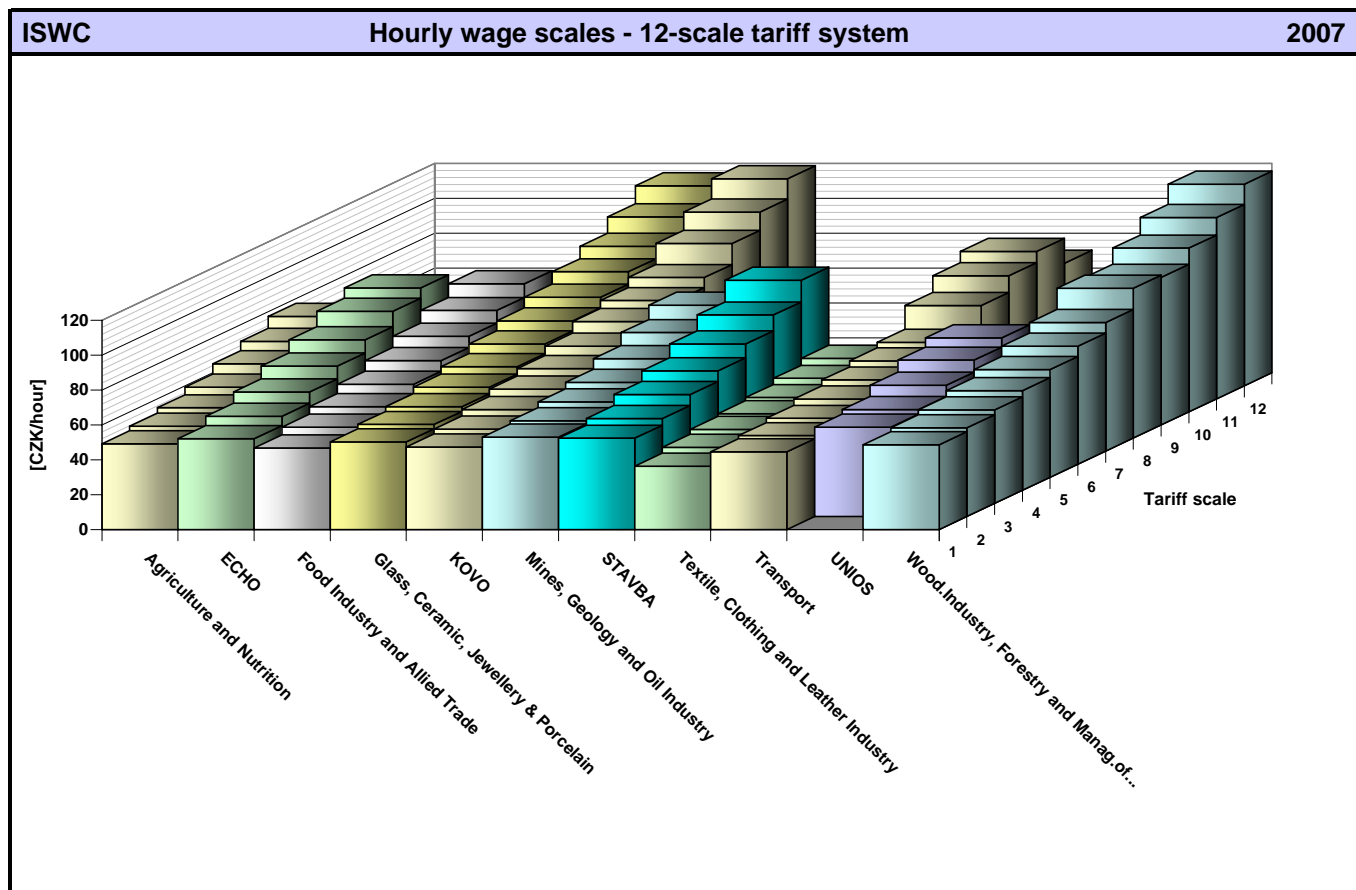
Year-on-year comparison - wage supplementary charges and bonuses

| ISWC | | | | | | | | | | Year-on-year comparison - wage supplementary charges and bonuses | | | | | | | 2007 |
|--|-----------------|------|------|------|------|------|------|------|-------|--|-------------|-------------|-------------|-------------|-------------|-------------|------|
| | unit of measure | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | index 01/00 | index 02/01 | index 03/02 | index 04/03 | index 05/04 | index 06/05 | index 07/06 | |
| For overtime work on working days | % AE | 26,6 | 26,4 | 26,7 | 26,6 | 26,6 | 26,5 | 26,7 | 26,4 | 99,3 | 101,0 | 99,6 | 100,2 | 99,6 | 100,6 | 98,8 | |
| For overtime work on Saturdays and Sundays | % AE | 46,0 | 46,9 | 46,8 | 47,2 | 47,6 | 46,8 | 49,0 | 47,1 | 102,1 | 99,8 | 100,7 | 101,0 | 98,2 | 104,8 | 96,1 | |
| For night work | CZK/hour | 7,23 | 8,36 | 8,63 | 8,98 | 9,11 | 9,36 | 9,93 | 11,07 | 115,6 | 103,2 | 104,1 | 101,4 | 102,8 | 106,1 | 111,5 | |
| | % AE | 22,5 | 25,6 | 24,4 | 30,8 | 20,2 | 19,8 | 21,6 | 11,0 | 113,8 | 95,3 | 126,2 | 65,6 | 98,0 | 109,1 | 51,1 | |
| For work on Saturdays and Sundays | % AE | 38,5 | 38,2 | 37,6 | 37,6 | 37,0 | 36,1 | 35,9 | 24,6 | 99,0 | 98,4 | 100,1 | 98,4 | 97,5 | 99,4 | 68,5 | |
| For work in difficult conditions | CZK/hour | 4,63 | 5,51 | 5,75 | 5,88 | 6,13 | 6,25 | 6,44 | 6,73 | 119,0 | 104,4 | 102,3 | 104,2 | 102,0 | 103,1 | 104,6 | |
| For afternoon work | CZK/hour | 4,46 | 4,97 | 5,13 | 5,27 | 5,21 | 5,33 | 5,61 | 5,66 | 111,4 | 103,2 | 102,7 | 98,9 | 102,2 | 105,3 | 100,8 | |
| For standby duty | CZK/hour | 5,28 | 7,70 | 8,51 | 8,08 | 8,90 | 8,37 | 8,91 | 11,71 | 145,8 | 110,5 | 94,9 | 110,1 | 94,0 | 106,5 | 131,4 | |
| | % AE | 16,7 | 12,6 | 12,7 | 12,9 | 12,5 | 12,8 | 12,6 | 12,4 | 75,5 | 101,0 | 101,0 | 97,0 | 103,0 | 98,0 | 98,3 | |

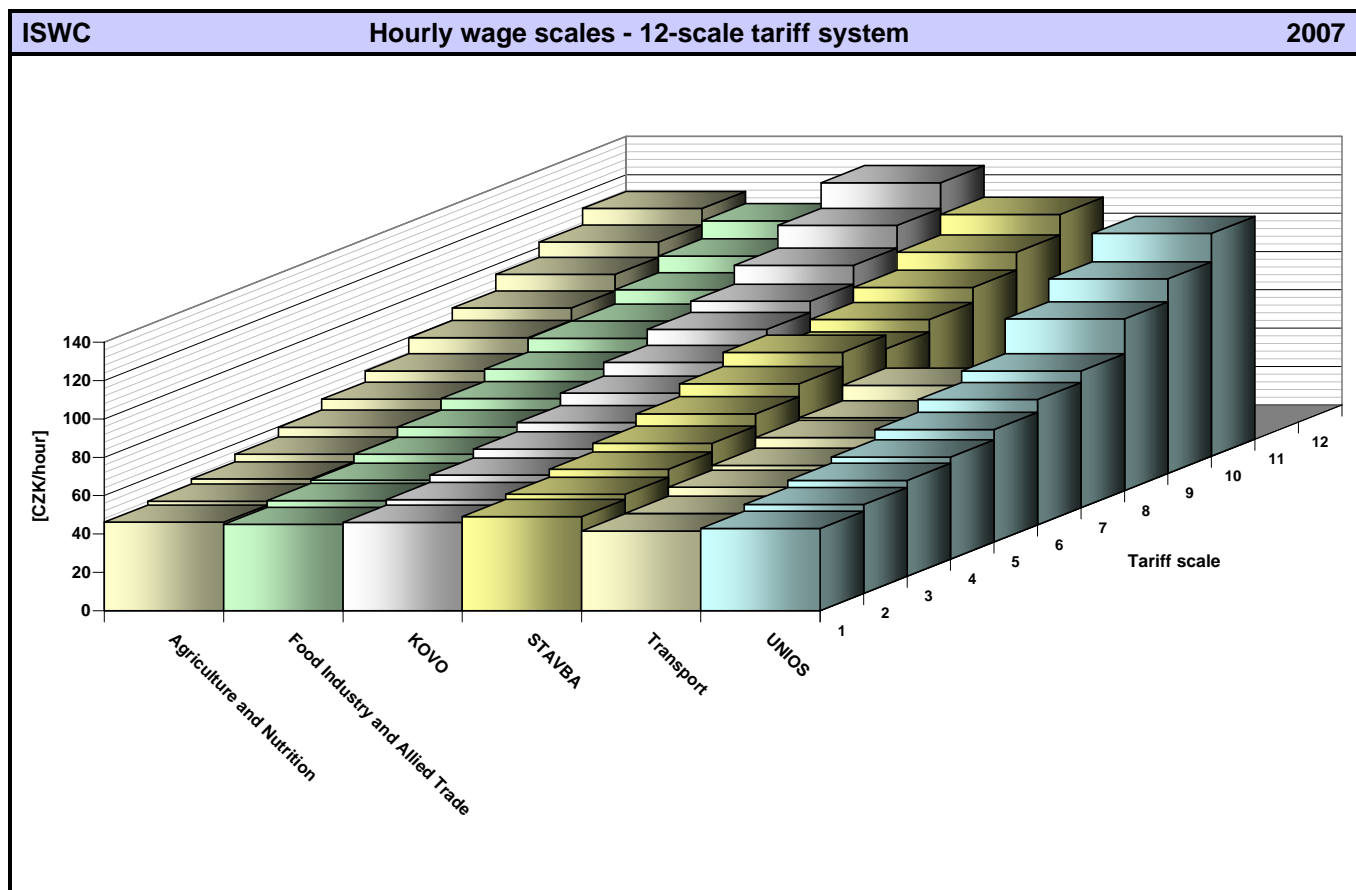
Evaluation of collective agreements
 Monthly wage scales



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

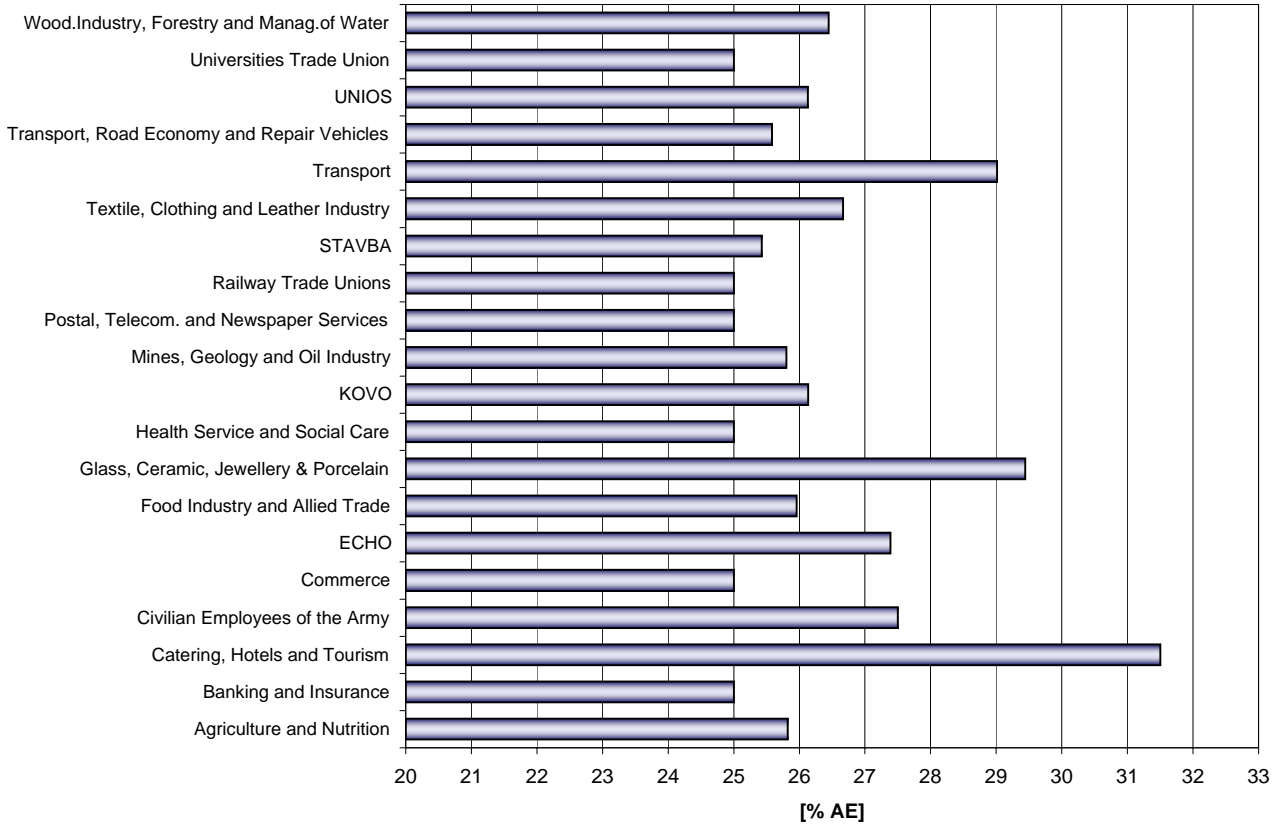


Evaluation of collective agreements
 Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

