



INFORMATION ON WORKING CONDITIONS

negotiated in collective agreements

2016

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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 2016 selected data about wage and working conditions were analyzed from 1,728 collective agreements from 27 different trade unions, of which:

- 1,294 collective agreements agreed in the entrepreneurial area
- 434 collective agreements agreed in public services and administration

Outputs are classified separately for:

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

always according to:

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

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

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

A. TABLE SECTION FOR THE CORPORATE AREA

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

The output is:

- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the minimum wage was negotiated. The minimum wage is reported only in cases when it was determined to be above the limit specified by Statutory Decree No. 567/2006 Coll., i.e. in an amount exceeding 9,900 CZK/month and 58.70 CZK/hour with a 40-hour working week
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the wage scales were negotiated

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The system follows:

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

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

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

The system follows:

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

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

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

The system follows:

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

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

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

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

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

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

The output is:

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

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

The output is:

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

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

The output is:

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

J - other use

K - balance of the fund

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

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

The output is:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (10/09, 11/10, 12/11, 13/12, 14/13, 15/14, 16/15) 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 (10/09, 11/10, 12/11, 13/12, 14/13, 15/14, 16/15) 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 (10/09, 11/10, 12/11, 13/12, 14/13, 15/14, 16/15) 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 (10/09, 11/10, 12/11, 13/12, 14/13, 15/14, 16/15) of negotiated wage supplementary charges and bonuses.

B. TABLE SECTION OF PUBLIC SERVICES AND ADMINISTRATION

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The output is:

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

P - fund balance

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

The output is:

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

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

The output is:

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

- H - due to care for a sick family member within the calendar year
- I - in case of other impediments
- the number of organizations and their share in the overall number of the collective agreements in the file, in the collective agreements of which were increased or specified requirements on time off without compensation of wage for activities of guides in children's and youth camps

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

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

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

C. TABLE SECTION FOR MUNICIPALITIES AND REGIONS

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

The output is:

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

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

The output is:

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

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

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

The output is:

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

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

The output is:

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

**Collective agreements in numbers – agreed for the corporate
area in the Czech Republic for the year 2016**
(based on the sample of 1,294 collective agreements)

1. Wage agreements

Minimum monthly and hourly salary

The minimum monthly and hourly salary are followed in the system on the condition that they have been agreed beyond the framework given by Statutory Decree 567/2006 Coll., i.e. in an amount above CZK 9,900.00/month and CZK 58.70/hour with a working hour fund of 40 hours per week.

The average minimum monthly salary has been agreed in the amount of... CZK **11,964.00**/month

The average minimum hourly salary at a working hour fund of 40 hours per week has been agreed in the amount of CZK **65.60**/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 10,016.00
2 nd tariff scale.....	CZK 10,698.00
3 rd tariff scale	CZK 11,452.00
4 th tariff scale	CZK 12,435.00
5 th tariff scale	CZK 13,663.00
6 th tariff scale	CZK 14,971.00
7 th tariff scale	CZK 16,534.00
8 th tariff scale	CZK 18,223.00
9 th tariff scale	CZK 20,032.00
10 th tariff scale.....	CZK 22,046.00
11 th tariff scale.....	CZK 24,483.00
12 th tariff scale.....	CZK 27,395.00

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 55.90	CZK 60.23
2 nd tariff scale.....	CZK 58.62	CZK 64.35
3 rd tariff scale	CZK 62.51	CZK 69.07
4 th tariff scale	CZK 67.86	CZK 74.64
5 th tariff scale	CZK 74.83	CZK 81.28
6 th tariff scale	CZK 82.30	CZK 89.12
7 th tariff scale	CZK 91.30	CZK 98.24
8 th tariff scale	CZK 94.17	CZK 104.52
9 th tariff scale	CZK 97.10	CZK 111.61
10 th tariff scale.....	CZK 107.74	CZK 122.36
11 th tariff scale.....	CZK 111.66	CZK 136.24
12 th tariff scale.....	CZK 122.94	CZK 150.44

Wage development

Number of collective agreements regulating wage development ...**855** (i.e. 66.1% of the total amount of collective agreements in the file).

The wage increases is agreed in 64.9% collective agreements, of which:

- 31.6% collective agreements, offering a year-on-year increase of wage scales by... **3.4%**
- 25.6% collective agreements offering a year-on-year increase of the average nominal wage by **3.0%**
- 1.5% collective agreements offering an increase of the average real wage by **1.8%**

Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day	26.1% AE
overtime bonus for work on Saturdays and Sundays	48.3% AE
overtime bonus for work undistinguished	26.5% AE
overtime bonus for work on public holidays	101.7% AE
bonus for night work	CZK 14.59 /hour
.....	11.2% AE
bonus for work in difficult conditions	CZK 7.67 /hour
.....	10.7% AE
.....	10.6% MM
bonus for work on Saturdays and Sundays	CZK 19.52 /hour
.....	23.6% AE
bonus for afternoon work	CZK 7.05 /hour
.....	8.4% AE
bonus for working in shift operation.....	CZK 93.61 /shift
.....	12.7% AE
bonus for team management	CZK 5.36 /hour
.....	7.7% AE
bonus for working at heights	CZK 6.26 /hour
bonus for working in hazardous conditions	CZK 26.92 /hour
bonus for the knowledge of foreign languages	CZK 538.89 /month
bonus for substitution	CZK 1,100.00 /month
.....	26.0% AE
bonus for training other people	CZK 772.62 /month
.....	9.3% AE
remuneration for standby duty.....	CZK 15.36 /hour
.....	16.7% AE

Explanatory note: AE average earnings

MM basic tariff of minimum wage

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

Refund of wages in the case of personal obstacles at work

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

one's own wedding.....	1.3 days
birth of a child to the wife of an employee.....	1.3 days
death of a direct relative	2.0 days
escorting a disabled child to a health or social care provider.....	6.0 days
moving house.....	1.2 days
looking for a new job	3.7 days
for mothers caring for a child (per year).....	3.8 days
care for a family member (per year).....	2.5 days

3. Benefits and working conditions to employees

Company catering

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

costs.....	CZK 37.99
.....	54.6% of the price of a meal
profit, social fund, FSCR.....	CZK 12.82
.....	21.7% of the price of a meal
without distinguishing sources	CZK 38.59
.....	55.8% of the price of a meal

Additional pension fund

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

minimum average value of the contribution	CZK 462.95 /month
maximum average value of the contribution	CZK 735.80 /month

Life insurance

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

minimum average value of the contribution	CZK 467.79 /month
maximum average value of the contribution	CZK 686.12 /month

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

Trade union	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1,728	1,294	434	145
Agriculture and Nutrition	42	34	8	
Banking and Insurance	18	17	1	
Catering, Hotels and Tourism	14	14		
Civilian Employees of the Army	5	4	1	
Commerce	12	12		
Culture and Nature Preservation	31		31	
Education	95		95	
ECHO	64	64		
Fire Fighters	13		13	
Food Industry and Allied Trade	77	75	2	
Glass, Ceramic & Porcelain	32	32		
Health Service and Social Care	82	19	63	
KOVO	528	520	8	
Mines, Geology and Oil Industry	22	19	3	
Postal, Telecom. and Newspaper Services	7	7		
Profess.and Trade Union of Orchestral Music.	8		8	
Railway Trade Unions	30	27	3	
Science and Research	32	32		
State Bodies and Organisations	163		163	144
STAVBA	122	109	13	
Textile, Clothing and Leather Industry	38	38		
Transport	30	30		
Transport, Road Economy and Repair Vehicles	12	12		
Union of Aviation Employees	5	5		
UNIOS	150	130	20	1
Universities Trade Union	21	21		
Wood.Industry, Forestry and Manag.of Water	75	73	2	

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	1,728	1,294	434	145
CZ010 Capital Prague	282	219	63	9
CZ020 Středočeský	125	73	52	27
CZ031 Jihočeský	114	87	27	12
CZ032 Plzeňský	97	71	26	14
CZ041 Karlovarský	56	42	14	8
CZ042 Ústecký	120	79	41	14
CZ051 Liberecký	64	52	12	5
CZ052 Královéhradecký	93	71	22	8
CZ053 Pardubický	88	66	22	6
CZ061 Vysočina	106	85	21	8
CZ062 Jihomoravský	156	117	39	10
CZ071 Olomoucký	137	103	34	12
CZ072 Zlínský	102	80	22	3
CZ080 Moravskoslezský	188	149	39	9



Table section A

Corporate area

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

Trade union	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	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	69	5.3	11,964	10	0.8	65.60	15	1.2	77.56	287	22.2	375	29.0	69	5.3	89	6.9	112	8.7	209	16.2
Agriculture and Nutrition	2	5.9					1	2.9		2	5.9	8	23.5	1	2.9	9	26.5			3	8.8
Banking and Insurance	2	11.8								2	11.8	1	5.9							1	5.9
Catering, Hotels and Tourism												5	35.7								
Civilian Employees of the Army												1	25.0								
Commerce												2	16.7			2	16.7				
ECHO	7	10.9	11,556				1	1.6		39	60.9	9	14.1					3	4.7	5	7.8
Food Industry and Allied Trade	2	2.7								7	9.3	24	32.0	4	5.3	15	20.0	2	2.7	11	14.7
Glass, Ceramic & Porcelain										14	43.8	9	28.1					11	34.4	8	25.0
Health Service and Social Care	1	5.3								3	15.8	7	36.8								
KOVO	30	5.8	12,859	6	1.2	66.50	10	1.9	76.56	111	21.3	168	32.3	16	3.1	27	5.2	59	11.3	121	23.3
Mines, Geology and Oil Industry										5	26.3	7	36.8	1	5.3			5	26.3	2	10.5
Postal, Telecom. and Newspaper Services										1	14.3										
Railway Trade Unions	6	22.2	10,611							3	11.1	14	51.9								
Science and Research												1	3.1								
STAVBA	17	15.6	11,097	3	2.8	60.33	3	2.8	86.17	51	46.8	20	18.3	33	30.3	18	16.5	10	9.2	7	6.4
Textile, Clothing and Leather Industry										9	23.7	6	15.8	1	2.6			7	18.4	14	36.8
Transport										7	23.3	8	26.7	4	13.3	1	3.3	2	6.7	4	13.3
Transport, Road Economy and Repair Vehicles										3	25.0	3	25.0					2	16.7	6	50.0
Union of Aviation Employees										1	20.0	1	20.0					1	20.0		
UNIOS	1	0.8		1	0.8					13	10.0	52	40.0	4	3.1	13	10.0	5	3.8	10	7.7
Universities Trade Union										6	28.6	6	28.6	3	14.3	1	4.8				
Wood.Industry, Forestry and Manag.of Water	1	1.4								10	13.7	23	31.5	2	2.7	3	4.1	5	6.8	17	23.3

