



INFORMATION ON WORKING CONDITIONS

negotiated in collective agreements

2021

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Ministry of Labour and Social Affairs

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Introduction

Basic informations about IPP

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

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

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

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

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

The results of the IPP survey are available for free at the Internet sites of the Ministry of Labour and Social Affairs (www.mpsv.cz/en) in the section *Incomes and Standard of Living* or at the site www.kolektivnismlouvycz/indexEN.html.

The Ministry of Labour and Social Affairs thanks all respondents of the survey for having provided the enterprise collective agreement for the purposes of the survey. The dutiful approach of respondents and observance of terms for data submission enable regular issuance of this publication.

Description of published tables

In 2021 selected data about wage and working conditions were analyzed from 1,775 collective agreements from 28 different trade unions, of which:

- 1,316 collective agreements agreed in the entrepreneurial area
- 459 collective agreements agreed in public services and administration

Outputs are classified separately for:

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

always according to:

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

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

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

A. TABLE SECTION FOR THE CORPORATE AREA

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

The output is:

- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the minimum wage was negotiated. The minimum wage is reported only in cases when it was determined to be above the limit specified by Statutory Decree No. 567/2006 Coll., i.e. in an amount exceeding 15,200 CZK/month and 90.50 CZK/hour with a 40-hour working week
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the wage scales were negotiated

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The system follows:

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

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

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

The system follows:

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

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

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

The system follows:

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

- individual bonus
- other premiums (for split shifts, car maintenance etc.)

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

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

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

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

The output is:

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

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

The output is:

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

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

The output is:

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

J - other use

K - balance of the fund

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

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

The output is:

- average amount of wage compensation provided to an employee for the first 14 days of the temporary incapacity, above the amount stated in Section 192, Subsection 2 of the Labour Code, represented in % of average earnings
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the employer's requirements concerning time off with a wage compensation outside the framework given in the annex of Statutory Decree No. 590/2006, which stipulates the range and extent of other important personal impediments to work with specification of average days off with wage compensation provided to an employee, were increased:
 - A - for one's own wedding
 - B - in the case of the birth of a child to an employee's wife
 - C - in the case of the death of a direct relative
 - D - for escorting a disabled child to a health or social care provider
 - E - in the case of moving house
 - F - for searching for a new job before termination of employment by notice given by the employer or based on agreement due to reasons given in Section 52, Letters a) to e) of the Labour Code for the period corresponding to the notice period
 - G - to mothers, single women and single men, who care for a child aged up to 15 in the calendar year
 - H - due to care for a sick family member within the calendar year
 - I - due to sick days taking within the calendar year
 - J - in case of other impediments

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (15/14, 16/15, 17/16, 18/17, 19/18, 20/19, 21/20) of the negotiated monthly wage scales.

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

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (15/14, 16/15, 17/16, 18/17, 19/18, 20/19, 21/20) of the negotiated hourly wage scales in the fund of working hours of 40 hours/week.

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

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (15/14, 16/15, 17/16, 18/17, 19/18, 20/19, 21/20) of the negotiated hourly wage scales in the fund of working hours of 37,5 hours/week.

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

The output is the year-on-year comparison (15/14, 16/15, 17/16, 18/17, 19/18, 20/19, 21/20) of negotiated wage supplementary charges and bonuses.

B. TABLE SECTION OF PUBLIC SERVICES AND ADMINISTRATION

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

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

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

- reduction of total amount of payroll funds
- reduction of a wage component
- method of determination or arrangement of employees' wages
 - wage tariff determination according to the tenure pursuant to Section 4 of the Government Decree No. 341/2017 Coll.
 - special method of wage tariff determination pursuant to Section 6 of the Government Decree No. 341/2017 Coll.
- 3.1 - more detailed conditions for the provision of a personal supplementary charge
- 3.2 - more detailed conditions for the provision of bonuses
- 3.3 - proportion between provided non-claimable parts of the wage (personal supplementary charges, bonuses)
- 3.4 - creation of a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.) by municipality or regional authorities
- 3.5 - rules governing the allotment of resources to the reward funds and rules of granting rewards
- 3.6 - detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results
- 3.7 - rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 341/2017 Coll.)
- 3.8 - regular term of the wage payment
- 3.9 - wage payment outside the work site or outside working hours

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

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

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

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

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

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

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

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

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

- the method for concluding a collective agreement in case 2 or more trade unions operate at the employer

Description of published tables

- detailed conditions governing the provision of information to a trade union
- information provided to a trade union beyond the scope prescribed by the Labour Code
- detailed conditions governing the procedures for discussing materials with a trade union
- discussing information with a trade union beyond the scope prescribed by the Labour Code

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

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

- specific conditions (programmes)
 - for employment of people over 50
 - for employment of people with disabilities
 - for return to work for employees after termination of parental leave
- the number of organizations and the average multiple of increased compensation money negotiated in a collective agreement outside the scope specified in Section 67, Subsection 1 a) to c) of the Labour Code with specification of the minimal and maximal multiple
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the minimum wage was negotiated under specific conditions for the provision of increased compensation

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

The output is:

- the number of organizations in which the rules of drawing of the FSCR represent a part of or an annex to the collective agreement
- number of organizations in which the FSCR budget is a part of or an annex to the collective agreement
- total additions to FSCR and average amount in thous. CZK
- the use of FSCR for individual areas followed in %:
 - A - contribution to operation costs of cultural, recreational, physical education and sport facilities, facilities of corporate preventive care, rehabilitation facility
 - B - contribution for equipment to improve working environment
 - C - contribution for physical education and sport equipment
 - D - contributions to sporting and cultural events
 - E - contribution for the procurement of working clothes, footwear or uniforms
 - F - funds for procurement of tangible property used for employee cult. and soc. development
 - G - loans to cover housing needs (procurement of a housing, procurement of interior equipment)
 - H - contribution to corporate catering
 - I - contribution to recreation (domestic, foreign, children's)
 - J - social assistance and social loans
 - K - contribution to contributory pension scheme
 - L - contribution to life insurance
 - M - contribution to trade union organization
 - N - gifts (for extraordinary activity, at working anniversaries, at life anniversaries, upon retirement or disability pension)
 - O - other uses

P - fund balance

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

The output is:

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

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

The output is:

- average amount of pay compensation provided to an employee for the first 14 days of the temporary incapacity, above the amount stated in Section 192, Subsection 2 of the Labour Code, represented in % of average earnings
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the employer's requirements concerning time off with a wage compensation outside the framework given in the annex of Statutory Decree No. 590/2006, which stipulates the range and extent of other important personal impediments to work with specification of average days off with wage compensation provided to an employee, were increased:
 - A - for one's own wedding
 - B - in the case of the birth of a child to an employee's wife
 - C - in the case of the death of a direct relative
 - D - for escorting a disabled child to a health or social care provider
 - E - in the case of moving house
 - F - for searching for a new job before termination of employment by notice given by the employer or based on agreement due to reasons given in Section 52, Letters a) to e) of the Labour Code for the period corresponding to the notice period
 - G - to mothers, single women and single men, who care for a child aged up to 15 in the calendar year
 - H - due to care for a sick family member within the calendar year
 - I - due to sick days taking within the calendar year

J - in case of other impediments

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

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

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

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

C. TABLE SECTION FOR MUNICIPALITIES AND REGIONS

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

The output is:

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

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

The output is:

- the structure of planned use of the social fund giving the average % of use for the followed areas:
 - A - contribution for equipment to improve working environment
 - B - contribution for physical education and sport equipment
 - C - contributions to sporting and cultural events
 - D - contribution for the procurement of working clothes, footwear or uniforms
 - E - clothing allowance
 - F - contribution to transport to and from work
 - G - loans to cover housing needs (procurement of a housing, procurement of interior equipment)

- H - contribution to corporate catering
- I - contribution to recreation (domestic, foreign, children's)
- J - social assistance and social loans
- K - contribution to contributory pension scheme
- L - contribution to life insurance
- M - contribution to trade union organization
- N - gifts (for extraordinary activity, at working anniversaries, at life anniversaries, upon retirement or disability pension)
- O - other uses
- P - fund balance
- the number of municipalities, in the collective agreements of which the right of co-decision of the trade union concerning use of the fund was agreed

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

The output is:

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

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

The output is:

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

**Collective agreements in numbers – agreed for the corporate
area in the Czech Republic for the year 2021**
(based on the sample of 1,316 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 15,200.00/month and CZK 90.50/hour with a working hour fund of 40 hours per week.

The average minimum monthly salary has been agreed in the amount of... CZK **19,403.00**/month

The average minimum hourly salary at a working hour fund of 40 hours per week has been agreed in the amount of CZK **94.18**/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 14,486.00
2 nd tariff scale.....	CZK 15,277.00
3 rd tariff scale	CZK 16,135.00
4 th tariff scale	CZK 17,333.00
5 th tariff scale	CZK 18,721.00
6 th tariff scale	CZK 20,361.00
7 th tariff scale	CZK 22,143.00
8 th tariff scale	CZK 24,022.00
9 th tariff scale	CZK 26,035.00
10 th tariff scale.....	CZK 28,467.00
11 th tariff scale.....	CZK 31,450.00
12 th tariff scale.....	CZK 34,882.00

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

	<u>40 hours/week</u>	<u>37.5 hours/week</u>
1 st tariff scale.....	CZK 86.26	CZK 85.87
2 nd tariff scale.....	CZK 89.65	CZK 90.01
3 rd tariff scale	CZK 94.04	CZK 95.47
4 th tariff scale	CZK 100.24	CZK 102.68
5 th tariff scale	CZK 106.86	CZK 111.00
6 th tariff scale	CZK 114.93	CZK 119.77
7 th tariff scale	CZK 125.72	CZK 129.86
8 th tariff scale	CZK 126.07	CZK 140.02
9 th tariff scale	CZK 126.73	CZK 142.69
10 th tariff scale.....	CZK 136.52	CZK 152.44
11 th tariff scale.....	CZK 141.65	CZK 164.65
12 th tariff scale.....	CZK 145.22	CZK 179.31

Wage development

Number of collective agreements regulating wage development ...**844** (i.e. 64.1% of the total amount of collective agreements in the file).

The wage increases is agreed in 62.6% collective agreements, of which:

34.9%	collective agreements, offering a year-on-year increase of wage scales by....	3.8%
20.6%	collective agreements offering a year-on-year increase of the average nominal wage by	3.2%
1.7%	collective agreements offering an increase of the average real wage by	2.0%

Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day	26.3% AE
overtime bonus for work on Saturdays and Sundays	47.7% AE
overtime bonus for work undistinguished	27.0% AE
overtime bonus for work on public holidays	102.7% AE
bonus for night work	CZK 18.61 /hour
.....	11.9% AE
bonus for work in difficult conditions	CZK 9.70 /hour
.....	10.7% AE
.....	10.4% MM
bonus for work on Saturdays and Sundays	CZK 23.32 /hour
.....	23.5% AE
bonus for afternoon work	CZK 9.17 /hour
.....	8.1% AE
bonus for working in shift operation.....	CZK 97.66 /shift
.....	12.9% AE
bonus for team management	CZK 7.76 /hour
bonus for working at heights	CZK 6.98 /hour
bonus for working in hazardous conditions	CZK 25.10 /hour
bonus for the knowledge of foreign languages	CZK 766.67 /month
bonus for substitution	CZK 1,638.89 /month
.....	29.8% AE
bonus for training other people	CZK 919.46 /month
.....	10.0% AE
individual bonus	23.4% AE
remuneration for standby duty.....	CZK 18.86 /hour
.....	16.6% 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.....	1.4 days
birth of a child to the wife of an employee.....	1.3 days
death of a direct relative	2.2 days
escorting a disabled child to a health or social care provider.....	6.5 days
moving house.....	1.2 days
looking for a new job	3.7 days
for mothers caring for a child (per year).....	4.0 days
care for a family member (per year).....	2.2 days
sick days (per year).....	3.1 days

3. Benefits and working conditions to employees

Company catering

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

costs.....	CZK 45.75	
.....		54.6% of the price of a meal
profit, social fund, FSCR.....	CZK 15.62	
.....		25.0% of the price of a meal
without distinguishing sources	CZK 57.54	
.....		56.6% of the price of a meal

Additional pension fund

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

minimum average value of the contribution	CZK 603.05 /month
maximum average value of the contribution	CZK 965.88 /month

Life insurance

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

minimum average value of the contribution	CZK 572.22 /month
maximum average value of the contribution	CZK 851.56 /month

4. Balancing work and family life

Number of collective agreements dealing with the conditions for employees to return to work after parental leave.....**40** (i.e. 3.04% of the total number of collective agreements in the file), of which the conditions are specified in more detail in:

2.81% of collective agreements in the form of part-time work

0.23% of collective agreements in the form of assistance with childcare placement

No collective agreement this year regulates the method of communication with employees on maternity and parental leave, nor does it regulate the benefits of early return from parental leave or the conditions of return.

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

- rules for granting shorter working time specified in **1 CA**

- wage indexation agreed for employees returning from parental leave **7 CA**

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

Working from home or from another location is used:

- throughout the working time..... **25 CA**

- for part of the working time **27 CA**

Childcare, care for another dependent

Number of CA regulating the conditions of childcare or care for another dependent and average amount of allowance provided:

- setting up a childcare facility..... **2 CA**

- provision of childcare allowance (e.g. nursery, playgroup) **3 CA**

average amount of childcare allowance **666.67 Kč**

This year, no collective agreement provided for a dependent care allowance.

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

Trade union	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1,775	1,316	459	144
Agriculture and Nutrition	63	54	9	
Banking and Insurance	16	16		
Catering, Hotels and Tourism	10	10		
Civilian Employees of the Army	7	5	2	
Commerce	16	16		
Culture and Nature Preservation	42		42	
Education	123		123	
ECHO	68	68		
Fire Fighters	13		13	
Food Industry and Allied Trade	56	55	1	
Glass, Ceramic & Porcelain	27	27		
Health Service and Social Care	83	24	59	
KOVO	550	546	4	
Mines, Geology and Oil Industry	26	23	3	
Postal, Telecom. and Newspaper Services	6	6		
Profess.and Trade Union of Orchestral Music.	15	3	12	
Railway Trade Unions	35	33	2	
Science and Research	32	32		
State Bodies and Organisations	146		146	144
STAVBA	121	108	13	
Textile, Clothing and Leather Industry	29	29		
Transport	18	18		
Transport, Road Economy and Repair Vehicles	10	10		
Union of Aviation Employees	4	4		
UNIOS	149	130	19	
Universities Trade Union	15	15		
Wood.Industry, Forestry and Manag.of Water	89	84	5	
Workers of Cultural Facilities	6		6	

Recapitulation of agreements classification based on regions

Region NUTS 3	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1,775	1,316	459	144
CZ010 Capital Prague	233	196	37	7
CZ020 Středočeský	123	76	47	21
CZ031 Jihočeský	145	116	29	13
CZ032 Plzeňský	99	69	30	14
CZ041 Karlovarský	51	36	15	8
CZ042 Ústecký	118	81	37	15
CZ051 Liberecký	76	59	17	5
CZ052 Královéhradecký	105	80	25	10
CZ053 Pardubický	84	66	18	5
CZ061 Vysočina	111	86	25	4
CZ062 Jihomoravský	158	116	42	8
CZ071 Olomoucký	129	99	30	15
CZ072 Zlínský	115	93	22	4
CZ080 Moravskoslezský	228	143	85	15



Table section A

Corporate area

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

Trade union	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
Total	31	2.4	19,403	9	0.7	94.18	24	1.8	105.08	199	15.1	367	27.9	39	3.0	78	5.9	79	6.0	176	13.4
Agriculture and Nutrition										4	7.4	22	40.7	2	3.7	10	18.5	2	3.7	4	7.4
Banking and Insurance	3	18.8	21,333									2	12.5								
Catering, Hotels and Tourism												4	40.0								
Civilian Employees of the Army												3	60.0							1	20.0
Commerce										1	6.3	1	6.3	1	6.3	1	6.3				
ECHO	6	8.8	20,933							29	42.6	19	27.9					4	5.9	4	5.9
Food Industry and Allied Trade	1	1.8					1	1.8		1	1.8	13	23.6			4	7.3	1	1.8	9	16.4
Glass, Ceramic & Porcelain										12	44.4	7	25.9	1	3.7			8	29.6	6	22.2
Health Service and Social Care	1	4.2								6	25.0	7	29.2								
KOVO	15	2.7	19,332	2	0.4		18	3.3	105.16	71	13.0	157	28.8	4	0.7	23	4.2	35	6.4	109	20.0
Mines, Geology and Oil Industry										5	21.7	9	39.1	1	4.3			4	17.4	2	8.7
Postal, Telecom. and Newspaper Services												2	33.3								
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	1	3.0								2	6.1	8	24.2							1	3.0
Science and Research												3	9.4								
STAVBA	4	3.7	18,590	6	5.6	92.83	4	3.7	108.03	41	38.0	22	20.4	23	21.3	23	21.3	11	10.2	6	5.6
Textile, Clothing and Leather Industry										5	17.2	7	24.1	1	3.4			4	13.8	10	34.5
Transport												2	11.1							1	5.6
Transport, Road Economy and Repair Vehicles										2	20.0	2	20.0					1	10.0	2	20.0
Union of Aviation Employees												3	75.0			2	50.0				
UNIOS										12	9.2	45	34.6	5	3.8	12	9.2	3	2.3	9	6.9
Universities Trade Union										1	6.7	10	66.7					1	6.7		
Wood.Industry, Forestry and Manag.of Water				1	1.2		1	1.2		7	8.3	19	22.6	1	1.2	3	3.6	5	6.0	12	14.3

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

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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	180	14,486	184	15,277	189	16,135	193	17,333	196	18,721	198	20,361	198	22,143	195	24,022	191	26,035	188	28,467	186	31,450	185	34,882
Agriculture and Nutrition	3	15,200	3	15,320	3	15,430	4	17,178	4	19,038	4	21,160	4	23,880	4	26,825	4	29,890	3	28,940	3	32,030	3	35,120
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce	1		1		1		1		1		1		1		1		1		1		1		1	
ECHO	25	15,206	26	16,084	28	17,122	28	18,536	29	20,238	29	22,358	29	24,739	29	27,286	29	30,185	29	33,313	29	37,057	29	41,785
Food Industry and Allied Trade	1		1		1		1		1		1		1		1		1		1		1		1	
Glass, Ceramic & Porcelain	12	15,199	12	16,357	12	17,177	12	18,128	12	19,067	12	20,138	12	21,458	12	22,818	11	23,495	11	24,996	11	26,495	11	28,341
Health Service and Social Care	6	15,802	6	16,297	6	17,087	6	18,368	6	19,658	6	21,171	6	23,339	6	25,071	6	28,319	6	33,630	6	41,094	6	46,024
KOVO	66	13,871	67	14,661	67	15,639	68	16,716	69	18,002	70	19,457	71	20,996	68	22,407	66	24,054	66	26,187	65	28,553	65	31,138
Mines, Geology and Oil Industry	5	15,662	5	16,292	5	18,202	5	19,782	5	21,742	5	24,042	5	26,502	5	28,852	5	32,032	5	34,692	5	39,802	5	46,792
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions	2		2		2		2		2		2		2		2		2		2		2		2	
Science and Research																								
STAVBA	38	14,828	40	15,558	40	16,348	40	17,523	41	18,956	41	20,571	41	22,768	41	24,969	41	27,304	41	30,288	41	33,630	41	37,546
Textile, Clothing and Leather Industry	4	14,763	4	15,238	5	15,774	5	16,792	5	17,877	5	19,162	5	21,062	5	22,744	5	25,140	5	28,099	5	31,791	5	36,176
Transport																								
Transport, Road Economy and Repair Vehicles	1		1		1		2		2		2		2		2		2		2		2		2	
Union of Aviation Employees																								
UNIOS	8	12,970	8	14,176	10	14,066	11	16,197	11	17,445	12	19,902	11	20,154	11	21,915	10	21,475	9	23,169	8	23,074	7	23,363
Universities Trade Union	1		1		1		1		1		1		1		1		1		1		1		1	
Wood.Industry, Forestry and Manag.of Water	7	14,742	7	15,305	7	16,302	7	17,377	7	18,637	7	20,142	7	21,730	7	23,764	7	25,842	6	25,274	6	26,890	6	28,843

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

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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	39	86.26	39	89.65	39	94.04	39	100.24	39	106.86	38	114.93	38	125.72	10	126.07	7	126.73	6	136.52	6	141.65	6	145.22
Agriculture and Nutrition	2		2		2		2		2		2		2											
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce	1		1		1		1		1		1		1		1		1		1		1		1	
ECHO																								
Food Industry and Allied Trade																								
Glass, Ceramic & Porcelain	1		1		1		1		1		1		1		1									
Health Service and Social Care																								
KOVO	4	74.35	4	78.58	4	82.60	4	87.55	4	95.53	4	106.25	4	118.63	2		2		2		2		2	
Mines, Geology and Oil Industry	1		1		1		1		1		1		1											
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions																								
Science and Research																								
STAVBA	23	89.95	23	92.70	23	95.67	23	101.46	23	108.38	23	117.40	23	129.47										
Textile, Clothing and Leather Industry	1		1		1		1		1		1		1		1		1		1		1		1	
Transport																								
Transport, Road Economy and Repair Vehicles																								
Union of Aviation Employees																								
UNIOS	5	79.80	5	85.00	5	90.20	5	92.90	5	96.00	4	93.10	4	98.38	4	106.05	2		1		1		1	
Universities Trade Union																								
Wood.Industry, Forestry and Manag.of Water	1		1		1		1		1		1		1		1		1		1		1		1	

Explanatory notes: NCA
CZK/h

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

**Hourly wage scales (37.5 hours/week) - 12-scale tariff system
classification based on trade unions**

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	68	85.87	75	90.01	77	95.47	78	102.68	79	111.00	79	119.77	77	129.86	43	140.02	30	142.69	27	152.44	27	164.65	27	179.31
Agriculture and Nutrition	1		2		2		2		2		2		2		2		2		2		2		2	
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	3	91.50	3	98.47	4	103.78	4	109.83	4	119.13	4	130.68	4	145.13	3	148.40	1		1		1		1	
Food Industry and Allied Trade	1		1		1		1		1		1		1		1									
Glass, Ceramic & Porcelain	8	95.69	8	99.33	8	103.26	8	107.21	8	111.75	8	117.05	8	123.21	7	125.03	6	128.28	6	134.17	6	141.73	6	153.78
Health Service and Social Care																								
KOVO	32	78.83	34	84.65	34	90.61	35	98.21	35	107.29	35	116.45	35	126.57	21	146.73	15	146.16	12	156.52	12	169.72	12	184.76
Mines, Geology and Oil Industry	4	94.75	4	96.18	4	106.20	4	113.20	4	123.48	4	132.78	4	142.53	1									
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions																								
Science and Research																								
STAVBA	8	95.71	10	97.28	10	100.87	10	109.01	11	116.95	11	126.12	11	138.17	2		1		1		1		1	
Textile, Clothing and Leather Industry	3	86.13	3	90.60	4	96.88	4	104.00	4	112.15	4	122.03	3	116.68	1									
Transport																								
Transport, Road Economy and Repair Vehicles			1		1		1		1		1		1		1									
Union of Aviation Employees																								
UNIOS	2		3	78.17	3	83.90	3	90.63	3	99.73	3	108.50	2		1		1		1		1		1	
Universities Trade Union	1		1		1		1		1		1		1											
Wood.Industry, Forestry and Manag.of Water	5	93.17	5	95.74	5	99.30	5	108.46	5	114.02	5	121.12	5	127.40	4	126.03	4	132.58	4	140.35	4	148.35	4	159.98

Explanatory notes: NCA
CZK/h

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

**Wage supplementary charges according to LC
classification based on trade unions**

Trade union	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE	% AE																
Total	1,103	83.8	26.3	47.7	27.0	995	75.6	102.7	1,083	82.3	18.61	11.9	776	59.0	9.70	10.7	10.4	1,031	78.3	23.32	23.5
Agriculture and Nutrition	44	81.5	25.8	47.3	26.3	42	77.8	108.5	46	85.2	19.84	13.8	32	59.3	10.38		11.4	40	74.1	14.50	18.8
Banking and Insurance	11	68.8	27.5	50.0	28.0	11	68.8	102.7	8	50.0	25.00	12.5	2	12.5				9	56.3		40.5
Catering, Hotels and Tourism	10	100.0			30.6	10	100.0	100.0	10	100.0		10.0	2	20.0				10	100.0	25.00	10.0
Civilian Employees of the Army	3	60.0	25.0	50.0	27.5	2	40.0		3	60.0	10.00	10.0	3	60.0	11.23			3	60.0		20.0
Commerce	11	68.8	25.0	45.0	25.6	11	68.8	102.3	11	68.8	9.00	11.5	4	25.0	10.00		12.5	12	75.0	32.50	14.0
ECHO	65	95.6	28.9	52.2	31.2	61	89.7	105.8	62	91.2	22.28	11.8	49	72.1	10.03	10.0	10.0	63	92.6	26.16	24.3
Food Industry and Allied Trade	48	87.3	27.5	55.8	26.5	46	83.6	103.7	51	92.7	16.47	12.2	31	56.4	8.13	17.5	10.0	48	87.3	20.00	25.3
Glass, Ceramic & Porcelain	27	100.0	30.0		30.2	24	88.9	100.4	26	96.3	17.78	15.3	24	88.9	10.10		10.0	26	96.3	19.50	29.2
Health Service and Social Care	19	79.2	25.0	50.0	26.3	20	83.3	100.0	22	91.7	17.33	18.9	11	45.8	10.46		10.0	21	87.5	19.00	23.6
KOVO	466	85.3	26.3	46.0	26.5	427	78.2	102.3	462	84.6	19.69	11.6	317	58.1	9.48	10.2	10.1	433	79.3	26.69	25.6
Mines, Geology and Oil Industry	21	91.3	25.0	53.3	25.9	19	82.6	100.0	21	91.3	20.44	11.3	18	78.3	10.17		10.0	20	87.0	22.90	24.5
Postal, Telecom. and Newspaper Services	4	66.7	25.0	50.0	25.0	3	50.0	100.0	4	66.7	26.67	10.0	4	66.7	11.50		25.0	4	66.7	43.33	10.0
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	25	75.8	25.0	48.1	27.0	22	66.7	100.0	24	72.7	14.80	11.2	20	60.6	9.50	11.0	10.0	24	72.7	16.50	17.8
Science and Research	7	21.9			25.0	5	15.6	100.0	7	21.9		11.4	9	28.1		10.0	10.0	7	21.9		12.1
STAVBA	99	91.7	25.7	47.7	32.8	98	90.7	101.0	99	91.7	13.79	10.5	91	84.3	9.68	13.3	10.3	95	88.0	35.20	19.0
Textile, Clothing and Leather Industry	26	89.7	25.4	45.0	26.2	22	75.9	103.4	26	89.7	18.39	15.8	18	62.1	9.51	10.0		25	86.2	13.53	14.6
Transport	18	100.0	28.8		30.0	12	66.7	100.0	18	100.0	6.44	10.0	18	100.0	9.89	10.0	10.0	18	100.0		30.4
Transport, Road Economy and Repair Vehicles	10	100.0			25.5	10	100.0	100.0	10	100.0	9.67	10.3	6	60.0	7.73	10.0	10.0	10	100.0	35.00	32.8
Union of Aviation Employees	4	100.0	30.0		25.8	4	100.0	100.0	4	100.0		15.0	4	100.0	16.60	10.0	10.0	3	75.0		17.8
UNIOS	96	73.8	26.3	48.1	26.4	58	44.6	106.3	81	62.3	15.17	11.5	48	36.9	9.47	10.0	10.6	73	56.2	9.81	23.2
Universities Trade Union	13	86.7	25.0	50.0	25.0	12	80.0	100.0	13	86.7	8.00	12.7	12	80.0	8.00		10.0	13	86.7		19.6
Wood.Industry, Forestry and Manag.of Water	76	90.5	26.0	46.0	25.5	76	90.5	103.0	75	89.3	16.02	12.0	53	63.1	10.24	10.0	10.8	74	88.1	23.44	20.7

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 supplementary charge specified as a percentage of the average earnings
 CZK/h average value of the supplementary charge in CZK per hour
 % MM average value of the supplementary charge specified as a percentage of the basic tariff of minimum wage

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

Trade union	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
Total	25	8.1	588	9.17	6	9	12.9	25	97.66	154	5	7.6	155	7.76	45	2		168	6.98	2
Agriculture and Nutrition	3	12.0	23	7.57				1		5			5	16.60	1			1		
Banking and Insurance			3	16.67									1					1		
Catering, Hotels and Tourism																				
Civilian Employees of the Army			1																	
Commerce																				
ECHO			35	9.40						40	1		4	6.95	1			20	12.46	
Food Industry and Allied Trade	1		33	7.67	1	1				6	1		4	6.50						
Glass, Ceramic & Porcelain	2		23	9.13									4	5.25				2		
Health Service and Social Care										11										
KOVO	16	7.8	327	9.96	3	6	14.7	15	108.93	62	3	7.7	72	8.34	16	2		87	5.35	
Mines, Geology and Oil Industry			5	5.44						1			2		2			9	6.11	
Postal, Telecom. and Newspaper Services																		1		
Profess.and Trade Union of Orchestral Music.																				
Railway Trade Unions			7	7.14				2		8			6	6.17	2			4	10.50	
Science and Research															3					
STAVBA	2		49	5.61	1					11			30	5.54	9			23	6.28	
Textile, Clothing and Leather Industry			24	10.04						1			5	15.28	1					
Transport			1																	
Transport, Road Economy and Repair Vehicles			2										6	4.92				1		
Union of Aviation Employees								1					2					1		
UNIOS	1		30	8.06	1	2		6	84.58	3			9	6.89	9			12	10.13	2
Universities Trade Union										6					1					
Wood.Industry, Forestry and Manag.of Water			25	10.58									5	3.70				6	5.75	

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

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

Other supplementary charges II classification based on trade unions

Trade union	Supplementary charge																								Other supplementary charge
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					individual bonus				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		other form		
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	NCA	
Total	5	8.3	161	25.10	8	1		6	767	2	23	29.8	9	1,639	107	20	10.0	26	919	67	10	23.4	47	540	
Agriculture and Nutrition															2			1						11	
Banking and Insurance			1		1					1					2						1			5	
Catering, Hotels and Tourism											1													3	
Civilian Employees of the Army																								2	
Commerce															2									6	
ECHO			20	62.89									3	2,000	15			2			9	3	26.7	1	37
Food Industry and Allied Trade			3	9.00											6	1								17	
Glass, Ceramic & Porcelain	1		1								1													17	
Health Service and Social Care															2									14	
KOVO	2		91	9.55	3			5	860	1	5	41.0	3	1,750	23	9	10.0	13	506	35	7	22.0	33	197	
Mines, Geology and Oil Industry				5	47.60										8						5			8	
Postal, Telecom. and Newspaper Services																								4	
Profess.and Trade Union of Orchestral Music.																									
Railway Trade Unions	2		5	54.60							1				3	6	9.7	1			5			6	14
Science and Research															1									5	
STAVBA			27	42.78											4			5	1,780	2				1	56
Textile, Clothing and Leather Industry											3	36.7	1		4	3	9.0	2			2			1	22
Transport			2																					13	
Transport, Road Economy and Repair Vehicles			2		1	1								1							4			10	
Union of Aviation Employees			1												2			1						2	
UNIOS			2		3			1			11	26.4	1		20	1		1			3			51	
Universities Trade Union															7									1	14
Wood.Industry, Forestry and Manag.of Water			1								1				5						1			3	32

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

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

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

Trade union	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	598	45.4	198	15.0	386	29.3	224	17.0	54	4.1	139	10.6	136	10.3	104	7.9	727	55.2
Agriculture and Nutrition	19	35.2	5	9.3	13	24.1	13	24.1	1	1.9	4	7.4	6	11.1	6	11.1	32	59.3
Banking and Insurance	5	31.3	1	6.3	3	18.8	1	6.3	2	12.5					3	18.8	7	43.8
Catering, Hotels and Tourism	5	50.0	1	10.0	4	40.0					1	10.0	2	20.0	1	10.0	8	80.0
Civilian Employees of the Army	1	20.0	1	20.0	1	20.0											3	60.0
Commerce	3	18.8	1	6.3	2	12.5	1	6.3							1	6.3	7	43.8
ECHO	45	66.2	16	23.5	39	57.4	24	35.3	8	11.8	8	11.8	20	29.4	8	11.8	54	79.4
Food Industry and Allied Trade	50	90.9	15	27.3	25	45.5	12	21.8	3	5.5	27	49.1	7	12.7	4	7.3	45	81.8
Glass, Ceramic & Porcelain	5	18.5	3	11.1	2	7.4	1	3.7					2	7.4			8	29.6
Health Service and Social Care	1	4.2			1	4.2											23	95.8
KOVO	255	46.7	86	15.8	163	29.9	77	14.1	11	2.0	39	7.1	45	8.2	42	7.7	276	50.5
Mines, Geology and Oil Industry	16	69.6	2	8.7	8	34.8	10	43.5	3	13.0	5	21.7	2	8.7	5	21.7	18	78.3
Postal, Telecom. and Newspaper Services	1	16.7			1	16.7	1	16.7									2	33.3
Profess.and Trade Union of Orchestral Music.																	2	66.7
Railway Trade Unions	9	27.3			6	18.2	1	3.0	2	6.1	4	12.1	1	3.0			23	69.7
Science and Research	1	3.1															2	6.3
STAVBA	50	46.3	12	11.1	37	34.3	18	16.7	19	17.6	14	13.0	12	11.1	12	11.1	32	29.6
Textile, Clothing and Leather Industry	11	37.9	2	6.9	8	27.6	7	24.1	1	3.4	1	3.4	2	6.9	3	10.3	10	34.5
Transport	2	11.1	1	5.6	2	11.1	1	5.6					2	11.1			14	77.8
Transport, Road Economy and Repair Vehicles	6	60.0			1	10.0	2	20.0			1	10.0	1	10.0	1	10.0	8	80.0
Union of Aviation Employees	1	25.0			1	25.0					1	25.0					2	50.0
UNIOS	58	44.6	28	21.5	33	25.4	32	24.6	2	1.5	26	20.0	13	10.0	4	3.1	83	63.8
Universities Trade Union	4	26.7	4	26.7			3	20.0	2	13.3			1	6.7	2	13.3	10	66.7
Wood.Industry, Forestry and Manag.of Water	50	59.5	20	23.8	36	42.9	20	23.8			8	9.5	20	23.8	12	14.3	58	69.0