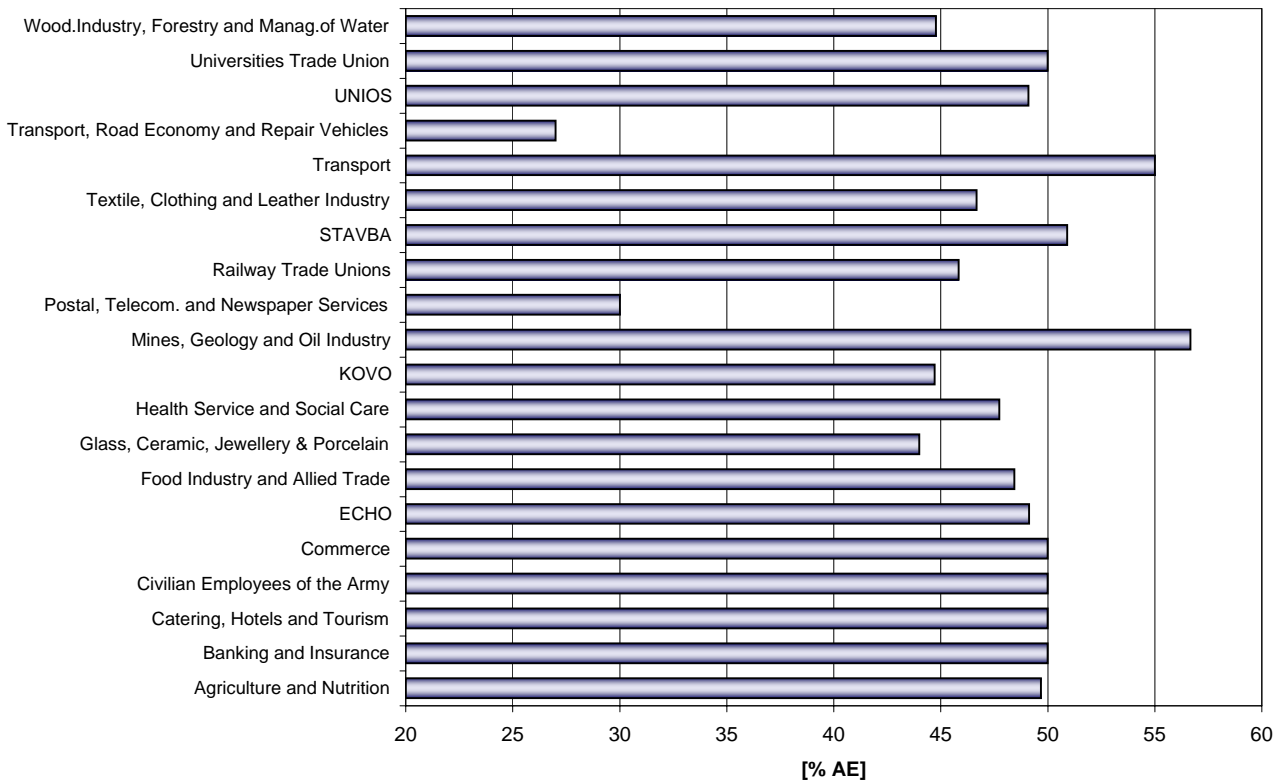


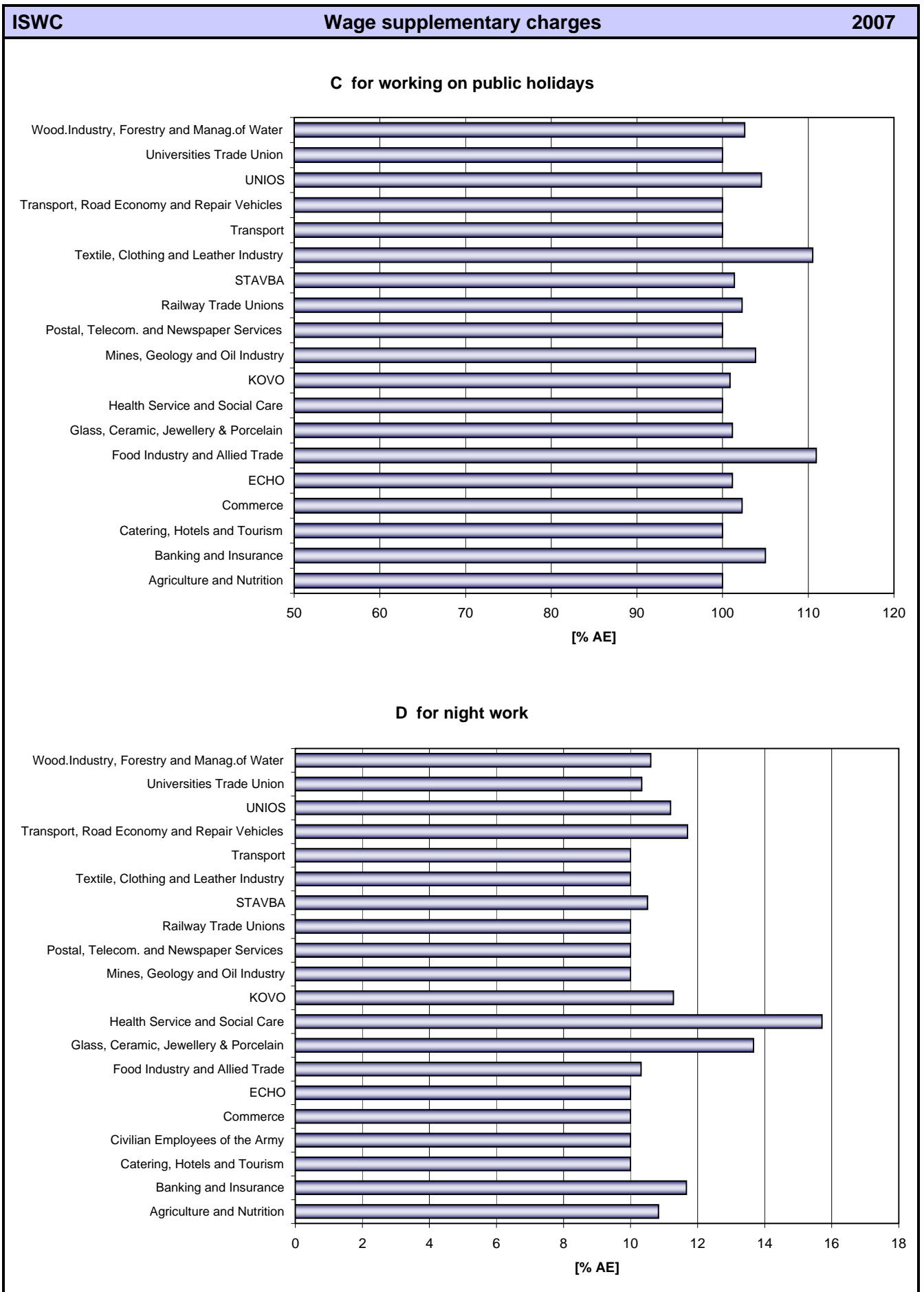
ISWC **Wage supplementary charges** **2007**

A for overtime work on working day



B for overtime work on Saturdays and Sundays

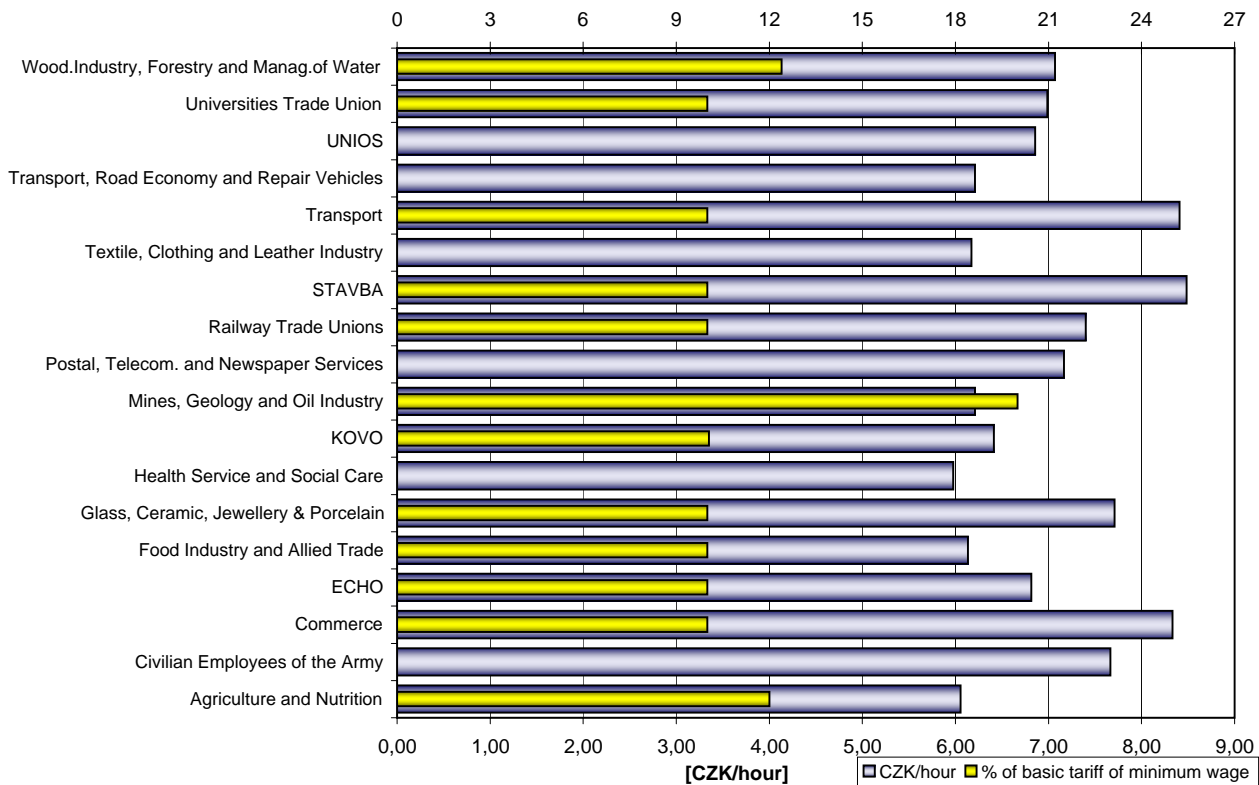




ISWC **Wage supplementary charges** **2007**

E for work in difficult conditions

[% of the basic tariff of minimum wage]



F for work on Saturdays and Sundays

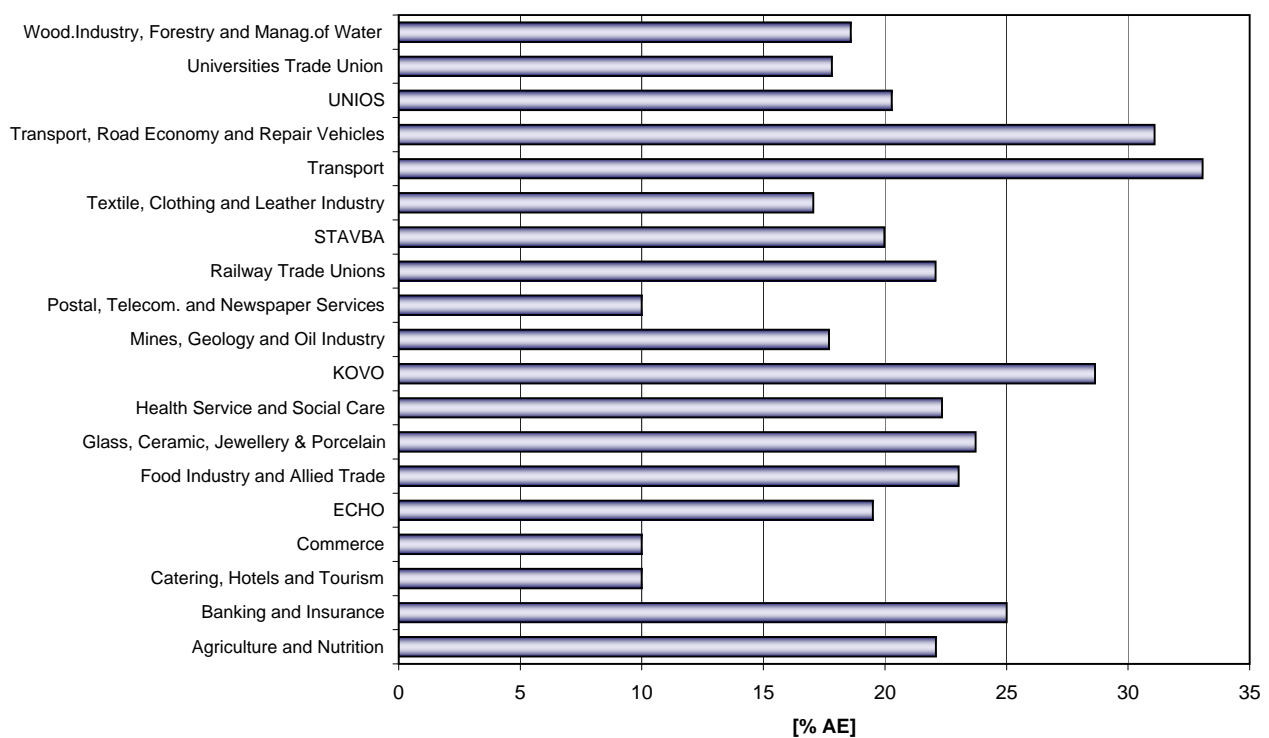




Table section B

Public service and administration

Table NO. B1a

Evaluation of collective agreements - public service and administration
Employee Wages
Classification based on: Trade unions