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	268	10,016	272	10,698	277	11,452	281	12,435	284	13,663	286	14,971	285	16,534	286	18,223	280	20,032	278	22,046	276	24,483	274	27,395
Agriculture and Nutrition	2		2		2		2		2		2		2		2		2		2		2		2	
Banking and Insurance	2		2		2		2		2		2		2		2		2		2		2		2	
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	39	10,880	39	11,774	39	12,947	39	14,318	39	16,084	39	17,945	39	19,994	39	22,126	39	24,470	39	26,986	39	29,858	39	33,845
Food Industry and Allied Trade	7	9,529	7	10,319	7	11,107	7	12,127	7	13,601	7	14,963	7	16,694	7	20,351	5	22,994	5	25,784	4	25,530	4	32,350
Glass, Ceramic & Porcelain	14	10,216	14	10,622	14	11,024	14	11,616	14	12,401	14	13,367	14	14,491	14	15,674	14	17,036	14	18,588	14	20,619	14	22,759
Health Service and Social Care	3	9,987	3	10,313	3	10,853	3	11,340	3	12,127	3	13,320	3	14,987	3	16,357	3	17,960	3	20,817	3	23,693	3	27,777
KOVO	99	9,916	103	10,592	106	11,269	108	12,194	109	13,255	110	14,409	110	15,693	110	17,152	110	18,764	109	20,585	109	22,711	106	24,896
Mines, Geology and Oil Industry	3	11,417	3	12,150	3	13,450	3	14,883	5	15,104	5	16,660	5	18,770	5	20,990	5	23,880	5	26,730	5	30,620	5	34,820
Postal, Telecom. and Newspaper Services	1		1		1		1		1		1		1		1		1		1		1		1	
Railway Trade Unions	3	9,900	3	10,300	3	10,700	3	11,433	3	12,283	3	13,410	3	14,493	3	15,810	3	17,160	3	19,393	3	21,457	3	24,003
Science and Research																								
STAVBA	50	9,980	50	10,629	50	11,434	50	12,582	51	14,069	51	15,590	51	17,515	51	19,515	50	21,563	50	24,112	50	27,012	50	30,275
Textile, Clothing and Leather Industry	9	10,198	9	10,731	9	11,264	9	12,040	9	12,710	9	13,753	9	15,014	9	16,428	9	18,430	9	20,616	9	23,282	9	26,738
Transport	6	8,095	6	8,540	6	8,895	7	9,111	6	9,917	7	10,561	6	11,673	7	12,433	6	13,788	7	15,114	6	17,468	7	20,066
Transport, Road Economy and Repair Vehicles	2		2		2		3	13,457	3	14,728	3	16,326	3	17,959	3	19,177	3	21,094	3	23,067	3	25,702	3	27,928
Union of Aviation Employees	1		1		1		1		1		1		1		1		1		1		1		1	
UNIOS	11	9,555	11	10,575	13	11,190	13	12,237	13	13,458	13	14,670	13	16,114	13	17,400	12	17,883	12	20,046	12	22,034	12	24,861
Universities Trade Union	6	9,322	6	9,858	6	10,777	6	11,648	6	12,757	6	14,407	6	16,290	6	18,347	6	20,930	5	19,680	5	22,548	5	25,548
Wood.Industry, Forestry and Manag.of Water	10	9,608	10	10,299	10	11,104	10	12,040	10	13,035	10	14,228	10	15,475	10	17,475	9	18,898	8	19,445	8	21,266	8	24,059

Explanatory notes: NCA
CZK/m

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

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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	67	55.90	66	58.62	68	62.51	68	67.86	68	74.83	68	82.30	68	91.30	25	94.17	16	97.10	15	107.74	14	111.66	14	122.94
Agriculture and Nutrition	1		1		1		1		1		1		1											
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO																								
Food Industry and Allied Trade	4	54.20	4	57.78	4	61.58	4	66.05	4	71.25	4	77.35	4	84.05	4	91.28	3	88.23	3	95.23	3	103.30	3	112.30
Glass, Ceramic & Porcelain																								
Health Service and Social Care																								
KOVO	14	54.81	13	57.05	15	59.90	15	64.68	15	71.01	15	78.00	15	86.18	10	94.26	6	100.37	6	113.46	6	127.69	6	143.46
Mines, Geology and Oil Industry	1		1		1		1		1		1		1											
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	33	58.73	33	61.36	33	65.88	33	72.04	33	80.67	33	89.28	33	99.94	3	114.93								
Textile, Clothing and Leather Industry	1		1		1		1		1		1		1		1		1		1		1		1	
Transport	4	47.90	4	50.03	4	51.93	4	54.08	4	57.68	4	62.40	4	68.05	1		1		1		1		1	
Transport, Road Economy and Repair Vehicles																								
Union of Aviation Employees																								
UNIOS	4	55.90	4	59.33	4	64.70	4	70.78	4	77.90	4	84.60	4	92.68	4	102.03	3	122.80	2		1		1	
Universities Trade Union	3	52.43	3	54.20	3	58.83	3	64.33	3	68.40	3	74.73	3	81.37										
Wood.Industry, Forestry and Manag.of Water	2		2		2		2		2		2		2		2		2		2		2		2	

Explanatory notes: NCA
CZK/h

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

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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	100	60.23	104	64.35	108	69.07	111	74.64	110	81.28	107	89.12	103	98.24	62	104.52	43	111.61	41	122.36	37	136.24	36	150.44
Agriculture and Nutrition																								
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	3	64.79	3	72.20	3	76.46	3	82.64	3	90.76	3	99.50	3	108.01	2									
Food Industry and Allied Trade	2		2		2		2		2		2		2		1									
Glass, Ceramic & Porcelain	11	62.00	11	63.55	11	65.34	11	68.69	11	73.56	11	79.42	11	86.23	9	90.09	8	99.09	8	107.89	8	119.63	8	132.30
Health Service and Social Care																								
KOVO	53	60.19	55	64.85	57	70.32	59	76.16	58	82.22	57	89.76	57	98.34	33	106.98	23	114.32	21	124.98	19	139.11	18	152.96
Mines, Geology and Oil Industry	4	70.10	4	72.53	5	73.98	5	80.62	5	89.44	5	98.98	5	107.76	2		1		1		1		1	
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	8	61.03	8	65.76	9	71.23	9	79.51	10	88.62	10	99.54	8	117.08	1		1		1					
Textile, Clothing and Leather Industry	7	55.78	7	58.26	7	60.60	7	63.48	6	66.08	6	70.73	6	77.57	4	83.75	2		2		2		2	
Transport	1		1		1		2		2		1		1		1		1		1		1		1	
Transport, Road Economy and Repair Vehicles	1		2		2		2		2		2		2		2		1		1					
Union of Aviation Employees	1		1		1		1		1		1		1		1		1		1		1		1	
UNIOS	4	47.85	5	52.12	5	56.28	5	61.08	5	66.48	4	71.55	3	78.70	2		2		2		2		2	
Universities Trade Union																								
Wood.Industry, Forestry and Manag.of Water	5	57.76	5	61.74	5	66.00	5	71.10	5	78.12	5	85.40	4	91.60	4	100.53	3	100.40	3	111.87	3	123.20	3	135.90

Explanatory notes: NCA
CZK/h

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

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

SCALE SYSTEM	TARIFF SCALE																																																
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20										
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h											
2 scale	2		2																																														
3 scale	4	67.52	3	72.73	3	79.50																																											
4 scale	7	69.15	7	78.55	7	88.51	7	102.00																																									
5 scale	11	73.06	11	79.69	10	88.10	10	99.50	8	114.10																																							
6 scale	16	75.25	16	80.98	17	84.06	17	92.73	17	103.29	15	113.13																																					
7 scale	21	64.71	23	71.68	23	79.06	23	86.23	23	95.89	21	107.05	21	119.88																																			
8 scale	29	61.67	30	68.25	33	75.01	34	82.21	34	90.42	34	99.57	33	111.07	30	120.82																																	
9 scale	17	62.19	20	66.14	22	71.41	22	77.99	22	85.48	20	95.59	20	104.97	15	113.99	13	126.04																															
10 scale	23	61.19	22	64.86	23	70.54	23	77.41	24	84.79	22	94.02	19	101.29	7	126.46	4	129.48	3	131.10																													
11 scale	5	59.02	6	63.98	6	71.40	6	80.27	6	89.97	6	101.77	6	113.37	1		1		1																														
13 scale	8	57.66	9	61.14	10	66.51	10	69.56	10	73.37	10	79.12	10	88.61	8	96.14	4	97.53	4	105.36	3	106.96	3	114.92	3	123.17																							
14 scale	8	65.83	9	72.13	14	76.92	14	82.00	14	87.69	14	93.89	14	100.76	13	111.52	11	116.46	11	125.92	8	130.83	8	146.98	8	165.03	7	187.71																					
15 scale	3	61.60	3	63.87	4	73.60	4	78.45	4	86.28	4	93.70	3	96.70	2		2		1		1		1		1		1																						
16 scale	9	62.13	9	68.09	9	73.28	11	73.21	11	78.66	11	84.65	11	91.51	11	97.47	10	101.49	10	107.48	9	118.03	9	126.39	8	133.90	8	142.15	8	151.58	8	161.13																	
17 scale	6	62.47	6	63.57	6	65.57	6	67.77	6	73.02	6	80.20	6	90.17	5	98.64	5	115.64																															
18 scale	1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		
19 scale	8	82.50	8	82.50	8	82.50	8	82.50	8	82.50	8	85.00	8	92.00	8	99.50	8	107.50																															
20 scale	1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		