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

**Remunerations at work anniversaries and assistance in natural disasters
classification based on trade unions**

Trade union	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
Total	715	54.3	78	2,991	311	3,682	549	5,691	602	7,423	683	9,193	712	10,668	714	12,252	714	13,493	715	15,051	9	0.7	16,111
Agriculture and Nutrition	25	46.3	3	4,167	14	4,643	18	7,278	20	9,795	24	11,217	25	13,036	25	14,928	25	16,456	25	17,788			
Banking and Insurance	7	43.8	1		1		6	6,667	7	7,857	7	10,286	7	11,000	7	13,143	7	14,429	7	16,000			
Catering, Hotels and Tourism	5	50.0	4	2,000	5	6,000	5	8,000	5	10,000	5	12,000	5	14,000	5	14,000	5	14,000	5	14,000			
Civilian Employees of the Army	3	60.0			1		2		2		3	4,700	3	6,200	3	7,700	3	9,867	3	11,367			
Commerce	10	62.5	1		7	2,500	10	5,200	10	7,600	10	10,450	10	12,750	10	13,550	10	13,550	10	13,550			
ECHO	34	50.0	6	2,983	14	4,400	26	6,365	29	7,817	32	10,697	34	12,865	34	14,941	34	17,106	34	19,447	3	4.4	20,000
Food Industry and Allied Trade	40	72.7			12	2,908	33	4,712	37	5,922	38	7,968	40	9,295	40	11,058	40	12,183	40	13,755			
Glass, Ceramic & Porcelain	15	55.6			6	4,000	10	8,450	12	10,933	14	13,450	14	16,643	15	18,887	15	23,140	15	27,180			
Health Service and Social Care	12	50.0	1		4	1,875	6	4,000	8	4,688	11	5,864	12	6,875	12	8,458	12	9,542	12	11,125	1	4.2	
KOVO	317	58.1	40	2,940	160	3,804	257	5,969	274	7,985	303	9,833	316	11,407	316	13,022	316	14,326	317	15,925			
Mines, Geology and Oil Industry	9	39.1	1		4	4,750	6	7,667	6	10,167	9	11,744	9	13,911	9	16,067	9	18,222	9	20,500			
Postal, Telecom. and Newspaper Services	1	16.7			1		1		1		1		1		1		1		1		1	16.7	
Profess.and Trade Union of Orchestral Music.																							
Railway Trade Unions	14	42.4	3	3,500	8	3,688	13	4,654	13	6,423	14	8,464	14	10,071	14	11,893	14	13,143	14	15,857	1	3.0	
Science and Research	2	6.3									2		2		2		2		2		2	6.3	
STAVBA	79	73.1	3	3,500	20	3,965	64	5,736	72	7,413	76	9,210	79	10,463	79	11,876	79	12,606	79	13,658			
Textile, Clothing and Leather Industry	14	48.3	1		6	4,583	9	5,689	9	6,667	13	7,923	14	9,143	14	10,321	14	11,000	14	12,607			
Transport	8	44.4	1		1		2		5	4,720	8	4,850	8	5,613	8	6,438	8	7,063	8	7,688			
Transport, Road Economy and Repair Vehicles	7	70.0	1		3	3,167	3	4,167	5	4,600	7	4,750	7	5,786	7	6,929	7	7,429	7	7,929			
Union of Aviation Employees	2	50.0	1		1		1		1		2		2		2		2		2				
UNIOS	68	52.3	8	3,500	25	2,830	43	3,995	47	4,873	61	6,354	67	7,145	68	8,150	68	8,988	68	10,106			
Universities Trade Union	4	26.7	1		1		2		4	5,625	4	6,875	4	8,125	4	9,375	4	10,625	4	11,875	1	6.7	
Wood.Industry, Forestry and Manag.of Water	39	46.4	2		17	2,698	32	4,716	35	6,357	39	8,265	39	9,740	39	11,673	39	12,845	39	14,628			

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

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

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	696	52.9	313	3,888	630	4,535	681	5,625	686	6,553	696	7,427	696	7,994
Agriculture and Nutrition	29	53.7	16	3,825	28	4,561	29	4,852	29	5,197	29	5,576	29	5,766
Banking and Insurance	4	25.0			3	9,000	4	8,625	4	8,625	4	8,625	4	8,625
Catering, Hotels and Tourism	5	50.0	5	5,000	5	6,000	5	6,000	5	6,000	5	6,000	5	6,000
Civilian Employees of the Army	3	60.0	1		3	2,333	3	3,667	3	4,400	3	6,067	3	6,900
Commerce	8	50.0	3	1,173	7	2,021	8	2,475	8	3,181	8	3,813	8	4,531
ECHO	39	57.4	13	4,269	37	7,137	38	11,976	38	17,045	39	21,846	39	22,933
Food Industry and Allied Trade	32	58.2	10	2,800	25	3,436	32	4,609	32	5,203	32	6,044	32	6,622
Glass, Ceramic & Porcelain	20	74.1	13	4,669	20	5,755	20	5,870	20	6,060	20	6,225	20	6,305
Health Service and Social Care	10	41.7	6	4,167	8	5,313	10	5,000	10	5,400	10	5,900	10	6,150
KOVO	251	46.0	100	3,907	215	4,216	239	5,207	244	6,079	251	6,817	251	7,679
Mines, Geology and Oil Industry	18	78.3	7	5,214	16	4,231	18	5,417	18	6,722	18	8,194	18	9,528
Postal, Telecom. and Newspaper Services	2	33.3			2		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	3	100.0	2		2		3	5,000	3	5,000	3	5,000	3	5,000
Railway Trade Unions	16	48.5	7	3,529	15	5,027	16	7,250	16	7,750	16	8,344	16	8,406
Science and Research	10	31.3	6	5,417	10	4,870	10	5,170	10	5,200	10	5,400	10	5,400
STAVBA	69	63.9	28	4,375	62	4,788	69	6,243	69	7,245	69	8,096	69	8,469
Textile, Clothing and Leather Industry	20	69.0	7	2,857	20	3,575	20	4,488	20	5,115	20	5,705	20	6,005
Transport	10	55.6	5	2,500	10	3,220	10	3,450	10	3,750	10	3,950	10	4,150
Transport, Road Economy and Repair Vehicles	6	60.0	2		6	2,750	6	3,000	6	3,417	6	3,917	6	4,250
Union of Aviation Employees	1	25.0					1		1		1		1	
UNIOS	92	70.8	58	3,717	90	4,389	90	4,759	90	5,050	92	5,274	92	5,399
Universities Trade Union	7	46.7	3	3,833	6	5,000	7	7,714	7	8,429	7	8,571	7	8,714
Wood.Industry, Forestry and Manag.of Water	41	48.8	21	3,521	40	4,286	41	5,361	41	6,296	41	7,280	41	7,921

Explanatory notes: NCA
% CA
CZK

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

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

Trade union	agreed in CA		length of employment in the organization:																	
			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	829	63.0	333	5,239	723	6,771	805	9,160	820	11,071	826	13,275	827	14,738	828	16,148	828	17,272	829	18,170
Agriculture and Nutrition	27	50.0	14	3,943	26	5,142	27	5,544	27	6,007	27	6,470	27	6,730	27	7,007	27	7,248	27	7,489
Banking and Insurance	6	37.5			4	26,500	6	28,750	6	31,083	6	33,417	6	35,750	6	38,083	6	40,417	6	42,750
Catering, Hotels and Tourism	8	80.0	7	5,000	8	8,125	8	8,750	8	9,375	8	9,375	8	9,375	8	9,375	8	9,375	8	9,375
Civilian Employees of the Army	4	80.0	1		3	2,333	4	4,000	4	5,800	4	8,300	4	8,925	4	10,800	4	11,425	4	12,050
Commerce	11	68.8	2		9	4,183	11	4,573	11	5,541	11	6,418	11	7,250	11	8,045	11	8,591	11	9,136
ECHO	47	69.1	24	7,383	46	13,698	46	20,038	46	24,245	47	30,431	47	34,410	47	41,005	47	46,266	47	49,654
Food Industry and Allied Trade	36	65.5	10	5,730	30	4,933	36	6,547	36	7,786	36	9,353	36	10,517	36	11,528	36	12,147	36	12,731
Glass, Ceramic & Porcelain	19	70.4	8	3,688	16	6,500	18	8,556	19	10,526	19	12,474	19	16,158	19	19,789	19	22,474	19	25,263
Health Service and Social Care	17	70.8	6	4,833	13	7,115	15	7,800	17	9,353	17	9,647	17	10,088	17	10,353	17	10,500	17	10,765
KOVO	321	58.8	108	4,480	262	5,052	305	7,020	315	9,461	318	11,023	319	12,674	320	14,039	320	15,198	321	16,203
Mines, Geology and Oil Industry	21	91.3	9	9,944	18	8,400	21	9,857	21	11,976	21	13,905	21	15,381	21	17,190	21	18,143	21	18,381
Postal, Telecom. and Newspaper Services	2	33.3	1		2		2		2		2		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	3	100.0	2		2		3	7,000	3	7,000	3	7,000	3	7,000	3	7,000	3	7,000	3	7,000
Railway Trade Unions	23	69.7	8	5,563	20	10,350	22	16,864	23	20,696	23	24,457	23	28,022	23	30,065	23	31,370	23	32,804
Science and Research	10	31.3	7	6,071	10	5,400	10	5,500	10	5,650	10	5,750	10	5,750	10	5,750	10	5,750	10	5,750
STAVBA	86	79.6	35	8,714	80	9,780	85	14,763	86	16,212	86	22,657	86	23,582	86	24,483	86	24,963	86	25,303
Textile, Clothing and Leather Industry	22	75.9	6	2,167	20	3,375	22	4,182	22	5,036	22	5,900	22	6,723	22	7,109	22	7,405	22	7,655
Transport	11	61.1	4	2,750	11	2,864	11	3,409	11	4,091	11	4,636	11	5,182	11	5,182	11	5,182	11	5,182
Transport, Road Economy and Repair Vehicles	8	80.0	2		6	4,750	8	10,063	8	12,000	8	13,500	8	15,313	8	16,438	8	17,563	8	18,688
Union of Aviation Employees	4	100.0			2		4	14,500	4	15,000	4	15,750	4	16,250	4	17,500	4	18,750	4	20,000
UNIOS	91	70.0	55	4,722	88	5,361	89	6,328	89	7,176	91	7,771	91	8,337	91	8,629	91	9,057	91	9,233
Universities Trade Union	9	60.0	5	4,400	8	5,063	9	7,500	9	8,167	9	9,556	9	9,667	9	9,889	9	9,889	9	9,889
Wood.Industry, Forestry and Manag.of Water	43	51.2	19	2,934	39	5,191	43	8,333	43	10,050	43	12,349	43	13,776	43	15,200	43	16,526	43	17,793

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

**Wage development
classification based on trade unions**

Trade union	Wage development contracted																														Wage development is bound to economic indicators					
	NCA	% CA	of this																																	
			by maintaining the aver. wage				by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage				by increasing the average real wage				by keeping real wage				by combination of given issues									
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	without manag.	NCA	% CA							
Total	844	64.1	20	1.5	459	34.9	72	892	387	3.8	123	9.3	15	1.1	271	20.6	258	3.2	13	665	14	3.3	23	1.7	23	2.0	4	2.0	143	10.9	10	0.8	173	13.1	150	11.4
Agriculture and Nutrition	22	40.7	1	1.9	13	24.1	5	660	8	3.3					4	7.4	4	3.8			1								4	7.4	1	1.9			6	11.1
Banking and Insurance	13	81.3			4	25.0			4	2.8	7	43.8			5	31.3	5	3.4									1	6.3			4	25.0	2	12.5		
Catering, Hotels and Tourism	4	40.0													3	30.0	3	2.2									1	10.0					1	10.0		
Civilian Employees of the Army																																				
Commerce	8	50.0	1	6.3	4	25.0			4	4.6					1	6.3	1										3	18.8			1	6.3	1	6.3		
ECHO	56	82.4	3	4.4	24	35.3	3	1,058	21	3.5	17	25.0	6	8.8	15	22.1	14	2.7	1		4	3.8	5	7.4	5	3.8	1		5	7.4	1	1.5	13	19.1	14	20.6
Food Industry and Allied Trade	27	49.1	1	1.8	15	27.3	2		13	3.4	5	9.1			11	20.0	10	3.3	1				1	1.8	1		3	5.5			9	16.4	6	10.9		
Glass, Ceramic & Porcelain	17	63.0			14	51.9	1		13	4.2					5	18.5	5	3.7			1								2	7.4	1	3.7				
Health Service and Social Care	12	50.0			10	41.7			10	9.0	1	4.2															1	4.2								
KOVO	361	66.1	9	1.6	183	33.5	36	942	147	3.4	39	7.1	8	1.5	152	27.8	145	3.1	7	714	5	3.3	7	1.3	7	2.1			75	13.7	4	0.7	85	15.6	78	14.3
Mines, Geology and Oil Industry	19	82.6	1	4.3	5	21.7	3	1,017	2		7	30.4			1	4.3	1										7	30.4			2	8.7	9	39.1		
Postal, Telecom. and Newspaper Services	1	16.7													1	16.7	1																1	16.7		
Profess.and Trade Union of Orchestral Music.																																				
Railway Trade Unions	26	78.8			15	45.5	1		14	3.8	10	30.3			4	12.1	4	3.1									2	6.1			5	15.2	1	3.0		
Science and Research	3	9.4									1	3.1	1	3.1													2	6.3			2	6.3				
STAVBA	83	76.9	1	0.9	75	69.4	12	800	63	3.5	8	7.4			10	9.3	10	3.1					1	0.9	1		5	4.6	3	2.8	16	14.8	9	8.3		
Textile, Clothing and Leather Industry	16	55.2			7	24.1	1		6	2.8	1	3.4			6	20.7	6	2.7									5	17.2			2	6.9	4	13.8		
Transport	15	83.3			14	77.8			14	4.2	1	5.6											1	5.6	1		1	5.6			2	11.1	1	5.6		
Transport, Road Economy and Repair Vehicles	7	70.0			4	40.0	1		3	4.9					1	10.0	1										3	30.0			1	10.0	1	10.0		
Union of Aviation Employees	1	25.0																									1	25.0								
UNIOS	78	60.0			39	30.0	5	920	34	4.0	16	12.3			27	20.8	26	4.1	1		1						18	13.8			21	16.2	5	3.8		
Universities Trade Union	3	20.0			2	13.3			2																		1	6.7								
Wood,Industry, Forestry and Manag.of Water	72	85.7	3	3.6	31	36.9	2		29	3.7	10	11.9			25	29.8	22	3.2	3	717	2		8	9.5	8	1.1	3	1.0	5	6.0	1	1.2	10	11.9	8	9.5

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

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

Trade union	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue											
NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h	
Total	727	55.2	97	7.4	36	2.7	631	47.9	234	17.8	96.6	220	16.7	85.4	365	27.7	16.6	18.86
Agriculture and Nutrition	26	48.1	1	1.9	1	1.9	25	46.3	9	16.7	100.0	7	13.0	95.0	8	14.8	14.6	7.00
Banking and Insurance	9	56.3	1	6.3			8	50.0				5	31.3	97.0	1	6.3		
Catering, Hotels and Tourism	6	60.0					6	60.0	7	70.0	100.0	6	60.0	100.0	5	50.0	15.0	
Civilian Employees of the Army	1	20.0					1	20.0				1	20.0					
Commerce	7	43.8	1	6.3			6	37.5	6	37.5	100.0	4	25.0	85.0	2	12.5		
ECHO	52	76.5	10	14.7	1	1.5	41	60.3	37	54.4	91.1	39	57.4	75.1	30	44.1	13.8	20.91
Food Industry and Allied Trade	27	49.1					27	49.1	4	7.3	100.0	6	10.9	83.3	13	23.6	16.2	14.33
Glass, Ceramic & Porcelain	20	74.1	1	3.7			19	70.4	1	3.7		4	14.8	80.0	7	25.9	18.6	
Health Service and Social Care	20	83.3					20	83.3	1	4.2		1	4.2		14	58.3	17.1	30.00
KOVO	286	52.4	30	5.5	12	2.2	252	46.2	81	14.8	96.3	66	12.1	85.8	100	18.3	18.7	18.15
Mines, Geology and Oil Industry	17	73.9	2	8.7			15	65.2	10	43.5	100.0	9	39.1	100.0	12	52.2		16.83
Postal, Telecom. and Newspaper Services	4	66.7					4	66.7	1	16.7		2	33.3					
Profess.and Trade Union of Orchestral Music.																		
Railway Trade Unions	15	45.5	1	3.0	4	12.1	10	30.3	7	21.2	91.4	10	30.3	83.5	10	30.3	15.3	17.67
Science and Research	8	25.0					8	25.0	2	6.3		2	6.3					
STAVBA	69	63.9	37	34.3	9	8.3	40	37.0	26	24.1	100.0	4	3.7	77.5	87	80.6	15.9	8.00
Textile, Clothing and Leather Industry	14	48.3	5	17.2	4	13.8	10	34.5	2	6.9		3	10.3	93.3	4	13.8	19.0	20.00
Transport	17	94.4					17	94.4	8	44.4	98.8	7	38.9	95.7	9	50.0	18.3	23.67
Transport, Road Economy and Repair Vehicles	10	100.0					10	100.0	3	30.0	96.7	2	20.0		3	30.0	15.0	10.00
Union of Aviation Employees	4	100.0	2	50.0			3	75.0										
UNIOS	60	46.2	2	1.5			59	45.4	14	10.8	95.4	23	17.7	84.3	32	24.6	17.1	18.43
Universities Trade Union	14	93.3	1	6.7			13	86.7				1	6.7		5	33.3	16.0	
Wood.Industry, Forestry and Manag.of Water	41	48.8	3	3.6	5	6.0	37	44.0	15	17.9	100.0	18	21.4	85.8	23	27.4	15.2	24.33

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

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

Trade union	Applying the working hours account under Section 86 LC									Applying the working hours account in overtime under Subsec. 4, LC			Use of wage by the task			
	agreed in CA		compensatory period weeks	The amount of fixed wages beyond the scope of Section 120, subsec. 1, LC			other form			extent hours	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)			
	NCA	% CA		agreed in CA		% of average earnings	NCA		% CA		NCA	% CA	NCA	% CA	NCA	% CA
			NCA	% CA	% AE	NCA	% CA	NCA	% CA							
Total	104	7.9	49.0	31	2.4	93.6	4	0.3	17	1.3	78.1	178	13.5	85	6.5	
Agriculture and Nutrition	11	20.4	52.0	4	7.4	85.0	1	1.9				17	31.5	2	3.7	
Banking and Insurance																
Catering, Hotels and Tourism												1	10.0	1	10.0	
Civilian Employees of the Army	1	20.0										1	20.0	1	20.0	
Commerce	1	6.3										1	6.3	1	6.3	
ECHO	9	13.2	52.0	3	4.4	94.0						9	13.2	1	1.5	
Food Industry and Allied Trade	5	9.1	36.4	3	5.5	100.0			1	1.8		10	18.2	4	7.3	
Glass, Ceramic & Porcelain	1	3.7										5	18.5	2	7.4	
Health Service and Social Care	1	4.2														
KOVO	41	7.5	50.1	15	2.7	96.2	2	0.4	10	1.8	76.8	77	14.1	43	7.9	
Mines, Geology and Oil Industry	3	13.0	52.0									4	17.4	2	8.7	
Postal, Telecom. and Newspaper Services	1	16.7										2	33.3	2	33.3	
Profess.and Trade Union of Orchestral Music.																
Railway Trade Unions	7	21.2	48.3	2	6.1				4	12.1	85.5	7	21.2	5	15.2	
Science and Research												1	3.1	1	3.1	
STAVBA	12	11.1	52.0						1	0.9		13	12.0	10	9.3	
Textile, Clothing and Leather Industry	4	13.8	45.5	2	6.9		1	3.4	1	3.4		8	27.6	5	17.2	
Transport												1	5.6			
Transport, Road Economy and Repair Vehicles												4	40.0	1	10.0	
Union of Aviation Employees																
UNIOS	3	2.3	52.0									3	2.3			
Universities Trade Union																
Wood.Industry, Forestry and Manag.of Water	4	4.8	32.5	2	2.4							14	16.7	4	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
 % AE average value of permanent wage specified as a percentage of the average earnings

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

Trade union	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,271	96.6	1,120	85.1	734	55.8	646	49.1	905	68.8
Agriculture and Nutrition	52	96.3	43	79.6	36	66.7	22	40.7	38	70.4
Banking and Insurance	16	100.0	13	81.3	16	100.0	5	31.3	13	81.3
Catering, Hotels and Tourism	10	100.0	9	90.0	2	20.0	6	60.0	7	70.0
Civilian Employees of the Army	5	100.0	4	80.0	5	100.0	2	40.0	5	100.0
Commerce	16	100.0	13	81.3	13	81.3	7	43.8	12	75.0
ECHO	68	100.0	63	92.6	32	47.1	48	70.6	57	83.8
Food Industry and Allied Trade	52	94.5	43	78.2	17	30.9	26	47.3	30	54.5
Glass, Ceramic & Porcelain	26	96.3	26	96.3	18	66.7	25	92.6	25	92.6
Health Service and Social Care	24	100.0	23	95.8	14	58.3	17	70.8	20	83.3
KOVO	522	95.6	464	85.0	333	61.0	255	46.7	379	69.4
Mines, Geology and Oil Industry	23	100.0	23	100.0	16	69.6	17	73.9	21	91.3
Postal, Telecom. and Newspaper Services	6	100.0	4	66.7	6	100.0	2	33.3	4	66.7
Profess.and Trade Union of Orchestral Music.	2	66.7			2	66.7				
Railway Trade Unions	31	93.9	23	69.7	17	51.5	2	6.1	11	33.3
Science and Research	28	87.5	7	21.9	28	87.5	1	3.1	8	25.0
STAVBA	107	99.1	100	92.6	45	41.7	40	37.0	60	55.6
Textile, Clothing and Leather Industry	28	96.6	24	82.8	11	37.9	9	31.0	15	51.7
Transport	18	100.0	18	100.0						
Transport, Road Economy and Repair Vehicles	10	100.0	10	100.0			8	80.0	8	80.0
Union of Aviation Employees	4	100.0	3	75.0	4	100.0	2	50.0	3	75.0
UNIOS	124	95.4	123	94.6	58	44.6	96	73.8	110	84.6
Universities Trade Union	15	100.0	5	33.3	15	100.0	12	80.0	12	80.0
Wood.Industry, Forestry and Manag.of Water	84	100.0	79	94.0	46	54.8	44	52.4	67	79.8

Explanatory notes: NCA
% CA
*

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

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

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
Total	1,137	86.4	262	19.9	710	54.0	1,170	88.9	1,055	444	823	445	264	368	28.0
Agriculture and Nutrition	43	79.6	5	9.3	14	25.9	46	85.2	40	16	36	5	12	8	14.8
Banking and Insurance	15	93.8	1	6.3	11	68.8	14	87.5	14	8	14	6	8	1	6.3
Catering, Hotels and Tourism	10	100.0					9	90.0	8	7	5	8			
Civilian Employees of the Army	5	100.0	1	20.0	4	80.0	5	100.0	5	3	5	2	2	1	20.0
Commerce	15	93.8			7	43.8	14	87.5	12	8	12	9	11	8	50.0
ECHO	63	92.6	17	25.0	47	69.1	66	97.1	59	40	53	21	24	14	20.6
Food Industry and Allied Trade	45	81.8	1	1.8	49	89.1	44	80.0	40	7	18	22	8	4	7.3
Glass, Ceramic & Porcelain	26	96.3	2	7.4	21	77.8	23	85.2	20	1	8		2	17	63.0
Health Service and Social Care	21	87.5			16	66.7	22	91.7	22	6	21	5	10	2	8.3
KOVO	461	84.4	168	30.8	281	51.5	491	89.9	430	214	356	227	56	256	46.9
Mines, Geology and Oil Industry	19	82.6	11	47.8	13	56.5	21	91.3	20	3	21	11	10	9	39.1
Postal, Telecom. and Newspaper Services	4	66.7	3	50.0	4	66.7	6	100.0	5	4	6	1	4		
Profess.and Trade Union of Orchestral Music.	2	66.7					2	66.7	2		2				
Railway Trade Unions	29	87.9	14	42.4	16	48.5	31	93.9	29	17	25	13	13		
Science and Research	27	84.4			12	37.5	26	81.3	23	3	20	1	11	5	15.6
STAVBA	91	84.3	18	16.7	40	37.0	99	91.7	88	37	54	56	11	9	8.3
Textile, Clothing and Leather Industry	24	82.8	4	13.8	9	31.0	21	72.4	20	5	13	5		8	27.6
Transport	16	88.9	5	27.8			14	77.8	14	4	9	14		2	11.1
Transport, Road Economy and Repair Vehicles	7	70.0	4	40.0	5	50.0	9	90.0	9	3	3	5	1	5	50.0
Union of Aviation Employees	4	100.0					3	75.0	3		3	2		2	50.0
UNIOS	122	93.8	6	4.6	103	79.2	111	85.4	102	26	64	26	16	10	7.7
Universities Trade Union	13	86.7			4	26.7	14	93.3	13		14	1	5	4	26.7
Wood.Industry, Forestry and Manag.of Water	75	89.3	2	2.4	54	64.3	79	94.0	77	32	61	5	60	3	3.6

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

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

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,026	78.0	131	10.0	65	4.9	24	1.8	70	5.3	268	92.4	22	7.6	1,028	78.1	405	30.8	899	68.3	315	23.9
Agriculture and Nutrition	42	77.8	10	18.5	1	1.9	1	1.9			12	100.0			24	44.4	4	7.4	15	27.8	2	3.7
Banking and Insurance	9	56.3	1	6.3	1	6.3					5	31.3	5	71.4	16	100.0	5	31.3	13	81.3	5	31.3
Catering, Hotels and Tourism	7	70.0									3	30.0	3	100.0	9	90.0	1	10.0	9	90.0		
Civilian Employees of the Army	2	40.0			2	40.0					1	20.0	2	66.7	5	100.0	3	60.0	5	100.0	4	80.0
Commerce	7	43.8	2	12.5			2	12.5			5	31.3	9	100.0	12	75.0	1	6.3	8	50.0	2	12.5
ECHO	41	60.3	11	16.2	5	7.4	3	4.4	8	11.8	26	96.3	1	3.7	60	88.2	28	41.2	50	73.5	30	44.1
Food Industry and Allied Trade	36	65.5	9	16.4	5	9.1	2	3.6	3	5.5	18	94.7	1	5.3	42	76.4	26	47.3	26	47.3	5	9.1
Glass, Ceramic & Porcelain	16	59.3	7	25.9	2	7.4	2	7.4			7	63.6	4	36.4	22	81.5	22	81.5	9	33.3	19	70.4
Health Service and Social Care	8	33.3	6	25.0	4	16.7	3	12.5	3	12.5	16	100.0			20	83.3	2	8.3	13	54.2	1	4.2
KOVO	489	89.6	39	7.1	12	2.2	3	0.5	3	0.5	53	93.0	4	7.0	420	76.9	232	42.5	403	73.8	165	30.2
Mines, Geology and Oil Industry	20	87.0			1	4.3			2	8.7	3	100.0			17	73.9	10	43.5	20	87.0	11	47.8
Postal, Telecom. and Newspaper Services	5	83.3	1	16.7							1	100.0			5	83.3	3	50.0	5	83.3	1	16.7
Profess.and Trade Union of Orchestral Music.	3	100.0													3	100.0	1	33.3	1	33.3	2	66.7
Railway Trade Unions	15	45.5	9	27.3	2	6.1	2	6.1	5	15.2	17	94.4	1	5.6	30	90.9	4	12.1	26	78.8	4	12.1
Science and Research	31	96.9	1	3.1											25	78.1	13	40.6	18	56.3	17	53.1
STAVBA	70	64.8	13	12.0	8	7.4			17	15.7	38	100.0			78	72.2	17	15.7	68	63.0	9	8.3
Textile, Clothing and Leather Industry	27	93.1	1	3.4	1	3.4					2	100.0			11	37.9	2	6.9	7	24.1	3	10.3
Transport	13	72.2	1	5.6	2	11.1	1	5.6	1	5.6	5	100.0			13	72.2			13	72.2		
Transport, Road Economy and Repair Vehicles	4	40.0	4	40.0	1	10.0			1	10.0	5	83.3	1	16.7	9	90.0	1	10.0	9	90.0	6	60.0
Union of Aviation Employees	1	25.0			2	50.0	1	25.0			3	100.0			3	75.0	3	75.0	3	75.0	3	75.0
UNIOS	109	83.8	8	6.2	12	9.2			1	0.8	21	100.0			129	99.2	4	3.1	130	100.0	6	4.6
Universities Trade Union	7	46.7					2	13.3	6	40.0	2	25.0	6	75.0	14	93.3	2	13.3	13	86.7	4	26.7
Wood.Industry, Forestry and Manag.of Water	64	76.2	8	9.5	4	4.8	2	2.4	6	7.1	20	100.0			61	72.6	21	25.0	35	41.7	16	19.0

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

**Compensation money
classification based on trade unions**

Trade union	Increase of compensation money beyond the framework of Section 67 of the LC																										
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money										
	employment up to 1 year				employment up to 2 years				employment over 2 years				agreed in CA		increase in multiples of AE		agreed in CA	increase in multiples of AE	agreed in CA	increase in multiples of AE	depending on the length of the working relation	depending on shortening a notice period		depending on the employee's age		other dependences	
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE							NCA		% CA		NCA	
NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	422	32.1	1.4	2.3	435	33.1	1.1	2.0	655	49.8	1.3	4.4	112	8.5	1.3	3.1	648	49.2	467	35.5	411	31.2	82	6.2	105	8.0	
Agriculture and Nutrition	11	20.4	2.1	2.3	11	20.4	1.2	1.4	11	20.4	1.1	3.4	1	1.9			11	20.4	9	16.7	2	3.7	1	1.9	1	1.9	
Banking and Insurance	10	62.5	1.4	2.5	10	62.5	1.2	2.3	15	93.8	1.3	5.8					15	93.8	13	81.3	11	68.8	4	25.0	1	6.3	
Catering, Hotels and Tourism	6	60.0	1.0	1.8	6	60.0	1.2	2.0	6	60.0	1.3	2.2					6	60.0	1	10.0	5	50.0					
Civilian Employees of the Army	2	40.0			2	40.0			5	100.0	1.0	3.0	1	20.0			5	100.0	5	100.0	2	40.0					
Commerce	5	31.3	1.5	2.1	5	31.3	1.2	1.8	5	31.3	1.0	1.6					4	25.0	1	6.3	1	6.3			2	12.5	
ECHO	48	70.6	1.1	2.4	49	72.1	1.1	2.3	58	85.3	1.5	9.5	11	16.2	1.4	3.0	58	85.3	54	79.4	50	73.5	17	25.0	4	5.9	
Food Industry and Allied Trade	4	7.3	1.0	2.3	5	9.1	1.2	2.2	24	43.6	1.5	4.7					23	41.8	20	36.4	8	14.5	3	5.5	9	16.4	
Glass, Ceramic & Porcelain	7	25.9	1.8	2.6	7	25.9	1.2	2.1	13	48.1	1.0	3.1	3	11.1	1.0	8.7	19	70.4	18	66.7	4	14.8	1	3.7	2	7.4	
Health Service and Social Care	6	25.0	1.5	1.8	5	20.8	1.2	1.6	3	12.5	1.3	2.0	1	4.2			3	12.5			3	12.5					
KOVO	126	23.1	1.6	2.2	130	23.8	1.1	1.8	230	42.1	1.3	3.2	22	4.0	1.7	3.5	237	43.4	163	29.9	137	25.1	24	4.4	64	11.7	
Mines, Geology and Oil Industry	17	73.9	1.2	1.9	17	73.9	1.1	2.0	18	78.3	1.1	4.4	1	4.3			17	73.9	12	52.2	12	52.2			1	4.3	
Postal, Telecom. and Newspaper Services	5	83.3	1.2	1.8	5	83.3	1.2	1.8	6	100.0	1.3	5.8					6	100.0	5	83.3	3	50.0	2	33.3	1	16.7	
Profess.and Trade Union of Orchestral Music.																											
Railway Trade Unions	12	36.4	1.3	2.6	13	39.4	1.1	2.5	19	57.6	1.2	3.4	3	9.1	2.3	3.7	21	63.6	15	45.5	15	45.5	5	15.2	7	21.2	
Science and Research	3	9.4	3.0	3.0	3	9.4	3.0	3.0	7	21.9	1.8	2.1	1	3.1			4	12.5	2	6.3	1	3.1			3	9.4	
STAVBA	87	80.6	1.2	2.4	87	80.6	1.0	2.2	93	86.1	1.0	4.0	55	50.9	1.0	2.3	89	82.4	46	42.6	85	78.7	8	7.4	4	3.7	
Textile, Clothing and Leather Industry	4	13.8	1.3	1.3	5	17.2	1.5	1.6	7	24.1	2.8	3.0					6	20.7	5	17.2	1	3.4	2	6.9			
Transport									6	33.3	1.5						5	27.8	5	27.8							
Transport, Road Economy and Repair Vehicles	4	40.0	2.0	3.3	4	40.0	1.0	2.5	5	50.0	3.0	3.6	2	20.0			5	50.0	2	20.0	4	40.0					
Union of Aviation Employees									2	50.0							2	50.0	2	50.0							
UNIOS	27	20.8	1.6	2.3	33	25.4	1.4	2.1	62	47.7	1.8	6.1	4	3.1	2.0	2.8	54	41.5	43	33.1	31	23.8	6	4.6	5	3.8	
Universities Trade Union	4	26.7	1.0	2.0	4	26.7	1.0	2.0	10	66.7	1.0	2.7	1	6.7			10	66.7	6	40.0	6	40.0	1	6.7			
Wood.Industry, Forestry and Manag.of Water	34	40.5	1.4	2.4	34	40.5	1.1	2.1	50	59.5	1.3	4.7	6	7.1	6.0		48	57.1	40	47.6	30	35.7	8	9.5	1	1.2	