% of collective agreements

| ISWC | Employee Wages | | | | | | | | | | | | | | | | | | | | 2007 | | | | | | |
|--|----------------|---------|-----|------|-----|------|-----|------|------|------|------|------|-------|------|-------|-------|-----|------|------|------|------|--------|-----|-------|-----|------|--|
| | 3.1 | | 3.2 | | 3.3 | | 3.4 | | 3.5* | | 3.6* | | 3.7** | | 3.8** | | 3.9 | | 3.10 | | | 3.11** | | 3.12 | | 3.13 | |
| | increase in % | | | | | | | | | | | | | | | | | | | | | | | | | | |
| TRADE UNION | NCA | aver. % | 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 | 32 | 5,2 | 140 | 41,4 | 79 | 23,4 | 12 | 3,6 | 99 | 29,3 | 99 | 29,3 | 9 | 2,7 | 113 | 33,4 | 91 | 26,9 | 27 | 8,0 | 6 | 1,8 | 279 | 82,5 | 29 | 8,6 | |
| Agriculture and Nutrition | | | 4 | 36,4 | 1 | 9,1 | | | | | | | | | 2 | 18,2 | | | | | | | 10 | 90,9 | 1 | 9,1 | |
| Commerce | | | 1 | 50,0 | | | | | | | | | | | | | 1 | 50,0 | | | | | 2 | 100,0 | 1 | 50,0 | |
| Culture and Nature Preservation | 5 | 5,8 | 12 | 63,2 | 6 | 31,6 | 3 | 15,8 | | | | | 5 | 26,3 | 13 | 68,4 | 6 | 31,6 | 5 | 26,3 | | | 16 | 84,2 | 5 | 26,3 | |
| Education | 1 | | 28 | 56,0 | 19 | 38,0 | 2 | 4,0 | | | | | 1 | 2,0 | 26 | 52,0 | 21 | 42,0 | 8 | 16,0 | 3 | 6,0 | 44 | 88,0 | 4 | 8,0 | |
| Employees in Libraries | | | 1 | 50,0 | 1 | 50,0 | | | | | | | | | 2 | 100,0 | | | 1 | 50,0 | | | 2 | 100,0 | | | |
| Fire Fighters | | | | | | | | | | | | | | | 4 | 100,0 | | | | | | | 4 | 100,0 | | | |
| Food Industry and Allied Trade | | | | | | | | | | | | | | | | | | | | | | | 1 | 100,0 | | | |
| Health Service and Social Care | 6 | 5,8 | 41 | 60,3 | 18 | 26,5 | 1 | 1,5 | | | | | | | 33 | 48,5 | 26 | 38,2 | | | 3 | 4,4 | 63 | 92,6 | 1 | 1,5 | |
| KOVO | | | 3 | 50,0 | 4 | 66,7 | 2 | 33,3 | | | | | | | | | 1 | 16,7 | 1 | 16,7 | | | 4 | 66,7 | | | |
| Mines, Geology and Oil Industry | | | | | | | | | | | | | | | | | | | | | | | 1 | 50,0 | | | |
| Railway Trade Unions | | | 2 | 66,7 | 1 | 33,3 | | | | | | | | | 1 | 33,3 | 1 | 33,3 | | | | | 3 | 100,0 | 1 | 33,3 | |
| State Bodies and Organisations | 20 | 4,9 | 38 | 25,3 | 21 | 14,0 | 4 | 2,7 | 97 | 64,7 | 97 | 64,7 | 3 | 2,0 | 32 | 21,3 | 29 | 19,3 | 11 | 7,3 | | | 111 | 74,0 | 15 | 10,0 | |
| STAVBA | | | | | | | | | | | | | | | | | | | | | | | 1 | 100,0 | | | |
| Transport | | | | | | | | | 1 | 50,0 | 1 | 50,0 | | | | | | | | | | | 2 | 100,0 | | | |
| UNIOS | | | 10 | 62,5 | 8 | 50,0 | | | 1 | 6,3 | 1 | 6,3 | | | | | 6 | 37,5 | 1 | 6,3 | | | 15 | 93,8 | 1 | 6,3 | |
| 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 |
| | aver. % | average increase of pay in percentage |
| | 3.1 | Year-on-year growth of the average pay. |
| | 3.2 | Does the CA agree on more detailed conditions for provision of personal bonuses? |
| | 3.3 | Does the CA agree on more detailed conditions for the provision of remunerations? |
| | 3.4 | Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)? |
| | 3.5 | Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)? |
| | 3.6 | Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund? |
| | 3.7 | Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results? |
| | 3.8 | Does the CA determine the extent and detailed rules of granting rewards from the reward funds in the case of allowance organizations? |
| | 3.9 | 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 of employees mentioned in Section 6, Par. 1. a), No. 564/2006 Coll. included in wage classes one up to five? |
| | 3.10 | 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 of employees mentioned in Section 6, Par. 1), b), No. 564/2006 Coll., included in wage classes six and higher? |
| | 3.11 | 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 of employees working in a health-care facility under Section 6, Par. 2, No. 564/2006 Coll., included in wage classes six and higher? |
| | 3.12 | Does the CA agree on a regular term of wage payment? |
| | 3.13 | 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 |

Table NO. B2a

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

% of collective agreements

| ISWC | | | | | | | | | | | | | | Conditions governing the activities of trade union organizations | | | | | | | | | | | | | | 2007 |
|---|---|--------------|--|--------------|---|--------------|--|--------------|-----|-----|-----|-----|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|------|
| 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 | 248 | 73,4 | 24 | 7,1 | 52 | 15,4 | 255 | 75,4 | 240 | 77 | 135 | 119 | 101 | | | | | | | | | | | | | | | |
| Agriculture and Nutrition | 9 | 81,8 | 1 | 9,1 | 2 | 18,2 | 6 | 54,5 | 6 | 2 | 1 | | 1 | | | | | | | | | | | | | | | |
| Commerce | | | | | | | 1 | 50,0 | 1 | | | | 1 | | | | | | | | | | | | | | | |
| Culture and Nature Preservation | 14 | 73,7 | 3 | 15,8 | 3 | 15,8 | 13 | 68,4 | 13 | 5 | 11 | 8 | 1 | | | | | | | | | | | | | | | |
| Education | 26 | 52,0 | | | 8 | 16,0 | 47 | 94,0 | 43 | 19 | 38 | 28 | 21 | | | | | | | | | | | | | | | |
| Employees in Libraries | 2 | 100,0 | 1 | 50,0 | 1 | 50,0 | 1 | 50,0 | 1 | | 1 | 1 | | | | | | | | | | | | | | | | |
| Fire Fighters | 4 | 100,0 | | | | | 3 | 75,0 | 3 | | | | 3 | | | | | | | | | | | | | | | |
| Food Industry and Allied Trade | 1 | 100,0 | | | 1 | 100,0 | 1 | 100,0 | 1 | | | 1 | | | | | | | | | | | | | | | | |
| Health Service and Social Care | 48 | 70,6 | | | 10 | 14,7 | 56 | 82,4 | 54 | 22 | 16 | 9 | 40 | | | | | | | | | | | | | | | |
| KOVO | 6 | 100,0 | 1 | 16,7 | 1 | 16,7 | 5 | 83,3 | 5 | 1 | 4 | 3 | | | | | | | | | | | | | | | | |
| Mines, Geology and Oil Industry | 2 | 100,0 | | | | | 1 | 50,0 | | 1 | | 1 | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 3 | 100,0 | | | | | 2 | 66,7 | 2 | 1 | | | | | | | | | | | | | | | | | | |
| State Bodies and Organisations | 115 | 76,7 | 17 | 11,3 | 15 | 10,0 | 105 | 70,0 | 97 | 26 | 62 | 63 | 32 | | | | | | | | | | | | | | | |
| STAVBA | 1 | 100,0 | 1 | 100,0 | 1 | 100,0 | 1 | 100,0 | 1 | | | 1 | | | | | | | | | | | | | | | | |
| Transport | 1 | 50,0 | | | | | 2 | 100,0 | 2 | | 1 | 2 | | | | | | | | | | | | | | | | |
| UNIOS | 15 | 93,8 | | | 10 | 62,5 | 10 | 62,5 | 10 | | 1 | 2 | 1 | | | | | | | | | | | | | | | |
| Wood.Industry, Forestry and Manag.of Water | 1 | 100,0 | | | | | 1 | 100,0 | 1 | | | | 1 | | | | | | | | | | | | | | | |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 A use of employer's rooms
 B employer's allowances for the activities of trade unions
 C internet connection
 D costs of necessary materials
 E other conditions

Table NO. B3a

Evaluation of collective agreements - public service and administration

Plurality of trade unions, providing information and discussing

Classification based on: Trade unions

% of collective agreements

| ISWC | | | | | | | | | | | | | | | | | | | | | | | Plurality of trade unions, providing information and discussing | | | | | | | | | | 2007 | |
|--|--|-------|------|-------|------|------|------|------|---------------|------|--|-------|--|-------|------------------|-------|--|-------|--|-------|---|------|---|------|--|--|--|--|--|--|--|--|------|--|
| 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 | | CA is concluded with the TU with the highest number of members | | other procedures | | 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 | NCA | % CA | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 263 | 77,8 | 48 | 14,2 | 10 | 3,0 | 4 | 1,2 | 13 | 3,8 | 67 | 89,3 | 4 | 5,3 | 4 | 5,3 | 224 | 66,3 | 36 | 10,7 | 101 | 29,9 | 23 | 6,8 | | | | | | | | | | |
| Agriculture and Nutrition | 10 | 90,9 | | | | | | | 1 | 9,1 | 1 | 100,0 | | | | | 4 | 36,4 | | | 7 | 63,6 | | | | | | | | | | | | |
| Commerce | 1 | 50,0 | 1 | 50,0 | | | | | | | 1 | 100,0 | | | | | | | | | | | | | | | | | | | | | | |
| Culture and Nature Preservation | 13 | 68,4 | 1 | 5,3 | 1 | 5,3 | | | 4 | 21,1 | 5 | 83,3 | 1 | 16,7 | | | 17 | 89,5 | 2 | 10,5 | 5 | 26,3 | 1 | 5,3 | | | | | | | | | | |
| Education | 44 | 88,0 | 5 | 10,0 | | | | | 1 | 2,0 | 6 | 100,0 | | | | | 41 | 82,0 | 10 | 20,0 | 23 | 46,0 | 8 | 16,0 | | | | | | | | | | |
| Employees in Libraries | 2 | 100,0 | | | | | | | | | | | | | | | 2 | 100,0 | | | 1 | 50,0 | | | | | | | | | | | | |
| Fire Fighters | | | | | | | 1 | 25,0 | 3 | 75,0 | 3 | 75,0 | | | | 1 | 25,0 | | | | | | 1 | 25,0 | | | | | | | | | | |
| Food Industry and Allied Trade | 1 | 100,0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Health Service and Social Care | 42 | 61,8 | 18 | 26,5 | 4 | 5,9 | 1 | 1,5 | 3 | 4,4 | 26 | 100,0 | | | | | 52 | 76,5 | 16 | 23,5 | 9 | 13,2 | 9 | 13,2 | | | | | | | | | | |
| KOVO | 3 | 50,0 | 3 | 50,0 | | | | | | | 3 | 100,0 | | | | | | | | | | | | | | | | | | | | | | |
| Mines, Geology and Oil Industry | | | 2 | 100,0 | | | | | | | 2 | 100,0 | | | | | 1 | 50,0 | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 1 | 33,3 | 2 | 66,7 | | | | | | | 2 | 100,0 | | | | | 2 | 66,7 | | | 1 | 33,3 | | | | | | | | | | | | |
| State Bodies and Organisations | 129 | 86,0 | 13 | 8,7 | 5 | 3,3 | 2 | 1,3 | 1 | 0,7 | 15 | 71,4 | 3 | 14,3 | 3 | 14,3 | 87 | 58,0 | 6 | 4,0 | 39 | 26,0 | 4 | 2,7 | | | | | | | | | | |
| STAVBA | 1 | 100,0 | | | | | | | | | | | | | | | 1 | 100,0 | 1 | 100,0 | | | | | | | | | | | | | | |
| Transport | 1 | 50,0 | 1 | 50,0 | | | | | | | 1 | 100,0 | | | | | 1 | 50,0 | | | 1 | 50,0 | | | | | | | | | | | | |
| UNIOS | 14 | 87,5 | 2 | 12,5 | | | | | | | 2 | 100,0 | | | | | 15 | 93,8 | | | 15 | 93,8 | | | | | | | | | | | | |
| Wood, Industry, Forestry and Manag. of Water | 1 | 100,0 | | | | | | | | | | | | | | | 1 | 100,0 | 1 | 100,0 | | | | | | | | | | | | | | |