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

**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	1,085	83.8	26.1	48.3	26.5	979	75.7	101.7	1,061	82.0	14.59	11.2	770	59.5	7.67	10.7	10.6	1,012	78.2	19.52	23.6
Agriculture and Nutrition	22	64.7	26.3	47.3	26.5	24	70.6	100.0	25	73.5	8.55	11.4	19	55.9	7.09	10.0	11.3	24	70.6	34.00	20.0
Banking and Insurance	9	52.9	25.8	43.3	36.7	10	58.8	100.0	7	41.2	27.50	12.5						8	47.1		36.9
Catering, Hotels and Tourism	14	100.0			29.6	14	100.0	100.0	14	100.0		10.0	2	14.3				14	100.0	25.00	10.0
Civilian Employees of the Army	2	50.0				1	25.0		2	50.0			2	50.0				2	50.0		
Commerce	6	50.0			25.8	7	58.3	103.6	6	50.0	10.00	11.3	4	33.3	8.00	10.0	13.3	7	58.3		12.1
ECHO	61	95.3	26.8	49.5	27.8	61	95.3	101.8	61	95.3	18.80	10.0	50	78.1	8.31		10.0	59	92.2	22.03	22.9
Food Industry and Allied Trade	61	81.3	26.0	49.7	26.0	59	78.7	103.0	62	82.7	12.59	11.1	38	50.7	7.33	17.5	10.0	59	78.7	16.36	24.2
Glass, Ceramic & Porcelain	31	96.9	30.0	50.0	30.0	26	81.3	101.2	30	93.8	12.45	16.4	26	81.3	8.50		10.0	26	81.3		24.5
Health Service and Social Care	14	73.7	25.0	50.0	25.0	15	78.9	100.0	15	78.9	17.92	17.9	7	36.8	5.85		10.0	17	89.5	25.00	26.4
KOVO	466	89.6	26.1	49.2	26.0	422	81.2	102.0	458	88.1	15.45	11.2	318	61.2	7.14	10.3	10.3	425	81.7	22.84	26.6
Mines, Geology and Oil Industry	18	94.7	25.0	52.5	26.2	17	89.5	100.0	18	94.7	14.74	11.7	18	94.7	6.47		16.7	18	94.7	17.68	22.0
Postal, Telecom. and Newspaper Services	3	42.9			25.0	3	42.9	100.0	3	42.9	24.67	10.0	3	42.9	15.00		17.5	3	42.9	31.67	10.0
Railway Trade Unions	18	66.7	25.0	50.0	25.0	16	59.3	100.0	18	66.7	14.60	10.9	16	59.3	7.80	10.0	10.0	18	66.7	16.00	15.8
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	103	94.5	25.7	47.5	29.3	100	91.7	101.5	101	92.7	12.06	10.4	92	84.4	8.30	11.4	10.2	95	87.2	31.30	17.4
Textile, Clothing and Leather Industry	31	81.6	25.0	45.8	25.7	28	73.7	100.0	33	86.8	12.56	11.9	22	57.9	6.91	10.0	10.0	32	84.2	11.53	10.5
Transport	29	96.7	28.6	55.0	30.0	22	73.3	100.0	30	100.0	8.25	10.1	24	80.0	10.94	10.0	10.0	30	100.0		31.2
Transport, Road Economy and Repair Vehicles	12	100.0	26.3		25.0	12	100.0	100.0	12	100.0	9.67	10.0	11	91.7	6.71	10.0		12	100.0	35.00	30.9
Union of Aviation Employees	4	80.0	25.0		25.8	4	80.0	100.0	4	80.0	16.00	10.0	3	60.0	7.20	10.0		4	80.0		27.8
UNIOS	96	73.8	26.1	49.5	26.4	54	41.5	104.4	80	61.5	12.99	11.6	49	37.7	7.44	10.8	11.2	80	61.5	15.33	21.5
Universities Trade Union	18	85.7	25.0	50.0	25.0	18	85.7	100.0	19	90.5	10.00	13.3	13	61.9	15.54	10.0	10.0	16	76.2		21.6
Wood.Industry, Forestry and Manag.of Water	60	82.2	25.9	42.7	25.2	61	83.6	100.7	56	76.7	11.58	10.8	44	60.3	8.07	10.0	11.0	56	76.7	17.44	19.8

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of the 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	27	8.4	587	7.05	5	15	12.7	37	93.61	116	3	7.7	148	5.36	45	2		184	6.26	1
Agriculture and Nutrition	2		8	4.09	1					1			1		1			1		
Banking and Insurance			3	16.67				1							1					
Catering, Hotels and Tourism																				
Civilian Employees of the Army			1																	
Commerce			1																	
ECHO			34	7.69						32			3	3.33				20	10.20	
Food Industry and Allied Trade	1		43	5.79	1	1		4	119.00	9	1		6	6.00						
Glass, Ceramic & Porcelain	1		27	6.96									3	4.00	1			3	3.00	
Health Service and Social Care			1							5										
KOVO	21	8.6	328	7.51	2	7	11.0	18	99.94	42	2		72	4.90	14	1		108	5.36	
Mines, Geology and Oil Industry			4	5.38						3			2		3			8	4.50	
Postal, Telecom. and Newspaper Services																				
Railway Trade Unions			6	7.00				3	75.00	5			6	6.33	1			5	9.40	
Science and Research															4					
STAVBA			44	5.29						8			24	5.05	9			20	5.73	
Textile, Clothing and Leather Industry			31	7.03	1			1		3			8	7.40	1					
Transport			3	5.50									1							
Transport, Road Economy and Repair Vehicles			3	2.43									6	4.13				1		
Union of Aviation Employees													3	15.33				2		
UNIOS	2		26	5.85		7	15.7	8	78.28	1			10	5.67	8			12	8.69	1
Universities Trade Union								2		7					2			1		
Wood, Industry, Forestry and Manag. of Water			24	7.89									3	4.00		1		3	4.67	

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

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

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

Trade union	Supplementary charge																				
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	NCA
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA
Total	2		165	26.92	7	1		9	539	3	40	26.0	8	1,100	97	16	9.3	29	773	56	547
Agriculture and Nutrition											1				2						11
Banking and Insurance					2					1	1				5						11
Catering, Hotels and Tourism											2							1			2
Civilian Employees of the Army																					2
Commerce															2						5
ECHO			11	61.41							1				3			9	1,000	3	48
Food Industry and Allied Trade			1							1	2				4						25
Glass, Ceramic & Porcelain			1								1									1	19
Health Service and Social Care								1		1	2										11
KOVO	1		96	14.32	1			6	542		5	39.0	4	1,100	23	2		14	532	32	204
Mines, Geology and Oil Industry			3	56.00											8						14
Postal, Telecom. and Newspaper Services																					3
Railway Trade Unions	1		7	54.43				1			1		1		2	5	8.6	1		2	13
Science and Research															1						6
STAVBA			32	43.28											4			1		1	43
Textile, Clothing and Leather Industry			2								2		1		6	1		2		5	15
Transport																1					1
Transport, Road Economy and Repair Vehicles			3	18.33	1	1							1							3	11
Union of Aviation Employees															1						3
UNIOS			3	8.00	1			1			21	25.5	1		22	7	10.0	1		3	59
Universities Trade Union					1										12						20
Wood.Industry, Forestry and Manag.of Water			6	58.33	1						1				2						21

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	550	42.5	187	14.5	319	24.7	210	16.2	63	4.9	116	9.0	126	9.7	102	7.9	720	55.6
Agriculture and Nutrition	8	23.5	4	11.8	6	17.6	6	17.6	1	2.9			5	14.7	2	5.9	21	61.8
Banking and Insurance	12	70.6	1	5.9	2	11.8	3	17.6	6	35.3					7	41.2	4	23.5
Catering, Hotels and Tourism	6	42.9	1	7.1	4	28.6			2	14.3	2	14.3	3	21.4			12	85.7
Civilian Employees of the Army																	1	25.0
Commerce	5	41.7	2	16.7	3	25.0	2	16.7	1	8.3					1	8.3	5	41.7
ECHO	37	57.8	6	9.4	28	43.8	25	39.1	1	1.6	7	10.9	21	32.8	4	6.3	46	71.9
Food Industry and Allied Trade	63	84.0	22	29.3	24	32.0	15	20.0	11	14.7	32	42.7	7	9.3	6	8.0	59	78.7
Glass, Ceramic & Porcelain	4	12.5	2	6.3	1	3.1	1	3.1	1	3.1			2	6.3			4	12.5
Health Service and Social Care	1	5.3			1	5.3									1	5.3	15	78.9
KOVO	226	43.5	82	15.8	135	26.0	66	12.7	12	2.3	28	5.4	38	7.3	43	8.3	281	54.0
Mines, Geology and Oil Industry	11	57.9	2	10.5	4	21.1	6	31.6	3	15.8	3	15.8	4	21.1	4	21.1	16	84.2
Postal, Telecom. and Newspaper Services	1	14.3			1	14.3	1	14.3									4	57.1
Railway Trade Unions	5	18.5			3	11.1			1	3.7	2	7.4	1	3.7			14	51.9
Science and Research																	3	9.4
STAVBA	49	45.0	9	8.3	38	34.9	15	13.8	20	18.3	9	8.3	13	11.9	10	9.2	30	27.5
Textile, Clothing and Leather Industry	17	44.7	5	13.2	14	36.8	10	26.3			1	2.6	3	7.9	7	18.4	15	39.5
Transport	3	10.0	2	6.7	2	6.7	1	3.3					2	6.7			25	83.3
Transport, Road Economy and Repair Vehicles	5	41.7			1	8.3	2	16.7			1	8.3	1	8.3	1	8.3	10	83.3
Union of Aviation Employees																	4	80.0
UNIOS	64	49.2	25	19.2	35	26.9	35	26.9	1	0.8	27	20.8	14	10.8	5	3.8	92	70.8
Universities Trade Union	7	33.3	7	33.3	1	4.8	6	28.6	2	9.5	1	4.8	1	4.8	4	19.0	15	71.4
Wood.Industry, Forestry and Manag.of Water	26	35.6	17	23.3	16	21.9	16	21.9	1	1.4	3	4.1	11	15.1	7	9.6	44	60.3