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

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

Trade union	Length of working hours												Flexible organization of working hours		Increase of holiday entitlement					
	agreed in CA		generally undistinguished			in working modes						agreed in CA			by days		by 1 week	by 2 weeks		
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	
								hours/week	hours/week	hours/week	hours/week									
Total	1,198	91.0	802	60.9	38.0	396	30.1	39.7	38.32	37.4	37.3	383	29.1	1,175	89.3	8.5	4.3	78.3	2.5	
Agriculture and Nutrition	48	88.9	28	51.9	38.7	20	37.0	39.8	38.40	37.5	37.5	16	29.6	50	92.6	16.7	4.4	75.9		
Banking and Insurance	16	100.0	11	68.8	39.3	5	31.3	40.0	38.44	37.5	37.5	13	81.3	15	93.8	6.3	8.0	75.0	12.5	
Catering, Hotels and Tourism	10	100.0				10	100.0	40.0	38.75	37.5	37.5			3	30.0			30.0		
Civilian Employees of the Army	5	100.0	4	80.0	37.5	1	20.0					4	80.0	5	100.0	20.0	5.0	80.0		
Commerce	14	87.5	6	37.5	40.0	8	50.0	40.0	38.59	37.5	37.5	2	12.5	10	62.5	6.3	2.0	56.3		
ECHO	66	97.1	54	79.4	37.6	12	17.6	37.9	37.54	37.3	36.6	44	64.7	67	98.5	2.9	8.0	92.6	2.9	
Food Industry and Allied Trade	55	100.0	30	54.5	38.0	25	45.5	39.9	38.55	37.4	37.3	18	32.7	46	83.6	14.5	4.4	69.1		
Glass, Ceramic & Porcelain	27	100.0	21	77.8	37.5	6	22.2	39.6	38.44	37.5	37.5	5	18.5	25	92.6			92.6		
Health Service and Social Care	17	70.8	1	4.2		16	66.7	40.0	38.75	37.5	37.5	4	16.7	23	95.8	4.2	5.0	91.7		
KOVO	487	89.2	346	63.4	37.8	141	25.8	39.8	38.27	37.4	37.3	129	23.6	482	88.3	10.8	3.9	77.1	0.4	
Mines, Geology and Oil Industry	21	91.3	18	78.3	38.1	3	13.0	40.0	38.75	37.5	37.5	18	78.3	21	91.3	4.3	5.0	65.2	21.7	
Postal, Telecom. and Newspaper Services	6	100.0	1	16.7		5	83.3	39.5	38.19	37.0	37.1	5	83.3	6	100.0			100.0		
Profess.and Trade Union of Orchestral Music.														2	66.7			66.7		
Railway Trade Unions	31	93.9	18	54.5	38.1	13	39.4	39.1	38.44	37.3	36.9	19	57.6	33	100.0	9.1	5.7	78.8	12.1	
Science and Research	14	43.8	14	43.8	40.0							13	40.6	26	81.3	6.3	5.0	75.0		
STAVBA	102	94.4	41	38.0	38.3	61	56.5	40.0	38.40	37.5	37.5	20	18.5	96	88.9	3.7	2.3	85.2		
Textile, Clothing and Leather Industry	28	96.6	25	86.2	37.6	3	10.3	39.6	38.17	37.5	37.5	6	20.7	24	82.8	3.4	5.0	79.3		
Transport	18	100.0	18	100.0	38.9							1	5.6	13	72.2	5.6	3.0	66.7		
Transport, Road Economy and Repair Vehicles	9	90.0				9	90.0	37.5	37.50	37.5		5	50.0	10	100.0			100.0		
Union of Aviation Employees	4	100.0	1	25.0		3	75.0	40.0			37.5	2	50.0	4	100.0			100.0		
UNIOS	127	97.7	97	74.6	38.5	30	23.1	39.8	38.55	37.5	37.1	15	11.5	126	96.9	6.9	4.9	89.2	0.8	
Universities Trade Union	12	80.0	7	46.7	39.6	5	33.3	40.0	38.75	37.5	37.5	9	60.0	15	100.0			20.0	80.0	
Wood.Industry, Forestry and Manag.of Water	81	96.4	61	72.6	37.8	20	23.8	39.4	37.76	37.4	37.2	35	41.7	73	86.9	10.7	4.9	70.2	6.0	

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

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

Trade union	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
Total	6	0.5	91	907	68.9	50.4	579	44.0	48.9
Agriculture and Nutrition				41	75.9	51.4	14	25.9	52.0
Banking and Insurance				10	62.5	48.0	5	31.3	52.0
Catering, Hotels and Tourism				9	90.0	31.8	9	90.0	43.3
Civilian Employees of the Army				4	80.0	52.0	3	60.0	52.0
Commerce				10	62.5	44.2	12	75.0	43.3
ECHO				52	76.5	52.0	50	73.5	51.2
Food Industry and Allied Trade	1	1.8		46	83.6	49.7	24	43.6	46.6
Glass, Ceramic & Porcelain				23	85.2	49.7	20	74.1	52.0
Health Service and Social Care				19	79.2	52.0	18	75.0	52.0
KOVO	2	0.4		352	64.5	51.0	191	35.0	49.9
Mines, Geology and Oil Industry				23	100.0	48.6	18	78.3	52.0
Postal, Telecom. and Newspaper Services				6	100.0	52.0	5	83.3	52.0
Profess.and Trade Union of Orchestral Music.									
Railway Trade Unions				26	78.8	48.5	20	60.6	46.7
Science and Research	1	3.1		4	12.5	45.5	6	18.8	36.1
STAVBA	1	0.9		94	87.0	49.8	77	71.3	50.3
Textile, Clothing and Leather Industry				13	44.8	47.0	8	27.6	52.0
Transport				14	77.8	52.0	9	50.0	52.0
Transport, Road Economy and Repair Vehicles				7	70.0	52.0	8	80.0	18.9
Union of Aviation Employees				3	75.0	50.7	4	100.0	52.0
UNIOS	1	0.8		72	55.4	51.6	32	24.6	45.8
Universities Trade Union				10	66.7	49.4	8	53.3	41.0
Wood.Industry, Forestry and Manag.of Water				69	82.1	50.1	38	45.2	47.9

Explanatory notes: NCA

% CA

hours/year

weeks

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

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

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

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

Trade union	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	37	2.8	38	2.9	38	2.9	40	3.0
Agriculture and Nutrition	2	3.7			1	1.9	3	5.6
Banking and Insurance	1	6.3	2	12.5			5	31.3
Catering, Hotels and Tourism							7	70.0
Civilian Employees of the Army								
Commerce								
ECHO					1	1.5	1	1.5
Food Industry and Allied Trade	1	1.8	1	1.8			5	9.1
Glass, Ceramic & Porcelain	1	3.7						
Health Service and Social Care							2	8.3
KOVO	32	5.9	23	4.2	7	1.3	1	0.2
Mines, Geology and Oil Industry					7	30.4	7	30.4
Postal, Telecom. and Newspaper Services							1	16.7
Profess.and Trade Union of Orchestral Music.								
Railway Trade Unions			3	9.1	3	9.1		
Science and Research					1	3.1	2	6.3
STAVBA			6	5.6	6	5.6		
Textile, Clothing and Leather Industry								
Transport								
Transport, Road Economy and Repair Vehicles			1	10.0			1	10.0
Union of Aviation Employees								
UNIOS			1	0.8	10	7.7		
Universities Trade Union			1	6.7	2	13.3	3	20.0
Wood.Industry, Forestry and Manag.of Water							2	2.4

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

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

Trade union	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work									
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"		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	455	34.6	19	1.4	444	33.7	11	0.8	25	1.9	23	1.7	1	0.1	1	0.1	1	0.1	2	0.2
Agriculture and Nutrition	12	22.2			12	22.2			1	1.9	1	1.9								
Banking and Insurance	13	81.3			13	81.3	1	6.3	2	12.5	2	12.5			1	6.3	1	6.3		
Catering, Hotels and Tourism	4	40.0			4	40.0														
Civilian Employees of the Army	3	60.0			3	60.0			1	20.0	1	20.0								
Commerce	10	62.5			10	62.5														
ECHO	42	61.8	3	4.4	42	61.8	2	2.9	5	7.4	5	7.4								
Food Industry and Allied Trade	32	58.2	1	1.8	31	56.4														
Glass, Ceramic & Porcelain																				
Health Service and Social Care	3	12.5			3	12.5			1	4.2	1	4.2								
KOVO	136	24.9	5	0.9	133	24.4	1	0.2	5	0.9	5	0.9							1	0.2
Mines, Geology and Oil Industry	11	47.8			11	47.8			4	17.4	3	13.0	1	4.3						
Postal, Telecom. and Newspaper Services	4	66.7			4	66.7														
Profess.and Trade Union of Orchestral Music.																				
Railway Trade Unions	24	72.7	6	18.2	21	63.6	1	3.0												
Science and Research	6	18.8	2	6.3	3	9.4	1	3.1	4	12.5	3	9.4							1	3.1
STAVBA	22	20.4			22	20.4	1	0.9												
Textile, Clothing and Leather Industry	1	3.4	1	3.4	1	3.4														
Transport																				
Transport, Road Economy and Repair Vehicles	4	40.0			4	40.0	2	20.0												
Union of Aviation Employees	1	25.0	1	25.0	1	25.0	1	25.0	1	25.0	1	25.0								
UNIOS	62	47.7			61	46.9	1	0.8												
Universities Trade Union	9	60.0			9	60.0														
Wood.Industry, Forestry and Manag.of Water	56	66.7			56	66.7			1	1.2	1	1.2								

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

**Working conditions and benefits I
classification based on trade unions**

Trade union	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,252	95.1	45.75	54.6	15.62	25.0	57.54	56.6	328	185	14.1	26	2.0	22	1.7
Agriculture and Nutrition	53	98.1	48.05	55.0	9.35	20.0	62.00	55.0	9	6	11.1	1	1.9		
Banking and Insurance	16	100.0	56.94	55.0	24.31		97.29	55.0	2	2	12.5				
Catering, Hotels and Tourism	10	100.0		55.0	10.00			100.0		2	20.0	1	10.0		
Civilian Employees of the Army	5	100.0	36.49	54.4	24.50	18.1				2	40.0				
Commerce	14	87.5	50.00	55.0	2.00		51.67	55.0	2						
ECHO	68	100.0	52.11	55.0	16.64		61.82	55.8	24	22	32.4	1	1.5	1	1.5
Food Industry and Allied Trade	52	94.5	43.83	55.0	10.00		82.00		26	8	14.5				
Glass, Ceramic & Porcelain	26	96.3		55.0	23.83		29.50	55.0	14	15	55.6				
Health Service and Social Care	21	87.5		55.0	7.73			55.0	13	5	20.8	1	4.2	1	4.2
KOVO	521	95.4	44.16	54.7	10.76		48.12	57.8	179	64	11.7	11	2.0	9	1.6
Mines, Geology and Oil Industry	23	100.0		55.0	9.00		44.00	53.8	2	2	8.7	1	4.3	1	4.3
Postal, Telecom. and Newspaper Services	6	100.0	48.25	55.0	25.00		65.00			1	16.7				
Profess.and Trade Union of Orchestral Music.	2	66.7													
Railway Trade Unions	33	100.0	37.00	54.0	7.88		60.75	54.4	4	8	24.2	2	6.1	1	3.0
Science and Research	30	93.8	35.16	45.8	25.10	31.0	40.00		6	5	15.6				
STAVBA	101	93.5	45.13	54.7	12.36	31.1	60.30	55.0	10	10	9.3	4	3.7	4	3.7
Textile, Clothing and Leather Industry	26	89.7	39.16	52.8	5.00		50.03	51.9	4	3	10.3				
Transport	17	94.4	21.00	54.9	12.00	13.0									
Transport, Road Economy and Repair Vehicles	8	80.0	54.25	55.0	20.67					6	60.0	1	10.0	1	10.0
Union of Aviation Employees	4	100.0		53.3	15.00				1	1	25.0				
UNIOS	122	93.8	49.96	54.7	16.94	25.1		55.0	12	6	4.6	1	0.8	2	1.5
Universities Trade Union	12	80.0		55.0			52.50	55.0	4	2	13.3				
Wood.Industry, Forestry and Manag.of Water	82	97.6	55.11	54.9	12.59	25.0	68.77	55.8	16	15	17.9	2	2.4	2	2.4

Explanatory notes: NCA

% CA

aver. CZK

aver.% of price

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

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

average contribution in CZK

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

Working conditions and benefits II classification based on trade unions

Trade union	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices		Contribution to pension insurance						Contribution to life insurance						
			agreed in CA		amount allowed				agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision	
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	26	2.0	106	8.1	805	74.1	295	22.4	873	66.3	603	966	3.2	688	52.3	309	23.5	572	852	253	19.2
Agriculture and Nutrition			5	9.3	800	70.0	15	27.8	32	59.3	410	674	4.4	23	42.6	9	16.7	550	881	7	13.0
Banking and Insurance	1	6.3					10	62.5	15	93.8	536	1,097	3.1	10	62.5	10	62.5	693	947	9	56.3
Catering, Hotels and Tourism							8	80.0	9	90.0	544	600		9	90.0	5	50.0	420	420	5	50.0
Civilian Employees of the Army			1	20.0			2	40.0	3	60.0	500	1,000	4.0	3	60.0	1	20.0			1	20.0
Commerce			1	6.3			5	31.3	9	56.3	450	500	2.8	9	56.3	4	25.0	475	615	4	25.0
ECHO	1	1.5	4	5.9	1,184	70.0	16	23.5	63	92.6	819	1,268	3.3	59	86.8	30	44.1	749	1,137	27	39.7
Food Industry and Allied Trade	1	1.8	4	7.3	1,185		20	36.4	33	60.0	552	817	3.0	28	50.9	15	27.3	613	898	14	25.5
Glass, Ceramic & Porcelain			1	3.7			2	7.4	25	92.6	595	825	3.5	24	88.9	9	33.3	443	567	8	29.6
Health Service and Social Care							13	54.2	19	79.2	353	983	2.0	17	70.8	6	25.0	383	633	4	16.7
KOVO	5	0.9	65	11.9	712	78.3	63	11.5	349	63.9	611	925	3.1	260	47.6	93	17.0	535	755	71	13.0
Mines, Geology and Oil Industry	2	8.7	1	4.3			3	13.0	18	78.3	430	592	3.2	18	78.3	4	17.4	542	842	4	17.4
Postal, Telecom. and Newspaper Services							1	16.7	2	33.3				2	33.3	1	16.7			1	16.7
Profess.and Trade Union of Orchestral Music.																1	33.3				
Railway Trade Unions	2	6.1					15	45.5	28	84.8	646	1,174	3.0	23	69.7	19	57.6	622	1,040	16	48.5
Science and Research							6	18.8	16	50.0	450	608		10	31.3	4	12.5	259	829	3	9.4
STAVBA	8	7.4	3	2.8		66.7	35	32.4	74	68.5	526	1,291	2.6	64	59.3	17	15.7	379	1,021	16	14.8
Textile, Clothing and Leather Industry			3	10.3	825	100.0	5	17.2	10	34.5	350	473	3.5	4	13.8	4	13.8	317	455	2	6.9
Transport									13	72.2	313	375	2.8	2	11.1	1	5.6				
Transport, Road Economy and Repair Vehicles									6	60.0	750	933	3.0	6	60.0	2	20.0				10.0
Union of Aviation Employees	1	25.0	1	25.0			2	50.0	4	100.0	400	900	2.4	3	75.0						
UNIOS	1	0.8	8	6.2	1,240	50.0	33	25.4	86	66.2	720	1,008	3.6	60	46.2	48	36.9	607	876	36	27.7
Universities Trade Union							8	53.3	2	13.3				1	6.7						
Wood.Industry, Forestry and Manag.of Water	4	4.8	9	10.7	909	50.0	33	39.3	57	67.9	655	935	3.1	53	63.1	26	31.0	699	904	24	28.6

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

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

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

Trade union	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
Total	437	33.2	46	2.3	31	2,421	78	1.9	253	139	3,966	235	17.9	57	7,982	18	2.2	110	96	3,294	
Agriculture and Nutrition	21	38.9	2		2		2		14	6	1,522	3	5.6			1		1	2		
Banking and Insurance	13	81.3	4	2.5			5	2.3	2	3	49,414										
Catering, Hotels and Tourism	4	40.0							1	4	18	3	30.0	1				2	2		
Civilian Employees of the Army	5	100.0					4	2.1	1	4	5,592										
Commerce	5	31.3					1		2	2											
ECHO	30	44.1			4	3,013	2		19	13	8,259	25	36.8	18	14,183			4	5	2,269	
Food Industry and Allied Trade	21	38.2			2		3	1.8	16	2		6	10.9	3	6,700			3			
Glass, Ceramic & Porcelain	10	37.0	9	2.9					1	1		14	51.9	1		8	2.6	5	8	8,308	
Health Service and Social Care	10	41.7					1		9	1		1	4.2					1			
KOVO	90	16.5	4	2.1	11	2,709	7	2.7	60	24	2,834	95	17.4	18	5,292	1		64	32	2,493	
Mines, Geology and Oil Industry	10	43.5					3	1.5	7	2		4	17.4			1		3			
Postal, Telecom. and Newspaper Services	3	50.0					1		2	2											
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	15	45.5	1		1		5	1.8	7	1		3	9.1	1				2			
Science and Research	29	90.6	3	2.0			21	2.0	5	23	3,141										
STAVBA	25	23.1	1		1		13	1.1	6	15	463	40	37.0	8	6,000			5	33	3,142	
Textile, Clothing and Leather Industry	5	17.2			3	1,033			2	1		3	10.3	1				1	3	661	
Transport	7	38.9	4	2.0	1				2	1		1	5.6	1							
Transport, Road Economy and Repair Vehicles	3	30.0	1				1		1												
Union of Aviation Employees												2	50.0					2			
UNIOS	80	61.5	13	2.1	3	1,333			61	25	887	16	12.3	3	5,767			12	1		
Universities Trade Union	9	60.0					3	1.7	6												
Wood.Industry, Forestry and Manag.of Water	42	50.0	4	2.4	3	3,333	6	2.1	29	9	3,079	19	22.6	2		7	1.6	5	10	5,021	

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

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

Trade union	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	7.85	3.02	2.17	23.74	1.48	3.34	0.33	10.94	2.31	32.01	12.80	387	29.4	185	14.1
Agriculture and Nutrition	21.33	3.34	4.58	20.59	0.82	7.15	8.30	6.44	1.15	10.06	16.23	10	18.5	5	9.3
Banking and Insurance	3.18	3.30	0.51	30.04	0.81	0.90		15.19		35.57	10.49	12	75.0	12	75.0
Catering, Hotels and Tourism									100.00			2	20.0		
Civilian Employees of the Army	20.76			33.99	1.83	7.07		20.73	0.94	4.96	9.72	5	100.0	2	40.0
Commerce												1	6.3	4	25.0
ECHO	4.34	6.59	6.61	19.75	1.96	2.38	0.27	16.84	3.82	29.16	8.28	24	35.3	36	52.9
Food Industry and Allied Trade												7	12.7	7	12.7
Glass, Ceramic & Porcelain	1.44	5.79		17.90	4.61	5.36		5.71	0.67	57.33	1.19	14	51.9	4	14.8
Health Service and Social Care												7	29.2	3	12.5
KOVO	5.12	1.83	1.77	22.45	0.98	4.60	1.09	6.87	1.72	37.45	16.12	107	19.6	19	3.5
Mines, Geology and Oil Industry												9	39.1	4	17.4
Postal, Telecom. and Newspaper Services												1	16.7		
Profess.and Trade Union of Orchestral Music.															
Railway Trade Unions												20	60.6	1	3.0
Science and Research	4.24	0.33	2.51	34.08	3.01	3.43		3.41	0.22	34.06	14.71	20	62.5	11	34.4
STAVBA	21.30	0.65	0.46	15.12	0.13	3.61		0.63	3.84	44.06	10.21	30	27.8	31	28.7
Textile, Clothing and Leather Industry	2.20	3.97		8.81	36.92	2.20		15.42	12.54	3.31	14.63	6	20.7	2	6.9
Transport												1	5.6		
Transport, Road Economy and Repair Vehicles												4	40.0		
Union of Aviation Employees														2	50.0
UNIOS	13.79	2.52	14.73	16.90	1.85	1.81		4.87	0.72	10.93	31.88	72	55.4	28	21.5
Universities Trade Union												8	53.3		
Wood.Industry, Forestry and Manag.of Water	8.47	6.06	1.67	38.63	0.37	5.36		17.27	4.93	9.68	7.57	27	32.1	14	16.7

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

**Obstacles to work
classification based on trade unions**

Trade union	Pay compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC			Average number of days of leave with compensation for wage above the requirement of the LC																													
	agreed in CA		compensation amount	Type of personal obstacle																													
	NCA	% CA		A			B			C			D			E			F			G			H			I			J		
			NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA		
Total	8	0.6	78.1	540	41.0	1.4	467	35.5	1.3	682	51.8	2.2	267	20.3	6.5	302	22.9	1.2	112	8.5	3.7	220	16.7	4.0	93	7.1	2.2	174	13.2	3.1	551	41.9	
Agriculture and Nutrition				19	35.2	1.4	18	33.3	1.3	13	24.1	1.5	2	3.7		6	11.1	1.2	2	3.7		6	11.1	7.7	2	3.7		3	5.6	2.7	19	35.2	
Banking and Insurance				3	18.8	1.0	3	18.8	1.7	1	6.3		1	6.3								7	43.8	4.0	1	6.3		8	50.0	5.0	8	50.0	
Catering, Hotels and Tourism							8	80.0	1.0	9	90.0	1.9	4	40.0	6.5											3	30.0	1.0	2	20.0		3	30.0
Civilian Employees of the Army				1	20.0		2	40.0		2	40.0					1	20.0					1	20.0					2	40.0		2	40.0	
Commerce				5	31.3	1.4	14	87.5	1.1	10	62.5	1.4	4	25.0	4.5	5	31.3	1.2										1	6.3		13	81.3	
ECHO	1	1.5		47	69.1	1.4	43	63.2	1.7	48	70.6	2.0	31	45.6	6.8	14	20.6	1.6	20	29.4	4.8	29	42.6	3.9	3	4.4	2.7	23	33.8	2.6	52	76.5	
Food Industry and Allied Trade				8	14.5	1.5	17	30.9	1.3	10	18.2	1.7	4	7.3	11.3	10	18.2	1.0	1	1.8								1	1.8		28	50.9	
Glass, Ceramic & Porcelain				24	88.9	2.2	4	14.8	1.5	26	96.3	2.8	24	88.9	15.0	1	3.7					3	11.1	1.3	23	85.2	1.1	5	18.5	3.0	22	81.5	
Health Service and Social Care				1	4.2		1	4.2		5	20.8	1.4	1	4.2					2	8.3		2	8.3					6	25.0	3.3	3	12.5	
KOVO	1	0.2		249	45.6	1.4	238	43.6	1.2	321	58.8	2.8	24	4.4	5.9	177	32.4	1.2	12	2.2	2.0	74	13.6	2.8	17	3.1	3.1	24	4.4	3.2	212	38.8	
Mines, Geology and Oil Industry				16	69.6	1.2	10	43.5	1.0	13	56.5	1.1	3	13.0	14.0	6	26.1	1.5	9	39.1	4.0	7	30.4	5.1	6	26.1	4.0	1	4.3		15	65.2	
Postal, Telecom. and Newspaper Services				3	50.0	1.0	4	66.7	1.3	4	66.7	1.5	3	50.0	3.3	1	16.7		2	33.3		5	83.3	3.6	3	50.0	4.0	5	83.3	2.6	5	83.3	
Profess.and Trade Union of Orchestral Music.																																2	66.7
Railway Trade Unions				7	21.2	1.0	12	36.4	1.5	12	36.4	1.7	6	18.2	8.5	7	21.2	1.1	4	12.1	2.3	1	3.0					3	9.1	3.3	14	42.4	
Science and Research				2	6.3		3	9.4	1.7							2	6.3		1	3.1					2	6.3		1	3.1		10	31.3	
STAVBA	5	4.6	75.0	74	68.5	1.0	31	28.7	1.6	89	82.4	1.2	87	80.6	3.3	22	20.4	1.0	53	49.1	3.9	23	21.3	7.9	1	0.9		16	14.8	2.4	28	25.9	
Textile, Clothing and Leather Industry				5	17.2	1.4	2	6.9		8	27.6	2.1																2	6.9		1	3.4	
Transport							11	61.1	1.0	7	38.9	2.0	11	61.1	6.9	8	44.4	1.0	1	5.6													
Transport, Road Economy and Repair Vehicles				2	20.0		1	10.0		7	70.0	1.3	6	60.0	9.0	1	10.0					2	20.0					1	10.0		4	40.0	
Union of Aviation Employees				1	25.0		3	75.0	1.0	1	25.0		3	75.0	2.7	1	25.0															2	50.0
UNIOS	1	0.8		39	30.0	1.6	15	11.5	1.4	68	52.3	2.0	48	36.9	7.3	26	20.0	1.4	5	3.8	4.0	37	28.5	2.0	30	23.1	1.8	39	30.0	3.2	56	43.1	
Universities Trade Union				1	6.7		1	6.7																				2	13.3		5	33.3	
Wood,Industry, Forestry and Manag.of Water				33	39.3	1.1	26	31.0	1.1	28	33.3	1.2	5	6.0	6.0	14	16.7	1.1				23	27.4	5.7	2	2.4		29	34.5	3.3	47	56.0	

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

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

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	439	33.4	25	1.9	467	35.5	1096	83.3	685	52.1	6	0.5	17	1.3
Agriculture and Nutrition	5	9.3			28	51.9	50	92.6	5	9.3				
Banking and Insurance	13	81.3			12	75.0	16	100.0	4	25.0				
Catering, Hotels and Tourism	6	60.0			8	80.0	10	100.0	8	80.0				
Civilian Employees of the Army	3	60.0			2	40.0	5	100.0	3	60.0				
Commerce	3	18.8			9	56.3	15	93.8	7	43.8	3	18.8	1	6.3
ECHO	37	54.4			31	45.6	65	95.6	32	47.1	1	1.5		
Food Industry and Allied Trade	26	47.3			2	3.6	51	92.7	35	63.6				
Glass, Ceramic & Porcelain					2	7.4	26	96.3	23	85.2				
Health Service and Social Care	16	66.7	1	4.2	8	33.3	22	91.7	5	20.8				
KOVO	131	24.0	4	0.7	180	33.0	406	74.4	324	59.3	1	0.2	9	1.6
Mines, Geology and Oil Industry	7	30.4			4	17.4	22	95.7	6	26.1				
Postal, Telecom. and Newspaper Services	3	50.0			2	33.3	6	100.0	1	16.7				
Profess.and Trade Union of Orchestral Music.	1	33.3					1	33.3						
Railway Trade Unions	23	69.7	4	12.1	18	54.5	30	90.9	26	78.8	1	3.0	4	12.1
Science and Research	20	62.5	2	6.3	4	12.5	26	81.3	7	21.9				
STAVBA	27	25.0			68	63.0	88	81.5	48	44.4			1	0.9
Textile, Clothing and Leather Industry	1	3.4			1	3.4	26	89.7	18	62.1				
Transport	1	5.6					5	27.8	6	33.3				
Transport, Road Economy and Repair Vehicles	4	40.0					7	70.0	6	60.0				
Union of Aviation Employees	3	75.0			3	75.0	4	100.0						
UNIOS	55	42.3	13	10.0	29	22.3	127	97.7	102	78.5			2	1.5
Universities Trade Union	11	73.3	1	6.7	5	33.3	13	86.7	6	40.0				
Wood.Industry, Forestry and Manag.of Water	43	51.2			51	60.7	75	89.3	13	15.5				

Explanatory notes: NCA
% CA

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

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

Region NUTS 3	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?												
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)				
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS		
										NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA
Total	31	2.4	19,403	9	0.7	94.18	24	1.8	105.08	199	15.1	367	27.9	39	3.0	78	5.9	79	6.0	176	13.4	
CZ010 Capital Prague	4	2.0	19,825	2	1.0					20	10.2	47	24.0	8	4.1	12	6.1	3	1.5	8	4.1	
CZ020 Středočeský	3	3.9	24,500				1	1.3		9	11.8	15	19.7	2	2.6	4	5.3	4	5.3	10	13.2	
CZ031 Jihočeský				1	0.9					12	10.3	34	29.3	2	1.7	5	4.3	6	5.2	12	10.3	
CZ032 Plzeňský	8	11.6	20,789				5	7.2	110.27	12	17.4	24	34.8	1	1.4	4	5.8	9	13.0	12	17.4	
CZ041 Karlovarský										7	19.4	9	25.0	2	5.6	3	8.3	5	13.9	3	8.3	
CZ042 Ústecký				1	1.2		1	1.2		23	28.4	35	43.2			2	2.5	9	11.1	6	7.4	
CZ051 Liberecký	1	1.7								11	18.6	19	32.2	3	5.1	3	5.1	4	6.8	10	16.9	
CZ052 Královéhradecký	1	1.3								14	17.5	21	26.3	3	3.8	4	5.0	1	1.3	19	23.8	
CZ053 Pardubický										6	9.1	17	25.8	2	3.0	7	10.6	4	6.1	9	13.6	
CZ061 Vysočina	7	8.1	18,025	1	1.2					10	11.6	18	20.9	4	4.7	13	15.1	4	4.7	11	12.8	
CZ062 Jihomoravský	1	0.9		1	0.9		2	1.7		13	11.2	40	34.5	1	0.9	9	7.8	7	6.0	12	10.3	
CZ071 Olomoucký	2	2.0					14	14.1	103.88	16	16.2	36	36.4	2	2.0	3	3.0	8	8.1	37	37.4	
CZ072 Zlínský	2	2.2		2	2.2					13	14.0	13	14.0	5	5.4	5	5.4	6	6.5	8	8.6	
CZ080 Moravskoslezský	2	1.4		1	0.7		1	0.7		33	23.1	39	27.3	4	2.8	4	2.8	9	6.3	19	13.3	

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

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

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	180	14,486	184	15,277	189	16,135	193	17,333	196	18,721	198	20,361	198	22,143	195	24,022	191	26,035	188	28,467	186	31,450	185	34,882
CZ010 Capital Prague	20	15,046	20	16,255	20	17,385	20	18,721	20	20,519	20	22,661	20	25,275	20	28,141	20	31,427	19	34,823	19	39,125	19	44,592
CZ020 Středočeský	9	15,790	9	16,512	9	17,477	9	18,792	9	20,417	9	22,059	9	24,045	9	25,830	8	25,801	8	27,822	8	30,076	8	32,540
CZ031 Jihočeský	9	10,524	9	11,082	11	11,300	11	12,206	12	13,368	12	14,705	12	16,211	12	17,696	12	19,342	12	21,284	12	24,007	12	27,572
CZ032 Plzeňský	9	11,711	11	12,982	11	13,908	12	15,060	12	16,567	12	18,340	12	20,467	12	22,960	11	25,453	11	28,577	11	32,729	11	36,646
CZ041 Karlovarský	6	14,225	6	14,930	6	15,722	7	18,059	7	19,408	7	21,850	6	20,350	6	22,017	5	21,958	5	23,392	5	26,142	5	29,688
CZ042 Ústecký	22	15,461	22	16,313	23	17,187	23	18,417	23	19,861	23	21,500	23	23,294	23	25,042	23	27,099	23	29,350	23	31,975	23	35,086
CZ051 Liberecký	10	13,407	10	14,075	10	15,284	11	16,525	11	17,927	11	19,565	11	21,835	11	24,224	11	27,112	10	28,907	10	32,345	10	36,109
CZ052 Královéhradecký	14	15,559	14	16,521	14	17,590	14	18,983	14	20,380	14	22,329	14	24,789	13	26,968	13	29,505	12	34,014	11	37,518	11	41,037
CZ053 Pardubický	6	13,272	6	13,965	6	14,637	6	15,430	6	16,503	6	17,663	6	19,232	6	20,742	6	22,512	6	24,278	6	26,487	6	28,767
CZ061 Vysočina	9	14,234	9	15,372	9	16,531	9	17,695	10	18,756	10	20,057	10	21,675	10	23,133	10	24,455	10	26,290	10	28,241	9	29,798
CZ062 Jihomoravský	12	14,268	12	14,887	13	15,536	13	16,592	13	17,840	13	19,182	13	20,881	13	22,564	13	24,391	13	26,553	13	29,031	13	31,752
CZ071 Olomoucký	13	14,572	13	15,217	13	15,994	13	16,972	14	18,254	15	19,379	16	20,660	16	22,435	16	24,459	16	27,012	16	30,151	16	34,237
CZ072 Zlínský	11	15,204	12	15,946	13	16,838	13	18,418	13	20,249	13	22,007	13	24,177	12	25,389	11	26,996	11	29,543	11	33,139	11	36,297
CZ080 Moravskoslezský	30	15,046	31	15,621	31	16,552	32	17,549	32	18,858	33	20,462	33	22,085	32	23,851	32	25,806	32	28,053	31	30,632	31	33,649

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

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

Region NUTS 3	TARIFF SCALE																								
	1		2		3		4		5		6		7		8		9		10		11		12		
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	
Total	39	86.26	39	89.65	39	94.04	39	100.24	39	106.86	38	114.93	38	125.72	10	126.07	7	126.73	6	136.52	6	141.65	6	145.22	
CZ010 Capital Prague	8	90.81	8	95.56	8	99.88	8	106.81	8	113.81	8	125.81	8	141.13											
CZ020 Středočeský	2		2		2		2		2		2		2												
CZ031 Jihočeský	2		2		2		2		2		2		2												
CZ032 Plzeňský	1		1		1		1		1		1		1												
CZ041 Karlovarský	2		2		2		2		2		1		1		1										
CZ042 Ústecký																									
CZ051 Liberecký	3	71.87	3	77.20	3	80.90	3	84.80	3	88.93	3	95.80	3	106.17	2		1		1		1		1		1
CZ052 Královéhradecký	3	85.17	3	86.23	3	88.63	3	92.63	3	96.80	3	100.80	3	110.57	2		2		1		1		1		1
CZ053 Pardubický	2		2		2		2		2		2		2		2		2		2		2		2		2
CZ061 Vysočina	4	77.88	4	79.13	4	80.63	4	85.13	4	94.75	4	103.25	4	111.75	1		1		1		1		1		1
CZ062 Jihomoravský	1		1		1		1		1		1		1												
CZ071 Olomoucký	2		2		2		2		2		2		2		1		1		1		1		1		1
CZ072 Zlínský	5	91.64	5	95.22	5	99.38	5	106.50	5	116.48	5	128.08	5	140.88											
CZ080 Moravskoslezský	4	94.45	4	98.38	4	111.50	4	123.63	4	128.50	4	137.25	4	144.00	1										