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

Table NO. B4a

Evaluation of collective agreements - public service and administration

Employment rate – employment rate development

Classification based on: Trade unions

% of collective agreements

| ISWC | Employment rate | | | | | | | | | | | | | | | | | | 2007 | | | |
|--|-----------------|--|------|--|------|--------------------------------|------|-------------------------------------|------|---|------|-----------------------------|------|--|----|---|----|--|------|---|--|--|
| | TRADE UNION | CA contains specific conditions (programmes) | | | | | | | | Increase of compensation money beyond the framework of Section 67 of the LC | | | | | | | | | | | | |
| | | employment of people over 50 | | employment of people with disabilities | | employment of juvenile persons | | return to work after parental leave | | agreed in CA | | increase in multiples of AE | | conditions for provision of the compensation money | | | | | | | | |
| | | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | min. | max. | agreed in CA | | depending on the length of the working relation | | depending on the length of the notice period | | depending on the number of years to go before the person is entitled to claim old-age pension | | |
| Total | 4 | 1,2 | | | 3 | 0,9 | 12 | 3,6 | 62 | 18,3 | 1,8 | 3,2 | 40 | 11,8 | 24 | 7,1 | 14 | 4,1 | 2 | 0,6 | | |
| Agriculture and Nutrition | | | | | | | | | 3 | 27,3 | 1,0 | 2,0 | 2 | 18,2 | | | 2 | 18,2 | | | | |
| Commerce | | | | | | | | | | | | | | | | | | | | | | |
| Culture and Nature Preservation | | | | | 2 | 10,5 | 1 | 5,3 | 5 | 26,3 | 1,8 | 2,3 | 3 | 15,8 | 3 | 15,8 | 1 | 5,3 | | | | |
| Education | | | | | | | 6 | 12,0 | 4 | 8,0 | 1,0 | 2,0 | 3 | 6,0 | 1 | 2,0 | 2 | 4,0 | | | | |
| Employees in Libraries | | | | | | | 1 | 50,0 | | | | | | | | | | | | | | |
| Fire Fighters | | | | | | | | | | | | | | | | | | | | | | |
| Food Industry and Allied Trade | | | | | | | | | | | | | | | | | | | | | | |
| Health Service and Social Care | 2 | 2,9 | | | | | 1 | 1,5 | 8 | 11,8 | 1,0 | 2,2 | 7 | 10,3 | 2 | 2,9 | 4 | 5,9 | 1 | 1,5 | | |
| KOVO | | | | | | | | | 2 | 33,3 | | | 1 | 16,7 | | | | | | | | |
| Mines, Geology and Oil Industry | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | | | | | | | | | 1 | 33,3 | | | 1 | 33,3 | 1 | 33,3 | | | | | | |
| State Bodies and Organisations | 2 | 1,3 | | | 1 | 0,7 | 3 | 2,0 | 31 | 20,7 | 1,9 | 3,9 | 16 | 10,7 | 13 | 8,7 | 3 | 2,0 | 1 | 0,7 | | |
| STAVBA | | | | | | | | | | | | | | | | | | | | | | |
| Transport | | | | | | | | | | | | | | | | | | | | | | |
| UNIOS | | | | | | | | | 7 | 43,8 | 1,7 | 2,7 | 6 | 37,5 | 3 | 18,8 | 2 | 12,5 | | | | |
| Wood.Industry, Forestry and Manag.of Water | | | | | | | | | 1 | 100,0 | | | 1 | 100,0 | 1 | 100,0 | | | | | | |

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

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

Fund for social and cultural requirements

Classification based on: Trade unions

average % of total creation

| ISWC Fund for social and cultural requirements 2007 | | | | | | | | | | | | | | | | | | | | | |
|---|------------------------|-------|--------------------|-------|--|--------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 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 | 210 | 87,9 | 169 | 70,7 | 2 266 | 2,7 | 1,2 | 0,3 | 4,8 | 0,1 | 2,3 | 6,3 | 24,8 | 17,1 | 1,6 | 11,4 | 0,1 | 0,2 | 7,4 | 5,4 | 14,3 |
| Agriculture and Nutrition | 9 | 81,8 | 3 | 27,3 | 670 | | | | 9,0 | 0,1 | | 4,0 | 18,1 | 23,7 | 7,2 | 5,0 | | | 5,1 | 0,7 | 27,1 |
| Commerce | 1 | 50,0 | | | | | | | | | | | | | | | | | | | |
| Culture and Nature Preservation | 19 | 100,0 | 19 | 100,0 | 1 000 | 0,2 | 1,2 | 0,1 | 4,6 | | | 16,8 | 30,1 | 6,8 | 1,2 | 1,6 | | 0,3 | 5,9 | 6,3 | 25,1 |
| Education | 44 | 88,0 | 42 | 84,0 | 525 | 2,4 | 0,6 | 0,5 | 11,2 | 0,1 | 0,2 | 7,5 | 19,9 | 23,2 | 3,1 | 7,2 | | 0,3 | 6,4 | 3,8 | 13,6 |
| Employees in Libraries | 2 | 100,0 | 2 | 100,0 | | | | | | | | | | | | | | | | | |
| Fire Fighters | 4 | 100,0 | | | | | | | | | | | | | | | | | | | |
| Food Industry and Allied Trade | 1 | 100,0 | | | | | | | | | | | | | | | | | | | |
| Health Service and Social Care | 56 | 82,4 | 37 | 54,4 | 5 462 | 1,1 | 0,8 | | 2,9 | 0,2 | 4,1 | 4,4 | 18,1 | 15,9 | 1,8 | 16,5 | | 0,2 | 9,1 | 7,4 | 17,7 |
| KOVO | 5 | 83,3 | 5 | 83,3 | 565 | 11,1 | 0,4 | | 5,1 | | | 2,7 | 22,8 | 20,3 | 0,9 | 5,7 | | 0,2 | 6,8 | 3,8 | 20,3 |
| Mines, Geology and Oil Industry | 2 | 100,0 | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 3 | 100,0 | 3 | 100,0 | 672 | | | 10,6 | 2,7 | | | | 35,4 | 25,3 | 2,0 | 6,7 | | 0,5 | 3,1 | 0,7 | 12,9 |
| State Bodies and Organisations | 50 | 94,3 | 48 | 90,6 | 2 423 | 6,0 | 1,3 | 0,2 | 7,1 | 0,1 | 0,4 | 8,3 | 35,0 | 20,1 | 1,2 | 5,8 | 0,3 | 0,1 | 5,5 | 2,7 | 5,8 |
| STAVBA | 1 | 100,0 | 1 | 100,0 | | | | | | | | | | | | | | | | | |
| Transport | 1 | 100,0 | 1 | 100,0 | | | | | | | | | | | | | | | | | |
| UNIOS | 12 | 80,0 | 8 | 53,3 | 1 298 | 2,5 | 12,6 | 2,4 | 0,5 | | 0,3 | 2,5 | 40,9 | 10,0 | 1,5 | 6,4 | 1,1 | | 3,1 | 0,4 | 15,8 |
| Wood.Industry, Forestry and Manag.of Water | | | | | | | | | | | | | | | | | | | | | |

Explanatory notes: NCA

% CA

aver.%

A

B

C

D

E

F

G

H

I

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 overall creation of FSCR

contribution for operation costs of cultural, recreational and sporting facilities

contribution for equipment to improve working environment

contribution for physical education and sport equipment

contribution to sporting and cultural events

contribution for the procurement of working clothes, footwear or uniforms

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

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

contribution to corporate catering

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)
 Care for employees - meal allowance, contributions to pension and life insurance
 Classification based on: Trade unions

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

| ISWC | | Care for employees | | | | | | | | | | | | | | 2007 | | | | |
|--|---|--------------------|------------------------|-----------------|--------------|-----------------|--|-------------|-----------------------------------|-------------|--------------------------------|-----|-------------|-------------------------------------|------------|-----------------|-----|--------------------------------|--|--|
| 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 | | | | | | agreed in CA | | amount of contribution of FSCR | | | agreed conditions for his provision | | agreed in CA | | amount of contribution of FSCR |  |  | agreed conditions for his provision |
| | NCA | % CA | aver. CZK | aver.% of price | aver. CZK | aver.% of price | NCA | % CA | NCA | % CA | aver. CZK/month | NCA | % CA | NCA | % CA | aver. CZK/month | NCA | % CA | | |
| Total | 191 | 79,9 | 24,93 | 52,1 | 12,79 | 41,3 | 71 | 29,7 | 85 | 35,6 | 211,27 | 57 | 23,8 | 8 | 3,3 | 179,13 | 7 | 2,9 | | |
| Agriculture and Nutrition | 7 | 63,6 | 10,00 | 50,0 | 8,92 | | 2 | 18,2 | 5 | 45,5 | 130,00 | 2 | 18,2 | | | | | | | |
| Commerce | 1 | 50,0 | | | | | | | 1 | 50,0 | | 1 | 50,0 | | | | | | | |
| Culture and Nature Preservation | 19 | 100,0 | 26,49 | | 13,54 | | 3 | 15,8 | 3 | 15,8 | 166,67 | 3 | 15,8 | 1 | 5,3 | | 1 | 5,3 | | |
| Education | 36 | 72,0 | 21,55 | | 10,11 | 50,0 | 24 | 48,0 | 17 | 34,0 | 167,35 | 6 | 12,0 | | | | | | | |
| Employees in Libraries | 2 | 100,0 | | | | | | | 1 | 50,0 | | 1 | 50,0 | 1 | 50,0 | | 1 | 50,0 | | |
| Fire Fighters | 4 | 100,0 | 21,20 | | 18,98 | | | | 2 | 50,0 | | 2 | 50,0 | | | | | | | |
| Food Industry and Allied Trade | 1 | 100,0 | | | | | | | | | | | | | | | | | | |
| Health Service and Social Care | 52 | 76,5 | 17,65 | 55,0 | 12,16 | 50,0 | 25 | 36,8 | 29 | 42,6 | 262,07 | 24 | 35,3 | 2 | 2,9 | | 2 | 2,9 | | |
| KOVO | 5 | 83,3 | 20,00 | 55,0 | 14,00 | 55,0 | 4 | 66,7 | 2 | 33,3 | | 1 | 16,7 | | | | | | | |
| Mines, Geology and Oil Industry | 1 | 50,0 | | | | | 2 | 100,0 | 1 | 50,0 | | | | | | | | | | |
| Railway Trade Unions | 2 | 66,7 | | | | | 1 | 33,3 | | | | | | 1 | 33,3 | | 1 | 33,3 | | |
| State Bodies and Organisations | 45 | 84,9 | 29,24 | 49,9 | 16,22 | 36,1 | 6 | 11,3 | 18 | 34,0 | 229,44 | 12 | 22,6 | 3 | 5,7 | 166,67 | 2 | 3,8 | | |
| STAVBA | 1 | 100,0 | | | | | 1 | 100,0 | | | | | | | | | | | | |
| Transport | 1 | 100,0 | | | | | 1 | 100,0 | 1 | 100,0 | | 1 | 100,0 | | | | | | | |
| UNIOS | 13 | 86,7 | 22,30 | 52,5 | 11,87 | 20,0 | 2 | 13,3 | 4 | 26,7 | 175,00 | 4 | 26,7 | | | | | | | |
| Wood.Industry, Forestry and Manag.of Water | 1 | 100,0 | | | | | | | 1 | 100,0 | | | | | | | | | | |

Explanatory notes: NCA

% CA

aver. CZK

aver. % of price

aver. CZK/month

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

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

average contribution in CZK

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

average contribution in CZK per month

Table NO. B7a

Evaluation of collective agreements - public service and administration

Obstacles to work – incapacity to work, employees' personal obstacles entitling them to claim leave from work without compensation of pay

Classification based on: Trade unions

in days

| ISWC | | Obstacles to work | | | | | | | | | | | | | | | | | | | | | | | | 2007 | | | |
|--|---|-------------------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|-----|-------|------|-----|------|------|-----|------|--|------|------|
| TRADE UNION | Average number of days of leave without compensation of pay above the requirement of the LC | | | | | | | | | | | | | | | | | | | | | | | | | | Activity of guides in children's and youth camps | | |
| | Type of personal obstacle | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | A | | | B | | | C | | | D | | | E | | | F | | | G | | | H | | | I | | | | |
| | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | | NCA | days |
| Total | 24 | 7,1 | 1,6 | 25 | 7,4 | 1,4 | 53 | 15,7 | 2,0 | 22 | 6,5 | 3,8 | 23 | 6,8 | 1,9 | 22 | 6,5 | 3,3 | 49 | 14,5 | 8,0 | 23 | 6,8 | 4,7 | 43 | 12,7 | 21 | 12,4 | |
| Agriculture and Nutrition | | | | 1 | 9,1 | | 2 | 18,2 | | 1 | 9,1 | | 1 | 9,1 | | 1 | 9,1 | | 2 | 18,2 | | 1 | 9,1 | | | | | | |
| Commerce | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Culture and Nature Preservation | | | | | | | | | | | | | | | | | | | 3 | 15,8 | 8,3 | 3 | 15,8 | 8,3 | | | 4 | 14,8 | |
| Education | 1 | 2,0 | | 3 | 6,0 | 2,3 | 2 | 4,0 | | 4 | 8,0 | 4,5 | 5 | 10,0 | 1,8 | 1 | 2,0 | | 6 | 12,0 | 7,0 | 7 | 14,0 | 2,3 | | | | | |
| Employees in Libraries | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fire Fighters | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Food Industry and Allied Trade | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Health Service and Social Care | 4 | 5,9 | 1,0 | 7 | 10,3 | 1,0 | 21 | 30,9 | 2,1 | | | | 2 | 2,9 | | 11 | 16,2 | 3,5 | 9 | 13,2 | 8,0 | 1 | 1,5 | | 14 | 20,6 | 10 | 12,0 | |
| KOVO | | | | 3 | 50,0 | 1,3 | 2 | 33,3 | | 1 | 16,7 | | 3 | 50,0 | 1,7 | | | | | | | | | | | | | | |
| Mines, Geology and Oil Industry | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | | | | | | | 1 | 33,3 | | 1 | 33,3 | | | | | | | | 1 | 33,3 | | 1 | 33,3 | | 1 | 33,3 | | | |
| State Bodies and Organisations | 17 | 11,3 | 1,8 | 10 | 6,7 | 1,6 | 19 | 12,7 | 2,5 | 10 | 6,7 | 4,3 | 11 | 7,3 | 2,1 | 8 | 5,3 | 3,6 | 25 | 16,7 | 9,0 | 9 | 6,0 | 5,7 | 20 | 13,3 | 6 | 12,7 | |
| STAVBA | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Transport | | | | | | | | | | | | | | | | | | | | | | | | | | 1 | 50,0 | | |
| UNIOS | 2 | 12,5 | | 1 | 6,3 | | 6 | 37,5 | 1,0 | 5 | 31,3 | 3,4 | 1 | 6,3 | | 1 | 6,3 | | 2 | 12,5 | | 1 | 6,3 | | 7 | 43,8 | 1 | | |
| Wood, Industry, Forestry and Manag. of Water | | | | | | | | | | | | | | | | | | | 1 | 100,0 | | | | | | | | | |