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

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

Trade union	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years		NCA	% CA	CZK
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK					
Total	694	53.6	60	2,842	228	2,885	469	4,345	534	5,598	652	6,878	690	7,866	693	9,185	693	10,210	694	11,467	8	0.6	10,375
Agriculture and Nutrition	15	44.1	3	1,000	7	1,857	9	2,556	10	3,220	15	3,700	15	4,600	15	5,467	15	6,500	15	7,433			
Banking and Insurance	11	64.7	2		3	2,500	11	6,000	11	8,182	11	10,182	11	10,818	11	12,364	11	15,000	11	17,273	1	5.9	
Catering, Hotels and Tourism	9	64.3	4	9,250	5	9,400	9	8,444	9	9,556	9	12,111	9	13,222	9	13,778	9	14,333	9	14,889			
Civilian Employees of the Army																							
Commerce	9	75.0			5	2,400	8	5,813	8	7,875	9	9,778	9	10,500	9	11,500	9	11,611	9	11,722			
ECHO	24	37.5			2		8	4,563	14	5,407	22	7,855	24	8,413	24	10,271	24	11,221	24	13,633			
Food Industry and Allied Trade	47	62.7	1		11	3,373	34	4,118	39	5,136	43	6,723	47	7,813	47	9,543	47	10,432	47	11,715			
Glass, Ceramic & Porcelain	15	46.9			2		7	6,714	10	7,820	12	9,858	13	12,208	15	13,253	15	15,807	15	18,447			
Health Service and Social Care	6	31.6			1		4	3,000	4	4,250	5	5,000	6	6,000	6	7,417	6	7,750	6	8,500	1	5.3	
KOVO	304	58.5	30	2,840	120	2,994	226	4,498	249	5,800	287	7,026	303	8,159	303	9,479	303	10,576	304	11,986	1	0.2	
Mines, Geology and Oil Industry	15	78.9	6	1,167	10	2,700	12	4,625	12	6,250	15	8,040	15	9,673	15	11,167	15	12,660	15	14,093			
Postal, Telecom. and Newspaper Services																					1	14.3	
Railway Trade Unions	9	33.3	2		5	2,800	8	3,875	8	5,125	9	6,889	9	8,389	9	10,444	9	12,389	9	14,556			
Science and Research	3	9.4			1		1		1		3	5,000	3	5,000	3	5,000	3	5,000	3	5,000	3	9.4	15,000
STAVBA	80	73.4	2		10	2,940	48	4,510	60	6,445	76	8,014	80	8,861	80	10,596	80	11,343	80	12,133			
Textile, Clothing and Leather Industry	22	57.9			6	2,625	12	3,404	12	4,813	20	4,930	22	5,586	22	6,155	22	7,495	22	8,064			
Transport	15	50.0	2		2		3	2,233	7	4,014	14	4,271	15	5,007	15	5,747	15	6,447	15	7,013			
Transport, Road Economy and Repair Vehicles	8	66.7			3	2,167	4	2,750	7	3,500	8	4,219	8	5,188	8	6,000	8	6,375	8	6,875			
Union of Aviation Employees	2	40.0									2		2		2		2		2				
UNIOS	62	47.7	5	1,960	18	1,900	38	3,176	43	3,965	56	5,570	61	6,092	62	6,979	62	7,731	62	8,819			
Universities Trade Union	5	23.8	1		2		2		3	2,167	5	2,800	5	3,300	5	3,800	5	4,300	5	4,800	1	4.8	
Wood.Industry, Forestry and Manag.of Water	33	45.2	2		15	2,010	25	3,262	27	3,980	31	5,277	33	6,235	33	7,512	33	8,388	33	9,430			

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been 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	736	56.9	327	3,433	664	4,090	713	5,113	722	6,004	736	6,914	736	7,432
Agriculture and Nutrition	25	73.5	11	3,500	24	3,913	25	4,356	25	4,996	25	5,636	25	5,956
Banking and Insurance	7	41.2	4	8,250	6	8,333	7	8,214	7	8,214	7	8,214	7	8,214
Catering, Hotels and Tourism	12	85.7	12	4,375	12	6,458	12	6,625	12	6,792	12	7,042	12	7,042
Civilian Employees of the Army	1	25.0	1		1		1		1		1		1	
Commerce	7	58.3	3	1,333	7	1,786	7	1,929	7	1,929	7	2,071	7	2,214
ECHO	37	57.8	9	2,500	35	7,354	37	12,234	37	17,543	37	23,166	37	23,446
Food Industry and Allied Trade	44	58.7	18	3,361	33	3,418	42	4,283	44	4,832	44	5,461	44	6,034
Glass, Ceramic & Porcelain	16	50.0	8	4,213	16	5,669	16	5,863	16	6,119	16	6,625	16	7,475
Health Service and Social Care	7	36.8	4	1,750	7	3,114	7	3,357	7	3,714	7	4,071	7	4,214
KOVO	275	52.9	92	3,084	233	3,559	257	4,503	262	5,367	275	6,180	275	6,976
Mines, Geology and Oil Industry	16	84.2	6	4,583	14	4,057	16	4,925	16	6,213	16	7,813	16	9,250
Postal, Telecom. and Newspaper Services	1	14.3			1		1		1		1		1	
Railway Trade Unions	14	51.9	8	2,925	13	5,115	14	7,464	14	8,036	14	8,714	14	8,786
Science and Research	12	37.5	7	5,286	12	5,517	12	6,267	12	6,292	12	6,958	12	6,958
STAVBA	76	69.7	36	4,047	69	4,377	75	5,411	76	6,362	76	7,171	76	7,546
Textile, Clothing and Leather Industry	30	78.9	15	2,180	30	3,335	30	4,185	30	4,625	30	5,055	30	5,378
Transport	21	70.0	11	2,345	20	2,775	20	3,240	21	3,567	21	3,876	21	4,129
Transport, Road Economy and Repair Vehicles	7	58.3	3	1,500	7	2,643	7	2,857	7	3,214	7	3,571	7	3,786
Union of Aviation Employees	2	40.0	1		1		2		2		2		2	
UNIOS	85	65.4	55	3,849	84	4,040	84	4,467	84	4,764	85	5,046	85	5,279
Universities Trade Union	13	61.9	8	4,813	13	4,546	13	5,700	13	5,777	13	5,969	13	6,046
Wood, Industry, Forestry and Manag. of Water	28	38.4	15	2,216	26	3,433	28	4,684	28	5,688	28	6,884	28	7,357

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	864	66.8	347	4,785	758	5,925	837	7,811	856	9,354	863	11,103	863	12,198	863	13,245	863	13,990	864	14,574
Agriculture and Nutrition	26	76.5	12	4,117	24	4,788	26	5,400	26	6,054	26	6,804	26	7,246	26	7,669	26	8,131	26	8,592
Banking and Insurance	9	52.9	4	5,750	7	9,929	9	12,444	9	12,722	9	13,000	9	13,000	9	13,000	9	13,000	9	13,556
Catering, Hotels and Tourism	13	92.9	13	4,769	13	6,769	13	7,000	13	7,154	13	7,385	13	7,385	13	7,385	13	7,385	13	7,385
Civilian Employees of the Army	1	25.0	1		1		1		1		1		1		1		1		1	
Commerce	11	91.7	3	3,333	10	3,600	11	4,000	11	4,455	11	5,000	11	5,545	11	6,000	11	6,455	11	6,909
ECHO	44	68.8	15	7,433	42	11,161	43	16,880	43	20,920	44	25,144	44	28,826	44	32,394	44	35,099	44	37,247
Food Industry and Allied Trade	48	64.0	17	4,724	35	4,589	46	5,863	48	6,673	48	7,838	48	8,825	48	9,542	48	10,131	48	10,683
Glass, Ceramic & Porcelain	17	53.1	5	2,900	13	6,538	16	8,344	16	9,906	17	12,500	17	14,206	17	17,000	17	18,441	17	20,000
Health Service and Social Care	11	57.9	5	2,200	11	5,345	11	6,227	11	6,636	11	6,773	11	7,045	11	7,045	11	7,045	11	7,045
KOVO	346	66.5	105	4,718	286	5,150	328	6,854	341	8,843	345	10,526	345	11,791	345	13,107	345	13,945	346	14,653
Mines, Geology and Oil Industry	16	84.2	6	8,250	13	8,062	15	9,153	16	11,713	16	13,625	16	15,563	16	17,500	16	18,875	16	19,250
Postal, Telecom. and Newspaper Services	2	28.6	2		2		2		2		2		2		2		2		2	
Railway Trade Unions	20	74.1	8	5,375	17	9,529	19	14,789	20	17,400	20	21,575	20	22,525	20	23,525	20	24,375	20	25,125
Science and Research	12	37.5	7	6,000	12	5,958	12	6,625	12	6,750	12	7,333	12	7,333	12	7,333	12	7,333	12	7,333
STAVBA	89	81.7	37	6,924	83	8,089	87	11,198	89	12,455	89	16,169	89	16,928	89	17,707	89	18,296	89	18,574
Textile, Clothing and Leather Industry	29	76.3	15	2,220	28	3,300	29	4,376	29	4,881	29	5,243	29	5,724	29	5,914	29	6,017	29	6,121
Transport	22	73.3	10	2,080	20	2,890	22	4,045	22	4,818	22	5,455	22	5,977	22	6,159	22	6,341	22	6,523
Transport, Road Economy and Repair Vehicles	9	75.0	3	3,667	8	5,313	9	9,111	9	10,833	9	12,111	9	13,667	9	14,667	9	15,667	9	16,667
Union of Aviation Employees	4	80.0			3	7,333	4	14,000	4	15,000	4	16,500	4	17,500	4	20,000	4	22,500	4	25,000
UNIOS	86	66.2	54	4,446	83	5,107	85	6,136	85	6,951	86	7,543	86	8,174	86	8,366	86	8,709	86	8,786
Universities Trade Union	14	66.7	10	5,100	14	4,964	14	5,893	14	6,036	14	6,214	14	6,286	14	6,286	14	6,286	14	6,286
Wood.Industry, Forestry and Manag.of Water	35	47.9	15	2,289	33	3,541	35	4,886	35	6,207	35	7,711	35	8,664	35	9,500	35	10,000	35	10,343