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

**Hourly wage scales (37.5 hours/week) - 12-scale tariff system
classification based on regions**

Region NUTS 3	TARIFF SCALE																								
	1		2		3		4		5		6		7		8		9		10		11		12		
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	
Total	68	85.87	75	90.01	77	95.47	78	102.68	79	111.00	79	119.77	77	129.86	43	140.02	30	142.69	27	152.44	27	164.65	27	179.31	
CZ010 Capital Prague	3	103.03	3	105.20	3	107.40	3	111.17	3	117.27	3	124.93	3	132.80	3	141.10	2		2		2		2		2
CZ020 Středočeský	4	85.70	4	88.00	4	91.78	4	96.85	4	103.53	4	109.40	4	116.85	2		2		2		2		2		2
CZ031 Jihočeský	5	49.64	6	53.87	6	59.68	6	66.28	6	73.58	6	82.07	5	94.18											
CZ032 Plzeňský	7	76.89	9	85.59	9	91.19	9	100.11	9	110.48	9	121.13	9	133.20	5	132.32	3	138.50	3	156.80	3	171.53	3	192.77	
CZ041 Karlovarský	5	86.82	5	88.58	5	92.08	5	95.76	5	100.34	5	105.68	5	113.28	4	138.28	2		2		2		2		2
CZ042 Ústecký	8	91.30	8	97.59	9	103.49	9	110.86	9	120.73	9	132.01	8	139.18	6	136.67	5	159.81	5	174.34	5	190.99	5	209.52	
CZ051 Liberecký	3	91.24	4	93.10	4	100.08	4	105.90	4	112.93	4	119.38	4	125.80	3	130.97	2		2		2		2		2
CZ052 Královéhradecký	1		1		1		1		1		1		1		1		1		1		1		1		1
CZ053 Pardubický	4	86.33	4	88.98	4	92.43	4	97.28	4	102.70	4	108.03	4	114.60	3	118.03	3	124.43	2		2		2		2
CZ061 Vysočina	3	90.00	4	91.73	4	97.83	4	106.58	4	115.08	4	124.73	4	131.88	2		2		2		2		2		2
CZ062 Jihomoravský	6	87.55	6	92.02	7	97.50	7	104.43	7	112.37	7	121.73	7	132.84	2		1		1		1		1		1
CZ071 Olomoucký	5	94.45	6	99.75	6	105.83	7	114.48	8	123.07	8	131.38	8	144.51	5	155.85	3	165.10	2		2		2		2
CZ072 Zlínský	6	87.87	6	93.88	6	102.33	6	111.88	6	123.67	6	134.80	6	147.22	4	159.53	2		1		1		1		1
CZ080 Moravskoslezský	8	91.74	9	95.65	9	99.21	9	106.01	9	112.78	9	121.02	9	129.90	3	131.27	2		2		2		2		2

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

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

Region NUTS 3	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE																	
Total	1,103	83.8	26.3	47.7	27.0	995	75.6	102.7	1,083	82.3	18.61	11.9	776	59.0	9.70	10.7	10.4	1,031	78.3	23.32	23.5
CZ010 Capital Prague	146	74.5	26.1	49.0	27.3	123	62.8	100.9	140	71.4	16.53	10.9	110	56.1	9.94	10.5	11.2	139	70.9	33.94	23.2
CZ020 Středočeský	63	82.9	25.9	47.7	26.7	59	77.6	105.1	62	81.6	16.02	12.2	45	59.2	9.93	10.0	10.4	59	77.6	20.52	20.4
CZ031 Jihočeský	84	72.4	27.4	48.2	28.9	75	64.7	103.6	82	70.7	17.73	13.4	60	51.7	9.25	10.6	10.0	78	67.2	23.73	26.9
CZ032 Plzeňský	61	88.4	27.5	48.8	25.4	60	87.0	103.5	58	84.1	19.81	13.4	45	65.2	9.21	15.0	10.0	61	88.4		22.1
CZ041 Karlovarský	31	86.1	27.1	46.8	27.1	25	69.4	100.0	29	80.6	14.40	11.7	23	63.9	9.36	10.0	10.7	29	80.6	25.50	21.8
CZ042 Ústecký	72	88.9	26.8	47.0	28.4	64	79.0	102.5	70	86.4	18.30	14.5	52	64.2	9.00	10.0	10.4	66	81.5	21.65	19.9
CZ051 Liberecký	52	88.1	27.3	48.0	27.4	48	81.4	108.2	51	86.4	20.89	11.1	32	54.2	10.18	10.0	11.7	45	76.3	14.00	25.7
CZ052 Královéhradecký	70	87.5	25.2	46.8	25.9	61	76.3	101.0	70	87.5	20.54	12.8	40	50.0	10.86	10.0	10.0	58	72.5	17.89	21.5
CZ053 Pardubický	54	81.8	26.0	46.3	27.5	46	69.7	102.8	55	83.3	18.76	11.7	36	54.5	8.41	10.0	10.0	51	77.3	19.88	18.9
CZ061 Vysočina	72	83.7	25.6	47.4	25.3	65	75.6	103.1	72	83.7	20.85	10.8	50	58.1	10.19	10.0	10.5	70	81.4	21.00	24.0
CZ062 Jihomoravský	99	85.3	25.9	47.8	28.2	85	73.3	100.5	101	87.1	15.02	12.1	73	62.9	8.95	10.0	10.0	93	80.2	15.18	23.6
CZ071 Olomoucký	91	91.9	25.7	45.9	26.0	84	84.8	102.4	89	89.9	20.66	10.5	62	62.6	12.06	13.8	10.3	90	90.9	32.25	25.3
CZ072 Zlínský	83	89.2	25.9	47.6	27.9	82	88.2	101.5	83	89.2	20.32	12.5	66	71.0	8.52	10.0	10.0	78	83.9	24.18	28.4
CZ080 Moravskoslezský	125	87.4	26.9	47.8	26.8	118	82.5	104.2	121	84.6	17.74	11.3	82	57.3	9.59	10.0	10.3	114	79.7	28.47	23.2

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 the supplementary charge specified as a percentage of the average earnings
 CZK/h average value of the supplementary charge in CZK per hour
 % MM average value of the supplementary charge specified as a percentage of the basic tariff of minimum wage

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

Region NUTS 3	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
Total	25	8.1	588	9.17	6	9	12.9	25	97.66	154	5	7.6	155	7.76	45	2		168	6.98	2
CZ010 Capital Prague	2		49	8.34		2		4	78.50	14			20	6.04	10			29	9.37	
CZ020 Středočeský			24	7.54		1		3	79.50	10			4	10.75	2			4	6.68	
CZ031 Jihočeský	1		52	8.25				6	143.25	16			13	6.37	2			15	8.08	
CZ032 Plzeňský	2		34	7.94	1	2		1					3	16.80				10	7.86	
CZ041 Karlovarský			15	5.30						5			4	4.13				3	5.83	1
CZ042 Ústecký	4	7.3	27	8.63				1		10	2		5	17.68	1			10	6.23	
CZ051 Liberecký			38	9.86		2		1		5			8	7.69	4			2		
CZ052 Královéhradecký	3	10.3	49	8.91	2					15			10	13.00	2			7	5.17	
CZ053 Pardubický	1		34	8.18				3	94.17	9	1		9	6.78	1			5	4.60	
CZ061 Vysočina	3	8.3	53	10.43				5	55.00	3			15	7.90	2			8	6.50	
CZ062 Jihomoravský	3	9.0	37	7.23	1					8	1		9	7.40	4			14	6.15	
CZ071 Olomoucký	2		68	15.66	1					17			28	7.31	4			29	4.92	
CZ072 Zlínský	3	6.8	53	8.99		1				19	1		10	6.03	2	1		5	8.16	
CZ080 Moravskoslezský	1		55	6.18	1	1		1		15			17	5.78	11	1		27	7.47	1

Explanatory notes: NCA

% AE

CZK/h

CZK/shift

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

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

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per shift

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

Region NUTS 3	Supplementary charge																								
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)				for the knowledge of foreign languages					for substitution					for training other people					individual bonus			Other supplementary charge		
	% of aver. earnings		paid by the hour		other form		% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		other form	
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	% of aver. earnings	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	% AE	NCA
Total	5	8.3	161	25.10	8	1		6	767	2	23	29.8	9	1,639	107	20	10.0	26	919	67	10	23.4	47	540	
CZ010 Capital Prague	2		27	45.80	2					1	6	22.5	2		13	5	9.8	2		3				6	74
CZ020 Středočeský			6	19.67							1				7	1				4				2	21
CZ031 Jihočeský			12	14.43				1					1		16			3	1,833	4	4	25.0		2	48
CZ032 Plzeňský			10	8.58				3	1,100		1			2										3	19
CZ041 Karlovarský			4	23.38							1			3						2					16
CZ042 Ústecký	1		12	44.47	1			1			7	32.9			11	1		1		9					46
CZ051 Liberecký			2			1					1			3	1					4				1	25
CZ052 Královéhradecký			8	16.06									1		6			3	1,710	4					40
CZ053 Pardubický			6	24.68							1			9			2			4					32
CZ061 Vysočina			7	28.79	1			1		1	2			6	2						2			6	36
CZ062 Jihomoravský			11	28.76							1			8	2		3	572	2					1	51
CZ071 Olomoucký			9	8.02										4	1		3	667	6	4	26.4			5	43
CZ072 Zlínský			11	15.77									3	2,083	7	6	10.0	6	333	4				6	52
CZ080 Moravskoslezský	2		36	20.68	4						2		2		12	1		3	523	21				15	37

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

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

Region NUTS 3	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	598	45.4	198	15.0	386	29.3	224	17.0	54	4.1	139	10.6	136	10.3	104	7.9	727	55.2
CZ010 Capital Prague	58	29.6	12	6.1	38	19.4	19	9.7	12	6.1	12	6.1	15	7.7	13	6.6	90	45.9
CZ020 Středočeský	33	43.4	18	23.7	20	26.3	12	15.8			10	13.2	7	9.2	9	11.8	37	48.7
CZ031 Jihočeský	61	52.6	23	19.8	33	28.4	29	25.0	6	5.2	22	19.0	16	13.8	8	6.9	74	63.8
CZ032 Plzeňský	34	49.3	6	8.7	24	34.8	18	26.1	5	7.2	2	2.9	19	27.5	4	5.8	44	63.8
CZ041 Karlovarský	11	30.6	5	13.9	4	11.1	5	13.9	2	5.6	3	8.3	3	8.3	1	2.8	23	63.9
CZ042 Ústecký	51	63.0	10	12.3	32	39.5	24	29.6	3	3.7	13	16.0	13	16.0	7	8.6	48	59.3
CZ051 Liberecký	24	40.7	7	11.9	13	22.0	6	10.2	4	6.8	7	11.9	1	1.7	7	11.9	34	57.6
CZ052 Královéhradecký	49	61.3	20	25.0	32	40.0	20	25.0	4	5.0	12	15.0	10	12.5	9	11.3	49	61.3
CZ053 Pardubický	32	48.5	7	10.6	18	27.3	12	18.2	4	6.1	5	7.6	7	10.6	5	7.6	28	42.4
CZ061 Vysočina	35	40.7	15	17.4	21	24.4	13	15.1	2	2.3	9	10.5	8	9.3	8	9.3	53	61.6
CZ062 Jihomoravský	48	41.4	10	8.6	33	28.4	20	17.2	2	1.7	8	6.9	15	12.9	4	3.4	57	49.1
CZ071 Olomoucký	27	27.3	11	11.1	15	15.2	9	9.1	2	2.0	7	7.1	2	2.0	10	10.1	63	63.6
CZ072 Zlínský	63	67.7	15	16.1	52	55.9	11	11.8	4	4.3	7	7.5	7	7.5	10	10.8	50	53.8
CZ080 Moravskoslezský	72	50.3	39	27.3	51	35.7	26	18.2	4	2.8	22	15.4	13	9.1	9	6.3	77	53.8

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

**Remunerations at work anniversaries and assistance in natural disasters
classification based on regions**

Region NUTS 3	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
Total	715	54.3	78	2,991	311	3,682	549	5,691	602	7,423	683	9,193	712	10,668	714	12,252	714	13,493	715	15,051	9	0.7	16,111
CZ010 Capital Prague	102	52.0	12	3,358	31	4,205	80	6,377	87	8,441	100	10,578	102	12,242	102	14,278	102	15,864	102	17,511	2	1.0	
CZ020 Středočeský	47	61.8	5	2,140	17	3,500	36	5,181	40	6,600	42	8,762	47	10,601	47	12,426	47	13,697	47	15,011	2	2.6	
CZ031 Jihočeský	50	43.1	5	4,000	24	3,250	32	4,813	35	6,957	49	8,536	50	10,046	50	11,650	50	12,896	50	14,956	1	0.9	
CZ032 Plzeňský	36	52.2	4	2,500	19	3,937	32	6,625	34	8,815	35	10,737	36	12,400	36	13,539	36	14,456	36	15,622			
CZ041 Karlovarský	19	52.8	4	1,875	8	1,800	11	3,436	13	4,131	18	5,728	18	6,961	19	8,484	19	9,553	19	11,142	1	2.8	
CZ042 Ústecký	46	56.8	3	4,003	20	4,179	37	6,705	39	8,811	45	10,466	46	12,180	46	14,164	46	15,855	46	17,774			
CZ051 Liberecký	37	62.7	4	3,625	23	4,109	32	6,953	34	9,574	35	12,343	37	13,784	37	15,797	37	17,743	37	19,824			
CZ052 Královéhradecký	48	60.0	8	2,000	23	3,635	36	5,757	39	7,155	46	8,528	47	9,750	47	10,993	47	11,897	48	13,011			
CZ053 Pardubický	37	56.1	5	2,300	18	4,042	31	5,703	35	6,878	37	8,422	37	9,922	37	11,476	37	12,457	37	13,703			
CZ061 Vysočina	53	61.6	4	2,750	20	4,470	41	5,517	47	7,291	52	9,067	52	10,407	53	11,877	53	12,714	53	14,296			
CZ062 Jihomoravský	67	57.8	10	3,590	27	4,272	44	6,138	48	7,942	58	9,660	67	10,862	67	12,637	67	14,098	67	15,945	2	1.7	
CZ071 Olomoucký	70	70.7	3	3,167	33	2,697	51	4,665	58	6,260	67	7,985	70	9,723	70	10,937	70	11,876	70	13,190			
CZ072 Zlínský	40	43.0	4	5,875	18	4,272	35	6,049	35	7,843	36	9,725	40	10,725	40	12,510	40	14,063	40	16,163	1	1.1	
CZ080 Moravskoslezský	63	44.1	7	1,557	30	2,767	51	4,376	58	5,569	63	6,857	63	7,946	63	8,837	63	9,640	63	10,625			

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	696	52.9	313	3,888	630	4,535	681	5,625	686	6,553	696	7,427	696	7,994
CZ010 Capital Prague	94	48.0	43	4,802	90	6,182	94	8,226	94	9,982	94	11,471	94	11,754
CZ020 Středočeský	37	48.7	16	3,363	31	3,816	36	4,614	36	5,419	37	6,008	37	6,347
CZ031 Jihočeský	63	54.3	32	3,666	57	4,125	63	4,862	63	5,185	63	5,460	63	6,637
CZ032 Plzeňský	38	55.1	18	3,433	31	4,665	35	6,483	38	8,250	38	8,742	38	9,992
CZ041 Karlovarský	20	55.6	7	4,129	18	4,450	20	4,845	20	5,495	20	6,220	20	6,445
CZ042 Ústecký	45	55.6	16	4,355	43	5,685	45	7,034	45	8,434	45	9,837	45	10,153
CZ051 Liberecký	26	44.1	11	3,545	24	3,658	26	4,313	26	4,697	26	5,505	26	5,611
CZ052 Královéhradecký	50	62.5	26	3,327	45	4,411	50	5,266	50	5,876	50	6,446	50	6,566
CZ053 Pardubický	35	53.0	13	4,500	32	3,984	35	4,871	35	5,497	35	6,103	35	6,391
CZ061 Vysočina	51	59.3	27	3,100	46	3,776	51	4,769	51	5,669	51	6,739	51	7,474
CZ062 Jihomoravský	65	56.0	32	3,852	59	4,386	64	5,088	64	5,702	65	6,526	65	7,311
CZ071 Olomoucký	47	47.5	20	2,796	45	3,572	47	4,439	47	5,380	47	6,346	47	7,156
CZ072 Zlínský	51	54.8	29	4,138	50	4,524	50	5,617	50	6,178	51	7,242	51	7,814
CZ080 Moravskoslezský	74	51.7	23	4,870	59	4,154	65	5,240	67	6,094	74	6,904	74	7,453

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	829	63.0	333	5,239	723	6,771	805	9,160	820	11,071	826	13,275	827	14,738	828	16,148	828	17,272	829	18,170
CZ010 Capital Prague	119	60.7	45	6,218	104	9,746	117	14,210	117	15,944	118	20,434	118	22,128	118	23,200	118	24,175	119	24,900
CZ020 Středočeský	48	63.2	12	2,708	41	8,373	47	10,066	47	11,298	48	14,260	48	15,703	48	19,094	48	21,724	48	22,417
CZ031 Jihočeský	65	56.0	23	7,833	54	7,567	63	9,212	63	10,832	65	12,115	65	14,763	65	16,174	65	17,528	65	18,828
CZ032 Plzeňský	43	62.3	16	4,275	35	6,406	37	9,254	43	15,865	43	17,251	43	18,305	43	19,044	43	19,565	43	20,007
CZ041 Karlovarský	21	58.3	6	12,000	19	6,526	21	8,167	21	9,405	21	10,500	21	11,179	21	11,667	21	11,964	21	12,167
CZ042 Ústecký	52	64.2	15	7,469	47	8,722	50	12,351	52	15,534	52	18,162	52	20,738	52	23,265	52	25,119	52	26,910
CZ051 Liberecký	29	49.2	14	3,964	27	4,611	29	6,190	29	7,828	29	10,086	29	12,159	29	13,934	29	15,728	29	17,521
CZ052 Královéhradecký	62	77.5	29	5,100	51	5,776	59	7,229	61	8,893	61	10,293	61	11,172	62	12,452	62	13,203	62	14,163
CZ053 Pardubický	45	68.2	14	5,339	39	4,983	44	6,598	44	7,919	45	8,940	45	9,817	45	10,960	45	11,829	45	12,687
CZ061 Vysočina	62	72.1	28	3,311	54	4,730	62	6,935	62	8,137	62	9,777	62	11,149	62	12,185	62	12,907	62	13,645
CZ062 Jihomoravský	73	62.9	34	5,921	69	8,266	72	10,585	72	12,678	73	15,240	73	16,987	73	18,491	73	19,777	73	20,342
CZ071 Olomoucký	71	71.7	33	2,205	64	4,088	68	6,847	71	8,694	71	11,180	71	12,749	71	14,429	71	15,985	71	17,487
CZ072 Zlínský	59	63.4	36	4,989	56	5,634	59	7,008	59	8,339	59	9,898	59	11,076	59	12,288	59	13,136	59	13,797
CZ080 Moravskoslezský	80	55.9	28	6,254	63	5,643	77	7,259	79	8,444	79	9,566	80	9,974	80	10,838	80	11,333	80	11,767

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

Wage development classification based on regions

Region NUTS 3	Wage development contracted																														Wage development is bound to economic indicators					
	NCA	% CA	of this																																	
			by maintaining the aver. wage				by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage				by increasing the average real wage				by keeping real wage				by combination of given issues									
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	without manag.	NCA	% CA	without manag.		NCA	% CA			
Total	844	64.1	20	1.5	459	34.9	72	892	387	3.8	123	9.3	15	1.1	271	20.6	258	3.2	13	665	14	3.3	23	1.7	23	2.0	4	2.0	143	10.9	10	0.8	173	13.1	150	11.4
CZ010 Capital Prague	122	62.2	6	3.1	66	33.7	7	586	59	3.3	20	10.2	2	1.0	31	15.8	30	3.0	1		2		5	2.6	5	1.6	2		21	10.7			26	13.3	17	8.7
CZ020 Středočeský	52	68.4	1	1.3	36	47.4	6	1,267	30	4.4	4	5.3	1	1.3	12	15.8	9	2.8	3	733	1		1	1.3	1			7	9.2	1	1.3	9	11.8	1	1.3	
CZ031 Jihočeský	61	52.6	3	2.6	32	27.6	4	755	28	4.0	18	15.5	3	2.6	14	12.1	12	3.7	2		2		2	1.7	2		1	8	6.9			14	12.1	13	11.2	
CZ032 Plzeňský	55	79.7			28	40.6	3	1,233	25	3.2	7	10.1	2	2.9	24	34.8	24	3.3			1		1	1.4	1			17	24.6	3	4.3	20	29.0	17	24.6	
CZ041 Karlovarský	24	66.7			10	27.8	1		9	4.0	4	11.1	1	2.8	7	19.4	7	3.3					2	5.6	2			7	19.4	1	2.8	6	16.7	10	27.8	
CZ042 Ústecký	55	67.9			33	40.7	3	830	30	4.0	8	9.9	1	1.2	12	14.8	11	3.8	1				2	2.5	2			11	13.6	3	3.7	10	12.3	13	16.0	
CZ051 Liberecký	39	66.1	1	1.7	25	42.4	6	800	19	3.5	1	1.7			12	20.3	12	2.9										2	3.4			2	3.4	1	1.7	
CZ052 Královéhradecký	45	56.3	1	1.3	27	33.8	5	746	22	3.6	8	10.0			13	16.3	13	2.6					1	1.3	1		1	3	3.8			7	8.8	8	10.0	
CZ053 Pardubický	43	65.2			23	34.8	1		22	3.1	9	13.6	2	3.0	14	21.2	13	3.0	1				1	1.5	1			4	6.1			8	12.1	4	6.1	
CZ061 Vysočina	55	64.0	3	3.5	21	24.4	7	1,186	14	3.8	4	4.7	1	1.2	25	29.1	23	3.1	2		1		1	1.2	1			9	10.5			7	8.1	7	8.1	
CZ062 Jihomoravský	78	67.2	1	0.9	43	37.1	5	792	38	4.7	8	6.9			25	21.6	25	4.5			2		2	1.7	2			12	10.3			13	11.2	15	12.9	
CZ071 Olomoucký	60	60.6	3	3.0	31	31.3	5	640	26	4.0	1	1.0			23	23.2	22	3.1	1		1						7	7.1			5	5.1	7	7.1		
CZ072 Zlínský	73	78.5			38	40.9	9	1,022	29	4.0	21	22.6	1	1.1	31	33.3	30	2.9	1		2		4	4.3	4	2.3		25	26.9	1	1.1	33	35.5	24	25.8	
CZ080 Moravskoslezský	82	57.3	1	0.7	46	32.2	10	868	36	3.2	10	7.0	1	0.7	28	19.6	27	2.9	1		2		1	0.7	1			10	7.0	1	0.7	13	9.1	13	9.1	

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

Remuneration of employees I classification based on regions

Region NUTS 3	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue		NCA	% CA	% AE	NCA	% CA	% AE				
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
Total	727	55.2	97	7.4	36	2.7	631	47.9	234	17.8	96.6	220	16.7	85.4	365	27.7	16.6	18.86
CZ010 Capital Prague	105	53.6	11	5.6	3	1.5	96	49.0	42	21.4	96.3	40	20.4	86.4	59	30.1	16.0	22.99
CZ020 Středočeský	37	48.7	4	5.3	3	3.9	33	43.4	10	13.2	99.0	6	7.9	88.3	21	27.6	15.7	16.00
CZ031 Jihočeský	56	48.3	3	2.6			55	47.4	22	19.0	96.8	24	20.7	87.3	38	32.8	17.9	18.24
CZ032 Plzeňský	41	59.4	4	5.8	9	13.0	29	42.0	8	11.6	95.0	13	18.8	85.0	14	20.3	17.7	30.00
CZ041 Karlovarský	20	55.6	3	8.3	1	2.8	17	47.2	9	25.0	97.8	7	19.4	92.9	15	41.7	19.8	21.17
CZ042 Ústecký	49	60.5	9	11.1	1	1.2	40	49.4	23	28.4	95.3	26	32.1	81.5	31	38.3	20.3	15.80
CZ051 Liberecký	31	52.5	5	8.5	1	1.7	28	47.5	10	16.9	97.5	8	13.6	91.3	13	22.0	15.7	24.33
CZ052 Královéhradecký	42	52.5	4	5.0	1	1.3	38	47.5	19	23.8	96.8	12	15.0	85.0	26	32.5	17.0	22.86
CZ053 Pardubický	37	56.1	5	7.6	1	1.5	31	47.0	10	15.2	95.5	8	12.1	79.4	13	19.7	14.6	16.42
CZ061 Vysočina	47	54.7	7	8.1	5	5.8	42	48.8	10	11.6	98.0	14	16.3	84.3	17	19.8	17.5	26.22
CZ062 Jihomoravský	63	54.3	14	12.1	4	3.4	52	44.8	18	15.5	99.2	14	12.1	91.4	32	27.6	15.8	16.16
CZ071 Olomoucký	57	57.6	7	7.1	3	3.0	47	47.5	12	12.1	95.8	14	14.1	85.4	28	28.3	14.8	21.60
CZ072 Zlínský	52	55.9	9	9.7	1	1.1	44	47.3	15	16.1	97.3	18	19.4	82.2	22	23.7	16.5	23.50
CZ080 Moravskoslezský	90	62.9	12	8.4	3	2.1	79	55.2	26	18.2	94.6	16	11.2	81.6	36	25.2	15.0	12.75

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

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

Region NUTS 3	Applying the working hours account under Section 86 LC								Applying the working hours account in overtime under Subsec. 4, LC			Use of wage by the task			
	agreed in CA		compensatory period	The amount of fixed wages beyond the scope of Section 120, subsec. 1, LC				agreed in CA		extent	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		weeks	NCA	% CA	% AE	NCA	% CA		NCA	% CA	hours	NCA	% CA
Total	104	7.9	49.0	31	2.4	93.6	4	0.3	17	1.3	78.1	178	13.5	85	6.5
CZ010 Capital Prague	17	8.7	50.5	3	1.5	92.3			2	1.0		24	12.2	15	7.7
CZ020 Středočeský	6	7.9	47.7	2	2.6		1	1.3				6	7.9		
CZ031 Jihočeský	19	16.4	50.6	2	1.7				4	3.4	86.0	13	11.2	3	2.6
CZ032 Plzeňský	6	8.7	47.7	4	5.8	100.0	2	2.9				22	31.9	20	29.0
CZ041 Karlovarský												7	19.4	3	8.3
CZ042 Ústecký	9	11.1	52.0	2	2.5				2	2.5		8	9.9	4	4.9
CZ051 Liberecký	7	11.9	52.0	3	5.1	85.0			1	1.7		5	8.5	2	3.4
CZ052 Královéhradecký	2	2.5										10	12.5	2	2.5
CZ053 Pardubický	7	10.6	40.9	5	7.6	97.5	1	1.5				7	10.6	4	6.1
CZ061 Vysočina	4	4.7	52.0	1	1.2				1	1.2		14	16.3	2	2.3
CZ062 Jihomoravský	4	3.4	52.0	2	1.7				1	0.9		11	9.5	5	4.3
CZ071 Olomoucký	9	9.1	49.1	4	4.0	97.5			3	3.0	71.7	5	5.1	2	2.0
CZ072 Zlínský	5	5.4	41.6	2	2.2				1	1.1		32	34.4	14	15.1
CZ080 Moravskoslezský	9	6.3	49.1	1	0.7				2	1.4		14	9.8	9	6.3

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

Remuneration of employees III classification based on regions

Region NUTS 3	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,271	96.6	1,120	85.1	734	55.8	646	49.1	905	68.8
CZ010 Capital Prague	185	94.4	147	75.0	119	60.7	83	42.3	121	61.7
CZ020 Středočeský	68	89.5	61	80.3	34	44.7	27	35.5	46	60.5
CZ031 Jihočeský	111	95.7	92	79.3	56	48.3	52	44.8	72	62.1
CZ032 Plzeňský	69	100.0	64	92.8	58	84.1	23	33.3	63	91.3
CZ041 Karlovarský	35	97.2	35	97.2	20	55.6	13	36.1	28	77.8
CZ042 Ústecký	81	100.0	73	90.1	39	48.1	51	63.0	58	71.6
CZ051 Liberecký	55	93.2	49	83.1	26	44.1	21	35.6	31	52.5
CZ052 Královéhradecký	79	98.8	67	83.8	38	47.5	39	48.8	49	61.3
CZ053 Pardubický	64	97.0	58	87.9	40	60.6	29	43.9	46	69.7
CZ061 Vysočina	84	97.7	79	91.9	40	46.5	24	27.9	53	61.6
CZ062 Jihomoravský	111	95.7	99	85.3	73	62.9	76	65.5	85	73.3
CZ071 Olomoucký	95	96.0	75	75.8	44	44.4	43	43.4	60	60.6
CZ072 Zlínský	92	98.9	86	92.5	47	50.5	52	55.9	71	76.3
CZ080 Moravskoslezský	142	99.3	135	94.4	100	69.9	113	79.0	122	85.3

Explanatory notes: NCA
% CA
*

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
Total	1,137	86.4	262	19.9	710	54.0	1,170	88.9	1,055	444	823	445	264	368	28.0
CZ010 Capital Prague	173	88.3	36	18.4	97	49.5	174	88.8	155	78	125	58	51	41	20.9
CZ020 Středočeský	62	81.6	6	7.9	31	40.8	69	90.8	63	25	56	20	21	10	13.2
CZ031 Jihočeský	98	84.5	26	22.4	71	61.2	105	90.5	91	39	67	28	23	35	30.2
CZ032 Plzeňský	62	89.9	14	20.3	41	59.4	62	89.9	56	18	38	39	9	30	43.5
CZ041 Karlovarský	35	97.2	8	22.2	23	63.9	30	83.3	29	10	18	12	5	12	33.3
CZ042 Ústecký	69	85.2	15	18.5	48	59.3	70	86.4	69	31	50	27	19	21	25.9
CZ051 Liberecký	52	88.1	11	18.6	25	42.4	56	94.9	51	17	45	20	4	24	40.7
CZ052 Královéhradecký	70	87.5	12	15.0	33	41.3	75	93.8	72	26	53	26	19	23	28.8
CZ053 Pardubický	58	87.9	17	25.8	35	53.0	63	95.5	56	25	42	25	21	21	31.8
CZ061 Vysočina	81	94.2	14	16.3	43	50.0	77	89.5	75	23	61	29	17	8	9.3
CZ062 Jihomoravský	82	70.7	19	16.4	44	37.9	97	83.6	85	36	65	51	24	14	12.1
CZ071 Olomoucký	89	89.9	30	30.3	44	44.4	87	87.9	72	27	52	15	7	23	23.2
CZ072 Zlínský	77	82.8	22	23.7	70	75.3	77	82.8	60	32	44	25	24	39	41.9
CZ080 Moravskoslezský	129	90.2	32	22.4	105	73.4	128	89.5	121	57	107	70	20	67	46.9

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

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

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		governing the provision of information to TU		provided to TU beyond the scope of LC stipulated		the procedures for discussing materials with TU		beyond the scope of LC stipulated	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,026	78.0	131	10.0	65	4.9	24	1.8	70	5.3	268	92.4	22	7.6	1,028	78.1	405	30.8	899	68.3	315	23.9
CZ010 Capital Prague	122	62.2	25	12.8	14	7.1	7	3.6	28	14.3	64	86.5	10	13.5	162	82.7	61	31.1	129	65.8	54	27.6
CZ020 Středočeský	59	77.6	10	13.2	3	3.9	2	2.6	2	2.6	17	100.0			51	67.1	12	15.8	44	57.9	12	15.8
CZ031 Jihočeský	93	80.2	5	4.3	11	9.5	1	0.9	6	5.2	21	91.3	2	8.7	69	59.5	25	21.6	59	50.9	21	18.1
CZ032 Plzeňský	55	79.7	6	8.7	3	4.3	2	2.9	3	4.3	14	100.0			60	87.0	36	52.2	56	81.2	26	37.7
CZ041 Karlovarský	34	94.4			1	2.8	1	2.8			2	100.0			31	86.1	12	33.3	22	61.1	12	33.3
CZ042 Ústecký	63	77.8	8	9.9	3	3.7	2	2.5	5	6.2	17	94.4	1	5.6	58	71.6	20	24.7	53	65.4	24	29.6
CZ051 Liberecký	42	71.2	13	22.0	2	3.4			2	3.4	16	94.1	1	5.9	41	69.5	13	22.0	32	54.2	10	16.9
CZ052 Královéhradecký	66	82.5	8	10.0	2	2.5			4	5.0	14	100.0			67	83.8	13	16.3	57	71.3	9	11.3
CZ053 Pardubický	54	81.8	9	13.6			2	3.0	1	1.5	12	100.0			54	81.8	11	16.7	47	71.2	5	7.6
CZ061 Vysočina	75	87.2	7	8.1	2	2.3	1	1.2	1	1.2	10	90.9	1	9.1	43	50.0	15	17.4	27	31.4	10	11.6
CZ062 Jihomoravský	85	73.3	12	10.3	7	6.0	2	1.7	10	8.6	29	93.5	2	6.5	95	81.9	45	38.8	91	78.4	20	17.2
CZ071 Olomoucký	85	85.9	7	7.1	4	4.0			3	3.0	10	71.4	4	28.6	82	82.8	50	50.5	77	77.8	31	31.3
CZ072 Zlínský	77	82.8	10	10.8	3	3.2	3	3.2			16	100.0			85	91.4	33	35.5	79	84.9	22	23.7
CZ080 Moravskoslezský	116	81.1	11	7.7	10	7.0	1	0.7	5	3.5	26	96.3	1	3.7	130	90.9	59	41.3	126	88.1	59	41.3