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

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

% AE average value of the compensation specified as a percentage of the average earnings

days average extent of time off (in days)

A one's own wedding

B birth of a child to the wife of an employee

C death of a direct relative

D escorting a disabled child to a health or social care provider

E moving house

F looking for a new job

G for mothers caring for a child (per year)

H care for a family member (per year)

I other obstacles

Table NO. B8a

Evaluation of collective agreements - public service and administration
 Personnel development, industrial safety and health protection at work (ISHPW)
 Classification based on: Trade unions

% of collective agreements

| ISWC Personnel development, ISHPW 2007 | | | | | | | | |
|---|--|--------------|---|-------------|---|--------------|------------------------------------|--------------|
| TRADE UNION | Employees' professional development | | | | Collective agreement stipulate | | | |
| | 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 | |
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA |
| Total | 164 | 48,5 | 9 | 2,7 | 264 | 78,1 | 164 | 48,5 |
| Agriculture and Nutrition | 3 | 27,3 | | | 7 | 63,6 | 3 | 27,3 |
| Commerce | | | | | 1 | 50,0 | | |
| Culture and Nature Preservation | 8 | 42,1 | | | 14 | 73,7 | 12 | 63,2 |
| Education | 32 | 64,0 | 5 | 10,0 | 43 | 86,0 | 30 | 60,0 |
| Employees in Libraries | 1 | 50,0 | | | 1 | 50,0 | 1 | 50,0 |
| Fire Fighters | 2 | 50,0 | | | 4 | 100,0 | 4 | 100,0 |
| Food Industry and Allied Trade | | | | | 1 | 100,0 | 1 | 100,0 |
| Health Service and Social Care | 44 | 64,7 | | | 67 | 98,5 | 17 | 25,0 |
| KOVO | 1 | 16,7 | 1 | 16,7 | 2 | 33,3 | 4 | 66,7 |
| Mines, Geology and Oil Industry | | | | | | | | |
| Railway Trade Unions | 2 | 66,7 | | | 2 | 66,7 | 2 | 66,7 |
| State Bodies and Organisations | 68 | 45,3 | 3 | 2,0 | 103 | 68,7 | 74 | 49,3 |
| STAVBA | 1 | 100,0 | | | 1 | 100,0 | 1 | 100,0 |
| Transport | 1 | 50,0 | | | 1 | 50,0 | 1 | 50,0 |
| UNIOS | 1 | 6,3 | | | 16 | 100,0 | 14 | 87,5 |
| Wood.Industry, Forestry and Manag.of Water | | | | | 1 | 100,0 | | |

Explanatory notes: NCA
 % CA

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

Table NO. B1b

Evaluation of collective agreements - public service and administration
Employee Wages
Classification based on: Higher administrative territorial units - regions

% of collective agreements

| ISWC | | Employee Wages | | | | | | | | | | | | | | | | | | | | | | | | 2007 | | | |
|-----------------------|--|----------------|---------|-----|------|-----|------|-----|------|------|------|------|------|-------|------|-------|------|-----|------|------|------|--------|------|------|------|------|------|------|--|
| | | 3.1 | | 3.2 | | 3.3 | | 3.4 | | 3.5* | | 3.6* | | 3.7** | | 3.8** | | 3.9 | | 3.10 | | 3.11** | | 3.12 | | | | 3.13 | |
| | | increase in % | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| REGION | | NCA | aver. % | 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 | | 32 | 5,2 | 140 | 41,4 | 79 | 23,4 | 12 | 3,6 | 99 | 29,3 | 99 | 29,3 | 9 | 2,7 | 113 | 33,4 | 91 | 26,9 | 27 | 8,0 | 6 | 1,8 | 279 | 82,5 | 29 | 8,6 | | |
| CZ010 City of Prague | | 5 | 3,7 | 13 | 34,2 | 13 | 34,2 | 2 | 5,3 | 3 | 7,9 | 3 | 7,9 | 4 | 10,5 | 21 | 55,3 | 9 | 23,7 | 3 | 7,9 | 1 | 2,6 | 29 | 76,3 | 5 | 13,2 | | |
| CZ020 Central Bohemia | | 4 | 6,2 | 12 | 30,0 | 8 | 20,0 | | | 15 | 37,5 | 15 | 37,5 | 2 | 5,0 | 11 | 27,5 | 9 | 22,5 | 3 | 7,5 | 1 | 2,5 | 33 | 82,5 | 3 | 7,5 | | |
| CZ031 South Bohemia | | 2 | | 13 | 48,1 | 9 | 33,3 | 2 | 7,4 | 9 | 33,3 | 9 | 33,3 | 2 | 7,4 | 11 | 40,7 | 6 | 22,2 | 4 | 14,8 | 1 | 3,7 | 24 | 88,9 | 2 | 7,4 | | |
| CZ032 Pilsen | | 2 | | 10 | 45,5 | 4 | 18,2 | | | 7 | 31,8 | 7 | 31,8 | | | 8 | 36,4 | 3 | 13,6 | 1 | 4,5 | | | 17 | 77,3 | 3 | 13,6 | | |
| CZ041 Karlovy Vary | | | | 3 | 25,0 | 1 | 8,3 | | | 6 | 50,0 | 6 | 50,0 | | | 4 | 33,3 | 3 | 25,0 | 1 | 8,3 | | | 11 | 91,7 | | | | |
| CZ042 Ústí | | 2 | | 14 | 48,3 | 6 | 20,7 | 1 | 3,4 | 13 | 44,8 | 13 | 44,8 | | | 3 | 10,3 | 8 | 27,6 | 2 | 6,9 | | | 28 | 96,6 | 1 | 3,4 | | |
| CZ051 Liberec | | 1 | | 8 | 47,1 | 4 | 23,5 | | | 2 | 11,8 | 2 | 11,8 | | | 6 | 35,3 | 4 | 23,5 | 1 | 5,9 | | | 14 | 82,4 | 2 | 11,8 | | |
| CZ052 Hradec Králové | | 2 | | 9 | 45,0 | 4 | 20,0 | 1 | 5,0 | 10 | 50,0 | 10 | 50,0 | | | 7 | 35,0 | 6 | 30,0 | 2 | 10,0 | | | 15 | 75,0 | 2 | 10,0 | | |
| CZ053 Pardubice | | 3 | 6,1 | 7 | 38,9 | 5 | 27,8 | | | 9 | 50,0 | 9 | 50,0 | 1 | 5,6 | 4 | 22,2 | 6 | 33,3 | 1 | 5,6 | | | 14 | 77,8 | 2 | 11,1 | | |
| CZ061 Vysočina | | 1 | | 7 | 58,3 | 3 | 25,0 | 1 | 8,3 | 2 | 16,7 | 2 | 16,7 | | | 5 | 41,7 | 4 | 33,3 | | | | | 9 | 75,0 | | | | |
| CZ062 South Moravia | | 3 | 5,8 | 18 | 60,0 | 9 | 30,0 | 3 | 10,0 | 2 | 6,7 | 2 | 6,7 | | | 11 | 36,7 | 9 | 30,0 | 1 | 3,3 | 2 | 6,7 | 26 | 86,7 | 2 | 6,7 | | |
| CZ071 Olomouc | | 3 | 3,8 | 6 | 23,1 | 1 | 3,8 | 1 | 3,8 | 12 | 46,2 | 12 | 46,2 | | | 6 | 23,1 | 7 | 26,9 | 3 | 11,5 | 1 | 3,8 | 22 | 84,6 | 3 | 11,5 | | |
| CZ072 Zlín | | | | 4 | 40,0 | 4 | 40,0 | | | | | | | | | 5 | 50,0 | 2 | 20,0 | | | | | 8 | 80,0 | 1 | 10,0 | | |
| CZ080 Moravia-Silesia | | 4 | 4,3 | 16 | 43,2 | 8 | 21,6 | 1 | 2,7 | 9 | 24,3 | 9 | 24,3 | | | 11 | 29,7 | 15 | 40,5 | 5 | 13,5 | | | 29 | 78,4 | 3 | 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 |
| aver. % | average increase of pay in percentage |
| 3.1 | Year-on-year growth of the average pay. |
| 3.2 | Does the CA agree on more detailed conditions for provision of personal bonuses? |
| 3.3 | Does the CA agree on more detailed conditions for the provision of remunerations? |
| 3.4 | Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)? |
| 3.5 | Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)? |
| 3.6 | Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund? |
| 3.7 | Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results? |
| 3.8 | Does the CA determine the extent and detailed rules of granting rewards from the reward funds in the case of allowance organizations? |
| 3.9 | 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 of employees mentioned in Section 6, Par. 1. a), No. 564/2006 Coll. included in wage classes one up to five? |
| 3.10 | 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 of employees mentioned in Section 6, Par. 1), b), No. 564/2006 Coll., included in wage classes six and higher? |
| 3.11 | 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 of employees working in a health-care facility under Section 6, Par. 2, No. 564/2006 Coll., included in wage classes six and higher? |
| 3.12 | Does the CA agree on a regular term of wage payment? |
| 3.13 | 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
 Conditions governing the activities of trade union organizations
 Classification based on: Higher administrative territorial units - regions

% of collective agreements

| ISWC Conditions governing the activities of trade union organizations 2007 | | | | | | | | | | | | | |
|--|---|-------------|--|-------------|---|-------------|--|-------------|-----|----|-----|-----|-----|
| REGION | Collection of membership fees via wage deductions | | Coverage of insurance by the employer for released officials | | Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC) | | Detailed conditions enabling trade unions to function properly | | | | | | |
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | A | B | C | D | E |
| | | | | | | | | | | | | | |
| Total | 248 | 73,4 | 24 | 7,1 | 52 | 15,4 | 255 | 75,4 | 240 | 77 | 135 | 119 | 101 |
| CZ010 City of Prague | 26 | 68,4 | 3 | 7,9 | 7 | 18,4 | 29 | 76,3 | 26 | 10 | 14 | 14 | 13 |
| CZ020 Central Bohemia | 27 | 67,5 | 2 | 5,0 | 6 | 15,0 | 24 | 60,0 | 22 | 5 | 13 | 9 | 9 |
| CZ031 South Bohemia | 20 | 74,1 | 3 | 11,1 | 3 | 11,1 | 20 | 74,1 | 19 | 1 | 12 | 11 | 9 |
| CZ032 Pilsen | 21 | 95,5 | 4 | 18,2 | 2 | 9,1 | 17 | 77,3 | 17 | 3 | 9 | 11 | 7 |
| CZ041 Karlovy Vary | 7 | 58,3 | | | 1 | 8,3 | 9 | 75,0 | 9 | 2 | 4 | 3 | 3 |
| CZ042 Ústí | 24 | 82,8 | 2 | 6,9 | 5 | 17,2 | 23 | 79,3 | 22 | 5 | 16 | 12 | 8 |
| CZ051 Liberec | 14 | 82,4 | 1 | 5,9 | 4 | 23,5 | 12 | 70,6 | 11 | 3 | 5 | 2 | 5 |
| CZ052 Hradec Králové | 15 | 75,0 | 3 | 15,0 | 3 | 15,0 | 15 | 75,0 | 14 | 3 | 8 | 6 | 5 |
| CZ053 Pardubice | 15 | 83,3 | 1 | 5,6 | 1 | 5,6 | 14 | 77,8 | 14 | 4 | 6 | 7 | 4 |
| CZ061 Vysočina | 11 | 91,7 | | | | | 10 | 83,3 | 10 | 4 | 5 | 4 | 5 |
| CZ062 South Moravia | 21 | 70,0 | | | 11 | 36,7 | 26 | 86,7 | 25 | 13 | 10 | 9 | 11 |
| CZ071 Olomouc | 16 | 61,5 | 3 | 11,5 | 3 | 11,5 | 18 | 69,2 | 17 | 7 | 10 | 10 | 6 |
| CZ072 Zlín | 3 | 30,0 | | | 2 | 20,0 | 7 | 70,0 | 7 | 4 | 3 | 3 | 2 |
| CZ080 Moravia-Silesia | 28 | 75,7 | 2 | 5,4 | 4 | 10,8 | 31 | 83,8 | 27 | 13 | 20 | 18 | 14 |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been 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 employer's rooms
 B employer's allowances for the activities of trade unions
 C internet connection
 D costs of necessary materials
 E other conditions

Table NO. B3b

Evaluation of collective agreements - public service and administration
 Plurality of trade unions, providing information and discussing
 Classification based on: Higher administrative territorial units - regions