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been 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	NCA	% CA	without manag.	NCA	% CA	NCA		% CA					
Total	855	66.1	16	1.2	409	31.6	60	375	349	3.4	104	8.0	8	0.6	331	25.6	314	3.0	17	642	13	2.8	20	1.5	20	1.8	157	12.1	8	0.6	167	12.9	174	13.4	
Agriculture and Nutrition	14	41.2			4	11.8			4	3.4	1	2.9			6	17.6	6	1.9			1								3	8.8			6	17.6	
Banking and Insurance	12	70.6			1	5.9			1		8	47.1			8	47.1	8	2.3										6	35.3			9	52.9	6	35.3
Catering, Hotels and Tourism	4	28.6									1	7.1	1	7.1	3	21.4	3	2.7									1	7.1			1	7.1			
Civilian Employees of the Army	1	25.0													1	25.0			1																
Commerce	4	33.3			3	25.0	1		2						1	8.3	1										1	8.3			1	8.3	1	8.3	
ECHO	43	67.2	1	1.6	8	12.5	2		6	2.6	9	14.1			16	25.0	15	2.9	1		1		2	3.1	2		7	10.9	2	3.1			16	25.0	
Food Industry and Allied Trade	35	46.7			17	22.7	1		16	3.4	12	16.0	1	1.3	10	13.3	10	3.5					1	1.3	1		4	5.3			8	10.7	7	9.3	
Glass, Ceramic & Porcelain	17	53.1			13	40.6	1		12	2.3	1	3.1			3	9.4	3	3.2																1	3.1
Health Service and Social Care	9	47.4	1	5.3	6	31.6			6	3.7	1	5.3			1	5.3	1																	1	5.3
KOVO	391	75.2	7	1.3	195	37.5	43	343	152	3.3	31	6.0	5	1.0	171	32.9	161	3.2	10	560	1		7	1.3	7	2.6		85	16.3	5	1.0	96	18.5	103	19.8
Mines, Geology and Oil Industry	15	78.9	3	15.8	2	10.5			2		1	5.3			10	52.6	10	3.1			5	3.6					2	10.5			3	15.8	1	5.3	
Postal, Telecom. and Newspaper Services	1	14.3									1	14.3			1	14.3					1													1	14.3
Railway Trade Unions	20	74.1			6	22.2	1		5	2.3	2	7.4			13	48.1	11	2.4	2		1							1	3.7			2	7.4	2	7.4
Science and Research	4	12.5	1	3.1																							3	9.4					3	9.4	
STAVBA	83	76.1	2	1.8	69	63.3	2		67	4.1	6	5.5			15	13.8	15	2.5					1	0.9	1		3	2.8			13	11.9	8	7.3	
Textile, Clothing and Leather Industry	27	71.1			4	10.5			4	2.9	6	15.8			16	42.1	16	3.2									10	26.3			8	21.1	7	18.4	
Transport	14	46.7			10	33.3			10	5.8													1	3.3	1		3	10.0					1	3.3	
Transport, Road Economy and Repair Vehicles	9	75.0			5	41.7			5	3.8					1	8.3	1										4	33.3			1	8.3	1	8.3	
Union of Aviation Employees	2	40.0			1	20.0			1		2	40.0	1	20.0																	1	20.0	1	20.0	
UNIOS	83	63.8			38	29.2	2		36	2.5	13	10.0			28	21.5	27	2.8	1		1						21	16.2			17	13.1	4	3.1	
Universities Trade Union	1	4.8																									1	4.8							
Wood,Industry, Forestry and Manag.of Water	66	90.4	1	1.4	27	37.0	7	314	20	2.9	9	12.3			27	37.0	26	2.9	1		3	1.6	8	11.0	8	1.0		2	2.7	1	1.4	6	8.2	5	6.8

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver.% average percentage
 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	770	59.5	137	10.6	45	3.5	652	50.4	276	21.3	96.1	245	18.9	84.7	347	26.8	16.7	15.36
Agriculture and Nutrition	11	32.4	2	5.9			10	29.4	5	14.7	100.0	3	8.8	86.7	3	8.8	15.0	6.00
Banking and Insurance	13	76.5	6	35.3	2	11.8	10	58.8				4	23.5	96.3	1	5.9		
Catering, Hotels and Tourism	8	57.1					8	57.1	10	71.4	100.0	9	64.3	100.0	7	50.0	15.0	
Civilian Employees of the Army												1	25.0					
Commerce	8	66.7					8	66.7	5	41.7	100.0	4	33.3	85.0	2	16.7		
ECHO	51	79.7	11	17.2			40	62.5	47	73.4	90.6	46	71.9	75.9	20	31.3	17.0	12.85
Food Industry and Allied Trade	32	42.7	1	1.3			31	41.3	8	10.7	100.0	8	10.7	86.9	9	12.0	16.3	11.00
Glass, Ceramic & Porcelain	22	68.8	2	6.3	1	3.1	20	62.5	1	3.1		3	9.4	80.0	4	12.5	18.3	
Health Service and Social Care	12	63.2					12	63.2	1	5.3		1	5.3		8	42.1	16.9	
KOVO	318	61.2	47	9.0	15	2.9	271	52.1	97	18.7	95.2	76	14.6	84.1	112	21.5	18.0	15.79
Mines, Geology and Oil Industry	13	68.4			1	5.3	12	63.2	13	68.4	100.0	12	63.2	98.3	10	52.6	15.0	14.22
Postal, Telecom. and Newspaper Services	3	42.9					3	42.9				1	14.3					
Railway Trade Unions	13	48.1	2	7.4	3	11.1	8	29.6	7	25.9	91.4	11	40.7	85.5	6	22.2	15.0	17.00
Science and Research	6	18.8					6	18.8	3	9.4	100.0	3	9.4	100.0	1	3.1		
STAVBA	73	67.0	44	40.4	13	11.9	41	37.6	33	30.3	100.0	3	2.8	76.7	85	78.0	15.9	19.50
Textile, Clothing and Leather Industry	21	55.3	8	21.1	5	13.2	17	44.7	2	5.3		1	2.6		5	13.2	17.3	20.00
Transport	29	96.7					29	96.7	13	43.3	99.2	10	33.3	94.0	15	50.0	18.5	25.60
Transport, Road Economy and Repair Vehicles	12	100.0					12	100.0	4	33.3	97.5	2	16.7		3	25.0	15.0	7.50
Union of Aviation Employees	1	20.0					1	20.0										
UNIOS	67	51.5	3	2.3	1	0.8	65	50.0	14	10.8	96.1	30	23.1	83.3	28	21.5	18.0	13.18
Universities Trade Union	19	90.5	3	14.3			17	81.0	1	4.8		1	4.8		6	28.6	15.0	
Wood.Industry, Forestry and Manag.of Water	38	52.1	8	11.0	4	5.5	31	42.5	12	16.4	100.0	16	21.9	85.3	22	30.1	14.4	17.09

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

**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				agreed in CA		extent hours	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)			
	NCA	% CA		agreed in CA		% of average earnings % AE	other form		NCA		% CA	NCA	% CA	NCA	% CA	
			NCA	% CA	NCA		% CA	NCA		% CA						NCA
Total	84	6.5	49.2	16	1.2	96.2	2	0.2	9	0.7	91.3	195	15.1	99	7.7	
Agriculture and Nutrition	1	2.9										8	23.5			
Banking and Insurance																
Catering, Hotels and Tourism												1	7.1	1	7.1	
Civilian Employees of the Army	1	25.0										2	50.0	2	50.0	
Commerce	2	16.7		1	8.3											
ECHO	2	3.1		1	1.6							14	21.9	2	3.1	
Food Industry and Allied Trade	7	9.3	37.1	3	4.0	100.0						14	18.7	4	5.3	
Glass, Ceramic & Porcelain	1	3.1										7	21.9	3	9.4	
Health Service and Social Care																
KOVO	40	7.7	50.0	8	1.5	97.5	2	0.4	4	0.8	90.0	84	16.2	52	10.0	
Mines, Geology and Oil Industry	4	21.1	52.0									3	15.8	2	10.5	
Postal, Telecom. and Newspaper Services												4	57.1	4	57.1	
Railway Trade Unions	7	25.9	52.0	1	3.7				2	7.4		5	18.5	4	14.8	
Science and Research												1	3.1	1	3.1	
STAVBA	8	7.3	52.0						1	0.9		13	11.9	11	10.1	
Textile, Clothing and Leather Industry	3	7.9	52.0	1	2.6				1	2.6		13	34.2	6	15.8	
Transport												5	16.7	2	6.7	
Transport, Road Economy and Repair Vehicles												4	33.3	1	8.3	
Union of Aviation Employees												1	20.0	1	20.0	
UNIOS	6	4.6	52.0									2	1.5			
Universities Trade Union	1	4.8		1	4.8				1.0	4.8		3	14.3	2	9.5	
Wood.Industry, Forestry and Manag.of Water	1	1.4										11	15.1	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
 % 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	1,251	96.7	1,113	86.0	717	55.4	661	51.1	898	69.4
Agriculture and Nutrition	31	91.2	25	73.5	23	67.6	6	17.6	20	58.8
Banking and Insurance	17	100.0	16	94.1	17	100.0	7	41.2	17	100.0
Catering, Hotels and Tourism	13	92.9	13	92.9	2	14.3	8	57.1	9	64.3
Civilian Employees of the Army	3	75.0	2	50.0	3	75.0			2	50.0
Commerce	12	100.0	10	83.3	9	75.0	5	41.7	7	58.3
ECHO	64	100.0	63	98.4	36	56.3	56	87.5	61	95.3
Food Industry and Allied Trade	70	93.3	57	76.0	16	21.3	29	38.7	30	40.0
Glass, Ceramic & Porcelain	32	100.0	32	100.0	30	93.8	31	96.9	31	96.9
Health Service and Social Care	19	100.0	17	89.5	10	52.6	11	57.9	15	78.9
KOVO	502	96.5	469	90.2	312	60.0	276	53.1	396	76.2
Mines, Geology and Oil Industry	19	100.0	18	94.7	11	57.9	17	89.5	17	89.5
Postal, Telecom. and Newspaper Services	7	100.0	3	42.9	6	85.7	1	14.3	2	28.6
Railway Trade Unions	25	92.6	18	66.7	12	44.4			5	18.5
Science and Research	27	84.4	4	12.5	27	84.4	1	3.1	5	15.6
STAVBA	108	99.1	98	89.9	51	46.8	42	38.5	62	56.9
Textile, Clothing and Leather Industry	37	97.4	34	89.5	20	52.6	9	23.7	23	60.5
Transport	30	100.0	30	100.0	1	3.3			1	3.3
Transport, Road Economy and Repair Vehicles	12	100.0	11	91.7	1	8.3	9	75.0	9	75.0
Union of Aviation Employees	5	100.0	2	40.0	5	100.0	3	60.0	4	80.0
UNIOS	125	96.2	123	94.6	61	46.9	93	71.5	110	84.6
Universities Trade Union	21	100.0	8	38.1	21	100.0	16	76.2	17	81.0
Wood.Industry, Forestry and Manag.of Water	72	98.6	60	82.2	43	58.9	41	56.2	55	75.3