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

**Compensation money
classification based on regions**

Region NUTS 3	Increase of compensation money beyond the framework of Section 67 of the LC																									
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	employment up to 1 year				employment up to 2 years				employment over 2 years				agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences	
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE															
NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	422	32.1	1.4	2.3	435	33.1	1.1	2.0	655	49.8	1.3	4.4	112	8.5	1.3	3.1	648	49.2	467	35.5	411	31.2	82	6.2	105	8.0
CZ010 Capital Prague	89	45.4	1.4	2.5	92	46.9	1.1	2.3	127	64.8	1.3	5.1	16	8.2	1.3	2.9	120	61.2	94	48.0	84	42.9	24	12.2	22	11.2
CZ020 Středočeský	16	21.1	1.2	2.1	17	22.4	1.1	1.9	30	39.5	1.2	4.7	10	13.2	1.4	2.8	30	39.5	27	35.5	14	18.4	7	9.2	7	9.2
CZ031 Jihočeský	33	28.4	1.4	2.1	36	31.0	1.0	1.8	40	34.5	1.6	8.4	5	4.3	2.2	3.0	52	44.8	37	31.9	27	23.3	8	6.9	21	18.1
CZ032 Plzeňský	22	31.9	1.2	2.0	23	33.3	1.1	1.9	41	59.4	1.3	3.1	7	10.1	1.1	3.0	38	55.1	28	40.6	29	42.0	5	7.2	2	2.9
CZ041 Karlovarský	9	25.0	1.5	1.9	9	25.0	1.5	2.0	21	58.3	1.5	4.2	1	2.8			17	47.2	13	36.1	8	22.2	4	11.1	3	8.3
CZ042 Ústecký	40	49.4	1.3	2.2	42	51.9	1.2	2.1	56	69.1	1.4	4.9	7	8.6	1.0	4.7	54	66.7	42	51.9	36	44.4	8	9.9	2	2.5
CZ051 Liberecký	5	8.5	1.5	1.8	6	10.2	1.2	1.6	24	40.7	1.4	4.2	3	5.1	2.7	5.7	24	40.7	21	35.6	11	18.6	2	3.4	2	3.4
CZ052 Královéhradecký	15	18.8	1.4	2.6	14	17.5	1.2	2.5	37	46.3	1.3	4.2	5	6.3	1.0	1.8	38	47.5	27	33.8	19	23.8	6	7.5	12	15.0
CZ053 Pardubický	15	22.7	1.3	2.1	15	22.7	1.3	2.1	24	36.4	1.3	4.2	3	4.5	1.0	2.0	24	36.4	15	22.7	17	25.8	2	3.0	5	7.6
CZ061 Vysočina	19	22.1	1.7	2.4	20	23.3	1.5	2.1	36	41.9	1.3	2.5	11	12.8	1.0	4.2	35	40.7	16	18.6	26	30.2	1	1.2	10	11.6
CZ062 Jihomoravský	38	32.8	1.4	2.1	39	33.6	1.0	1.7	46	39.7	1.3	4.1	14	12.1	1.4	2.9	48	41.4	39	33.6	26	22.4	3	2.6	3	2.6
CZ071 Olomoucký	46	46.5	1.5	2.1	45	45.5	1.1	1.7	55	55.6	1.1	2.8	9	9.1	1.4	2.6	54	54.5	36	36.4	30	30.3	3	3.0	2	2.0
CZ072 Zlínský	36	38.7	1.4	2.5	37	39.8	1.1	2.3	43	46.2	1.2	3.2	6	6.5	1.0	3.7	44	47.3	23	24.7	35	37.6	2	2.2	4	4.3
CZ080 Moravskoslezský	39	27.3	1.4	2.2	40	28.0	1.2	2.0	75	52.4	1.4	4.4	15	10.5	1.3	2.3	70	49.0	49	34.3	49	34.3	7	4.9	10	7.0

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

**Working hours and holidays
classification based on regions**

Region NUTS 3	Length of working hours												Flexible organization of working hours		Increase of holiday entitlement					
	agreed in CA		generally undistinguished			in working modes									agreed in CA		by days		by 1 week	by 2 weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	
								hours/week	hours/week	hours/week	hours/week									
Total	1,198	91.0	802	60.9	38.0	396	30.1	39.7	38.32	37.4	37.3	383	29.1	1,175	89.3	8.5	4.3	78.3	2.5	
CZ010 Capital Prague	171	87.2	94	48.0	38.4	77	39.3	39.6	38.26	37.3	37.2	77	39.3	175	89.3	5.1	5.3	79.6	4.6	
CZ020 Středočeský	69	90.8	49	64.5	38.1	20	26.3	39.9	38.68	37.5	37.4	15	19.7	62	81.6	5.3	5.0	76.3		
CZ031 Jihočeský	103	88.8	63	54.3	38.1	40	34.5	39.4	38.30	37.2	37.0	31	26.7	99	85.3	5.2	5.3	79.3	0.9	
CZ032 Plzeňský	65	94.2	40	58.0	37.8	25	36.2	39.8	37.93	37.4	37.4	18	26.1	65	94.2	8.7	4.5	84.1	1.4	
CZ041 Karlovarský	33	91.7	21	58.3	38.2	12	33.3	40.0	38.63	37.5	37.5	5	13.9	27	75.0	8.3	4.3	66.7		
CZ042 Ústecký	78	96.3	61	75.3	37.7	17	21.0	39.7	38.33	37.5	37.5	33	40.7	80	98.8	12.3	5.1	80.2	6.2	
CZ051 Liberecký	45	76.3	33	55.9	38.0	12	20.3	39.2	37.81	37.5	37.5	14	23.7	53	89.8	13.6	4.4	74.6	1.7	
CZ052 Královéhradecký	75	93.8	52	65.0	37.9	23	28.8	39.8	38.49	37.5	37.5	20	25.0	71	88.8	2.5	5.0	85.0	1.3	
CZ053 Pardubický	62	93.9	33	50.0	38.0	29	43.9	40.0	38.44	37.5	37.5	10	15.2	58	87.9	12.1	4.5	74.2	1.5	
CZ061 Vysočina	79	91.9	49	57.0	38.2	30	34.9	39.8	38.24	37.5	37.5	18	20.9	74	86.0	12.8	3.5	69.8	3.5	
CZ062 Jihomoravský	104	89.7	74	63.8	38.2	30	25.9	39.8	38.25	37.5	37.4	24	20.7	105	90.5	12.9	3.0	74.1	3.4	
CZ071 Olomoucký	95	96.0	79	79.8	37.9	16	16.2	39.5	38.13	37.2	37.2	33	33.3	88	88.9	3.0	3.3	83.8	2.0	
CZ072 Zlínský	90	96.8	52	55.9	38.0	38	40.9	39.7	38.53	37.5	37.2	25	26.9	88	94.6	10.8	5.1	82.8	1.1	
CZ080 Moravskoslezský	129	90.2	102	71.3	37.8	27	18.9	39.7	38.52	37.5	37.1	60	42.0	130	90.9	11.2	3.7	76.9	2.8	

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

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

Region NUTS 3	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
Total	6	0.5	91	907	68.9	50.4	579	44.0	48.9
CZ010 Capital Prague	2	1.0		130	66.3	49.1	98	50.0	47.6
CZ020 Středočeský				48	63.2	51.5	30	39.5	52.0
CZ031 Jihočeský	1	0.9		73	62.9	50.2	56	48.3	46.4
CZ032 Plzeňský	1	1.4		61	88.4	50.7	22	31.9	48.9
CZ041 Karlovarský				27	75.0	51.0	15	41.7	48.5
CZ042 Ústecký	1	1.2		58	71.6	50.7	51	63.0	50.7
CZ051 Liberecký				33	55.9	48.4	17	28.8	50.5
CZ052 Královéhradecký				53	66.3	51.5	29	36.3	48.9
CZ053 Pardubický	1	1.5		45	68.2	48.5	24	36.4	45.5
CZ061 Vysočina				64	74.4	50.8	30	34.9	49.4
CZ062 Jihomoravský				69	59.5	50.5	37	31.9	50.9
CZ071 Olomoucký				84	84.8	51.4	48	48.5	49.6
CZ072 Zlínský				58	62.4	51.6	28	30.1	50.1
CZ080 Moravskoslezský				104	72.7	49.8	94	65.7	48.6

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

**Employment rate I
classification based on regions**

Region NUTS 3	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	37	2.8	38	2.9	38	2.9	40	3.0
CZ010 Capital Prague	2	1.0	8	4.1	13	6.6	17	8.7
CZ020 Středočeský	3	3.9	2	2.6	1	1.3	1	1.3
CZ031 Jihočeský	5	4.3	7	6.0	2	1.7	2	1.7
CZ032 Plzeňský	8	11.6	6	8.7				
CZ041 Karlovarský							1	2.8
CZ042 Ústecký	1	1.2	1	1.2	8	9.9	7	8.6
CZ051 Liberecký	3	5.1	2	3.4	2	3.4	1	1.7
CZ052 Královéhradecký			1	1.3	2	2.5	3	3.8
CZ053 Pardubický			2	3.0	1	1.5		
CZ061 Vysočina	6	7.0	3	3.5	2	2.3		
CZ062 Jihomoravský	1	0.9			2	1.7	4	3.4
CZ071 Olomoucký	2	2.0	3	3.0	1	1.0		
CZ072 Zlínský	2	2.2	2	2.2	2	2.2	2	2.2
CZ080 Moravskoslezský	4	2.8	1	0.7	2	1.4	2	1.4

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

Employment rate II
classification based on regions

Region NUTS 3	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work									
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				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	455	34.6	19	1.4	444	33.7	11	0.8	25	1.9	23	1.7	1	0.1	1	0.1	1	0.1	2	0.2
CZ010 Capital Prague	82	41.8	7	3.6	79	40.3	4	2.0	8	4.1	7	3.6			1	0.5	1	0.5	1	0.5
CZ020 Středočeský	25	32.9	2	2.6	24	31.6			1	1.3	1	1.3								
CZ031 Jihočeský	50	43.1	4	3.4	50	43.1	2	1.7	1	0.9	1	0.9								
CZ032 Plzeňský	26	37.7			26	37.7			1	1.4	1	1.4								
CZ041 Karlovarský	7	19.4			7	19.4														
CZ042 Ústecký	33	40.7	1	1.2	31	38.3	1	1.2	4	4.9	4	4.9								
CZ051 Liberecký	6	10.2			6	10.2			1	1.7	1	1.7								
CZ052 Královéhradecký	19	23.8	1	1.3	18	22.5			2	2.5	1	1.3	1	1.3					1	1.3
CZ053 Pardubický	20	30.3	1	1.5	20	30.3			1	1.5	1	1.5								
CZ061 Vysočina	36	41.9			36	41.9														
CZ062 Jihomoravský	20	17.2	1	0.9	19	16.4	2	1.7	4	3.4	4	3.4								
CZ071 Olomoucký	42	42.4			42	42.4			1	1.0	1	1.0								
CZ072 Zlínský	34	36.6			34	36.6														
CZ080 Moravskoslezský	55	38.5	2	1.4	52	36.4	2	1.4	1	0.7	1	0.7								

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

Working conditions and benefits I
classification based on regions

Region NUTS 3	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,252	95.1	45.75	54.6	15.62	25.0	57.54	56.6	328	185	14.1	26	2.0	22	1.7
CZ010 Capital Prague	189	96.4	44.25	54.2	17.92	29.8	66.34	57.9	24	23	11.7	2	1.0	2	1.0
CZ020 Středočeský	71	93.4	45.11	54.0	19.92	36.7	63.72	56.7	16	11	14.5	1	1.3	1	1.3
CZ031 Jihočeský	106	91.4	32.55	55.0	13.45	26.3	53.28	57.5	40	16	13.8	1	0.9	4	3.4
CZ032 Plzeňský	66	95.7	41.64	55.0	9.97		48.80	55.0	40	6	8.7				
CZ041 Karlovarský	31	86.1	50.00	54.2	7.75		51.40	61.5	9	9	25.0	1	2.8	2	5.6
CZ042 Ústecký	79	97.5	49.67	54.8	18.78	22.0	56.38	55.1	20	26	32.1	3	3.7	2	2.5
CZ051 Liberecký	58	98.3	46.75	54.9	13.67	14.5	58.94	62.5	12	13	22.0	1	1.7	1	1.7
CZ052 Královéhradecký	78	97.5	45.86	55.0	18.22	20.0	60.44	52.0	20	13	16.3	1	1.3	1	1.3
CZ053 Pardubický	62	93.9	52.60	54.3	7.83		37.03	62.5	20	17	25.8				
CZ061 Vysočina	81	94.2	37.00	54.2	12.75		60.17	54.3	18	10	11.6	2	2.3	2	2.3
CZ062 Jihomoravský	112	96.6	45.27	54.9	14.93	23.0	46.61	57.7	12	21	18.1	5	4.3	3	2.6
CZ071 Olomoucký	94	94.9	48.50	55.0	13.17	15.0	54.72	55.4	49	8	8.1	1	1.0	1	1.0
CZ072 Zlínský	91	97.8	50.54	54.8	16.63		55.73	55.0	14	6	6.5	8	8.6	2	2.2
CZ080 Moravskoslezský	134	93.7	51.01	54.8	15.05		54.77	55.9	34	6	4.2			1	0.7

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

**Working conditions and benefits II
classification based on regions**

Region NUTS 3	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices	Contribution to pension insurance						Contribution to life insurance							
			agreed in CA		amount allowed			agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision		
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	26	2.0	106	8.1	805	74.1	295	22.4	873	66.3	603	966	3.2	688	52.3	309	23.5	572	852	253	19.2
CZ010 Capital Prague	14	7.1	5	2.6	1,133	66.7	57	29.1	140	71.4	586	1,113	3.3	113	57.7	52	26.5	637	804	44	22.4
CZ020 Středočeský			5	6.6	750	70.0	19	25.0	52	68.4	598	818	2.8	41	53.9	23	30.3	716	869	19	25.0
CZ031 Jihočeský	1	0.9	23	19.8	691	100.0	22	19.0	78	67.2	528	858	3.1	62	53.4	25	21.6	595	791	23	19.8
CZ032 Plzeňský	1	1.4	10	14.5	1,500		21	30.4	50	72.5	551	781	3.4	44	63.8	21	30.4	432	782	17	24.6
CZ041 Karlovarský			3	8.3	750	100.0	8	22.2	21	58.3	500	709	2.3	18	50.0	9	25.0	550	844	7	19.4
CZ042 Ústecký	2	2.5	3	3.7	833		15	18.5	65	80.2	680	1,089	3.0	54	66.7	29	35.8	673	1,167	23	28.4
CZ051 Liberecký	1	1.7	2	3.4			9	15.3	31	52.5	592	827	3.1	21	35.6	13	22.0	620	707	9	15.3
CZ052 Královéhradecký			7	8.8	504	75.0	18	22.5	61	76.3	660	905	3.3	49	61.3	19	23.8	529	580	15	18.8
CZ053 Pardubický	2	3.0	6	9.1	1,150	50.0	13	19.7	43	65.2	448	1,032	3.2	35	53.0	16	24.2	490	1,133	13	19.7
CZ061 Vysočina	1	1.2	10	11.6	1,087	50.0	17	19.8	51	59.3	676	1,014	3.4	43	50.0	18	20.9	594	826	15	17.4
CZ062 Jihomoravský	1	0.9	5	4.3	490		22	19.0	63	54.3	548	761	2.6	40	34.5	21	18.1	525	745	16	13.8
CZ071 Olomoucký	1	1.0	7	7.1	240		27	27.3	62	62.6	769	1,090	2.9	53	53.5	16	16.2	555	678	16	16.2
CZ072 Zlínský	1	1.1	11	11.8	763	53.3	16	17.2	64	68.8	673	1,065	3.6	42	45.2	16	17.2	413	1,013	13	14.0
CZ080 Moravskoslezský	1	0.7	9	6.3	233	83.3	31	21.7	92	64.3	570	1,034	3.2	73	51.0	31	21.7	528	887	23	16.1

Explanatory notes: NCA

% CA

CZK/month

aver. % of price

average % MBA

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

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

average contribution in CZK per month

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

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

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

Region NUTS 3	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
Total	437	33.2	46	2.3	31	2,421	78	1.9	253	139	3,966	235	17.9	57	7,982	18	2.2	110	96	3,294	
CZ010 Capital Prague	90	45.9	13	2.4	3	1,967	38	1.9	33	35	7,138	38	19.4	15	9,067	4	1.9	10	16	4,719	
CZ020 Středočeský	24	31.6	2		3	4,833	2		14	9	1,293	11	14.5	2		1		7	1		
CZ031 Jihočeský	45	38.8	4	2.3	2		9	1.7	26	13	3,429	29	25.0	4	4,000	1		22	3	1,500	
CZ032 Plzeňský	21	30.4	2		1		1		16	4	480	4	5.8					1	3	6,003	
CZ041 Karlovarský	10	27.8	3	1.9	1				6	6	3,556	6	16.7	1		2		2	2		
CZ042 Ústecký	37	45.7	5	2.9	5	2,320			26	8	2,265	22	27.2	5	10,880	3	1.8	10	10	3,593	
CZ051 Liberecký	17	28.8			2		1		12	5	1,437	8	13.6	1		1		5	6	6,623	
CZ052 Královéhradecký	26	32.5	2		1		2		17	7	347	15	18.8	3	9,867	2		3	8	4,635	
CZ053 Pardubický	24	36.4	4	2.4	3	3,500	1		14	9	8,748	7	10.6					3	4	5,466	
CZ061 Vysočina	30	34.9	1		4	3,025	1		22	7	2,579	9	10.5			1		4	4	1,603	
CZ062 Jihomoravský	37	31.9	5	1.8	1		10	1.7	20	14	1,507	22	19.0	1		2		13	18	1,700	
CZ071 Olomoucký	14	14.1	1				3	1.4	9	4	3,102	10	10.1	1		1		4	8	1,531	
CZ072 Zlínský	26	28.0	3	1.8	5	1,440	4	1.8	11	10	4,753	35	37.6	17	5,388			18	5	2,240	
CZ080 Moravskoslezský	36	25.2	1				6	2.2	27	8	2,053	19	13.3	7	15,929			8	8	1,660	

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

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

Region NUTS 3	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	7.85	3.02	2.17	23.74	1.48	3.34	0.33	10.94	2.31	32.01	12.80	387	29.4	185	14.1
CZ010 Capital Prague	5.68	1.91	0.88	26.05	1.71	1.95		13.85	2.69	34.24	11.03	89	45.4	58	29.6
CZ020 Středočeský	15.52		2.23	31.37	3.27	3.38	4.29	8.85	2.10	27.73	1.25	13	17.1	15	19.7
CZ031 Jihočeský	15.52	0.36	1.79	10.09	0.92	4.74		11.63	2.17	10.56	42.23	47	40.5	14	12.1
CZ032 Plzeňský	89.27	0.08		1.35		0.36	2.01	0.15	0.59	0.18	6.02	13	18.8	4	5.8
CZ041 Karlovarský	7.38	9.67	0.48	5.93	1.12	1.68		13.73	1.16	42.45	16.38	11	30.6	4	11.1
CZ042 Ústecký	7.50	6.42		37.56	1.43	3.88	0.59	14.29	2.16	15.13	11.04	35	43.2	18	22.2
CZ051 Liberecký	7.13	0.70		17.06	5.13	4.21		6.86	2.33	18.14	38.43	20	33.9	6	10.2
CZ052 Královéhradecký	1.10	1.76		31.05	0.88	5.70	1.67	10.35	2.48	39.75	5.26	15	18.8	6	7.5
CZ053 Pardubický	2.75	0.33	1.85	23.18	0.37	2.48		10.51	0.23	48.81	9.50	16	24.2	4	6.1
CZ061 Vysočina	2.84	14.80	17.78	34.35	1.68	9.80	3.92	7.15	1.64	3.88	2.16	24	27.9	5	5.8
CZ062 Jihomoravský	4.81	1.04	3.12	26.34	0.52	5.39	0.10	4.54	2.60	41.82	9.72	36	31.0	12	10.3
CZ071 Olomoucký	1.28	3.77	3.25	34.36	0.66	5.51		2.66	2.27	45.03	1.21	19	19.2	11	11.1
CZ072 Zlínský	5.63	4.30	9.54	11.55	1.89	0.78		9.46	5.68	42.86	8.32	22	23.7	12	12.9
CZ080 Moravskoslezský	9.20	14.55	1.51	31.31	0.69	11.87		9.84	1.20	14.51	5.33	27	18.9	16	11.2

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

**Obstacles to work
classification based on regions**

Region NUTS 3	Pay compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC		Average number of days of leave with compensation for wage above the requirement of the LC																													
			Type of personal obstacle																													
	agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I			J	
	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA												
Total	8	0.6	78.1	540	41.0	1.4	467	35.5	1.3	682	51.8	2.2	267	20.3	6.5	302	22.9	1.2	112	8.5	3.7	220	16.7	4.0	93	7.1	2.2	174	13.2	3.1	551	41.9
CZ010 Capital Prague	2	1.0		82	41.8	1.3	76	38.8	1.5	104	53.1	2.0	63	32.1	5.4	47	24.0	1.3	30	15.3	3.8	44	22.4	5.2	22	11.2	1.6	59	30.1	3.2	98	50.0
CZ020 Středočeský				25	32.9	1.6	18	23.7	1.2	31	40.8	2.1	13	17.1	7.8	11	14.5	1.4	6	7.9	4.0	15	19.7	3.3	4	5.3	1.5	9	11.8	4.0	27	35.5
CZ031 Jihočeský	1	0.9		61	52.6	1.3	56	48.3	1.2	70	60.3	2.2	28	24.1	5.6	35	30.2	1.3	7	6.0	4.1	30	25.9	3.4	7	6.0	3.3	10	8.6	3.2	52	44.8
CZ032 Plzeňský				33	47.8	1.1	36	52.2	1.1	40	58.0	2.2	7	10.1	4.4	24	34.8	1.2	7	10.1	3.1	8	11.6	6.4	2	2.9		8	11.6	2.9	29	42.0
CZ041 Karlovarský				12	33.3	1.5	12	33.3	1.7	17	47.2	2.3	8	22.2	11.0	8	22.2	1.1	2	5.6		7	19.4	5.9	5	13.9	1.6	2	5.6		18	50.0
CZ042 Ústecký	1	1.2		49	60.5	1.7	37	45.7	1.4	49	60.5	2.1	33	40.7	9.2	26	32.1	1.2	13	16.0	3.7	12	14.8	2.6	11	13.6	1.5	14	17.3	2.7	45	55.6
CZ051 Liberecký				19	32.2	1.5	18	30.5	1.4	26	44.1	2.9	12	20.3	10.0	7	11.9	1.1	4	6.8	1.8	6	10.2	4.5	8	13.6	2.9	6	10.2	2.7	18	30.5
CZ052 Královéhradecký				20	25.0	1.2	22	27.5	1.3	30	37.5	1.8	10	12.5	6.2	13	16.3	1.0	4	5.0	3.8	11	13.8	4.6	3	3.8	1.0	13	16.3	3.2	24	30.0
CZ053 Pardubický	2	3.0		25	37.9	1.2	24	36.4	1.2	32	48.5	2.5	14	21.2	7.3	15	22.7	1.0	3	4.5	3.3	5	7.6	3.0	1	1.5		6	9.1	4.5	18	27.3
CZ061 Vysočina				32	37.2	1.4	24	27.9	1.4	33	38.4	2.3	9	10.5	5.0	15	17.4	1.3	4	4.7	3.5	11	12.8	4.8	3	3.5	2.0	2	2.3		29	33.7
CZ062 Jihomoravský				43	37.1	1.4	37	31.9	1.3	53	45.7	2.1	22	19.0	6.0	27	23.3	1.2	11	9.5	3.6	12	10.3	2.9	6	5.2	2.0	10	8.6	2.9	31	26.7
CZ071 Olomoucký				40	40.4	1.3	34	34.3	1.4	59	59.6	2.6	9	9.1	5.1	27	27.3	1.1	4	4.0	4.0	9	9.1	3.4	1	1.0		10	10.1	2.9	60	60.6
CZ072 Zlínský	2	2.2		47	50.5	1.1	38	40.9	1.2	57	61.3	2.5	11	11.8	6.5	23	24.7	1.0	7	7.5	3.1	8	8.6	2.5	4	4.3	2.0	10	10.8	3.1	51	54.8
CZ080 Moravskoslezský				52	36.4	1.2	35	24.5	1.2	81	56.6	1.9	28	19.6	5.1	24	16.8	1.3	10	7.0	4.3	42	29.4	3.2	16	11.2	2.9	15	10.5	3.1	51	35.7

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

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

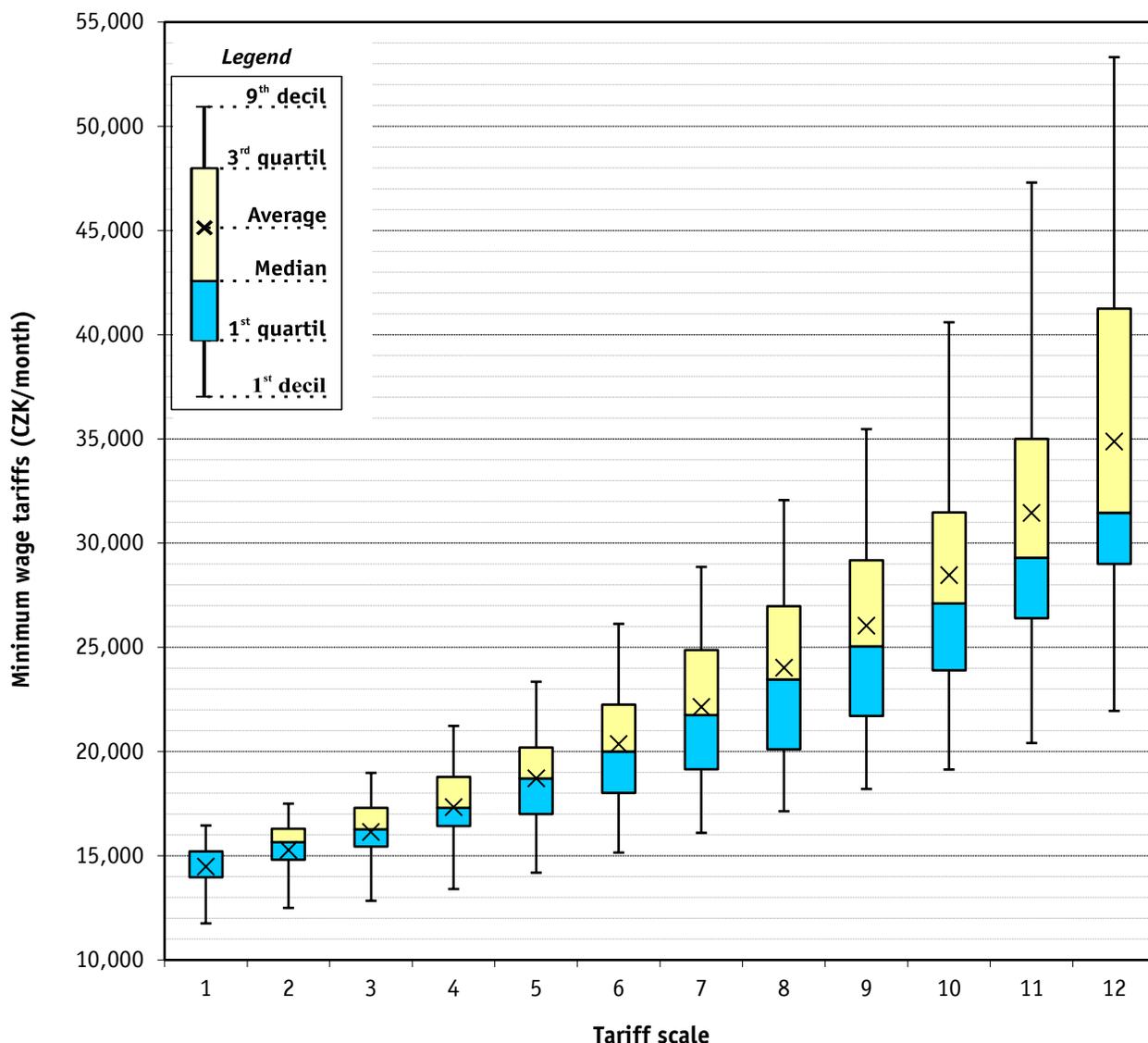
Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	439	33.4	25	1.9	467	35.5	1096	83.3	685	52.1	6	0.5	17	1.3
CZ010 Capital Prague	90	45.9	9	4.6	78	39.8	163	83.2	87	44.4	2	1.0	3	1.5
CZ020 Středočeský	19	25.0	3	3.9	21	27.6	61	80.3	26	34.2	1	1.3	1	1.3
CZ031 Jihočeský	43	37.1	4	3.4	43	37.1	103	88.8	76	65.5				
CZ032 Plzeňský	14	20.3			23	33.3	66	95.7	39	56.5			3	4.3
CZ041 Karlovarský	12	33.3			7	19.4	29	80.6	18	50.0				
CZ042 Ústecký	36	44.4	4	4.9	22	27.2	73	90.1	47	58.0				
CZ051 Liberecký	6	10.2			15	25.4	48	81.4	31	52.5				
CZ052 Královéhradecký	21	26.3			25	31.3	51	63.8	38	47.5	1	1.3	1	1.3
CZ053 Pardubický	14	21.2			17	25.8	44	66.7	40	60.6	2	3.0		
CZ061 Vysočina	16	18.6	1	1.2	27	31.4	53	61.6	46	53.5			1	1.2
CZ062 Jihomoravský	29	25.0	1	0.9	28	24.1	89	76.7	51	44.0			1	0.9
CZ071 Olomoucký	38	38.4	1	1.0	18	18.2	92	92.9	47	47.5				
CZ072 Zlínský	44	47.3			62	66.7	87	93.5	48	51.6			7	7.5
CZ080 Moravskoslezský	57	39.9	2	1.4	81	56.6	137	95.8	91	63.6				

Explanatory notes: NCA
% CA

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

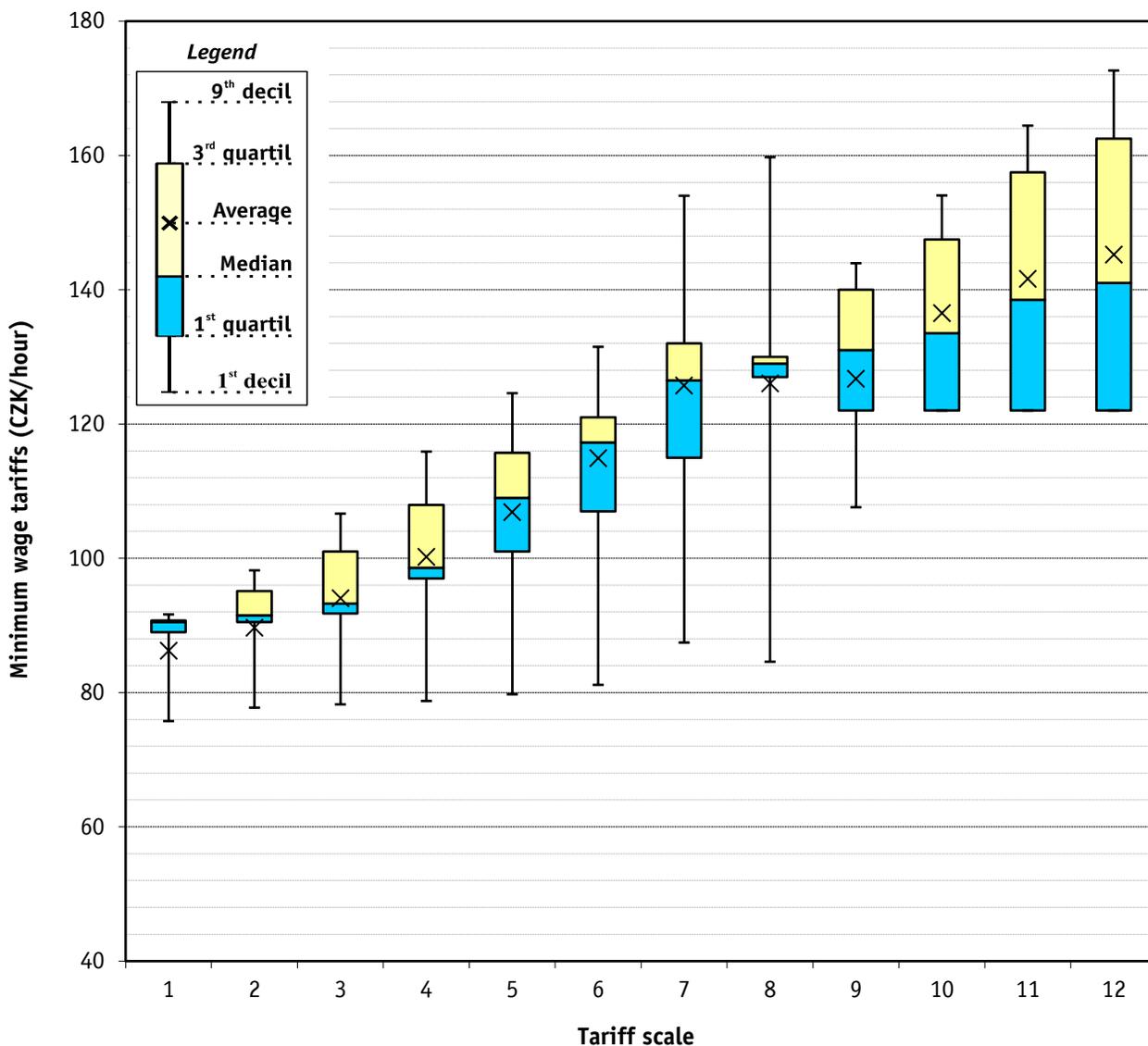
Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	31	19,403	16,460	17,172	18,205	21,250	24,750
Tariff scale 1	180	14,486	11,756	13,965	15,200	15,200	16,450
Tariff scale 2	184	15,277	12,500	14,818	15,650	16,300	17,500
Tariff scale 3	189	16,135	12,840	15,440	16,270	17,300	18,975
Tariff scale 4	193	17,333	13,404	16,435	17,300	18,775	21,230
Tariff scale 5	196	18,721	14,190	17,000	18,700	20,190	23,350
Tariff scale 6	198	20,361	15,150	18,010	20,000	22,250	26,125
Tariff scale 7	198	22,143	16,100	19,150	21,750	24,870	28,860
Tariff scale 8	195	24,022	17,137	20,100	23,450	26,975	32,065
Tariff scale 9	191	26,035	18,205	21,700	25,050	29,170	35,470
Tariff scale 10	188	28,467	19,138	23,900	27,100	31,465	40,595
Tariff scale 11	186	31,450	20,409	26,405	29,300	35,000	47,300
Tariff scale 12	185	34,882	21,950	29,000	31,450	41,255	53,315