% of collective agreements

| ISWC | | | | | | | | | | | | | | | | | | | | | | | Plurality of trade unions, providing information and discussing | | | | | | | | | | 2007 | |
|------------------------------|--|-------|------|------|------|------|------|------|---------------|------|--|-------|--|-------|------------------|-------|--|------|--|------|---|------|---|------|--|--|--|--|--|--|--|--|------|--|
| REGION | 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 | | CA is concluded with the TU with the highest number of members | | other procedures | | 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 | NCA | % CA | | | | | | | | | | |
| Total | 263 | 77,8 | 48 | 14,2 | 10 | 3,0 | 4 | 1,2 | 13 | 3,8 | 67 | 89,3 | 4 | 5,3 | 4 | 5,3 | 224 | 66,3 | 36 | 10,7 | 101 | 29,9 | 23 | 6,8 | | | | | | | | | | |
| CZ010 City of Prague | 27 | 71,1 | 6 | 15,8 | 1 | 2,6 | 2 | 5,3 | 2 | 5,3 | 10 | 90,9 | | | 1 | 9,1 | 27 | 71,1 | 7 | 18,4 | 9 | 23,7 | 2 | 5,3 | | | | | | | | | | |
| CZ020 Central Bohemia | 35 | 87,5 | 3 | 7,5 | | | | | 2 | 5,0 | 3 | 60,0 | 2 | 40,0 | | | 22 | 55,0 | 5 | 12,5 | 16 | 40,0 | 5 | 12,5 | | | | | | | | | | |
| CZ031 South Bohemia | 24 | 88,9 | 1 | 3,7 | | | | | 2 | 7,4 | 2 | 66,7 | | | 1 | 33,3 | 17 | 63,0 | 1 | 3,7 | 7 | 25,9 | 2 | 7,4 | | | | | | | | | | |
| CZ032 Pilsen | 16 | 72,7 | 4 | 18,2 | 1 | 4,5 | 1 | 4,5 | | | 6 | 100,0 | | | | | 17 | 77,3 | 3 | 13,6 | 10 | 45,5 | 2 | 9,1 | | | | | | | | | | |
| CZ041 Karlovy Vary | 12 | 100,0 | | | | | | | | | | | | | | | 8 | 66,7 | 1 | 8,3 | 1 | 8,3 | 1 | 8,3 | | | | | | | | | | |
| CZ042 Ústí | 24 | 82,8 | 3 | 10,3 | 2 | 6,9 | | | | | 4 | 80,0 | | | 1 | 20,0 | 23 | 79,3 | 2 | 6,9 | 11 | 37,9 | 1 | 3,4 | | | | | | | | | | |
| CZ051 Liberec | 12 | 70,6 | 4 | 23,5 | | | 1 | 5,9 | | | 5 | 100,0 | | | | | 10 | 58,8 | 1 | 5,9 | 3 | 17,6 | 2 | 11,8 | | | | | | | | | | |
| CZ052 Hradec Králové | 18 | 90,0 | 1 | 5,0 | 1 | 5,0 | | | | | 2 | 100,0 | | | | | 12 | 60,0 | | | 4 | 20,0 | | | | | | | | | | | | |
| CZ053 Pardubice | 14 | 77,8 | 4 | 22,2 | | | | | | | 4 | 100,0 | | | | | 12 | 66,7 | 2 | 11,1 | 6 | 33,3 | | | | | | | | | | | | |
| CZ061 Vysočina | 6 | 50,0 | 3 | 25,0 | 1 | 8,3 | | | 2 | 16,7 | 6 | 100,0 | | | | | 6 | 50,0 | 2 | 16,7 | | | 1 | 8,3 | | | | | | | | | | |
| CZ062 South Moravia | 21 | 70,0 | 4 | 13,3 | 3 | 10,0 | | | 2 | 6,7 | 9 | 100,0 | | | | | 27 | 90,0 | 6 | 20,0 | 14 | 46,7 | 3 | 10,0 | | | | | | | | | | |
| CZ071 Olomouc | 24 | 92,3 | 2 | 7,7 | | | | | | | 2 | 100,0 | | | | | 15 | 57,7 | 1 | 3,8 | 7 | 26,9 | | | | | | | | | | | | |
| CZ072 Zlín | 7 | 70,0 | 3 | 30,0 | | | | | | | 3 | 100,0 | | | | | 6 | 60,0 | 2 | 20,0 | 5 | 50,0 | 3 | 30,0 | | | | | | | | | | |
| CZ080 Moravia-Silesia | 23 | 62,2 | 10 | 27,0 | 1 | 2,7 | | | 3 | 8,1 | 11 | 78,6 | 2 | 14,3 | 1 | 7,1 | 22 | 59,5 | 3 | 8,1 | 8 | 21,6 | 1 | 2,7 | | | | | | | | | | |

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

Table NO. B4b

Evaluation of collective agreements - public service and administration
 Employment rate – employment rate development
 Classification based on: Higher administrative territorial units - regions

% of collective agreements

| ISWC | | | | | | | | | | | | | | | | | | | | | Employment rate | | | | | | | | | | 2007 | |
|-----------------------|--|------|--|------|--------------------------------|------|-------------------------------------|------|---|------|-----------------------------|------|--|------|---|------|--|------|---|-----|-----------------|--|--|--|--|--|--|--|--|--|------|--|
| REGION | 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 | | employment of juvenile persons | | return to work after parental leave | | agreed in CA | | increase in multiples of AE | | conditions for provision of the compensation money | | | | | | | | | | | | | | | | | | | |
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | min. | max. | agreed in CA | | depending on the length of the working relation | | depending on the length of the notice period | | depending on the number of years to go before the person is entitled to claim old-age pension | | | | | | | | | | | | | |
| Total | 4 | 1,2 | | | 3 | 0,9 | 12 | 3,6 | 62 | 18,3 | 1,8 | 3,2 | 40 | 11,8 | 24 | 7,1 | 14 | 4,1 | 2 | 0,6 | | | | | | | | | | | | |
| CZ010 City of Prague | 1 | 2,6 | | | | | | | 14 | 36,8 | 1,9 | 2,9 | 12 | 31,6 | 8 | 21,1 | 3 | 7,9 | 1 | 2,6 | | | | | | | | | | | | |
| CZ020 Central Bohemia | 1 | 2,5 | | | 1 | 2,5 | | | 10 | 25,0 | 2,0 | 4,7 | 5 | 12,5 | 2 | 5,0 | 2 | 5,0 | | | | | | | | | | | | | | |
| CZ031 South Bohemia | | | | | 2 | 7,4 | 2 | 7,4 | 2 | 7,4 | | | 2 | 7,4 | 1 | 3,7 | | | | | | | | | | | | | | | | |
| CZ032 Pilsen | | | | | | | | | 3 | 13,6 | 1,5 | 3,0 | 1 | 4,5 | | | 1 | 4,5 | | | | | | | | | | | | | | |
| CZ041 Karlovy Vary | | | | | | | 1 | 8,3 | 1 | 8,3 | | | | | | | | | | | | | | | | | | | | | | |
| CZ042 Ústí | | | | | | | 2 | 6,9 | 4 | 13,8 | 1,3 | 4,5 | 1 | 3,4 | | | 1 | 3,4 | | | | | | | | | | | | | | |
| CZ051 Liberec | | | | | | | | | 2 | 11,8 | | | 2 | 11,8 | 1 | 5,9 | 1 | 5,9 | | | | | | | | | | | | | | |
| CZ052 Hradec Králové | | | | | | | | | 3 | 15,0 | 1,0 | 3,0 | 2 | 10,0 | 2 | 10,0 | | | | | | | | | | | | | | | | |
| CZ053 Pardubice | | | | | | | 1 | 5,6 | 4 | 22,2 | 1,0 | 2,8 | 4 | 22,2 | 4 | 22,2 | 2 | 11,1 | 1 | 5,6 | | | | | | | | | | | | |
| CZ061 Vysočina | 1 | 8,3 | | | | | | | 1 | 8,3 | | | | | | | | | | | | | | | | | | | | | | |
| CZ062 South Moravia | 1 | 3,3 | | | | | 2 | 6,7 | 7 | 23,3 | 1,3 | 2,3 | 5 | 16,7 | 4 | 13,3 | 1 | 3,3 | | | | | | | | | | | | | | |
| CZ071 Olomouc | | | | | | | | | 5 | 19,2 | 1,8 | 4,0 | 2 | 7,7 | 1 | 3,8 | 1 | 3,8 | | | | | | | | | | | | | | |
| CZ072 Zlín | | | | | | | 1 | 10,0 | 1 | 10,0 | | | 1 | 10,0 | | | 1 | 10,0 | | | | | | | | | | | | | | |
| CZ080 Moravia-Silesia | | | | | | | 3 | 8,1 | 5 | 13,5 | 2,6 | 3,8 | 3 | 8,1 | 1 | 2,7 | 1 | 2,7 | | | | | | | | | | | | | | |

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

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

Fund for social and cultural requirements

Classification based on: Higher administrative territorial units - regions

average % of total creation

| ISWC Fund for social and cultural requirements 2007 | | | | | | | | | | | | | | | | | | | | | |
|---|------------------------|------|--------------------|------|--|--------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| REGION | 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 | 210 | 87,9 | 169 | 70,7 | 2 266 | 2,7 | 1,2 | 0,3 | 4,8 | 0,1 | 2,3 | 6,3 | 24,8 | 17,1 | 1,6 | 11,4 | 0,1 | 0,2 | 7,4 | 5,4 | 14,3 |
| CZ010 City of Prague | 34 | 97,1 | 31 | 88,6 | 5 008 | 5,0 | 0,3 | 0,1 | 4,8 | 0,0 | 1,6 | 6,7 | 24,5 | 14,3 | 1,0 | 9,9 | 0,2 | 0,1 | 7,8 | 9,0 | 14,7 |
| CZ020 Central Bohemia | 20 | 80,0 | 13 | 52,0 | 1 009 | 1,6 | 3,9 | | 8,6 | 2,3 | | 3,7 | 28,6 | 13,8 | 8,3 | 5,2 | | 0,0 | 7,6 | 1,3 | 15,1 |
| CZ031 South Bohemia | 16 | 88,9 | 16 | 88,9 | 1 278 | 1,7 | 0,7 | 0,2 | 6,4 | | | 3,0 | 32,1 | 11,1 | 2,0 | 12,6 | | 0,0 | 4,7 | 2,5 | 22,9 |
| CZ032 Pilsen | 13 | 86,7 | 11 | 73,3 | 4 296 | 0,2 | 1,8 | 0,2 | 3,4 | | 11,2 | 15,3 | 21,4 | 23,7 | 1,7 | 9,4 | | 0,2 | 8,9 | 1,2 | 1,5 |
| CZ041 Karlovy Vary | 4 | 66,7 | 2 | 33,3 | | | | | | | | | | | | | | | | | |
| CZ042 Ústí | 14 | 87,5 | 10 | 62,5 | 1 109 | 0,9 | 0,7 | 1,4 | 3,5 | 0,0 | | 3,6 | 30,2 | 12,5 | 1,8 | 24,8 | | | 9,1 | 5,5 | 6,0 |
| CZ051 Liberec | 14 | 93,3 | 12 | 80,0 | 2 532 | 0,2 | 2,5 | 0,2 | 3,2 | 0,0 | 1,3 | | 10,8 | 6,9 | 2,7 | 12,7 | | 0,3 | 4,0 | 3,6 | 51,5 |
| CZ052 Hradec Králové | 9 | 90,0 | 5 | 50,0 | 1 986 | 7,6 | 1,6 | | 5,2 | 0,1 | 4,7 | 1,6 | 38,8 | 28,5 | 1,0 | 1,6 | | 0,2 | 4,8 | 1,4 | 3,0 |
| CZ053 Pardubice | 8 | 88,9 | 8 | 88,9 | 714 | 0,2 | 2,2 | | 8,7 | | 1,4 | 6,6 | 32,8 | 10,4 | 3,1 | 1,6 | 1,3 | 0,1 | 6,8 | 2,6 | 22,2 |
| CZ061 Vysočina | 9 | 90,0 | 5 | 50,0 | 1 829 | 3,2 | 0,1 | | 0,9 | | | 2,6 | 25,7 | 28,3 | 0,4 | 11,4 | | 0,1 | 10,6 | 4,8 | 12,0 |
| CZ062 South Moravia | 24 | 85,7 | 17 | 60,7 | 1 398 | 1,5 | 0,0 | 0,1 | 5,0 | | 0,2 | 3,6 | 28,5 | 18,7 | 0,9 | 23,5 | 0,0 | 0,3 | 8,6 | 1,0 | 8,0 |
| CZ071 Olomouc | 13 | 92,9 | 10 | 71,4 | 452 | 2,8 | | 5,7 | 5,6 | 0,2 | | 10,7 | 30,8 | 19,8 | 1,8 | 4,7 | 2,4 | 0,2 | 5,1 | 2,8 | 7,4 |
| CZ072 Zlín | 8 | 80,0 | 6 | 60,0 | 1 127 | 2,6 | 19,4 | 1,8 | 4,4 | | 0,2 | 1,5 | 34,1 | 11,1 | 1,1 | 1,9 | | 0,1 | 3,9 | 1,0 | 16,8 |
| CZ080 Moravia-Silesia | 24 | 85,7 | 23 | 82,1 | 1 885 | 0,2 | 0,8 | | 6,6 | 0,1 | 0,1 | 6,6 | 24,7 | 28,8 | 1,7 | 15,4 | | 0,2 | 7,7 | 5,4 | 1,8 |

Explanatory notes: NCA

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

% CA

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

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)