Explanatory notes: NCA
% CA
*

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

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

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
Total	1,138	87.9	251	19.4	661	51.1	1,139	88.0	1,008	448	721	496	231	421	32.5
Agriculture and Nutrition	27	79.4	4	11.8	6	17.6	28	82.4	25	10	14	4	7	4	11.8
Banking and Insurance	15	88.2	1	5.9	10	58.8	17	100.0	17	8	16	12	6	1	5.9
Catering, Hotels and Tourism	13	92.9					13	92.9	12	10	9	11			
Civilian Employees of the Army	4	100.0	1	25.0	3	75.0	4	100.0	4	1	4	1		1	25.0
Commerce	12	100.0			2	16.7	10	83.3	8	6	6	6	8	6	50.0
ECHO	58	90.6	17	26.6	37	57.8	62	96.9	57	36	52	30	24	24	37.5
Food Industry and Allied Trade	60	80.0	3	4.0	62	82.7	63	84.0	56	17	18	36	11	9	12.0
Glass, Ceramic & Porcelain	31	96.9			21	65.6	19	59.4	16	1	11	1	2	17	53.1
Health Service and Social Care	17	89.5			10	52.6	17	89.5	17	7	16	5	6	1	5.3
KOVO	467	89.8	164	31.5	259	49.8	462	88.8	383	211	276	236	53	276	53.1
Mines, Geology and Oil Industry	13	68.4	9	47.4	7	36.8	16	84.2	15	4	16	10	7	7	36.8
Postal, Telecom. and Newspaper Services	5	71.4	2	28.6	1	14.3	7	100.0	4	4	7	2	4	1	14.3
Railway Trade Unions	23	85.2	11	40.7	14	51.9	24	88.9	24	14	21	11	10		
Science and Research	29	90.6			11	34.4	27	84.4	24	4	22	3	11	6	18.8
STAVBA	91	83.5	12	11.0	43	39.4	101	92.7	91	39	62	60	9	10	9.2
Textile, Clothing and Leather Industry	32	84.2	6	15.8	8	21.1	28	73.7	27	6	18	6		11	28.9
Transport	23	76.7	10	33.3			23	76.7	23	8	13	22		5	16.7
Transport, Road Economy and Repair Vehicles	10	83.3	5	41.7	7	58.3	12	100.0	12	3	5	8	1	7	58.3
Union of Aviation Employees	5	100.0	2	40.0	3	60.0	4	80.0	3	1	4	1		2	40.0
UNIOS	120	92.3	4	3.1	104	80.0	113	86.9	103	32	60	23	20	19	14.6
Universities Trade Union	19	90.5			9	42.9	19	90.5	19	1	18		4	6	28.6
Wood.Industry, Forestry and Manag.of Water	64	87.7			44	60.3	70	95.9	68	25	53	8	48	8	11.0

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

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

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,009	78.0	122	9.4	65	5.0	22	1.7	76	5.9	274	96.1	11	3.9	1,035	80.0	349	27.0	888	68.6	282	21.8
Agriculture and Nutrition	29	85.3	5	14.7							5	100.0			12	35.3	2	5.9	6	17.6	2	5.9
Banking and Insurance	13	76.5	3	17.6	1	5.9					3	75.0	1	25.0	15	88.2	8	47.1	16	94.1	4	23.5
Catering, Hotels and Tourism	11	78.6							3	21.4	3	100.0			11	78.6	2	14.3	11	78.6	2	14.3
Civilian Employees of the Army	1	25.0	1	25.0	1	25.0			1	25.0	2	66.7	1	33.3	4	100.0	3	75.0	4	100.0	3	75.0
Commerce	5	41.7	1	8.3	1	8.3	1	8.3	4	33.3	7	100.0			9	75.0	1	8.3	7	58.3	2	16.7
ECHO	34	53.1	15	23.4	5	7.8	1	1.6	9	14.1	30	100.0			62	96.9	37	57.8	45	70.3	49	76.6
Food Industry and Allied Trade	52	69.3	12	16.0	7	9.3	1	1.3	3	4.0	23	100.0			59	78.7	31	41.3	39	52.0	5	6.7
Glass, Ceramic & Porcelain	23	71.9	5	15.6	2	6.3	2	6.3			8	88.9	1	11.1	29	90.6	25	78.1	11	34.4	19	59.4
Health Service and Social Care	7	36.8	6	31.6	2	10.5	1	5.3	3	15.8	12	100.0			16	84.2	4	21.1	8	42.1	3	15.8
KOVO	460	88.5	38	7.3	9	1.7	6	1.2	7	1.3	59	98.3	1	1.7	416	80.0	174	33.5	393	75.6	117	22.5
Mines, Geology and Oil Industry	15	78.9			2	10.5			2	10.5	4	100.0			14	73.7	8	42.1	12	63.2	11	57.9
Postal, Telecom. and Newspaper Services	6	85.7							1	14.3	1	100.0			6	85.7	2	28.6	6	85.7		
Railway Trade Unions	13	48.1	5	18.5	3	11.1	1	3.7	5	18.5	13	92.9	1	7.1	24	88.9	1	3.7	21	77.8		
Science and Research	31	96.9	1	3.1									1	100.0	24	75.0	9	28.1	14	43.8	14	43.8
STAVBA	70	64.2	11	10.1	4	3.7	7	6.4	17	15.6	39	100.0			85	78.0	12	11.0	74	67.9	8	7.3
Textile, Clothing and Leather Industry	37	97.4			1	2.6					1	100.0			13	34.2	7	18.4	9	23.7	8	21.1
Transport	22	73.3	1	3.3	3	10.0	1	3.3	3	10.0	8	100.0			23	76.7			23	76.7		
Transport, Road Economy and Repair Vehicles	6	50.0	4	33.3					2	16.7	6	100.0			10	83.3	1	8.3	12	100.0	8	66.7
Union of Aviation Employees	1	20.0			1	20.0			3	60.0	4	100.0			4	80.0	3	60.0	3	60.0	3	60.0
UNIOS	108	83.1	5	3.8	15	11.5			2	1.5	22	100.0			129	99.2	6	4.6	129	99.2	9	6.9
Universities Trade Union	12	57.1	1	4.8	2	9.5	1	4.8	5	23.8	4	44.4	5	55.6	17	81.0	2	9.5	16	76.2	6	28.6
Wood, Industry, Forestry and Manag. of Water	53	72.6	8	11.0	6	8.2			6	8.2	20	100.0			53	72.6	11	15.1	29	39.7	9	12.3

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 trade unions**

Trade union	Increase of compensation money beyond the framework of Section 67 of the LC																									
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	employment up to 1 year				employment up to 2 years				employment over 2 years				agreed in CA		increase in multiples of AE		agreed in CA	depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences		
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences	
	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	411	31.8	1.4	2.3	422	32.6	1.2	2.0	665	51.4	1.4	4.5	87	6.7	1.3	2.6	644	49.8	467	36.1	419	32.4	88	6.8	96	7.4
Agriculture and Nutrition	6	17.6	1.8	2.0	6	17.6	1.0	1.2	4	11.8	1.3	2.5					4	11.8	3	8.8	1	2.9	1	2.9		
Banking and Insurance	2	11.8			3	17.6	1.7	2.0	14	82.4	1.7	4.4	1	5.9			14	82.4	12	70.6	10	58.8	2	11.8	2	11.8
Catering, Hotels and Tourism	6	42.9	1.0	1.8	6	42.9	1.2	2.0	6	42.9	1.3	2.2					6	42.9	1	7.1	5	35.7				
Civilian Employees of the Army	2	50.0			2	50.0			4	100.0	1.0	2.8	1	25.0			4	100.0	4	100.0	2	50.0			1	25.0
Commerce	2	16.7			2	16.7			3	25.0	0.8	1.8					3	25.0	2	16.7					1	8.3
ECHO	54	84.4	1.1	2.3	54	84.4	1.1	2.2	60	93.8	1.4	10.0	7	10.9	1.0	2.9	60	93.8	58	90.6	54	84.4	21	32.8	6	9.4
Food Industry and Allied Trade	7	9.3	1.2	2.3	8	10.7	1.2	2.0	32	42.7	1.3	4.0					32	42.7	25	33.3	15	20.0	3	4.0	8	10.7
Glass, Ceramic & Porcelain	8	25.0	2.0	2.0	7	21.9	1.0	1.0	28	87.5	1.0	3.4	1	3.1			29	90.6	28	87.5	12	37.5	1	3.1	2	6.3
Health Service and Social Care	4	21.1	1.8	2.0	4	21.1	1.5	1.8	3	15.8	1.7	2.0	1	5.3			3	15.8			3	15.8				
KOVO	128	24.6	1.6	2.2	130	25.0	1.2	1.8	211	40.6	1.5	3.5	18	3.5	1.9	3.8	214	41.2	142	27.3	136	26.2	22	4.2	50	9.6
Mines, Geology and Oil Industry	16	84.2	1.5	2.7	16	84.2	1.4	2.6	17	89.5	1.3	5.4	1	5.3			16	84.2	10	52.6	12	63.2			1	5.3
Postal, Telecom. and Newspaper Services	6	85.7	1.2	2.0	6	85.7	1.2	2.0	7	100.0	1.1	4.1					7	100.0	5	71.4	6	85.7	1	14.3		
Railway Trade Unions	13	48.1	1.3	2.5	13	48.1	1.2	2.3	18	66.7	1.2	3.5	3	11.1	2.3	3.7	20	74.1	13	48.1	15	55.6	6	22.2	7	25.9
Science and Research	5	15.6	2.0	2.6	5	15.6	2.0	3.0	8	25.0	1.7	2.8					6	18.8	3	9.4	2	6.3	1	3.1	3	9.4
STAVBA	85	78.0	1.3	2.5	85	78.0	1.1	2.2	92	84.4	1.1	4.0	49	45.0	1.0	2.1	88	80.7	46	42.2	82	75.2	7	6.4	4	3.7
Textile, Clothing and Leather Industry	4	10.5	1.3	1.8	4	10.5	1.3	2.0	9	23.7	1.8	3.4					8	21.1	6	15.8	1	2.6	5	13.2		
Transport									13	43.3	1.5						6	20.0	6	20.0						
Transport, Road Economy and Repair Vehicles	3	25.0	2.0	4.0	3	25.0	1.0	3.0	4	33.3	1.0	4.3	2	16.7			5	41.7	2	16.7	4	33.3				
Union of Aviation Employees									3	60.0	2.0	3.0					3	60.0	3	60.0						
UNIOS	27	20.8	1.7	2.3	34	26.2	1.5	2.1	69	53.1	1.9	6.3	2	1.5			57	43.8	48	36.9	31	23.8	7	5.4	9	6.9
Universities Trade Union	6	28.6	1.3	2.0	6	28.6	1.0	1.7	11	52.4	1.2	2.4	1	4.8			11	52.4	7	33.3	6	28.6	1	4.8		
Wood.Industry, Forestry and Manag.of Water	27	37.0	1.5	2.3	28	38.4	1.2	2.0	49	67.1	1.2	4.0					48	65.8	43	58.9	22	30.1	10	13.7	2	2.7