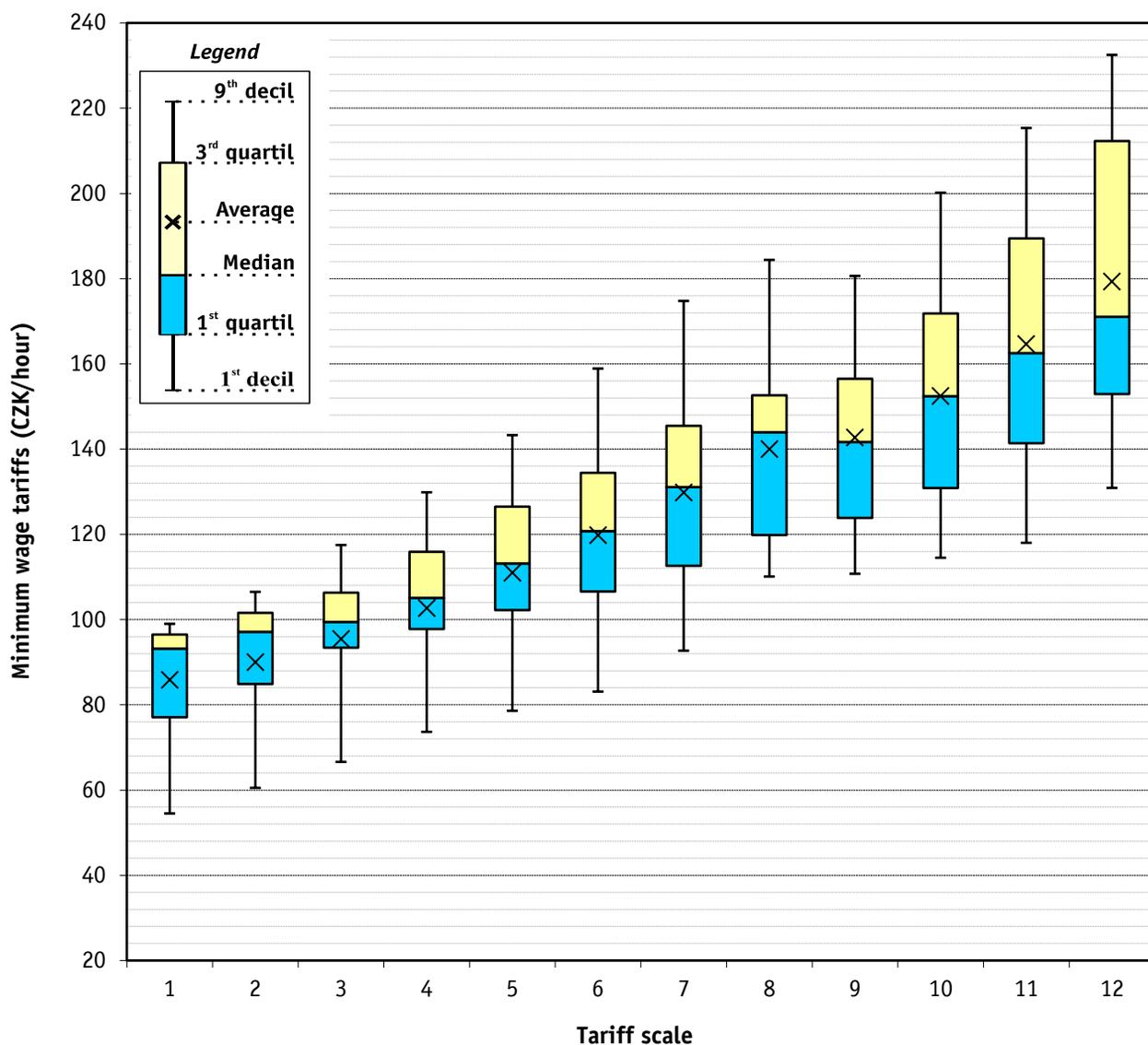
Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	9	94.18	91.00	92.25	92.50	93.75	101.80
Tariff scale 1	39	86.26	75.75	89.00	90.50	90.75	91.65
Tariff scale 2	39	89.65	77.75	90.50	91.50	95.10	98.20
Tariff scale 3	39	94.04	78.25	91.80	93.25	101.00	106.65
Tariff scale 4	39	100.24	78.75	97.00	98.60	107.95	115.90
Tariff scale 5	39	106.86	79.75	101.00	109.00	115.70	124.60
Tariff scale 6	38	114.93	81.15	107.00	117.25	121.00	131.50
Tariff scale 7	38	125.72	87.45	115.00	126.50	132.00	154.00
Tariff scale 8	10	126.07	84.60	127.00	129.00	130.00	159.75
Tariff scale 9	7	126.73	107.60	122.00	131.00	140.00	143.95
Tariff scale 10	6	136.52	122.00	122.00	133.50	147.50	154.05
Tariff scale 11	6	141.65	122.00	122.00	138.50	157.50	164.45
Tariff scale 12	6	145.22	122.00	122.00	141.00	162.50	172.65



Comprehensive characteristics - minimum wage and hourly wage scales at 37.5 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	24	105.08	100.00	103.50	103.50	103.75	107.55
Tariff scale 1	68	85.87	54.50	77.05	93.20	96.52	99.00
Tariff scale 2	75	90.01	60.50	84.90	97.10	101.60	106.50
Tariff scale 3	77	95.47	66.60	93.38	99.45	106.30	117.49
Tariff scale 4	78	102.68	73.65	97.75	105.05	115.88	129.87
Tariff scale 5	79	111.00	78.60	102.25	113.20	126.50	143.29
Tariff scale 6	79	119.77	83.10	106.60	120.80	134.45	158.90
Tariff scale 7	77	129.86	92.70	112.60	131.10	145.50	174.76
Tariff scale 8	43	140.02	110.10	119.85	144.00	152.60	184.40
Tariff scale 9	30	142.69	110.75	123.85	141.65	156.50	180.64
Tariff scale 10	27	152.44	114.50	130.85	152.40	171.80	200.17
Tariff scale 11	27	164.65	118.00	141.40	162.50	189.45	215.36
Tariff scale 12	27	179.31	130.90	152.90	171.00	212.30	232.50



Year-on-year comparison - monthly wage scales

Tariff scale	nominal index							real index after deduction of the inflation rate						
	15/14	16/15	17/16	18/17	19/18	20/19	21/20	15/14	16/15	17/16	18/17	19/18	20/19	21/20
Tariff scale 1	104.0	105.7	108.4	108.0	109.5	106.4	106.1	103.7	105.0	105.7	105.7	106.4	103.0	102.9
Tariff scale 2	103.8	105.8	108.4	107.1	109.3	106.2	105.9	103.5	105.1	105.7	104.9	106.3	102.8	102.7
Tariff scale 3	103.9	105.5	108.4	106.6	109.1	105.8	105.7	103.6	104.8	105.7	104.4	106.0	102.4	102.5
Tariff scale 4	103.9	105.8	108.0	106.2	108.7	105.9	105.6	103.6	105.0	105.3	103.9	105.7	102.5	102.5
Tariff scale 5	104.1	105.7	107.3	105.4	108.5	105.7	105.6	103.8	104.9	104.6	103.2	105.5	102.3	102.5
Tariff scale 6	104.1	105.6	106.8	105.3	108.3	105.9	105.5	103.8	104.8	104.1	103.1	105.3	102.5	102.3
Tariff scale 7	104.6	105.1	106.4	104.8	108.0	105.1	105.8	104.3	104.4	103.8	102.6	105.0	101.7	102.6
Tariff scale 8	104.8	105.0	106.2	104.3	107.7	104.7	105.5	104.5	104.3	103.6	102.1	104.7	101.3	102.3
Tariff scale 9	104.4	104.1	106.1	104.0	107.2	103.7	106.0	104.1	103.4	103.4	101.8	104.2	100.4	102.8
Tariff scale 10	103.8	103.5	105.9	104.0	107.8	102.9	105.8	103.5	102.8	103.2	101.8	104.7	99.6	102.6
Tariff scale 11	103.0	103.2	105.6	104.3	107.7	101.9	106.4	102.6	102.5	103.0	102.1	104.7	98.6	103.2
Tariff scale 12	103.6	102.7	105.6	104.4	106.4	101.9	106.6	103.3	102.0	103.0	102.2	103.4	98.6	103.4

Inflation rate per individual year	2014	2015	2016	2017	2018	2019	2020	2021
	0.4	0.3	0.7	2.5	2.1	2.8	3.2	3,0*

Explanatory notes: * Year-on-year inflation rate - data from January 2021 (source: CZSO)

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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	15/14	16/15	17/16	18/17	19/18	20/19	21/20	15/14	16/15	17/16	18/17	19/18	20/19	21/20
Tariff scale 1	103.7	102.5	110.1	113.1	106.3	107.9	108.0	103.3	101.8	107.4	110.7	103.3	104.5	104.7
Tariff scale 2	102.2	103.1	109.5	113.6	106.0	106.7	108.6	101.9	102.4	106.8	111.2	103.0	103.3	105.3
Tariff scale 3	102.2	102.1	109.0	112.5	106.6	104.8	109.9	101.9	101.4	106.3	110.2	103.6	101.4	106.6
Tariff scale 4	102.5	101.0	107.6	111.5	106.0	104.4	111.2	102.2	100.2	104.9	109.2	103.1	101.1	107.8
Tariff scale 5	102.5	101.8	106.5	111.2	105.3	103.1	111.1	102.2	101.1	103.9	108.8	102.3	99.8	107.8
Tariff scale 6	102.4	102.4	106.2	111.2	103.6	101.9	111.9	102.1	101.7	103.6	108.8	100.7	98.7	108.6
Tariff scale 7	102.7	101.5	106.2	111.1	102.6	101.8	111.7	102.4	100.8	103.5	108.8	99.8	98.5	108.4
Tariff scale 8	104.7	106.7	103.1	114.2	99.7	101.8	112.0	104.4	106.0	100.5	111.8	97.0	98.5	108.6
Tariff scale 9	105.4	101.3	100.8	114.9	101.0	102.4	109.0	105.1	100.6	98.3	112.5	98.2	99.1	105.7
Tariff scale 10	104.8	102.0	96.4	117.6	101.9	100.1	109.5	104.4	101.3	94.0	115.2	99.1	96.9	106.2
Tariff scale 11	105.0	97.5	102.0	116.6	106.0	95.5	105.3	104.7	96.9	99.5	114.2	103.0	92.5	102.2
Tariff scale 12	105.2	96.4	101.2	115.2	101.3	98.1	102.0	104.9	95.7	98.7	112.8	98.5	95.0	98.9

Inflation rate per individual year	2014	2015	2016	2017	2018	2019	2020	2021
	0.4	0.3	0.7	2.5	2.1	2.8	3.2	3,0*

Explanatory notes: * Year-on-year inflation rate - data from January 2021 (source: CZSO)

Year-on-year comparison - hourly wage scales (37.5 hours/week)

Tariff scale	nominal index							real index after deduction of the inflation rate						
	15/14	16/15	17/16	18/17	19/18	20/19	21/20	15/14	16/15	17/16	18/17	19/18	20/19	21/20
Tariff scale 1	103.4	106.2	105.3	107.3	113.0	106.0	105.3	103.1	105.4	102.7	105.1	109.9	102.6	102.1
Tariff scale 2	104.0	105.4	105.6	106.3	112.2	105.5	105.4	103.6	104.7	102.9	104.0	109.0	102.1	102.2
Tariff scale 3	103.9	104.9	106.0	105.9	111.5	104.9	105.2	103.5	104.1	103.4	103.7	108.4	101.6	102.0
Tariff scale 4	104.5	104.2	106.4	105.6	110.9	104.9	105.2	104.1	103.5	103.7	103.4	107.8	101.6	102.1
Tariff scale 5	104.5	103.9	106.1	105.8	110.2	104.9	105.2	104.2	103.1	103.4	103.6	107.1	101.5	102.1
Tariff scale 6	104.2	103.8	105.6	105.4	109.8	104.8	105.0	103.9	103.1	103.0	103.2	106.7	101.4	101.8
Tariff scale 7	104.5	103.8	105.1	105.3	109.6	104.1	104.7	104.2	103.0	102.4	103.1	106.5	100.8	101.5
Tariff scale 8	106.7	102.1	106.7	107.5	108.8	104.8	102.5	106.4	101.4	104.1	105.2	105.7	101.4	99.4
Tariff scale 9	106.4	105.9	104.6	108.1	109.1	104.1	99.4	106.1	105.2	102.0	105.8	106.1	100.8	96.5
Tariff scale 10	104.8	106.1	101.9	107.1	109.6	105.5	98.7	104.4	105.3	99.4	104.8	106.5	102.1	95.8
Tariff scale 11	106.1	106.0	100.9	106.9	109.4	104.5	98.0	105.8	105.3	98.4	104.7	106.3	101.2	95.1
Tariff scale 12	107.5	105.3	100.0	107.0	108.5	104.4	98.3	107.2	104.6	97.5	104.8	105.4	101.1	95.4

Inflation rate per individual year	2014	2015	2016	2017	2018	2019	2020	2021
	0.4	0.3	0.7	2.5	2.1	2.8	3.2	3,0*

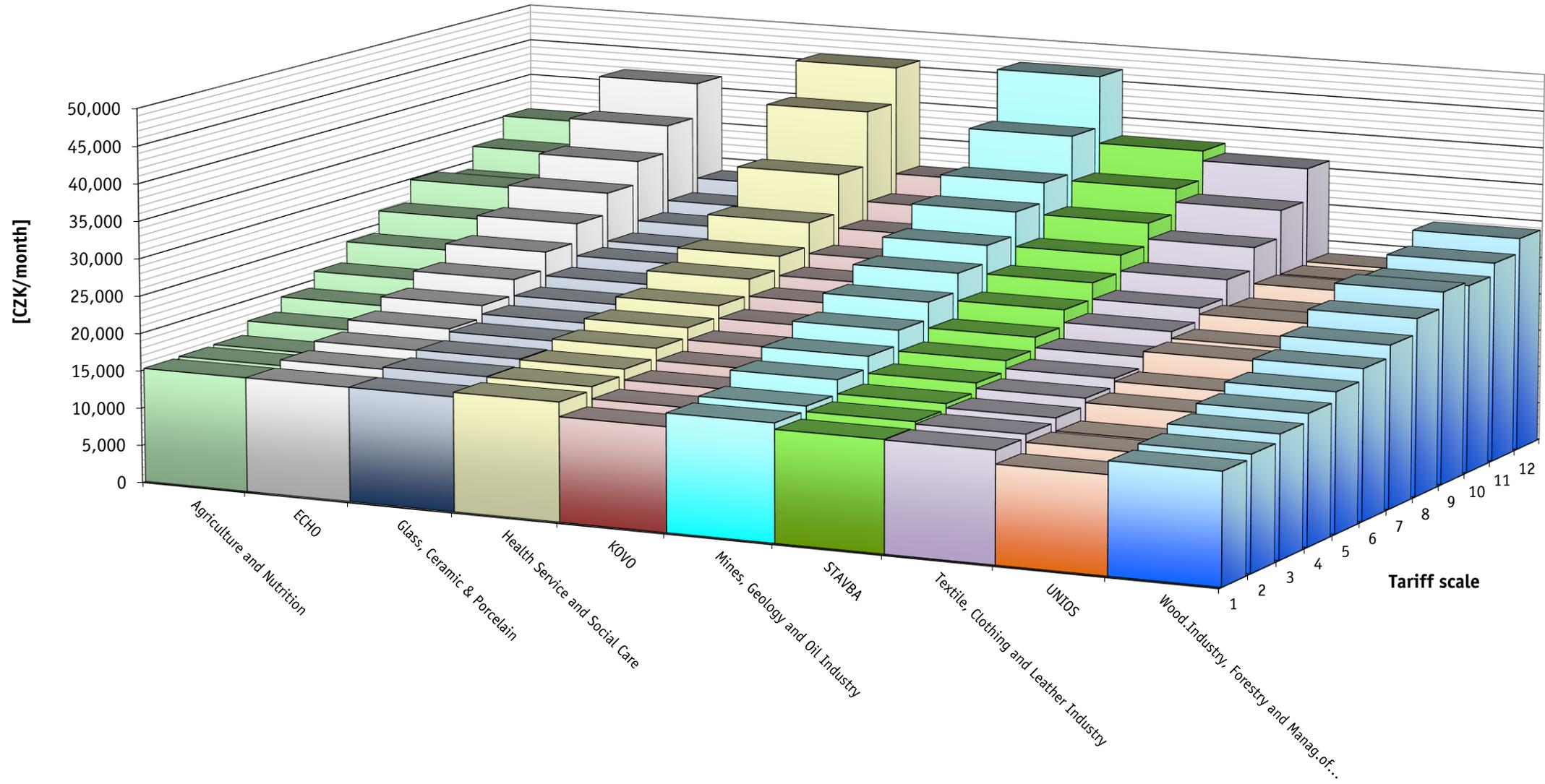
Explanatory notes: * Year-on-year inflation rate - data from January 2021 (source: CZSO)

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

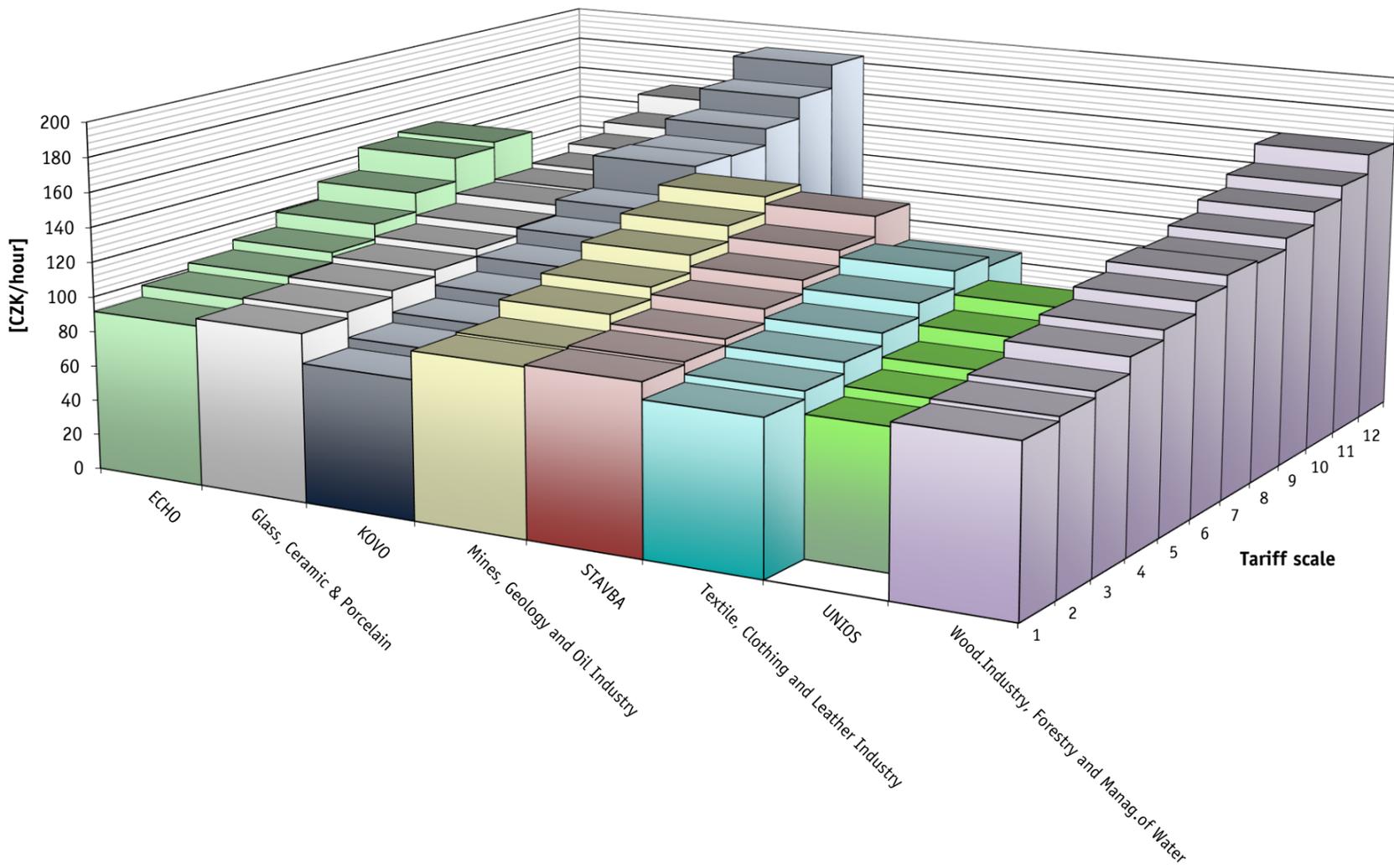
	unit of measure	2014	2015	2016	2017	2018	2019	2020	2021	index 15/14	index 16/15	index 17/16	index 18/17	index 19/18	index 20/19	index 21/20
For overtime work on working days	% AE	26.1	26.2	26.1	26.2	26.3	26.4	26.3	26.3	100.3	99.6	100.4	100.7	100.2	99.8	99.9
For overtime work on Saturdays and Sundays	% AE	48.4	48.0	48.3	47.8	47.7	47.7	47.9	47.7	99.1	100.6	99.0	99.7	100.0	100.5	99.5
For overtime work undistinguished	% AE	26.5	26.5	26.5	26.6	26.6	26.7	27.0	27.0	100.1	100.2	100.2	100.1	100.2	101.2	100.2
For working on public holidays	% AE	101.5	101.8	101.7	101.8	101.8	102.6	102.5	102.7	100.4	99.8	100.1	100.1	100.8	99.9	100.2
For night work	CZK/hour	14.11	14.25	14.59	15.14	15.82	17.26	18.17	18.61	101.0	102.4	103.8	104.5	109.1	105.3	102.4
	% AE	11.4	11.4	11.2	11.3	11.6	11.7	11.8	11.9	99.9	98.4	100.8	102.1	100.8	101.4	100.5
For work on Saturdays and Sundays	% AE	23.2	23.3	23.6	23.6	22.9	23.6	23.3	23.5	100.7	101.2	100.1	97.1	102.9	98.7	101.1
For work in difficult conditions	CZK/hour	7.51	7.56	7.67	7.87	8.15	9.16	9.49	9.70	100.7	101.4	102.6	103.6	112.4	103.6	102.1
	% MM	10.8	10.7	10.6	10.5	10.4	10.4	10.4	10.4	99.2	98.7	99.1	99.7	99.9	99.3	100.2
For afternoon work	CZK/hour	6.95	6.86	7.05	7.23	7.54	8.16	8.78	9.17	98.6	102.8	102.6	104.3	108.1	107.6	104.5
For standby duty	CZK/hour	14.79	15.81	15.36	15.57	16.44	17.31	18.14	18.86	106.9	97.2	101.3	105.6	105.3	104.8	103.9
	% AE	17.4	16.8	16.7	16.6	16.9	16.8	16.8	16.6	96.4	99.7	99.5	101.6	99.5	99.6	99.4

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

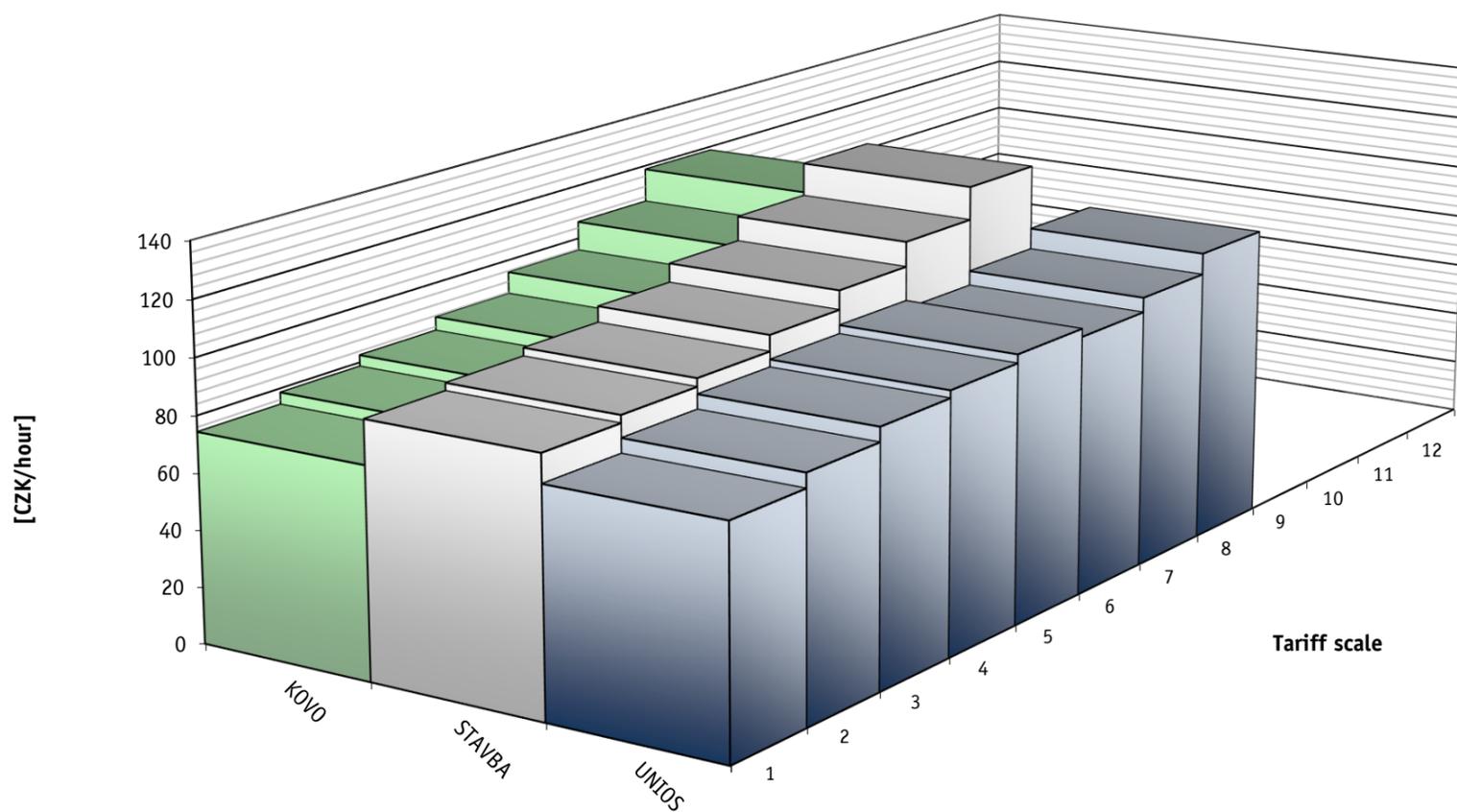
Monthly wage scales - 12-scale tariff system