Care for employees - meal allowance, contributions to pension and life insurance

Classification based on: Higher administrative territorial units - regions

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

| ISWC | | Care for employees | | | | | | | | | | | | | 2007 | | | | | |
|------------------------------|---|--------------------|------------------------|-----------------|--------------|-----------------|--|-------------|-----------------------------------|-------------|--------------------------------|-----|-------------------------------------|--------------------------------|--------------|-----------------|--------------------------------|-------------|-------------------------------------|--|
| REGION | 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 | | | | | | agreed in CA | | amount of contribution of FSCR | | agreed conditions for his provision | | agreed in CA | | amount of contribution of FSCR | | agreed conditions for his provision | |
| | | | of budget | | of FSCR | | | | | | | | | | | | | | | |
| | NCA | % CA | aver. CZK | aver.% of price | aver. CZK | aver.% of price | NCA | % CA | NCA | % CA | aver. CZK/month | NCA | % CA | NCA | % CA | aver. CZK/month | NCA | % CA | | |
| Total | 191 | 79,9 | 24,93 | 52,1 | 12,79 | 41,3 | 71 | 29,7 | 85 | 35,6 | 211,27 | 57 | 23,8 | 8 | 3,3 | 179,13 | 7 | 2,9 | | |
| CZ010 City of Prague | 26 | 74,3 | 30,39 | 55,0 | 15,74 | 49,2 | 6 | 17,1 | 18 | 51,4 | 234,44 | 11 | 31,4 | 4 | 11,4 | 187,50 | 3 | 8,6 | | |
| CZ020 Central Bohemia | 18 | 72,0 | 29,20 | 50,0 | 12,45 | 37,0 | 6 | 24,0 | 8 | 32,0 | 218,75 | 5 | 20,0 | | | | | | | |
| CZ031 South Bohemia | 17 | 94,4 | 23,59 | 48,9 | 12,62 | 28,3 | 7 | 38,9 | 5 | 27,8 | 161,00 | 4 | 22,2 | | | | | | | |
| CZ032 Pilsen | 11 | 73,3 | 28,70 | 42,7 | 12,85 | 25,0 | 3 | 20,0 | 3 | 20,0 | 200,00 | 3 | 20,0 | 1 | 6,7 | | 1 | 6,7 | | |
| CZ041 Karlovy Vary | 3 | 50,0 | 18,40 | | 10,40 | | 1 | 16,7 | | | | | | | | | | | | |
| CZ042 Ústí | 12 | 75,0 | 23,17 | 55,0 | 12,72 | | 5 | 31,3 | 6 | 37,5 | 225,00 | 5 | 31,3 | | | | | | | |
| CZ051 Liberec | 15 | 100,0 | 23,37 | 55,0 | 12,78 | | 3 | 20,0 | 8 | 53,3 | 250,00 | 6 | 40,0 | | | | | | | |
| CZ052 Hradec Králové | 6 | 60,0 | 24,33 | | 14,05 | | 3 | 30,0 | 1 | 10,0 | | 1 | 10,0 | | | | | | | |
| CZ053 Pardubice | 8 | 88,9 | 21,24 | 50,0 | 12,35 | 50,0 | 2 | 22,2 | 3 | 33,3 | 200,00 | 3 | 33,3 | 1 | 11,1 | | 1 | 11,1 | | |
| CZ061 Vysočina | 9 | 90,0 | 22,50 | 55,0 | 11,13 | | 7 | 70,0 | 4 | 40,0 | 175,00 | 2 | 20,0 | | | | | | | |
| CZ062 South Moravia | 26 | 92,9 | 20,38 | 53,8 | 14,36 | 50,0 | 9 | 32,1 | 13 | 46,4 | 175,62 | 8 | 28,6 | 2 | 7,1 | | 2 | 7,1 | | |
| CZ071 Olomouc | 10 | 71,4 | 15,78 | | 11,51 | 45,0 | 5 | 35,7 | 4 | 28,6 | 262,50 | 1 | 7,1 | | | | | | | |
| CZ072 Zlín | 8 | 80,0 | 10,80 | 50,0 | 8,55 | | 4 | 40,0 | 3 | 30,0 | 116,67 | 1 | 10,0 | | | | | | | |
| CZ080 Moravia-Silesia | 22 | 78,6 | 26,29 | | 10,63 | 55,0 | 10 | 35,7 | 9 | 32,1 | 222,22 | 7 | 25,0 | | | | | | | |

Explanatory notes: NCA

% CA

aver. CZK

aver. % of price

aver. CZK/month

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

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

average contribution in CZK

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

average contribution in CZK per month

Table NO. B7b

Evaluation of collective agreements - public service and administration

Obstacles to work – incapacity to work, employees' personal obstacles entitling them to claim leave from work without compensation of pay

Classification based on: Higher administrative territorial units - regions

in days

| ISWC | | | | | | | | | | | | | | | | | | | | | | | | | | | | Obstacles to work | | | | | | | | | | | | | | | | | | | | | | | | | | | | 2007 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|------------------------------|---|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|--|------|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| REGION | Average number of days of leave without compensation of pay above the requirement of the LC | | | | | | | | | | | | | | | | | | | | | | | | | | | Activity of guides in children's and youth camps | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Type of personal obstacle | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | A | | | B | | | C | | | D | | | E | | | F | | | G | | | H | | | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 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 | days | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 24 | 7,1 | 1,6 | 25 | 7,4 | 1,4 | 53 | 15,7 | 2,0 | 22 | 6,5 | 3,8 | 23 | 6,8 | 1,9 | 22 | 6,5 | 3,3 | 49 | 14,5 | 8,0 | 23 | 6,8 | 4,7 | 43 | 12,7 | 21 | 12,4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ010 City of Prague | 5 | 13,2 | 1,8 | 5 | 13,2 | 1,8 | 9 | 23,7 | 1,7 | 3 | 7,9 | 3,0 | 4 | 10,5 | 1,8 | 3 | 7,9 | 3,0 | 8 | 21,1 | 8,3 | 7 | 18,4 | 6,3 | 10 | 26,3 | 6 | 15,8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ020 Central Bohemia | 1 | 2,5 | | 1 | 2,5 | | 3 | 7,5 | 1,3 | 4 | 10,0 | 3,3 | 3 | 7,5 | 2,0 | | | | 6 | 15,0 | 8,2 | 4 | 10,0 | 1,0 | 4 | 10,0 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ031 South Bohemia | 2 | 7,4 | | | | | 2 | 7,4 | | 1 | 3,7 | | 1 | 3,7 | | 1 | 3,7 | | 2 | 7,4 | | 3 | 11,1 | 6,7 | 2 | 7,4 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ032 Pilsen | 3 | 13,6 | 1,0 | 4 | 18,2 | 1,0 | 4 | 18,2 | 2,5 | 1 | 4,5 | | 1 | 4,5 | | 3 | 13,6 | 4,3 | 7 | 31,8 | 14,3 | 3 | 13,6 | 4,3 | 4 | 18,2 | 3 | 13,3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ041 Karlovy Vary | | | | 1 | 8,3 | | 2 | 16,7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ042 Ústí | 3 | 10,3 | 1,0 | 3 | 10,3 | 1,0 | 6 | 20,7 | 1,3 | 2 | 6,9 | | 3 | 10,3 | 1,0 | 4 | 13,8 | 2,3 | 3 | 10,3 | 9,3 | | | | 3 | 10,3 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ051 Liberec | 2 | 11,8 | | 4 | 23,5 | 2,0 | 4 | 23,5 | 2,3 | 2 | 11,8 | | 2 | 11,8 | | 1 | 5,9 | | 3 | 17,6 | 5,3 | 1 | 5,9 | | 2 | 11,8 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ052 Hradec Králové | 1 | 5,0 | | | | | 7 | 35,0 | 2,7 | 3 | 15,0 | 3,7 | 2 | 10,0 | | 4 | 20,0 | 2,8 | 3 | 15,0 | 6,0 | | | | 2 | 10,0 | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ053 Pardubice | 4 | 22,2 | 1,3 | 1 | 5,6 | | 4 | 22,2 | 2,3 | 1 | 5,6 | | 3 | 16,7 | 1,3 | 1 | 5,6 | | 3 | 16,7 | 5,7 | 1 | 5,6 | | 6 | 33,3 | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ061 Vysočina | | | | 2 | 16,7 | | 4 | 33,3 | 1,5 | | | | 1 | 8,3 | | 2 | 16,7 | | 2 | 16,7 | | | | | 2 | 16,7 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ062 South Moravia | | | | | | | 1 | 3,3 | | | | | | | | 1 | 3,3 | | 2 | 6,7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ071 Olomouc | | | | 2 | 7,7 | | 2 | 7,7 | | 1 | 3,8 | | 1 | 3,8 | | | | | 4 | 15,4 | 5,3 | 1 | 3,8 | | 3 | 11,5 | 3 | 11,3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ072 Zlín | | | | | | | 1 | 10,0 | | 1 | 10,0 | | | | | | | | | | | | | | 1 | 10,0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ080 Moravia-Silesia | 3 | 8,1 | 1,3 | 2 | 5,4 | | 4 | 10,8 | 2,0 | 3 | 8,1 | 5,7 | 2 | 5,4 | | 2 | 5,4 | | 6 | 16,2 | 7,7 | 3 | 8,1 | 3,3 | 4 | 10,8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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 the compensation specified as a percentage of the average earnings

days average extent of time off (in days)

A one's own wedding

B birth of a child to the wife of an employee

C death of a direct relative

D escorting a disabled child to a health or social care provider

E moving house

F looking for a new job

G for mothers caring for a child (per year)

H care for a family member (per year)

I other obstacles

Evaluation of collective agreements - public service and administration
 Personnel development, industrial safety and health protection at work (ISHPW)
 Classification based on: Higher administrative territorial units - regions

% of collective agreements

| ISWC | | Personnel development, ISHPW | | | | | | 2007 | |
|------------------------------|--|------------------------------|---|------------|---|-------------|------------------------------------|-------------|--|
| REGION | Employees' professional development | | | | Collective agreement stipulate | | | | |
| | 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 | | |
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | |
| Total | 164 | 48,5 | 9 | 2,7 | 264 | 78,1 | 164 | 48,5 | |
| CZ010 City of Prague | 23 | 60,5 | 1 | 2,6 | 34 | 89,5 | 18 | 47,4 | |
| CZ020 Central Bohemia | 17 | 42,5 | 1 | 2,5 | 30 | 75,0 | 23 | 57,5 | |
| CZ031 South Bohemia | 11 | 40,7 | | | 22 | 81,5 | 12 | 44,4 | |
| CZ032 Pilsen | 10 | 45,5 | 1 | 4,5 | 20 | 90,9 | 13 | 59,1 | |
| CZ041 Karlovy Vary | 5 | 41,7 | | | 9 | 75,0 | 4 | 33,3 | |
| CZ042 Ústí | 14 | 48,3 | | | 20 | 69,0 | 12 | 41,4 | |
| CZ051 Liberec | 10 | 58,8 | | | 12 | 70,6 | 7 | 41,2 | |
| CZ052 Hradec Králové | 9 | 45,0 | 1 | 5,0 | 11 | 55,0 | 8 | 40,0 | |
| CZ053 Pardubice | 6 | 33,3 | | | 15 | 83,3 | 8 | 44,4 | |
| CZ061 Vysočina | 7 | 58,3 | 1 | 8,3 | 9 | 75,0 | 6 | 50,0 | |
| CZ062 South Moravia | 17 | 56,7 | | | 24 | 80,0 | 17 | 56,7 | |
| CZ071 Olomouc | 11 | 42,3 | 1 | 3,8 | 21 | 80,8 | 14 | 53,8 | |
| CZ072 Zlín | 6 | 60,0 | | | 8 | 80,0 | 5 | 50,0 | |
| CZ080 Moravia-Silesia | 18 | 48,6 | 3 | 8,1 | 29 | 78,4 | 17 | 45,9 | |

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

| ISWC | | Social fund - creation | | | | | | | 2007 | |
|---------------------------------------|----------------------|------------------------|---|------------|--|----------|---|------------|-----------|-------------------------------------|
| TRADE UNION | Social fund creation | | | | | | | | | |
| | agreed in CA | | contribution of the planned volume of resources allotted of pay | | allotment via abs. amount per employee | | contributions from AVPRC and compensations for pays | | otherwise | average creation including balances |
| | NCA | % CA | NCA | aver.% | NCA | aver.CZK | NCA | aver.% | NCA | in thous.CZK |
| Total | 91 | 91,9 | 49 | 3,2 | 2 | | 28 | 3,0 | 18 | 1 686 |
| State Bodies and Organisations | 90 | 92,8 | 48 | 3,2 | 2 | | 28 | 3,0 | 18 | 1 686 |
| Transport | 1 | 100,0 | 1 | | | | | | | |
| UNIOS | | | | | | | | | | |

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

average %

| ISWC | | | | | | | | | | | | | | | | | | Social fund - use | | | | | | | | | | | | | | | | | | 2007 | |
|---------------------------------------|--------------------------------------|------------|------------|------------|-------------|------------|------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|---|-------------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|------|--|
| TRADE UNION | Structure of planned use of the fund | | | | | | | | | | | | | | | | Right of co-decision of BO TU for use of the fund | | | | | | | | | | | | | | | | | | | | |
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | NCA | % CA | | | | | | | | | | | | | | | | | | | |
| | aver.% | aver.% | aver.% | aver.% | aver.% | aver.% | aver.% | aver.% | aver.% | aver.% | aver.% | aver.% | aver.% | aver.% | aver.% | aver.% | | | | | | | | | | | | | | | | | | | | | |
| Total | 0,2 | 0,5 | 4,5 | 0,8 | 10,6 | 0,2 | 4,5 | 26,0 | 15,0 | 0,9 | 14,0 | 3,3 | 1,3 | 4,8 | 5,9 | 7,5 | 70 | 70,7 | | | | | | | | | | | | | | | | | | | |
| State Bodies and Organisations | 0,2 | 0,5 | 4,5 | 0,8 | 10,6 | 0,2 | 4,5 | 26,0 | 15,0 | 0,9 | 14,0 | 3,3 | 1,3 | 4,8 | 5,9 | 7,5 | 70 | 72,2 | | | | | | | | | | | | | | | | | | | |
| Transport | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| UNIOS | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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

aver.% average percentage of use for this purpose of the overall creation of funds

A contribution for equipment to improve working environment**B** contribution for physical education and sport equipment**C** contributions to sporting and cultural events**D** contribution for the procurement of working clothes, footwear or uniforms**E** clothing allowance**F** contribution to transport to and from work**G** loans to cover housing needs (procurement of a housing, procurement of interior equipment)**H** contribution to corporate catering**I** contribution to recreation (domestic, foreign, children's)**J** social assistance and social loans**K** contribution to contributory pension scheme**L** contribution to life insurance**M** contribution to trade union organization**N** gifts (for extraordinary activity, working anniversaries, life anniversaries...)**O** other uses**P** fund balance

Table NO. C3a

Evaluation of collective agreements - municipalities and regions
 Care for employees I - contribution to corporate catering
 Classification based on: Trade unions