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

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

Trade union	Length of working hours											Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished				in working modes							agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
								hours/week	hours/week	hours/week	hours/week									
Total	1,214	93.8	840	64.9	38.0	374	28.9	39.6	38.29	37.4	37.3	346	26.7	1,110	85.8	8.2	4.0	75.7	1.9	
Agriculture and Nutrition	31	91.2	17	50.0	39.1	14	41.2	39.8	37.98	37.3	37.2	3	8.8	23	67.6	8.8	4.3	58.8		
Banking and Insurance	17	100.0	10	58.8	39.8	7	41.2	39.8	38.04	37.5	37.3	10	58.8	15	88.2	5.9	8.0	76.5	5.9	
Catering, Hotels and Tourism	14	100.0				14	100.0	40.0	38.75	37.5	37.5	1	7.1	4	28.6			28.6		
Civilian Employees of the Army	4	100.0	3	75.0	37.5	1	25.0					2	50.0	4	100.0	50.0	5.0	50.0		
Commerce	11	91.7	6	50.0	39.2	5	41.7	40.0	38.75	37.5	37.5	1	8.3	7	58.3	25.0	2.5	33.3		
ECHO	64	100.0	56	87.5	37.5	8	12.5	38.4	37.38	37.0	36.7	26	40.6	63	98.4	3.1	5.5	95.3		
Food Industry and Allied Trade	74	98.7	40	53.3	37.9	34	45.3	39.9	38.63	37.4	37.4	16	21.3	63	84.0	13.3	4.2	69.3	1.3	
Glass, Ceramic & Porcelain	32	100.0	26	81.3	37.5	6	18.8	39.6	38.43	37.5	37.5	6	18.8	26	81.3			81.3		
Health Service and Social Care	16	84.2	4	21.1	38.1	12	63.2	39.8	38.64	37.5	37.5	6	31.6	18	94.7			94.7		
KOVO	485	93.3	357	68.7	37.8	128	24.6	39.7	38.19	37.4	37.3	128	24.6	449	86.3	11.2	3.6	74.8	0.4	
Mines, Geology and Oil Industry	17	89.5	16	84.2	37.7	1	5.3					12	63.2	19	100.0			84.2	15.8	
Postal, Telecom. and Newspaper Services	7	100.0	3	42.9	39.2	4	57.1	38.8	37.58	36.8	37.0	6	85.7	5	71.4			71.4		
Railway Trade Unions	26	96.3	12	44.4	38.3	14	51.9	39.0	38.33	37.3	36.8	16	59.3	21	77.8	11.1	3.7	55.6	11.1	
Science and Research	15	46.9	15	46.9	40.0							14	43.8	27	84.4	6.3	5.0	75.0	3.1	
STAVBA	103	94.5	49	45.0	38.3	54	49.5	40.0	38.44	37.5	37.5	21	19.3	94	86.2	1.8	2.5	84.4		
Textile, Clothing and Leather Industry	38	100.0	34	89.5	37.6	4	10.5	39.6	37.88	37.5	37.5	9	23.7	28	73.7	13.2	4.2	60.5		
Transport	28	93.3	24	80.0	38.4	4	13.3	39.4	38.19	37.5	35.5	2	6.7	21	70.0	3.3	3.0	66.7		
Transport, Road Economy and Repair Vehicles	11	91.7	2	16.7		9	75.0	37.4	37.36	37.4	37.5	5	41.7	12	100.0			100.0		
Union of Aviation Employees	5	100.0	4	80.0	38.1	1	20.0					2	40.0	4	80.0	20.0	5.0	60.0		
UNIOS	128	98.5	98	75.4	38.5	30	23.1	39.4	38.31	37.5	36.8	17	13.1	125	96.2	6.9	5.3	87.7	1.5	
Universities Trade Union	17	81.0	6	28.6	39.6	11	52.4	40.0	38.75	37.5	37.5	13	61.9	20	95.2			47.6	47.6	
Wood.Industry, Forestry and Manag.of Water	71	97.3	58	79.5	37.9	13	17.8	39.2	38.21	37.3	37.3	30	41.1	62	84.9	5.5	5.0	78.1	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
 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	4	0.3	88	902	69.7	50.2	564	43.6	48.8
Agriculture and Nutrition				24	70.6	52.0	10	29.4	44.2
Banking and Insurance				6	35.3	45.8	3	17.6	52.0
Catering, Hotels and Tourism				13	92.9	28.0	13	92.9	44.0
Civilian Employees of the Army				4	100.0	45.8	2	50.0	
Commerce				9	75.0	46.2	8	66.7	42.4
ECHO				59	92.2	51.1	54	84.4	52.0
Food Industry and Allied Trade	1	1.3		59	78.7	49.4	27	36.0	46.7
Glass, Ceramic & Porcelain				26	81.3	51.0	21	65.6	52.0
Health Service and Social Care	1	5.3		15	78.9	52.0	11	57.9	45.7
KOVO				348	66.9	51.2	173	33.3	49.7
Mines, Geology and Oil Industry				19	100.0	50.6	18	94.7	50.6
Postal, Telecom. and Newspaper Services				7	100.0	52.0	4	57.1	52.0
Railway Trade Unions				23	85.2	48.6	18	66.7	45.8
Science and Research				4	12.5	45.5	5	15.6	42.4
STAVBA	1	0.9		94	86.2	49.8	78	71.6	51.2
Textile, Clothing and Leather Industry				19	50.0	45.6	10	26.3	52.0
Transport				22	73.3	52.0	14	46.7	48.3
Transport, Road Economy and Repair Vehicles				10	83.3	52.0	10	83.3	20.7
Union of Aviation Employees				3	60.0	50.7	5	100.0	51.2
UNIOS	1	0.8		67	51.5	51.2	37	28.5	46.6
Universities Trade Union				15	71.4	52.0	7	33.3	45.7
Wood.Industry, Forestry and Manag.of Water				56	76.7	49.7	36	49.3	50.6

Explanatory notes: NCA

% CA

hours/year

weeks

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

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

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

**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	27	2.1	34	2.6	43	3.3	69	5.3
Agriculture and Nutrition					1	2.9	1	2.9
Banking and Insurance							3	17.6
Catering, Hotels and Tourism							7	50.0
Civilian Employees of the Army			1	25.0				
Commerce			1	8.3	1	8.3	2	16.7
ECHO					3	4.7	1	1.6
Food Industry and Allied Trade	2	2.7	1	1.3			12	16.0
Glass, Ceramic & Porcelain	3	9.4						
Health Service and Social Care								
KOVO	21	4.0	17	3.3	9	1.7	20	3.8
Mines, Geology and Oil Industry					5	26.3	1	5.3
Postal, Telecom. and Newspaper Services								
Railway Trade Unions					2	7.4	4	14.8
Science and Research					1	3.1	2	6.3
STAVBA			7	6.4	6	5.5	6	5.5
Textile, Clothing and Leather Industry			1	2.6				
Transport								
Transport, Road Economy and Repair Vehicles			2	16.7	1	8.3	7	58.3
Union of Aviation Employees								
UNIOS			2	1.5	12	9.2	1	0.8
Universities Trade Union			1	4.8	2	9.5	2	9.5
Wood, Industry, Forestry and Manag. of Water	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

**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		
Total	443	34.2	12	0.9	435	33.6	7	0.5	11	0.9	9	0.7					1	0.1	1	0.1
Agriculture and Nutrition	10	29.4			10	29.4														
Banking and Insurance	9	52.9			9	52.9														
Catering, Hotels and Tourism	6	42.9			5	35.7	1	7.1												
Civilian Employees of the Army	2	50.0			2	50.0														
Commerce	8	66.7			8	66.7														
ECHO	39	60.9			39	60.9														
Food Industry and Allied Trade	46	61.3	3	4.0	45	60.0			1	1.3	1	1.3								
Glass, Ceramic & Porcelain									2	6.3	1	3.1							1	3.1
Health Service and Social Care	1	5.3			1	5.3														
KOVO	127	24.4	5	1.0	124	23.8			2	0.4	2	0.4								
Mines, Geology and Oil Industry	8	42.1			8	42.1			1	5.3	1	5.3								
Postal, Telecom. and Newspaper Services	3	42.9			3	42.9			1	14.3	1	14.3								
Railway Trade Unions	19	70.4	2	7.4	18	66.7	1	3.7												
Science and Research	2	6.3			2	6.3			1	3.1	1	3.1								
STAVBA	24	22.0			24	22.0	1	0.9												
Textile, Clothing and Leather Industry	1	2.6	1	2.6	1	2.6			1	2.6	1	2.6								
Transport	3	10.0	1	3.3	2	6.7														
Transport, Road Economy and Repair Vehicles	6	50.0			6	50.0	2	16.7												
Union of Aviation Employees	2	40.0			2	40.0	1	20.0	1	20.0							1	20.0		
UNIOS	68	52.3			67	51.5	1	0.8												
Universities Trade Union	13	61.9			13	61.9														
Wood.Industry, Forestry and Manag.of Water	46	63.0			46	63.0			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