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

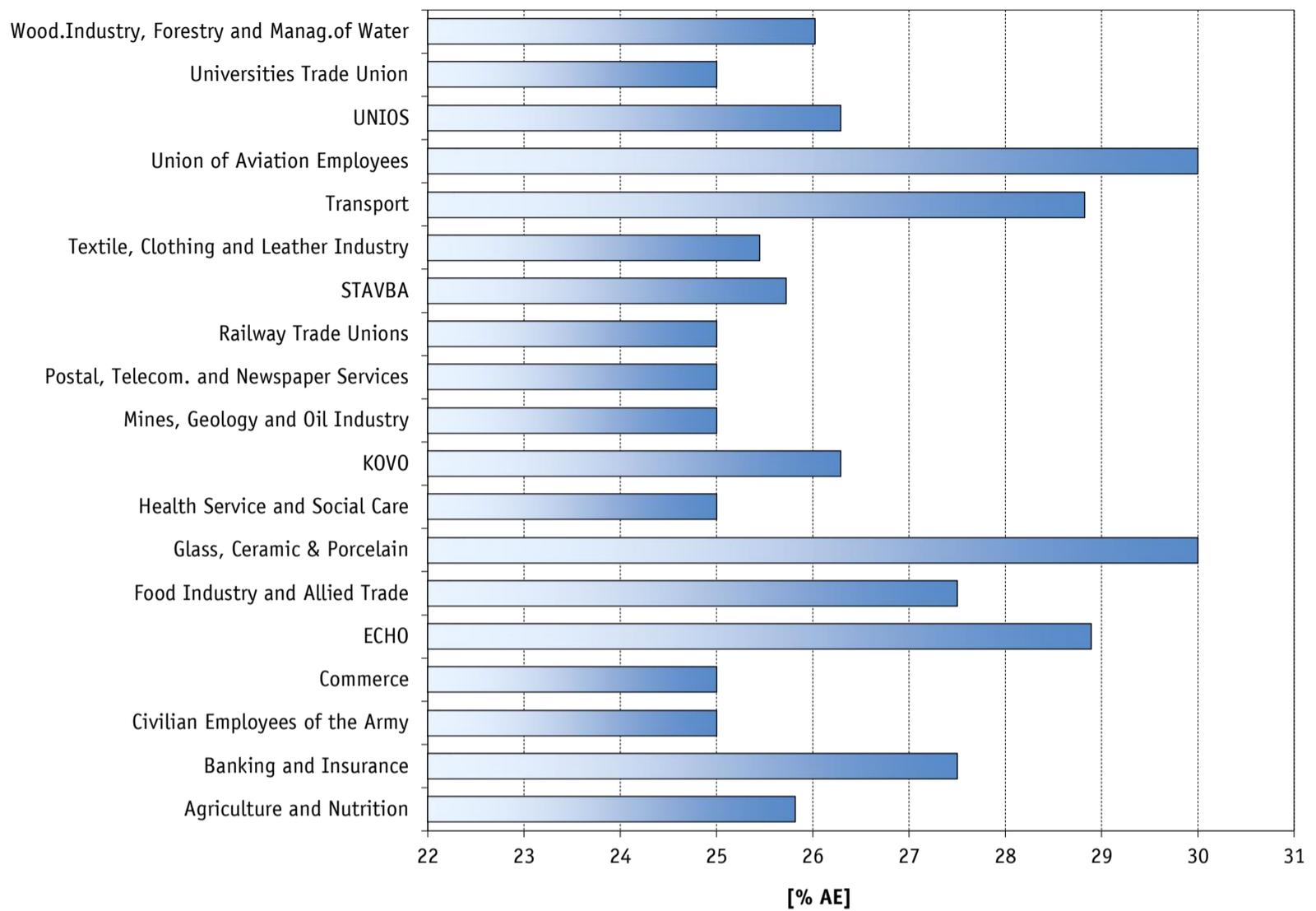


Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

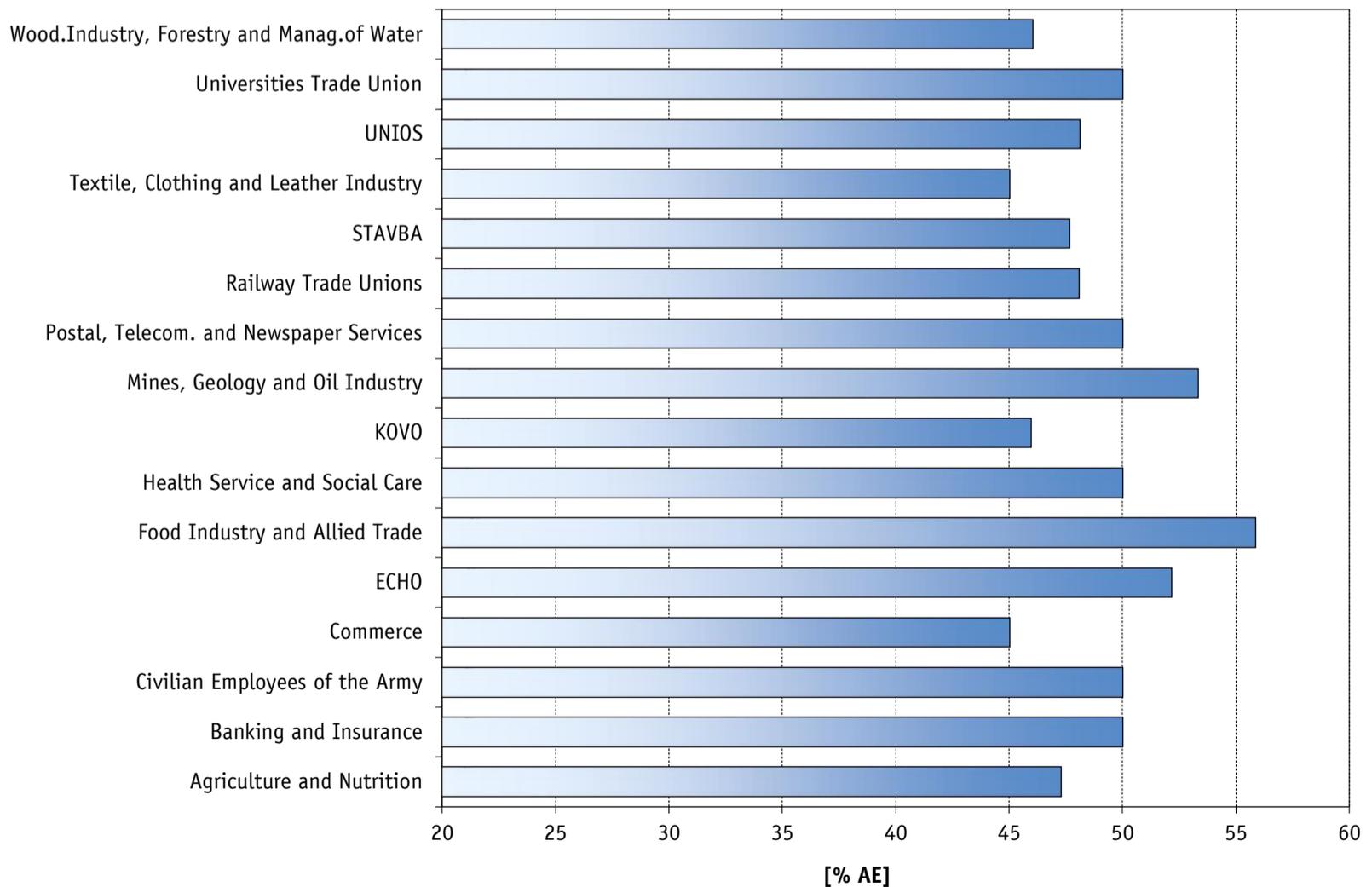


Wage supplementary charges

A - for overtime work on working day

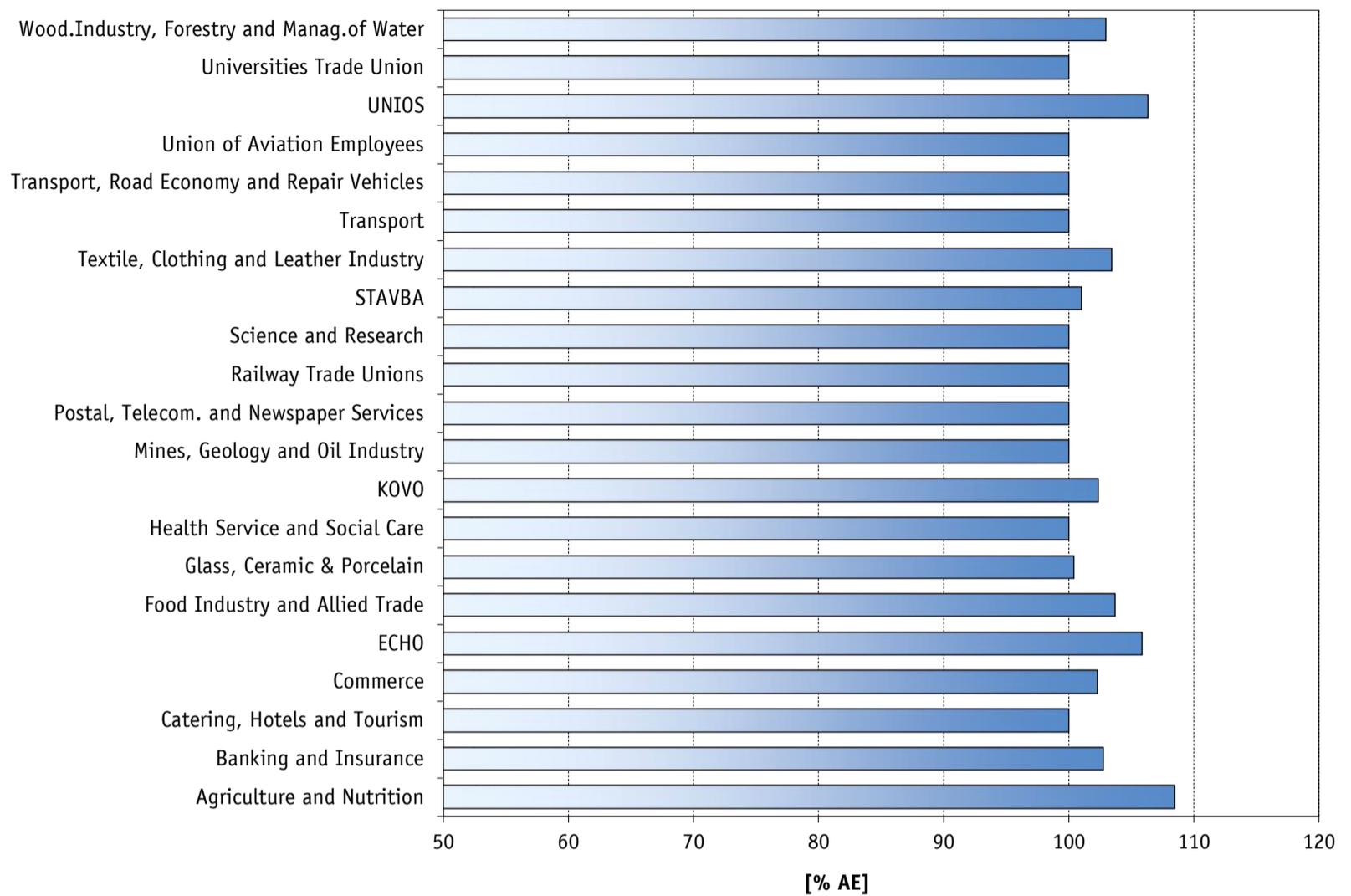


B - for overtime work on Saturdays and Sundays

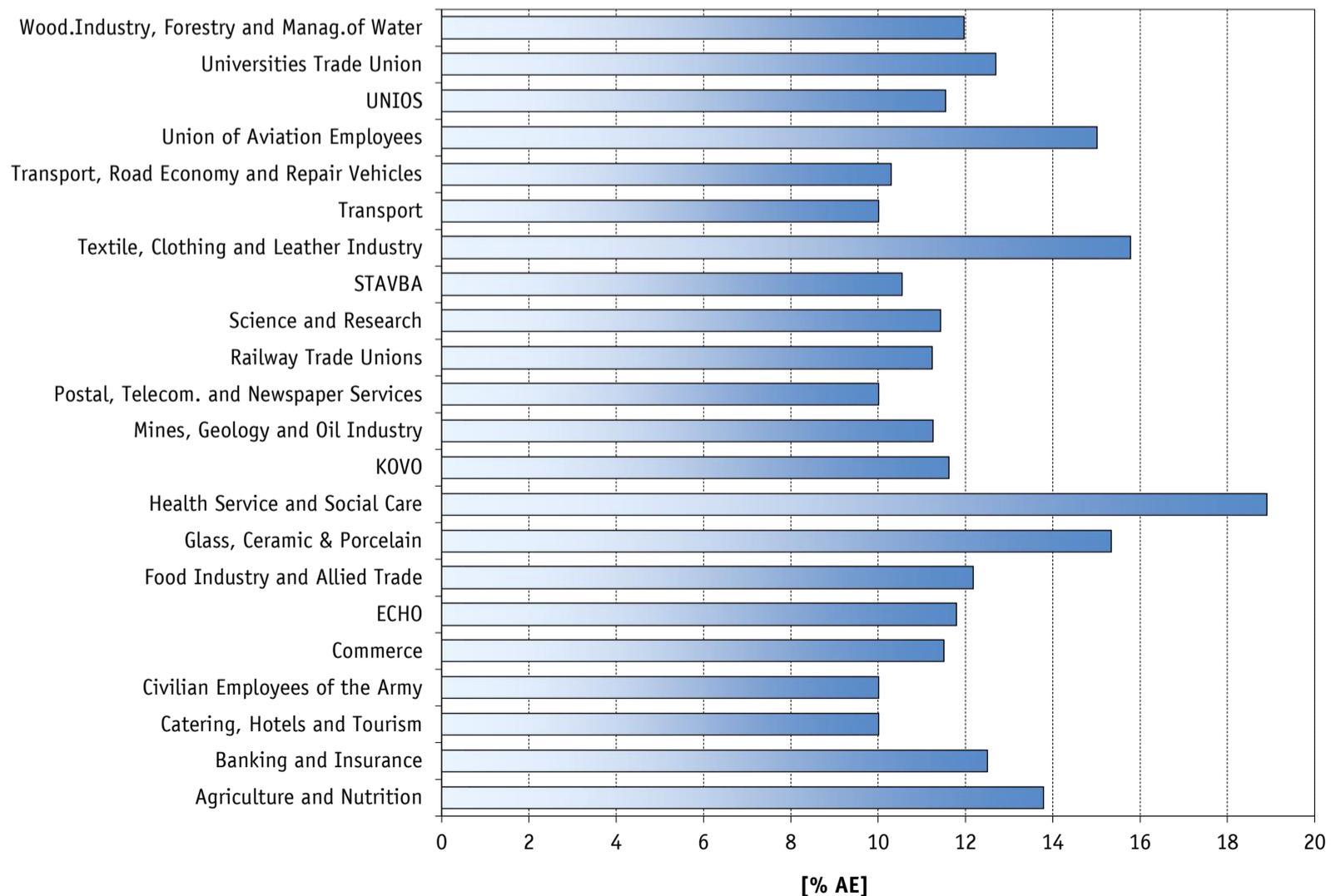


Wage supplementary charges

C - for working on public holidays

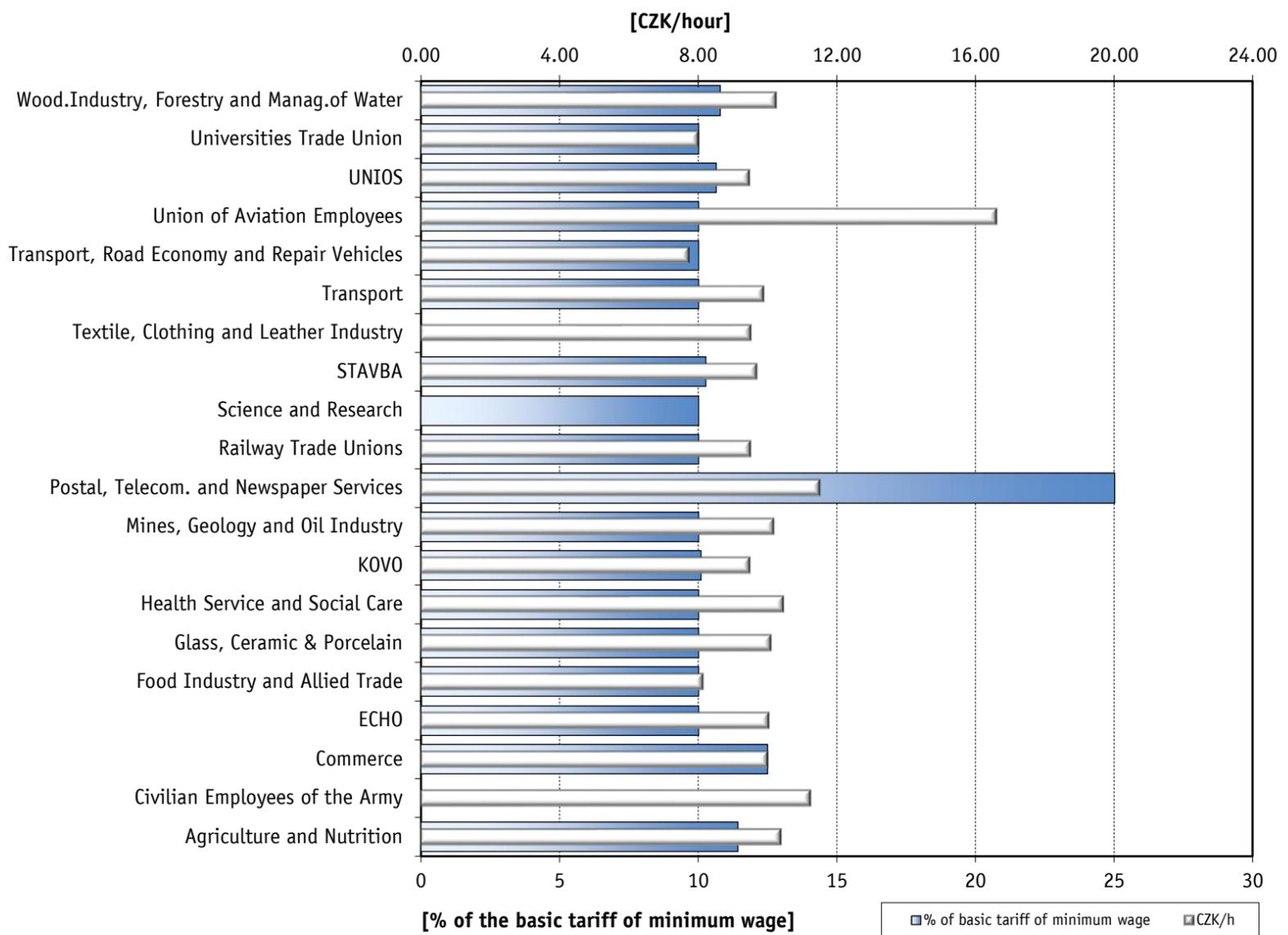


D - for night work



Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays

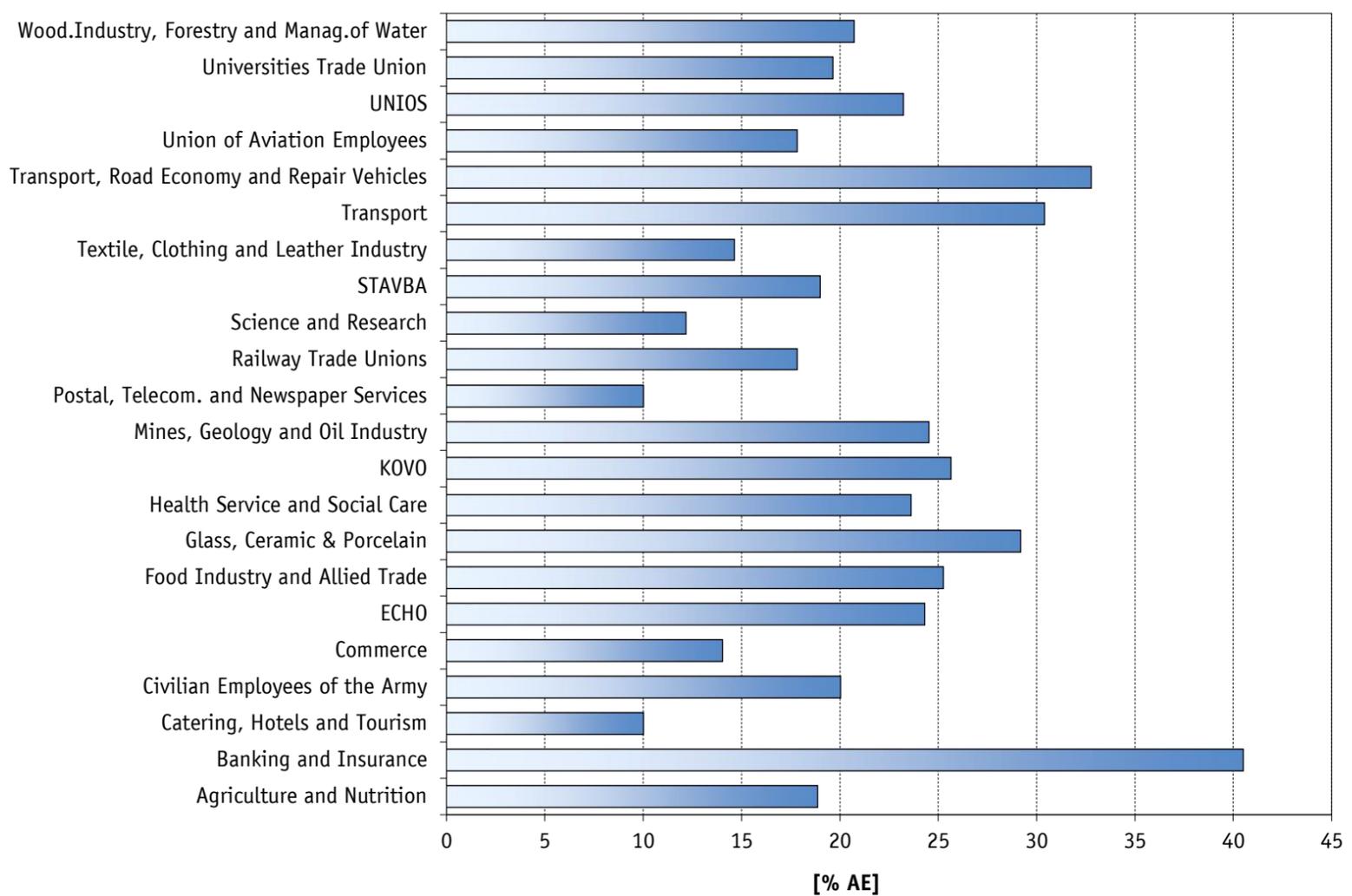




Table section B

Public service and administration

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

Trade union	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage				3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9	
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin											
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA										
Total	459	1		8	3.3	2	0.4	5	1.1	151	32.9	130	28.3	136	85	40	129	93	4	88	365	18	
Agriculture and Nutrition	9			1						3	33.3	2	22.2	3	1	1					2	9	
Civilian Employees of the Army	2									1	50.0	1	50.0	1							1	1	
Culture and Nature Preservation	42			1						24	57.1	9	21.4	14	9	5					6	34	1
Education	123			1						25	20.3	58	47.2	37	17	21					31	104	
Fire Fighters	13											1	7.7			1					1	11	
Food Industry and Allied Trade	1																						
Health Service and Social Care	59			1						37	62.7	24	40.7	40	12	1					19	56	
KOVO	4																					2	
Mines, Geology and Oil Industry	3																					2	
Profess.and Trade Union of Orchestral Music.	12									5	41.7	2	16.7	2	6	1					1	9	
Railway Trade Unions	2									1	50.0	1	50.0	2	2						1	2	
State Bodies and Organisations	146	1		4	2.3	2	1.4	5	3.4	40	27.4	26	17.8	27	34	10	129	93	3	22	102	15	
STAVBA	13									5	38.5	2	15.4	2							1	10	1
UNIOS	19									7	36.8	1	5.3	7	3					1	2	16	1
Wood.Industry, Forestry and Manag.of Water	5									1	20.0				1							2	
Workers of Cultural Facilities	6									2	33.3	3	50.0	1							1	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 increase in percentage
TAPF	total amount of payroll funds
3.1	Does the CA agree on more detailed conditions for provision of personal bonuses?
3.2	Does the CA agree on more detailed conditions for the provision of remunerations?
3.3	Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?
3.4	Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?
3.5	Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?
3.6	Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?
3.7	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 341/2017 Coll.)?
3.8	Does the CA agree on a regular term of wage payment?
3.9	Does the CA agree on the payment of wages outside the worksite or outside working hours?
*	Item observed only in the case of municipalities and regions
**	Item observed only in the case of allowance organizations

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

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	144	45.7	125	3,562	142	3,847	144	4,139	144	4,235	144	4,446	144	4,514
Agriculture and Nutrition	2	22.2	1		2		2		2		2		2	
Civilian Employees of the Army	1	50.0	1		1		1		1		1		1	
Culture and Nature Preservation	8	19.0	7	4,500	7	4,857	8	5,063	8	5,313	8	5,500	8	5,563
Education	67	54.5	64	3,683	66	3,821	67	4,015	67	4,060	67	4,239	67	4,284
Fire Fighters	9	69.2	8	3,531	9	3,806	9	4,500	9	4,639	9	5,111	9	5,250
Food Industry and Allied Trade														
Health Service and Social Care	19	32.2	14	3,400	19	3,953	19	4,463	19	4,595	19	4,974	19	5,079
KOVO	1	25.0	1		1		1		1		1		1	
Mines, Geology and Oil Industry	2	66.7	1		2		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	3	25.0	3	4,833	3	4,833	3	4,833	3	4,833	3	4,833	3	4,833
Railway Trade Unions	2	100.0			2		2		2		2		2	
State Bodies and Organisations														
STAVBA	12	92.3	12	2,313	12	3,063	12	3,479	12	3,646	12	3,938	12	4,104
UNIOS	15	78.9	12	3,708	15	3,367	15	3,667	15	3,800	15	3,933	15	4,000
Wood.Industry, Forestry and Manag.of Water	1	20.0			1		1		1		1		1	
Workers of Cultural Facilities	2	33.3	1		2		2		2		2		2	

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

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

Trade union	agreed in CA		length of employment in the organization:																	
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	141	44.8	119	4,343	137	4,397	141	4,935	141	5,206	141	5,427	141	5,520	141	5,598	141	5,605	141	5,640
Agriculture and Nutrition	2	22.2	1		2		2		2		2		2		2		2		2	
Civilian Employees of the Army	1	50.0	1		1		1		1		1		1		1		1		1	
Culture and Nature Preservation	11	26.2	8	4,938	9	5,167	11	5,727	11	5,909	11	6,045	11	6,091	11	6,136	11	6,136	11	6,136
Education	67	54.5	63	4,762	65	4,900	67	5,179	67	5,224	67	5,366	67	5,463	67	5,515	67	5,515	67	5,515
Fire Fighters	4	30.8	4	4,250	4	4,250	4	4,500	4	4,500	4	4,750	4	4,750	4	4,750	4	4,750	4	4,750
Food Industry and Allied Trade																				
Health Service and Social Care	19	32.2	13	4,085	19	4,221	19	5,242	19	5,911	19	6,316	19	6,368	19	6,421	19	6,474	19	6,474
KOVO	1	25.0	1		1		1		1		1		1		1		1		1	
Mines, Geology and Oil Industry	2	66.7	1		2		2		2		2		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	3	25.0	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167
Railway Trade Unions	2	100.0	1		2		2		2		2		2		2		2		2	
State Bodies and Organisations																				
STAVBA	12	92.3	11	3,159	12	3,188	12	3,438	12	3,563	12	3,771	12	3,938	12	4,021	12	4,021	12	4,021
UNIOS	14	73.7	11	3,318	14	3,250	14	3,750	14	3,964	14	4,464	14	4,536	14	4,893	14	4,893	14	4,893
Wood.Industry, Forestry and Manag.of Water	1	20.0			1		1		1		1		1		1		1		1	
Workers of Cultural Facilities	2	33.3	1		2		2		2		2		2		2		2		2	

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

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

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
Total	366	79.7	19	4.1	152	33.1	410	89.3	386	116	354	85	60
Agriculture and Nutrition	7	77.8					8	88.9	7		7		1
Civilian Employees of the Army	2	100.0	1	50.0			2	100.0	2	2			
Culture and Nature Preservation	33	78.6	1	2.4	23	54.8	36	85.7	34	5	33	12	3
Education	84	68.3	2	1.6	15	12.2	118	95.9	113	25	115	3	7
Fire Fighters	12	92.3			2	15.4	12	92.3	9	3	9		9
Food Industry and Allied Trade	1	100.0	1	100.0									
Health Service and Social Care	51	86.4	1	1.7	27	45.8	55	93.2	54	23	41	13	19
KOVO	3	75.0	1	25.0	3	75.0	3	75.0	3			2	
Mines, Geology and Oil Industry	3	100.0			1	33.3	3	100.0	3	2	3		
Profess.and Trade Union of Orchestral Music.	10	83.3			3	25.0	11	91.7	9		11		2
Railway Trade Unions	2	100.0			1	50.0	1	50.0	1	1	1	1	
State Bodies and Organisations	120	82.2	12	8.2	57	39.0	123	84.2	114	53	102	42	16
STAVBA	10	76.9			2	15.4	12	92.3	11	1	11	5	1
UNIOS	19	100.0			14	73.7	17	89.5	17		14	6	2
Wood.Industry, Forestry and Manag.of Water	4	80.0			2	40.0	4	80.0	4	1	3		
Workers of Cultural Facilities	5	83.3			2	33.3	5	83.3	5		4	1	

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

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

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	377	82.1	54	11.8	15	3.3	3	0.7	10	2.2	70	85.4	12	14.6	344	74.9	59	12.9	211	46.0	136	29.6
Agriculture and Nutrition	5	55.6	3	33.3					1	11.1	4	100.0			6	66.7	1	11.1	5	55.6	5	55.6
Civilian Employees of the Army	2	100.0													2	100.0			1	50.0	1	50.0
Culture and Nature Preservation	38	90.5	2	4.8					2	4.8	4	100.0			38	90.5	10	23.8	18	42.9	10	23.8
Education	115	93.5	5	4.1	3	2.4									102	82.9	12	9.8	61	49.6	74	60.2
Fire Fighters	3	23.1	3	23.1	1	7.7	1	7.7	5	38.5	3	30.0	7	70.0	5	38.5	1	7.7	5	38.5	5	38.5
Food Industry and Allied Trade	1	100.0																				
Health Service and Social Care	33	55.9	20	33.9	5	8.5	1	1.7							53	89.8	10	16.9	30	50.8	7	11.9
KOVO	2	50.0	2	50.0											3	75.0			3	75.0	1	25.0
Mines, Geology and Oil Industry	2	66.7	1	33.3									1	100.0	2	66.7	1	33.3	2	66.7	1	33.3
Profess.and Trade Union of Orchestral Music.	7	58.3	2	16.7	2	16.7	1	8.3							10	83.3	5	41.7	7	58.3	6	50.0
Railway Trade Unions	1	50.0	1	50.0											2	100.0			1	50.0		
State Bodies and Organisations	133	91.1	11	7.5	1	0.7			1	0.7	9	69.2	4	30.8	84	57.5	17	11.6	47	32.2	23	15.8
STAVBA	7	53.8	4	30.8	2	15.4									13	100.0			10	76.9		
UNIOS	19	100.0													18	94.7	1	5.3	18	94.7	1	5.3
Wood.Industry, Forestry and Manag.of Water	3	60.0			1	20.0			1	20.0	2	100.0			2	40.0			2	40.0	2	40.0
Workers of Cultural Facilities	6	100.0													4	66.7	1	16.7	1	16.7		

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

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

Trade union	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																			
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money							
	NCA	% CA	NCA	% CA	NCA	% CA	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age	
							NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1	0.2	1	0.2	30	6.5	36	7.8	1.7	2.1	37	8.1	1.6	2.0	70	15.3	1.7	2.7	62	13.5	50	10.9	15	3.3	4	0.9
Agriculture and Nutrition							1	11.1			1	11.1			1	11.1			1	11.1			1	11.1		
Civilian Employees of the Army					1	50.0									2	100.0			2	100.0	2	100.0				
Culture and Nature Preservation					9	21.4	5	11.9	1.8	2.4	5	11.9	1.4	2.0	18	42.9	1.2	2.4	16	38.1	14	33.3	2	4.8	1	2.4
Education					3	2.4	4	3.3	1.8	2.0	4	3.3	1.3	1.5	3	2.4	1.3	1.7	3	2.4	1	0.8	2	1.6		
Fire Fighters							2	15.4			2	15.4			1	7.7			1	7.7	1	7.7			1	7.7
Food Industry and Allied Trade																										
Health Service and Social Care			1	1.7			6	10.2	1.5	2.0	6	10.2	1.3	1.8	14	23.7	1.6	2.4	14	23.7	11	18.6	4	6.8	1	1.7
KOVO																										
Mines, Geology and Oil Industry																										
Profess.and Trade Union of Orchestral Music.							1	8.3			1	8.3			2	16.7			1	8.3	1	8.3				
Railway Trade Unions					1	50.0	1	50.0			1	50.0			1	50.0			1	50.0	1	50.0				
State Bodies and Organisations	1	0.7			16	11.0	12	8.2	1.9	2.2	13	8.9	2.3	2.7	17	11.6	3.0	4.3	14	9.6	12	8.2	4	2.7	1	0.7
STAVBA							2	15.4			2	15.4			1	7.7			1	7.7			1	7.7		
UNIOS							1	5.3			1	5.3			8	42.1	1.5	2.4	7	36.8	6	31.6	1	5.3		
Wood.Industry, Forestry and Manag.of Water							1	20.0			1	20.0			1	20.0										
Workers of Cultural Facilities															1	16.7			1	16.7	1	16.7				

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

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

Trade union	rules of drawing in CA		budget parts of CA		average creation including balances 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	280	88.9	139	44.1	4,065	1.40	0.88	0.14	12.05	1.21	0.80	1.12	20.36	16.43	0.93	21.92	0.71	0.12	4.68	6.58	10.66
Agriculture and Nutrition	9	100.0	4	44.4	1,405		1.10		8.35	0.64		1.25	22.96	8.65	1.60	2.67		0.11	4.41	16.14	32.12
Civilian Employees of the Army	2	100.0	1	50.0																	
Culture and Nature Preservation	36	85.7	26	61.9	1,647	1.09	0.26	0.14	7.03	0.07	0.04	3.71	39.54	4.55	1.37	7.01		0.01	3.92	1.95	29.32
Education	119	96.7	46	37.4	786	1.00	1.96	0.03	19.45	0.07	2.35	3.91	15.42	19.34	1.97	15.00	0.25	0.21	6.18	3.48	9.38
Fire Fighters	12	92.3	6	46.2	10,410	6.68	0.43		5.77		4.81	2.15	46.57	4.87	0.41	13.37	0.12	0.02	6.00	0.27	8.54
Food Industry and Allied Trade																					
Health Service and Social Care	54	91.5	33	55.9	10,807	0.50	0.84	0.18	13.31	1.33	0.18	0.41	13.94	18.69	0.88	26.05	0.98	0.13	4.57	9.28	8.72
KOVO	2	50.0	1	25.0																	
Mines, Geology and Oil Industry	3	100.0	2	66.7																	
Profess.and Trade Union of Orchestral Music.	5	41.7																			
Railway Trade Unions	2	100.0																			
State Bodies and Organisations	1	50.0	1	50.0																	
STAVBA	12	92.3	10	76.9	2,212	2.12	3.31	0.47	4.53			0.81	18.49	18.29	1.08	21.95	0.29	0.07	2.29	0.76	25.52
UNIOS	16	84.2	4	21.1	706	15.82			2.88				33.98	0.35	1.06	15.29			7.08	18.72	4.81
Wood.Industry, Forestry and Manag.of Water	2	40.0	2	40.0																	
Workers of Cultural Facilities	5	83.3	3	50.0	372		4.48		8.51	0.54		7.17	53.32	5.38	3.23	5.20			1.84	0.31	10.04

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

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

Trade union	Employer's contribution to corporate catering							There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance						Contribution to life insurance						
	arranged in CA		amount of contribution				without specification of the amount of allowance		agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision		
			of budget		of FSCR																
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA		NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA
Total	268	85.1	36.20	49.2	17.93	31.8	86	75	23.8	121	38.4	293	494	85	27.0	19	6.0	354	556	16	5.1
Agriculture and Nutrition	9	100.0	46.38	55.0	15.45		3	3	33.3	4	44.4	417	577	2	22.2	1	11.1			1	11.1
Civilian Employees of the Army	2	100.0					1	2	100.0	1	50.0			1	50.0						
Culture and Nature Preservation	38	90.5	39.31	47.0	25.42	23.5	11			13	31.0	245	373	12	28.6	2	4.8			2	4.8
Education	94	76.4	33.89		12.49	31.0	31	36	29.3	42	34.1	285	383	20	16.3	6	4.9	325	397	4	3.3
Fire Fighters	12	92.3	11.80		34.67		3			9	69.2	249	383	8	61.5	2	15.4			2	15.4
Food Industry and Allied Trade	1	100.0					1														
Health Service and Social Care	54	91.5	36.18		16.44	41.0	13	18	30.5	30	50.8	324	686	28	47.5	4	6.8	367	669	4	6.8
KOVO	4	100.0					2	2	50.0	1	25.0					1	25.0			1	25.0
Mines, Geology and Oil Industry	3	100.0					2	1	33.3	2	66.7			1	33.3	1	33.3			1	33.3
Profess.and Trade Union of Orchestral Music.	6	50.0	23.50		21.00		4			1	8.3			1	8.3						
Railway Trade Unions	1	50.0																			
State Bodies and Organisations	2	100.0								2	100.0			2	100.0						
STAVBA	13	100.0	41.67		10.68		3	10	76.9	7	53.8	350	619	6	46.2	1	7.7			1	7.7
UNIOS	18	94.7	45.25	55.0	26.33		8	2	10.5	5	26.3	387	412	1	5.3						
Wood.Industry, Forestry and Manag.of Water	5	100.0			9.50		2	1	20.0	3	60.0	125	350	3	60.0						
Workers of Cultural Facilities	6	100.0	31.00		24.50		2			1	16.7					1	16.7				

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

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

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

Trade union	Pay compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC			Average number of days of leave without compensation of pay above the requirement of the LC																								Activity of guides in children's and youth camps								
	agreed in CA		compensation amount	Type of personal obstacle																																
	NCA	% CA	% AE	A			B			C			D			E			F			G			H					I			J			
				NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days			NCA	% CA	days	NCA	% CA		
Total	10	2.2	81.0	29	6.3	1.2	68	14.8	1.6	49	10.7	1.5	19	4.1	5.6	60	13.1	1.4	18	3.9	3.4	48	10.5	7.3	58	12.6	3.1	149	32.5	3.6	127	27.7	24	13.1		
Agriculture and Nutrition				1	11.1		2	22.2								1	11.1		1	11.1		1	11.1		1	11.1		2	22.2		2	22.2				
Civilian Employees of the Army																												1	50.0		1	50.0				
Culture and Nature Preservation				3	7.1	1.3	2	4.8		1	2.4					1	2.4		1	2.4		9	21.4	8.6	6	14.3	8.5	28	66.7	3.7	7	16.7		1		
Education				6	4.9	1.0	44	35.8	1.7	8	6.5	1.5	5	4.1	7.4	43	35.0	1.3	1	0.8						40	32.5	1.8	11	8.9	2.6	51	41.5		1	
Fire Fighters				1	7.7		1	7.7		2	15.4					1	7.7					1	7.7				12	92.3	5.0	1	7.7					
Food Industry and Allied Trade							1	100.0					1	100.0		1	100.0																			
Health Service and Social Care				1	1.7		5	8.5	1.2	12	20.3	2.0							3	5.1	4.7	7	11.9	3.9			24	40.7	3.1	17	28.8		7	14.3		
KOVO				2	50.0		2	50.0		2	50.0					2	50.0					1	25.0							1	25.0					
Mines, Geology and Oil Industry							1	33.3														1	33.3				1	33.3								
Profess.and Trade Union of Orchestral Music.																															3	25.0				
Railway Trade Unions										1	50.0		1	50.0								1	50.0					1	50.0		1	50.0				
State Bodies and Organisations	10	6.8	81.0	11	7.5	1.5	9	6.2	1.7	14	9.6	1.4	7	4.8	2.9	8	5.5	1.4	9	6.2	2.6	23	15.8	7.9	7	4.8	6.6	58	39.7	3.7	33	22.6	15	12.7		
STAVBA				1	7.7					2	15.4		2	15.4		1	7.7		3	23.1	4.0					1	7.7		2	15.4						
UNIOS				1	5.3					5	26.3	1.0	2	10.5		2	10.5					1	5.3		3	15.8	2.7	7	36.8	2.9	6	31.6				
Wood.Industry, Forestry and Manag.of Water				1	20.0		1	20.0		1	20.0											2	40.0				2	40.0								
Workers of Cultural Facilities				1	16.7					1	16.7		1	16.7								1	16.7				1	16.7		2	33.3					