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

| ISWC | | Care for employees I | | | | | | | | | | 2007 | | |
|---------------------------------------|---|----------------------|------------------------|---------------|--------------------|---------------|----------------------------------|---------------|--|-------------|-------------------------|------------|--------------------------------------|-------------|
| TRADE UNION | Employer contribution to corporate catering | | | | | | | | Provision of supported catering services | | | | | |
| | agreed in CA | | amount of contribution | | | | | | 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 | % CA | NCA | % CA | NCA | % CA |
| Total | 90 | 90,9 | 24,24 | 47,4 | 13,83 | 30,1 | 50,00 | 50,0 | 20 | 20,2 | 7 | 7,1 | 10 | 10,1 |
| State Bodies and Organisations | 88 | 90,7 | 24,45 | 47,4 | 13,69 | 30,1 | 50,00 | 50,0 | 20 | 20,6 | 7 | 7,2 | 10 | 10,3 |
| Transport | 1 | 100,0 | | | | | | | | | | | | |
| UNIOS | 1 | 100,0 | | | | | | | | | | | | |

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

Evaluation of collective agreements - municipalities and regions
 Care for employees II - pension and life insurance
 Classification based on: Trade unions

aver. CZK/month, average % MBA

| ISWC | | | | | | | | | | | |
|---------------------------------------|-----------------------------------|--------------|------------------------|-------------|------------------------------|-------------|--------------------------------|-------------|------------------------|------------------------------|------------|
| Care for employees II | | | | | | | | | | 2007 | |
| 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 | aver. CZK/month | aver. % MBA | NCA | % CA | NCA | % CA | aver. CZK/month | NCA | % CA |
| Total | 55 | 55,6 | 272 | 3,0 | 30 | 30,3 | 10 | 10,1 | 333 | 9 | 9,1 |
| State Bodies and Organisations | 54 | 55,7 | 274 | 3,0 | 30 | 30,9 | 10 | 10,3 | 333 | 9 | 9,3 |
| Transport UNIOS | 1 | 100,0 | | | | | | | | | |

Explanatory notes: NCA

% CA

aver. 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: Higher administrative territorial units - regions

average %, aver. CZK, in thousands CZK

| ISWC Social fund - creation 2007 | | | | | | | | | | |
|----------------------------------|----------------------|--------------|---|------------|--|----------|---|------------|-----------|-------------------------------------|
| REGION | Social fund creation | | | | | | | | | |
| | agreed in CA | | contribution of the planned volume of resources allotted of pay | | allotment via abs. amount per employee | | contributions from AVPRC and compensations for pays | | otherwise | average creation including balances |
| | NCA | % CA | NCA | aver.% | NCA | aver.CZK | NCA | aver.% | NCA | in thous.CZK |
| Total | 91 | 91,9 | 49 | 3,2 | 2 | | 28 | 3,0 | 18 | 1 686 |
| CZ010 City of Prague | 2 | 66,7 | 1 | | | | 1 | | | |
| CZ020 Central Bohemia | 13 | 86,7 | 7 | 2,9 | | | 4 | 3,3 | 3 | 1 011 |
| CZ031 South Bohemia | 7 | 77,8 | 5 | 2,6 | | | 1 | | 1 | 264 |
| CZ032 Pilsen | 7 | 100,0 | 4 | 3,9 | | | 3 | 2,3 | 3 | 2 278 |
| CZ041 Karlovy Vary | 6 | 100,0 | 2 | | | | 2 | | 1 | 1 383 |
| CZ042 Ústí | 11 | 84,6 | 5 | 2,6 | 1 | | 3 | 4,0 | 1 | 1 472 |
| CZ051 Liberec | 2 | 100,0 | 1 | | | | 1 | | | |
| CZ052 Hradec Králové | 9 | 90,0 | 6 | 3,4 | | | 4 | 3,3 | 2 | 1 660 |
| CZ053 Pardubice | 9 | 100,0 | 6 | 2,8 | | | 1 | | 2 | 850 |
| CZ061 Vysočina | 2 | 100,0 | 2 | | | | | | | |
| CZ062 South Moravia | 2 | 100,0 | 1 | | | | 1 | | | |
| CZ071 Olomouc | 12 | 100,0 | 4 | 2,9 | | | 5 | 2,4 | 3 | 1 775 |
| CZ080 Moravia-Silesia | 9 | 100,0 | 5 | 3,2 | 1 | | 2 | | 2 | 1 946 |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been 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: Higher administrative territorial units - regions

average %

| ISWC | | | | | | | | | | | | | | | | | | Social fund - use | | | | | | | | | | | | | | | | | | 2007 | |
|------------------------------|--------------------------------------|------------|-------------|------------|-------------|------------|-------------|-------------|-------------|------------|-------------|------------|-------------|-------------|------------|-------------|---|-------------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|------|--|
| REGION | 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 | 0,2 | 0,5 | 4,5 | 0,8 | 10,6 | 0,2 | 4,5 | 26,0 | 15,0 | 0,9 | 14,0 | 3,3 | 1,3 | 4,8 | 5,9 | 7,5 | 70 | 70,7 | | | | | | | | | | | | | | | | | | | |
| CZ010 City of Prague | | | | | | | | | | | | | | | | | 1 | 33,3 | | | | | | | | | | | | | | | | | | | |
| CZ020 Central Bohemia | | | 12,3 | 2,3 | 3,6 | | 1,0 | 21,9 | 21,1 | 1,3 | 8,3 | 4,5 | 0,9 | 16,9 | 2,4 | 3,5 | 13 | 86,7 | | | | | | | | | | | | | | | | | | | |
| CZ031 South Bohemia | | | 2,4 | 2,2 | | | 29,2 | 27,7 | 6,7 | 1,9 | 1,8 | 9,5 | 0,9 | 3,3 | 4,9 | 9,6 | 4 | 44,4 | | | | | | | | | | | | | | | | | | | |
| CZ032 Pilsen | | | 2,0 | 0,1 | 33,2 | 0,1 | 1,1 | 33,6 | 0,4 | | 10,8 | 7,1 | 0,1 | 2,1 | 6,6 | 2,7 | 7 | 100,0 | | | | | | | | | | | | | | | | | | | |
| CZ041 Karlovy Vary | | 1,4 | 13,3 | 2,7 | 19,0 | 4,3 | 3,6 | 8,0 | 10,3 | 2,0 | 6,3 | | 14,4 | 3,0 | 7,1 | 4,7 | 5 | 83,3 | | | | | | | | | | | | | | | | | | | |
| CZ042 Ústí | | 1,8 | 3,1 | | 11,4 | | 2,8 | 40,0 | 11,3 | 0,3 | 21,1 | | 0,8 | 4,1 | 0,5 | 2,7 | 7 | 53,8 | | | | | | | | | | | | | | | | | | | |
| CZ051 Liberec | | | | | | | | | | | | | | | | | 2 | 100,0 | | | | | | | | | | | | | | | | | | | |
| CZ052 Hradec Králové | 0,3 | 0,1 | 4,4 | 0,8 | | | 1,7 | 23,1 | 10,2 | 3,7 | 28,2 | 4,8 | 0,1 | 8,6 | 8,1 | 5,8 | 4 | 40,0 | | | | | | | | | | | | | | | | | | | |
| CZ053 Pardubice | 0,1 | | 7,0 | 0,4 | | 0,1 | 8,5 | 38,6 | 11,1 | 0,4 | 4,2 | 8,2 | 1,1 | 2,1 | 8,3 | 9,9 | 6 | 66,7 | | | | | | | | | | | | | | | | | | | |
| CZ061 Vysočina | | | | | | | | | | | | | | | | | 2 | 100,0 | | | | | | | | | | | | | | | | | | | |
| CZ062 South Moravia | | | | | | | | | | | | | | | | | 2 | 100,0 | | | | | | | | | | | | | | | | | | | |
| CZ071 Olomouc | 0,7 | | 3,5 | | 0,9 | | 16,4 | 27,3 | 10,1 | 0,5 | 26,7 | 3,0 | 0,6 | 5,0 | 4,6 | 1,0 | 10 | 83,3 | | | | | | | | | | | | | | | | | | | |
| CZ080 Moravia-Silesia | 0,6 | 0,1 | 4,5 | 2,3 | 6,8 | | 5,7 | 27,9 | 7,5 | 0,4 | 10,0 | 5,2 | 1,0 | 2,8 | 8,7 | 16,7 | 7 | 77,8 | | | | | | | | | | | | | | | | | | | |

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

Table NO. C3b

Evaluation of collective agreements - municipalities and regions

Care for employees I - contribution to corporate catering

Classification based on: Higher administrative territorial units - regions

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

| ISWC | | Care for employees I | | | | | | | | 2007 | | | | | |
|------------------------------|---|----------------------|------------------------|---------------|--------------------|---------------|----------------------------------|---------------|--|-------------|-------------------------|-------------|--------------------------------------|-------------|--|
| REGION | Employer contribution to corporate catering | | | | | | | | Provision of supported catering services | | | | | | |
| | agreed in CA | | amount of contribution | | | | | | 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 | % CA | NCA | % CA | NCA | % CA | |
| Total | 90 | 90,9 | 24,24 | 47,4 | 13,83 | 30,1 | 50,00 | 50,0 | 20 | 20,2 | 7 | 7,1 | 10 | 10,1 | |
| CZ010 City of Prague | 3 | 100,0 | 33,50 | | 17,50 | | | 50,0 | 1 | 33,3 | | | | | |
| CZ020 Central Bohemia | 15 | 100,0 | 30,07 | 55,0 | 13,50 | | 50,00 | | 3 | 20,0 | 3 | 20,0 | 3 | 20,0 | |
| CZ031 South Bohemia | 8 | 88,9 | 23,07 | 37,5 | 12,50 | 25,0 | | | 3 | 33,3 | | | | | |
| CZ032 Pilsen | 5 | 71,4 | 19,98 | 31,0 | 16,42 | 42,0 | | | | | | | | | |
| CZ041 Karlovy Vary | 5 | 83,3 | 22,50 | 55,0 | 16,75 | | | | 1 | 16,7 | | | | | |
| CZ042 Ústí | 11 | 84,6 | 20,40 | 43,5 | 14,00 | 24,0 | | | 2 | 15,4 | 1 | 7,7 | | | |
| CZ051 Liberec | 2 | 100,0 | | | | | | | | | | | 1 | 50,0 | |
| CZ052 Hradec Králové | 9 | 90,0 | 20,73 | | 11,22 | | | | 2 | 20,0 | 1 | 10,0 | 1 | 10,0 | |
| CZ053 Pardubice | 9 | 100,0 | 20,19 | | 15,17 | | | | 2 | 22,2 | 1 | 11,1 | 3 | 33,3 | |
| CZ061 Vysočina | 2 | 100,0 | | | | | | | 1 | 50,0 | | | | | |
| CZ062 South Moravia | 2 | 100,0 | | | | | | | 1 | 50,0 | 1 | 50,0 | 1 | 50,0 | |
| CZ071 Olomouc | 12 | 100,0 | 26,21 | 53,0 | 10,83 | 24,0 | | | 3 | 25,0 | | | 1 | 8,3 | |
| CZ080 Moravia-Silesia | 7 | 77,8 | 23,67 | | 16,60 | 50,0 | | | 1 | 11,1 | | | | | |

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

Table NO. C4b

Evaluation of collective agreements - municipalities and regions
 Care for employees II - pension and life insurance
 Classification based on: Higher administrative territorial units - regions

aver. CZK/month, average % MBA

| ISWC | | | | | | | | | | | | Care for employees II | | | | | | 2007 | |
|-----------------------|-----------------------------------|--------------|------------------------|-------------|------------------------------|--------------|--------------------------------|-------------|------------------------|-----|------------------------------|-----------------------|--|--|--|--|--|------|--|
| REGION | 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 | aver. CZK/month | aver. % MBA | NCA | % CA | NCA | % CA | aver. CZK/month | NCA | % CA | | | | | | | | |
| Total | 55 | 55,6 | 272 | 3,0 | 30 | 30,3 | 10 | 10,1 | 333 | 9 | 9,1 | | | | | | | | |
| CZ010 City of Prague | 2 | 66,7 | | | 1 | 33,3 | | | | | | | | | | | | | |
| CZ020 Central Bohemia | 6 | 40,0 | 195 | | 3 | 20,0 | 1 | 6,7 | | 1 | 6,7 | | | | | | | | |
| CZ031 South Bohemia | 4 | 44,4 | 263 | | 2 | 22,2 | | | | | | | | | | | | | |
| CZ032 Pilsen | 6 | 85,7 | 233 | | 4 | 57,1 | 2 | 28,6 | | 2 | 28,6 | | | | | | | | |
| CZ041 Karlovy Vary | 2 | 33,3 | | | 1 | 16,7 | 1 | 16,7 | | | | | | | | | | | |
| CZ042 Ústí | 9 | 69,2 | 322 | | 5 | 38,5 | | | | | | | | | | | | | |
| CZ051 Liberec | | | | | | | | | | | | | | | | | | | |
| CZ052 Hradec Králové | 6 | 60,0 | 300 | | 4 | 40,0 | 2 | 20,0 | | 2 | 20,0 | | | | | | | | |
| CZ053 Pardubice | 5 | 55,6 | 240 | | 2 | 22,2 | 2 | 22,2 | | 2 | 22,2 | | | | | | | | |
| CZ061 Vysočina | 2 | 100,0 | | | 1 | 50,0 | 1 | 50,0 | | 1 | 50,0 | | | | | | | | |
| CZ062 South Moravia | 2 | 100,0 | | | 2 | 100,0 | 1 | 50,0 | | 1 | 50,0 | | | | | | | | |
| CZ071 Olomouc | 6 | 50,0 | 275 | | 3 | 25,0 | | | | | | | | | | | | | |
| CZ080 Moravia-Silesia | 5 | 55,6 | 150 | 3,0 | 2 | 22,2 | | | | | | | | | | | | | |

Explanatory notes: NCA
 % CA
 aver. 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