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

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

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	281	61.2	11	2.4	85	18.5	418	91.1	230	50.1	3	0.7	4	0.9
Agriculture and Nutrition	5	55.6	1	11.1	6	66.7	9	100.0	4	44.4				
Civilian Employees of the Army	2	100.0			1	50.0	2	100.0	1	50.0				
Culture and Nature Preservation	31	73.8			5	11.9	41	97.6	20	47.6				
Education	92	74.8	2	1.6	9	7.3	120	97.6	92	74.8				
Fire Fighters	5	38.5			3	23.1	10	76.9	8	61.5				
Food Industry and Allied Trade							1	100.0	1	100.0				
Health Service and Social Care	35	59.3	2	3.4	19	32.2	58	98.3	29	49.2				
KOVO							3	75.0	2	50.0				
Mines, Geology and Oil Industry	2	66.7	1	33.3	2	66.7	3	100.0						
Profess.and Trade Union of Orchestral Music.	3	25.0			3	25.0	11	91.7						
Railway Trade Unions	2	100.0			1	50.0	2	100.0	2	100.0				
State Bodies and Organisations	93	63.7	4	2.7	25	17.1	118	80.8	46	31.5	3	2.1	4	2.7
STAVBA	3	23.1	1	7.7	6	46.2	12	92.3	7	53.8				
UNIOS	4	21.1			3	15.8	19	100.0	17	89.5				
Wood.Industry, Forestry and Manag.of Water	3	60.0			1	20.0	5	100.0						
Workers of Cultural Facilities	1	16.7			1	16.7	4	66.7	1	16.7				

Explanatory notes: NCA
% CA

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

Employee Wages
classification based on regions - public service and administration

Region NUTS 3	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage				3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin										
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA									
Total	459	1		8	3.3	2	0.4	5	1.1	151	32.9	130	28.3	136	85	40	129	93	4	88	365	18
CZ010 Capital Prague	37									13	35.1	9	24.3	17	8	2	4	4		7	26	
CZ020 Středočeský	47							1	2.1	13	27.7	15	31.9	18	15	6	18	8	2	9	39	3
CZ031 Jihočeský	29					1	3.4	1	3.4	11	37.9	9	31.0	6	3	2	9	8		3	22	1
CZ032 Plzeňský	30			1						11	36.7	5	16.7	8	10	3	13	10		4	23	1
CZ041 Karlovarský	15			1						5	33.3	4	26.7	4	1	3	8	4		2	13	1
CZ042 Ústecký	37									14	37.8	12	32.4	7	7	2	14	7		6	30	2
CZ051 Liberecký	17					1	5.9	1	5.9	5	29.4	4	23.5	5		1	4	4		2	13	1
CZ052 Královéhradecký	25									5	20.0	3	12.0	3	2	1	10	9		3	19	
CZ053 Pardubický	18	1		1						10	55.6	5	27.8	5	4		5	5	1	4	16	1
CZ061 Vysočina	25									8	32.0	7	28.0	7	3	2	4	3		6	22	3
CZ062 Jihomoravský	42									20	47.6	10	23.8	15	8	6	8	6	1	8	33	
CZ071 Olomoucký	30			1				2	6.7	11	36.7	6	20.0	10	9	2	14	13		5	24	1
CZ072 Zlínský	22									9	40.9	10	45.5	8	4	3	4	4		8	15	1
CZ080 Moravskoslezský	85			4	5.3					16	18.8	31	36.5	23	11	7	14	8		21	70	3

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver. %	average increase in percentage
TAPF	total amount of payroll funds
3.1	Does the CA agree on more detailed conditions for provision of personal bonuses?
3.2	Does the CA agree on more detailed conditions for the provision of remunerations?
3.3	Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?
3.4	Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?
3.5	Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?
3.6	Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?
3.7	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 341/2017 Coll.)?
3.8	Does the CA agree on a regular term of wage payment?
3.9	Does the CA agree on the payment of wages outside the worksite or outside working hours?
*	Item observed only in the case of municipalities and regions
**	Item observed only in the case of allowance organizations

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

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	144	45.7	125	3,562	142	3,847	144	4,139	144	4,235	144	4,446	144	4,514
CZ010 Capital Prague	8	26.7	5	2,400	8	4,313	8	4,813	8	4,938	8	5,375	8	5,500
CZ020 Středočeský	17	65.4	17	2,706	17	2,941	17	2,941	17	2,941	17	2,941	17	2,941
CZ031 Jihočeský	6	37.5	5	3,000	6	3,000	6	3,167	6	3,167	6	3,333	6	3,333
CZ032 Plzeňský	4	25.0	4	4,000	4	4,250	4	4,500	4	4,750	4	4,750	4	4,750
CZ041 Karlovarský	3	42.9	2		3	4,333	3	5,000	3	5,000	3	5,333	3	5,333
CZ042 Ústecký	9	40.9	8	3,625	9	4,389	9	5,056	9	5,056	9	5,833	9	5,833
CZ051 Liberecký	5	41.7	2		5	3,000	5	3,600	5	3,700	5	3,700	5	3,700
CZ052 Královéhradecký	7	46.7	5	2,400	6	2,583	7	3,500	7	3,643	7	4,071	7	4,071
CZ053 Pardubický	5	38.5	4	1,750	5	1,700	5	1,900	5	2,000	5	2,400	5	2,600
CZ061 Vysočina	11	52.4	11	3,818	11	3,909	11	4,114	11	4,227	11	4,432	11	4,545
CZ062 Jihomoravský	12	35.3	9	4,944	12	5,625	12	6,000	12	6,292	12	6,667	12	6,917
CZ071 Olomoucký	4	26.7	3	6,000	4	5,500	4	5,500	4	5,500	4	5,500	4	5,500
CZ072 Zlínský	13	72.2	12	3,500	13	3,692	13	3,885	13	4,154	13	4,346	13	4,615
CZ080 Moravskoslezský	40	57.1	38	3,929	39	3,969	40	4,208	40	4,245	40	4,338	40	4,338

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	141	44.8	119	4,343	137	4,397	141	4,935	141	5,206	141	5,427	141	5,520	141	5,598	141	5,605	141	5,640
CZ010 Capital Prague	8	26.7	4	3,375	8	4,000	8	5,563	8	6,813	8	7,125	8	7,125	8	7,125	8	7,125	8	7,750
CZ020 Středočeský	17	65.4	16	3,750	17	3,706	17	3,706	17	3,706	17	3,706	17	3,706	17	3,706	17	3,706	17	3,706
CZ031 Jihočeský	6	37.5	4	3,250	5	3,200	6	4,500	6	4,500	6	4,667	6	4,667	6	4,667	6	4,667	6	4,667
CZ032 Plzeňský	5	31.3	5	4,200	5	4,400	5	4,600	5	4,800	5	4,800	5	4,800	5	4,800	5	4,800	5	4,800
CZ041 Karlovarský	2	28.6	1		2		2		2		2		2		2		2		2	
CZ042 Ústecký	8	36.4	7	2,857	8	3,250	8	4,313	8	4,938	8	5,438	8	5,438	8	5,938	8	5,938	8	5,938
CZ051 Liberecký	4	33.3	1		4	2,375	4	3,000	4	3,000	4	3,000	4	3,000	4	3,000	4	3,000	4	3,000
CZ052 Královéhradecký	8	53.3	6	3,167	6	3,583	8	4,938	8	5,188	8	5,438	8	5,438	8	5,438	8	5,438	8	5,438
CZ053 Pardubický	4	30.8	3	2,000	4	1,875	4	2,125	4	2,250	4	2,750	4	3,000	4	3,250	4	3,500	4	3,500
CZ061 Vysočina	11	52.4	10	4,875	11	5,023	11	5,205	11	5,295	11	5,432	11	5,523	11	5,523	11	5,523	11	5,523
CZ062 Jihomoravský	12	35.3	9	6,444	12	6,250	12	7,458	12	8,583	12	8,958	12	9,208	12	9,208	12	9,208	12	9,208
CZ071 Olomoucký	5	33.3	5	5,500	5	5,500	5	5,500	5	5,500	5	5,500	5	5,500	5	5,500	5	5,500	5	5,500
CZ072 Zlínský	13	72.2	12	4,500	13	4,654	13	5,038	13	5,308	13	5,846	13	6,154	13	6,615	13	6,615	13	6,615
CZ080 Moravskoslezský	38	54.3	36	4,753	37	4,749	38	5,082	38	5,126	38	5,276	38	5,382	38	5,382	38	5,382	38	5,382

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
Total	366	79.7	19	4.1	152	33.1	410	89.3	386	116	354	85	60
CZ010 Capital Prague	30	81.1	2	5.4	18	48.6	36	97.3	33	10	31	5	5
CZ020 Středočeský	33	70.2	4	8.5	18	38.3	39	83.0	36	10	35	8	6
CZ031 Jihočeský	22	75.9	3	10.3	7	24.1	21	72.4	19	8	19	5	6
CZ032 Plzeňský	23	76.7	2	6.7	11	36.7	25	83.3	25	8	20	7	1
CZ041 Karlovarský	13	86.7			3	20.0	11	73.3	10	3	10	4	1
CZ042 Ústecký	31	83.8			15	40.5	33	89.2	29	14	27	10	4
CZ051 Liberecký	16	94.1			6	35.3	16	94.1	16	4	12	5	2
CZ052 Královéhradecký	18	72.0			8	32.0	22	88.0	22	8	17	6	4
CZ053 Pardubický	15	83.3	3	16.7	8	44.4	18	100.0	17	3	12	1	6
CZ061 Vysočina	21	84.0			10	40.0	24	96.0	21	7	22	4	3
CZ062 Jihomoravský	35	83.3	2	4.8	16	38.1	38	90.5	37	8	35	11	6
CZ071 Olomoucký	22	73.3			12	40.0	26	86.7	24	9	23	7	7
CZ072 Zlínský	18	81.8			6	27.3	21	95.5	21	7	21	4	1
CZ080 Moravskoslezský	69	81.2	3	3.5	14	16.5	80	94.1	76	17	70	8	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
A	use of the employer's premises (or compensation of maintenance and operation costs)
B	employer's allowances for the activities of trade unions
C	room equipment (PC, copier, internet connection, phone, fax etc)
D	costs of necessary materials (professional literature)
E	other conditions

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

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	377	82.1	54	11.8	15	3.3	3	0.7	10	2.2	70	85.4	12	14.6	344	74.9	59	12.9	211	46.0	136	29.6
CZ010 Capital Prague	25	67.6	8	21.6	1	2.7			3	8.1	11	91.7	1	8.3	33	89.2	9	24.3	20	54.1	8	21.6
CZ020 Středočeský	44	93.6	2	4.3					1	2.1	1	33.3	2	66.7	33	70.2	5	10.6	21	44.7	10	21.3
CZ031 Jihočeský	28	96.6							1	3.4			1	100.0	11	37.9	3	10.3	13	44.8	7	24.1
CZ032 Plzeňský	23	76.7	5	16.7	1	3.3	1	3.3			7	100.0			25	83.3	8	26.7	15	50.0	10	33.3
CZ041 Karlovarský	12	80.0	2	13.3	1	6.7					2	66.7	1	33.3	9	60.0			5	33.3	3	20.0
CZ042 Ústecký	32	86.5	4	10.8	1	2.7					5	100.0			28	75.7	6	16.2	17	45.9	10	27.0
CZ051 Liberecký	11	64.7	4	23.5	1	5.9	1	5.9			4	66.7	2	33.3	15	88.2	3	17.6	11	64.7	2	11.8
CZ052 Královéhradecký	21	84.0	3	12.0					1	4.0	3	75.0	1	25.0	17	68.0	3	12.0	9	36.0	6	24.0
CZ053 Pardubický	14	77.8	4	22.2							3	75.0	1	25.0	14	77.8	3	16.7	7	38.9	4	22.2
CZ061 Vysočina	19	76.0	3	12.0	2	8.0			1	4.0	5	83.3	1	16.7	18	72.0	3	12.0	8	32.0	8	32.0
CZ062 Jihomoravský	31	73.8	7	16.7	2	4.8			2	4.8	10	90.9	1	9.1	31	73.8	6	14.3	18	42.9	11	26.2
CZ071 Olomoucký	26	86.7	3	10.0	1	3.3					3	75.0	1	25.0	22	73.3	2	6.7	14	46.7	7	23.3
CZ072 Zlínský	18	81.8	3	13.6	1	4.5					4	100.0			18	81.8	1	4.5	13	59.1	10	45.5
CZ080 Moravskoslezský	73	85.9	6	7.1	4	4.7	1	1.2	1	1.2	12	100.0			70	82.4	7	8.2	40	47.1	40	47.1

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

Employment rate
classification based on regions - public service and administration

Region NUTS 3	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																			
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money							
							agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1	0.2	1	0.2	30	6.5	36	7.8	1.7	2.1	37	8.1	1.6	2.0	70	15.3	1.7	2.7	62	13.5	50	10.9	15	3.3	4	0.9
CZ010 Capital Prague				3	8.1	8	21.6	1.5	2.0	8	21.6	1.8	2.3	16	43.2	1.7	2.9	15	40.5	13	35.1	4	10.8	1	2.7	
CZ020 Středočeský			1	2.1	3	6.4	2	4.3			1	2.1			6	12.8	1.5	3.8	7	14.9	6	12.8	1	2.1	1	2.1
CZ031 Jihočeský					1	3.4									3	10.3	1.0	2.7	3	10.3	3	10.3				
CZ032 Plzeňský	1	3.3			4	13.3	1	3.3			1	3.3			5	16.7	3.3	3.8	4	13.3	4	13.3				
CZ041 Karlovarský					2	13.3	1	6.7			1	6.7			1	6.7										
CZ042 Ústecký					3	8.1	4	10.8	1.8	1.8	4	10.8	1.0	1.0	5	13.5	1.4	2.0	4	10.8	4	10.8			1	2.7
CZ051 Liberecký					1	5.9	2	11.8			2	11.8			4	23.5	1.8	2.3	3	17.6	3	17.6				
CZ052 Královéhradecký					2	8.0	2	8.0			3	12.0	1.0	2.0	5	20.0	1.2	2.4	5	20.0	4	16.0	1	4.0	1	4.0
CZ053 Pardubický															1	5.6			1	5.6	1	5.6				
CZ061 Vysočina							3	12.0	1.7	2.0	3	12.0	1.3	1.7	2	8.0			2	8.0			2	8.0		
CZ062 Jihomoravský					4	9.5	4	9.5	2.0	2.3	4	9.5	1.3	1.5	5	11.9	1.4	2.6	3	7.1	2	4.8	1	2.4		
CZ071 Olomoucký					4	13.3	2	6.7			2	6.7			3	10.0	2.0	2.3	3	10.0	2	6.7	1	3.3		
CZ072 Zlínský					1	4.5	2	9.1			2	9.1			3	13.6	2.0	2.7	3	13.6	2	9.1	1	4.5		
CZ080 Moravskoslezský					2	2.4	5	5.9	1.6	2.0	6	7.1	2.0	2.4	11	12.9	1.8	2.7	9	10.6	6	7.1	4	4.7		

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

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

Region NUTS 3	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund															
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
					aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	280	88.9	139	44.1	4,065	1.40	0.88	0.14	12.05	1.21	0.80	1.12	20.36	16.43	0.93	21.92	0.71	0.12	4.68	6.58	10.66
CZ010 Capital Prague	25	83.3	16	53.3	11,763	1.22	1.45	0.24	5.79	3.20	0.01	0.75	20.66	15.89	0.87	20.37	1.49	0.06	4.84	11.55	11.62
CZ020 Středočeský	24	92.3	12	46.2	2,807	0.59	1.45		5.07	0.06	0.03	1.04	34.99	7.84	0.82	26.49	0.42	0.60	7.15	0.86	12.59
CZ031 Jihočeský	14	87.5	6	37.5	1,375	0.85	0.08		9.05			2.06	26.19	6.15	0.48	24.56		0.05	2.58	4.07	23.88
CZ032 Plzeňský	14	87.5	10	62.5	3,056		1.01	0.21	9.73	0.02	3.09	2.23	35.65	6.19	1.65	12.99		0.04	5.08	1.46	20.65
CZ041 Karlovarský	6	85.7	2	28.6																	
CZ042 Ústecký	20	90.9	15	68.2	1,336	1.98	0.69		5.97	0.02	0.40	1.60	20.05	13.29	1.22	29.51	0.07	0.34	4.54	8.05	12.26
CZ051 Liberecký	11	91.7	5	41.7	3,815	1.99	0.64		7.47	0.19		0.79	7.20	26.55	0.94	23.85	5.24	0.04	2.83	1.34	20.93
CZ052 Královéhradecký	10	66.7	5	33.3	3,110	19.21			4.38		2.91		39.46	0.97	0.48	6.37		0.00	4.00	0.21	22.00
CZ053 Pardubický	12	92.3	9	69.2	1,994	0.10	2.79		3.49			0.17	37.73	7.77	2.48	22.98		0.01	4.00	5.94	12.55
CZ061 Vysočina	20	95.2	11	52.4	5,031	1.75	0.03		14.22		3.79	2.42	15.03	17.93	0.83	9.98		0.14	6.54	15.61	11.73
CZ062 Jihomoravský	29	85.3	15	44.1	2,220	0.20	0.10	0.83	13.52	0.75	1.05	1.56	28.77	23.75	1.08	10.92			4.51	2.24	10.73
CZ071 Olomoucký	13	86.7	6	40.0	986		0.44		20.31		1.95	6.09	22.40	10.96	7.63	10.15		0.02	13.32	3.21	3.53
CZ072 Zlínský	18	100.0	7	38.9	848	5.10	3.54	0.17	24.46			11.88	18.19	18.80	1.85	1.43		0.09	5.10	3.61	5.78
CZ080 Moravskoslezský	64	91.4	20	28.6	6,279	0.08	0.29		25.91	0.40	0.26	0.24	8.19	22.84	0.37	34.64		0.16	2.98	1.29	2.35

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

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

Region NUTS 3	Employer's contribution to corporate catering						There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance				Contribution to life insurance									
	arranged in CA		amount of contribution					without specification of the amount of allowance		agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price		NCA	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA
Total	268	85.1	36.20	49.2	17.93	31.8	86	75	23.8	121	38.4	293	494	85	27.0	19	6.0	354	556	16	5.1
CZ010 Capital Prague	26	86.7	46.75	44.0	21.57	26.0	10	5	16.7	10	33.3	276	675	10	33.3	4	13.3	367	513	4	13.3
CZ020 Středočeský	21	80.8	44.00		12.33		6	7	26.9	11	42.3	360	557	7	26.9	3	11.5	367	433	2	7.7
CZ031 Jihočeský	13	81.3	33.67	55.0	18.24		2	4	25.0	9	56.3	339	339	4	25.0	2	12.5			1	6.3
CZ032 Plzeňský	15	93.8	21.57		16.39		7	6	37.5	6	37.5	400	464	6	37.5						
CZ041 Karlovarský	6	85.7	25.20		27.25		1			2	28.6			2	28.6	1	14.3			1	14.3
CZ042 Ústecký	21	95.5	26.50		15.15		5	5	22.7	10	45.5	273	472	5	22.7	2	9.1			1	4.5
CZ051 Liberecký	11	91.7	29.33		17.17		5	4	33.3	5	41.7	267	535	5	41.7	2	16.7			2	16.7
CZ052 Královéhradecký	13	86.7	35.75	36.0	14.91	38.5	5	4	26.7	5	33.3	263	470	2	13.3	1	6.7			1	6.7
CZ053 Pardubický	13	100.0	35.92	55.0	20.35		3	4	30.8	3	23.1	375	583	2	15.4	1	7.7			1	7.7
CZ061 Vysočina	19	90.5	38.00		16.18		7	7	33.3	10	47.6	326	417	7	33.3						
CZ062 Jihomoravský	30	88.2	40.38	55.0	22.53	50.0	11	4	11.8	12	35.3	336	456	10	29.4						
CZ071 Olomoucký	13	86.7	24.00		18.00		1	6	40.0	8	53.3	290	535	6	40.0	1	6.7			1	6.7
CZ072 Zlínský	16	88.9	41.25	55.0	16.36		4	6	33.3	5	27.8	263	610	2	11.1	1	5.6			1	5.6
CZ080 Moravskoslezský	51	72.9	36.07	55.0	18.31		19	13	18.6	25	35.7	248	448	17	24.3	1	1.4			1	1.4

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

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

Region NUTS 3	Pay compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC		Average number of days of leave without compensation of pay above the requirement of the LC																												Activity of guides in children's and youth camps			
			Type of personal obstacle																															
	agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I					J	
	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days			NCA	% CA
Total	10	2.2	81.0	29	6.3	1.2	68	14.8	1.6	49	10.7	1.5	19	4.1	5.6	60	13.1	1.4	18	3.9	3.4	48	10.5	7.3	58	12.6	3.1	149	32.5	3.6	127	27.7	24	13.1
CZ010 Capital Prague	1	2.7		3	8.1	1.3	4	10.8	1.8	6	16.2	1.2	2	5.4		1	2.7		3	8.1	4.0	6	16.2	8.3	3	8.1	7.0	21	56.8	3.8	16	43.2	5	13.8
CZ020 Středočeský	3	6.4	85.0	2	4.3		7	14.9	1.9	6	12.8	2.2	4	8.5	6.8	7	14.9	1.6	2	4.3		7	14.9	10.3	9	19.1	5.0	14	29.8	3.3	12	25.5	5	7.2
CZ031 Jihočeský							2	6.9								1	3.4								2	6.9		4	13.8	5.3	2	6.9	1	
CZ032 Plzeňský	2	6.7		3	10.0	1.7	4	13.3	2.3	2	6.7		2	6.7		5	16.7	1.8	2	6.7		2	6.7		2	6.7		10	33.3	4.1	12	40.0		
CZ041 Karlovarský				1	6.7					1	6.7		1	6.7								2	13.3		1	6.7		4	26.7	4.3	2	13.3		
CZ042 Ústecký				2	5.4		4	10.8	1.5	3	8.1	2.0	1	2.7		3	8.1	1.7	5	13.5	4.4	3	8.1	5.0	1	2.7		15	40.5	3.5	8	21.6	2	
CZ051 Liberecký							2	11.8		2	11.8					1	5.9					3	17.6	6.3	1	5.9		6	35.3	3.7	3	17.6	1	
CZ052 Královéhradecký	1	4.0		2	8.0		2	8.0		3	12.0	1.3	1	4.0		2	8.0					3	12.0	6.0	3	12.0	6.0	9	36.0	3.7	5	20.0	2	
CZ053 Pardubický	1	5.6		2	11.1		3	16.7	1.0	5	27.8	1.8				2	11.1					3	16.7	3.7				8	44.4	3.8	3	16.7	1	
CZ061 Vysočina							1	4.0		3	12.0	1.3	2	8.0		1	4.0		1	4.0					4	16.0	1.0	2	8.0		8	32.0	1	
CZ062 Jihomoravský				4	9.5	1.3	4	9.5	1.5	3	7.1	1.0	1	2.4		5	11.9	1.6	2	4.8		9	21.4	7.2	4	9.5	3.8	17	40.5	3.6	7	16.7	2	
CZ071 Olomoucký							3	10.0	3.0	2	6.7					1	3.3					4	13.3	8.8	1	3.3		9	30.0	3.6	7	23.3	2	
CZ072 Zlínský							5	22.7	1.4	2	9.1					4	18.2	1.3				1	4.5		2	9.1		8	36.4	3.1	5	22.7	1	
CZ080 Moravskoslezský	2	2.4		10	11.8	1.1	27	31.8	1.4	11	12.9	1.5	5	5.9	7.4	27	31.8	1.2	3	3.5	2.3	5	5.9	6.6	25	29.4	2.1	22	25.9	3.2	37	43.5	1	

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

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

Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	281	61.2	11	2.4	85	18.5	418	91.1	230	50.1	3	0.7	4	0.9
CZ010 Capital Prague	25	67.6	2	5.4	13	35.1	35	94.6	16	43.2			1	2.7
CZ020 Středočeský	29	61.7			10	21.3	41	87.2	25	53.2				
CZ031 Jihočeský	15	51.7			5	17.2	27	93.1	5	17.2	1	3.4	1	3.4
CZ032 Plzeňský	20	66.7	1	3.3	3	10.0	27	90.0	15	50.0	2	6.7	2	6.7
CZ041 Karlovarský	6	40.0			3	20.0	13	86.7	4	26.7				
CZ042 Ústecký	23	62.2	1	2.7	8	21.6	31	83.8	14	37.8				
CZ051 Liberecký	11	64.7	2	11.8	3	17.6	17	100.0	8	47.1				
CZ052 Královéhradecký	13	52.0	1	4.0	4	16.0	22	88.0	9	36.0				
CZ053 Pardubický	9	50.0			3	16.7	16	88.9	9	50.0				
CZ061 Vysočina	16	64.0			4	16.0	24	96.0	16	64.0				
CZ062 Jihomoravský	25	59.5	1	2.4	13	31.0	40	95.2	22	52.4				
CZ071 Olomoucký	18	60.0			7	23.3	28	93.3	11	36.7				
CZ072 Zlínský	15	68.2			2	9.1	19	86.4	15	68.2				
CZ080 Moravskoslezský	56	65.9	3	3.5	7	8.2	78	91.8	61	71.8				

Explanatory notes: NCA
% CA

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



Table section C

Municipalities and regions

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

Trade union	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
Total	130	90.3	60	3.8	6	12,618	39	3.7	21	2,899	78	54.2	74	51.4
State Bodies and Organisations	130	90.3	60	3.8	6	12,618	39	3.7	21	2,899	78	54.2	74	51.4

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

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

Trade union	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
Total	0.01	0.57	4.68	0.04	2.75	0.92	1.63	31.82	11.56	1.23	16.75	2.08	0.71	3.34	8.51	13.42	85	59.0
State Bodies and Organisations	0.01	0.57	4.68	0.04	2.75	0.92	1.63	31.82	11.56	1.23	16.75	2.08	0.71	3.34	8.51	13.42	85	59.0

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

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

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

Trade union	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	135	93.8	40.16	50.0	27.08	44.7	63.33	8	15	10.4	10	6.9	11	7.6	
State Bodies and Organisations	135	93.8	40.16	50.0	27.08	44.7	63.33	8	15	10.4	10	6.9	11	7.6	

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

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

Trade union	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision	agreed in CA		amount of contribution		conditions for his provision		
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	92	63.9	410	492	3.4	68	47.2	29	20.1	393	474	22	15.3
State Bodies and Organisations	92	63.9	410	492	3.4	68	47.2	29	20.1	393	474	22	15.3

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

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

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

Region NUTS 3	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
Total	130	90.3	60	3.8	6	12,618	39	3.7	21	2,899	78	54.2	74	51.4
CZ010 Capital Prague	6	85.7	4	4.8					2	4,697	3	42.9	3	42.9
CZ020 Středočeský	21	100.0	10	4.3	1		5	3.6	4	2,202	12	57.1	11	52.4
CZ031 Jihočeský	12	92.3	7	3.2			3	4.0	1	2,396	7	53.8	7	53.8
CZ032 Plzeňský	13	92.9	7	3.9			6	4.5		2,580	10	71.4	7	50.0
CZ041 Karlovarský	8	100.0	2		1		2		3	2,230	5	62.5	5	62.5
CZ042 Ústecký	10	66.7	5	3.5	1		1		3	1,303	7	46.7	7	46.7
CZ051 Liberecký	4	80.0	3	3.6					1	3,733	2	40.0	2	40.0
CZ052 Královéhradecký	8	80.0	4	3.8			4	4.0		3,065	4	40.0	4	40.0
CZ053 Pardubický	5	100.0	3	4.3			1			3,592	2	40.0	2	40.0
CZ061 Vysočina	4	100.0	2				2			1,198	3	75.0	3	75.0
CZ062 Jihomoravský	7	87.5	2		1		3	3.5		2,896	5	62.5	5	62.5
CZ071 Olomoucký	15	100.0	5	3.7	2		5	3.3	3	2,909	9	60.0	9	60.0
CZ072 Zlínský	4	100.0	2				1		1	6,481	4	100.0	4	100.0
CZ080 Moravskoslezský	13	86.7	4	3.4			6	4.1	3	3,989	5	33.3	5	33.3

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

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

Region NUTS 3	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA	
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%			
Total	0.01	0.57	4.68	0.04	2.75	0.92	1.63	31.82	11.56	1.23	16.75	2.08	0.71	3.34	8.51	13.42	85	59.0	
CZ010 Capital Prague		0.07	1.88		2.14	10.49	1.35	43.14	14.21	0.11	11.36	2.48		3.54	6.68	2.55	2	28.6	
CZ020 Středočeský		2.44	5.93	0.04	3.68		1.98	28.97	15.59	0.33	21.52	3.04	1.05	4.58	6.86	4.00	14	66.7	
CZ031 Jihočeský			3.18		2.45		3.70	31.16	12.63	0.46	31.91	1.16	0.09	1.59	5.81	5.86	7	53.8	
CZ032 Plzeňský		0.01	3.94	0.39	6.56		2.58	28.97	18.00	0.44	16.06	0.06	1.99	1.26	13.10	6.64	10	71.4	
CZ041 Karlovarský		0.13	11.18				1.52		14.35	11.45	0.45	10.76		0.58	2.53	1.52	45.50	5	62.5
CZ042 Ústecký			9.57	0.02	2.31		0.26	37.05	22.01	0.90	11.40	0.68	0.04	5.09	3.44	7.24	6	40.0	
CZ051 Liberecký		1.04	1.10		0.66	0.03	1.07	49.87	5.11	0.90	8.61	0.70	2.11	3.49	4.92	20.39	4	80.0	
CZ052 Královéhradecký			5.99				1.24	25.89	3.84	0.71	15.32	3.00	0.46	5.57	5.91	32.05	7	70.0	
CZ053 Pardubický		0.56	1.60		3.03		2.78	31.86	0.06	1.11	14.26	16.82	0.46	3.51	23.58	0.37	5	100.0	
CZ061 Vysočina			1.39					40.31		3.89	4.53		4.78	4.62	24.06	16.41	2	50.0	
CZ062 Jihomoravský		2.02	6.45		0.67		0.22	37.72	24.63	0.62	1.58	1.91	0.50	3.83	2.84	17.01	3	37.5	
CZ071 Olomoucký	0.09		6.42		5.34		1.52	32.62	10.66	0.56	24.01	0.71	0.39	3.67	6.87	7.15	7	46.7	
CZ072 Zlínský			6.66					34.51	1.16	8.29	19.10		0.40	2.80	15.50	11.59	4	100.0	
CZ080 Moravskoslezský	0.03	0.49	2.14		3.11		2.09	24.09	11.15	1.08	14.48	0.44	0.53	2.60	8.01	29.76	9	60.0	

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

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

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

Region NUTS 3	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	135	93.8	40.16	50.0	27.08	44.7	63.33	8	15	10.4	10	6.9	11	7.6	
CZ010 Capital Prague	7	100.0	61.20	65.0	27.73		100.00								
CZ020 Středočeský	20	95.2	44.61	50.0	26.04		50.00	2	3	14.3	3	14.3	4	19.0	
CZ031 Jihočeský	13	100.0	37.43		27.75		30.00		2	15.4	1	7.7	1	7.7	
CZ032 Plzeňský	14	100.0	42.40	50.0	31.42	45.0			1	7.1	1	7.1			
CZ041 Karlovarský	7	87.5	29.25	51.5	21.20	27.0					1	12.5	1	12.5	
CZ042 Ústecký	11	73.3	40.13		22.38			3	2	13.3			1	6.7	
CZ051 Liberecký	5	100.0	46.33	47.5	25.50	40.0			1	20.0					
CZ052 Královéhradecký	10	100.0	41.25		25.56			1	2	20.0	2	20.0	2	20.0	
CZ053 Pardubický	5	100.0	34.60		29.60								1	20.0	
CZ061 Vysočina	3	75.0	33.00		26.67										
CZ062 Jihomoravský	8	100.0	31.86	55.0	24.86				2	25.0					
CZ071 Olomoucký	15	100.0	45.67	42.2	26.71	45.6		1	2	13.3	1	6.7	1	6.7	
CZ072 Zlínský	4	100.0	40.00		27.25										
CZ080 Moravskoslezský	13	86.7	36.74	55.0	32.28	51.7	50.00	1			1	6.7			

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

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

Region NUTS 3	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	92	63.9	410	492	3.4	68	47.2	29	20.1	393	474	22	15.3
CZ010 Capital Prague	4	57.1	475	475		2	28.6	2	28.6			1	14.3
CZ020 Středočeský	15	71.4	367	542	3.9	11	52.4	2	9.5			1	4.8
CZ031 Jihočeský	7	53.8	460	620	3.0	4	30.8	2	15.4			2	15.4
CZ032 Plzeňský	10	71.4	350	395		8	57.1	4	28.6	350	400	3	21.4
CZ041 Karlovarský	3	37.5	650	650		1	12.5	2	25.0			1	12.5
CZ042 Ústecký	7	46.7	325	414		5	33.3	1	6.7			1	6.7
CZ051 Liberecký	5	100.0	400	490		5	100.0	2	40.0			1	20.0
CZ052 Královéhradecký	6	60.0	540	567		6	60.0	4	40.0	233	350	4	40.0
CZ053 Pardubický	3	60.0	400	533		3	60.0	2	40.0			1	20.0
CZ061 Vysočina	1	25.0											
CZ062 Jihomoravský	4	50.0	350	428	3.0	2	25.0	1	12.5			1	12.5
CZ071 Olomoucký	11	73.3	372	436		8	53.3	3	20.0	263	400	3	20.0
CZ072 Zlínský	4	100.0	538	575		4	100.0	1	25.0			1	25.0
CZ080 Moravskoslezský	12	80.0	355	441		9	60.0	3	20.0	400	533	2	13.3

Explanatory notes: NCA

% CA

CZK/month

aver. % MBA

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

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

average contribution in CZK per month

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