**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	1,242	96.0	37.99	54.6	12.82	21.7	38.59	55.8	320	191	14.8	32	2.5	22	1.7
Agriculture and Nutrition	34	100.0	37.59	55.0	15.64		48.04	57.0	6	2	5.9				
Banking and Insurance	17	100.0	46.75	55.0	19.25				14						
Catering, Hotels and Tourism	14	100.0		55.0	10.00			100.0		2	14.3	1	7.1		
Civilian Employees of the Army	4	100.0	15.00	54.4	9.00	18.1			1	2	50.0				
Commerce	11	91.7	24.00	55.0	5.00		35.80	55.0							
ECHO	64	100.0	42.46	55.0	14.70		41.70	55.0	24	25	39.1				
Food Industry and Allied Trade	68	90.7	25.34	54.7	13.83				31	7	9.3				
Glass, Ceramic & Porcelain	29	90.6		55.0	17.00		30.00	55.0	13	11	34.4				
Health Service and Social Care	19	100.0		55.0	5.00		31.67	51.7	9	8	42.1	1	5.3	1	5.3
KOVO	501	96.3	33.08	54.7	8.02	10.0	36.53	56.2	160	70	13.5	18	3.5	11	2.1
Mines, Geology and Oil Industry	19	100.0		55.0	8.50		54.50	55.0	3	2	10.5	1	5.3	1	5.3
Postal, Telecom. and Newspaper Services	7	100.0	41.83	55.0	16.00		48.00			1	14.3				
Railway Trade Unions	27	100.0	32.00	53.2	8.30			54.3	3	6	22.2	3	11.1	1	3.7
Science and Research	30	93.8	31.96	45.1	24.35	38.2	36.00		6	5	15.6				
STAVBA	105	96.3	37.25	54.9	8.14	19.9	41.02	55.4	7	10	9.2	4	3.7	4	3.7
Textile, Clothing and Leather Industry	30	78.9	40.67	53.2	4.00		26.62	53.8	5	2	5.3				
Transport	29	96.7	25.14	54.9	11.40	13.0									
Transport, Road Economy and Repair Vehicles	10	83.3	39.33	55.0	16.80				2	9	75.0	1	8.3	1	8.3
Union of Aviation Employees	5	100.0	48.00	55.0	12.50				1	1	20.0				
UNIOS	129	99.2	43.75	54.8	13.39	18.2			13	13	10.0	3	2.3	3	2.3
Universities Trade Union	18	85.7		55.0			39.30	55.0	6	3	14.3				
Wood.Industry, Forestry and Manag.of Water	72	98.6	44.41	55.0	9.31	27.3	40.69	54.5	16	12	16.4				

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	63	4.9	562	66.1	303	23.4	784	60.6	463	736	3.0	607	46.9	305	23.6	468	686	244	18.9
Agriculture and Nutrition			1	2.9			20	58.8	23	67.6	363	530	3.0	19	55.9	10	29.4	457	730	10	29.4
Banking and Insurance	2	11.8					13	76.5	12	70.6	480	917	3.3	9	52.9	8	47.1	496	809	8	47.1
Catering, Hotels and Tourism							11	78.6	11	78.6	430	490	3.0	11	78.6	7	50.0	400	486	7	50.0
Civilian Employees of the Army	1	25.0					2	50.0	1	25.0				1	25.0	1	25.0			1	25.0
Commerce			1	8.3			6	50.0	5	41.7	388	413	3.0	5	41.7	2	16.7			2	16.7
ECHO	1	1.6	5	7.8	614		19	29.7	56	87.5	674	1,060	3.1	55	85.9	28	43.8	616	781	27	42.2
Food Industry and Allied Trade	1	1.3	1	1.3			25	33.3	44	58.7	412	704	3.1	33	44.0	16	21.3	484	788	12	16.0
Glass, Ceramic & Porcelain			2	6.3			3	9.4	25	78.1	411	593	3.5	24	75.0	7	21.9	300	514	5	15.6
Health Service and Social Care							8	42.1	13	68.4	300	596	2.0	11	57.9	4	21.1	425	600	1	5.3
KOVO	4	0.8	39	7.5	572	61.0	70	13.5	297	57.1	463	682	3.0	231	44.4	97	18.7	421	611	74	14.2
Mines, Geology and Oil Industry	2	10.5					4	21.1	18	94.7	505	579	3.2	17	89.5	6	31.6	561	668	5	26.3
Postal, Telecom. and Newspaper Services							1	14.3	1	14.3				1	14.3	1	14.3			1	14.3
Railway Trade Unions	3	11.1	1	3.7			14	51.9	23	85.2	567	981	3.0	20	74.1	16	59.3	556	803	14	51.9
Science and Research							6	18.8	14	43.8	330	374		7	21.9	3	9.4	100	272	2	6.3
STAVBA	8	7.3	2	1.8			31	28.4	72	66.1	355	871	2.6	61	56.0	23	21.1	265	795	22	20.2
Textile, Clothing and Leather Industry			1	2.6			3	7.9	12	31.6	329	329	3.3	2	5.3	3	7.9	267	267	1	2.6
Transport									21	70.0	350	406	2.8	3	10.0	4	13.3	400	400		
Transport, Road Economy and Repair Vehicles									8	66.7	617	680	2.8	8	66.7	3	25.0	433	500	2	16.7
Union of Aviation Employees	1	20.0	1	20.0			4	80.0	5	100.0	600	1,250	2.0	2	40.0	1	20.0			1	20.0
UNIOS			6	4.6	680	50.0	29	22.3	77	59.2	466	746	3.6	48	36.9	44	33.8	565	797	30	23.1
Universities Trade Union							11	52.4	4	19.0	325	967	2.5	3	14.3						
Wood.Industry, Forestry and Manag.of Water	3	4.1	3	4.1	433		23	31.5	42	57.5	586	897	2.4	36	49.3	21	28.8	529	693	19	26.0

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	465	35.9	51	2.3	27	1,794	82	1.9	287	127	2,967	212	16.4	41	5,873	17	1.9	104	89	2,406	
Agriculture and Nutrition	15	44.1			3	833	3	2.2	9	2		3	8.8	1				1	2		
Banking and Insurance	11	64.7	4	2.4			4	2.3	2	1											
Catering, Hotels and Tourism	4	28.6							3	4	17	4	28.6					2	4	70	
Civilian Employees of the Army	4	100.0	1				2		1	3	7,397										
Commerce	2	16.7							2	1											
ECHO	32	50.0			1		4	2.7	23	11	3,934	16	25.0	11	12,909			3	3	3,759	
Food Industry and Allied Trade	33	44.0	1		3	2,117	4	1.5	25			5	6.7	2				3			
Glass, Ceramic & Porcelain	12	37.5	10	2.7					2	2		16	50.0			5	2.4	11	8	2,748	
Health Service and Social Care	9	47.4					1		8			1	5.3					1			
KOVO	102	19.6	3	4.3	11	2,100	12	2.4	72	27	2,119	75	14.4	13	2,935	1		50	26	2,432	
Mines, Geology and Oil Industry	9	47.4					3	1.5	5	3	11,432	3	15.8			1		1	1		
Postal, Telecom. and Newspaper Services	2	28.6	1						1	2											
Railway Trade Unions	18	66.7	1		2		5	1.8	8	5	975										
Science and Research	27	84.4	3	2.0			20	2.0	4	18	2,774	2	6.3			2					
STAVBA	31	28.4	2		1		13	1.0	10	16	551	42	38.5	8	3,700			5	35	2,363	
Textile, Clothing and Leather Industry	5	13.2			4	1,650	1			1		3	7.9	2				1	1		
Transport	10	33.3	7	2.0					3	1		2	6.7	1				1			
Transport, Road Economy and Repair Vehicles	4	33.3	1				2		1	2		1	8.3						1		
Union of Aviation Employees	1	20.0							1												
UNIOS	82	63.1	14	2.1	1		1		66	18	744	22	16.9	3	3,433			19			
Universities Trade Union	11	52.4	1				2		8												
Wood.Industry, Forestry and Manag.of Water	41	56.2	2		1		5	2.5	33	10	1,429	17	23.3			8	1.6	6	8	3,213	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been 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	10.35	4.07	2.19	22.32	1.61	3.06	0.26	9.20	2.74	35.78	8.43	381	29.4	140	10.8
Agriculture and Nutrition	4.20	0.52	17.61	27.19	0.39	2.28		3.50	3.11	4.27	36.94	4	11.8		
Banking and Insurance												16	94.1	7	41.2
Catering, Hotels and Tourism									100.00			2	14.3		
Civilian Employees of the Army	28.04			27.55	3.02	3.35		18.33	0.61	9.99	9.11	4	100.0		
Commerce															
ECHO	5.37	9.23	2.78	28.74	3.14	3.30	0.68	9.16	2.17	23.37	12.06	26	40.6	30	46.9
Food Industry and Allied Trade												14	18.7	7	9.3
Glass, Ceramic & Porcelain	9.63	2.20		19.97	0.28	7.78	0.39	3.03		56.69	0.03	15	46.9	4	12.5
Health Service and Social Care												5	26.3		
KOVO	8.88	3.72	2.20	26.15	1.53	3.89	0.87	4.31	2.52	31.58	14.36	104	20.0	23	4.4
Mines, Geology and Oil Industry	8.14	24.36	0.17	0.71	1.29	0.54		23.73	0.02	40.35	0.69	6	31.6	4	21.1
Postal, Telecom. and Newspaper Services												1	14.3		
Railway Trade Unions	10.97		1.03	15.36	6.11	8.88		23.34	10.85	2.67	20.78	18	66.7	1	3.7
Science and Research	3.32	0.27	5.75	25.71	6.45	3.55		4.63	0.12	29.37	20.82	21	65.6	9	28.1
STAVBA	20.32	1.14	1.64	13.63	0.14	2.40		1.04	5.24	52.02	2.44	28	25.7	13	11.9
Textile, Clothing and Leather Industry												7	18.4	1	2.6
Transport												1	3.3		
Transport, Road Economy and Repair Vehicles	22.87	4.82		45.31	2.68	14.95		2.36	2.08	4.93		6	50.0		
Union of Aviation Employees												1	20.0		
UNIOS	16.25	2.28	12.92	14.04	1.81	2.17		6.59	0.37	30.34	13.23	70	53.8	32	24.6
Universities Trade Union												8	38.1		
Wood.Industry, Forestry and Manag.of Water	5.32	2.78	2.93	33.82	0.83	5.75		18.55	1.35	16.17	12.51	24	32.9	9	12.3

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 use for this purpose of the total creation of the fund
 A recreation - contribution to employees and family members
 B medical services - spas, rehabilitation
 C loans to employees to cover their housing needs
 D contribution to corporate catering
 E social assistance, social loans
 F remunerations for work and life anniversaries
 G contribution to transport to and from work
 H contributions to sporting and cultural events
 I contribution to trade union organization
 J other use
 K balance

Obstacles to work classification based on trade unions

Trade union	Employee's inability to work										Average number of days of leave with compensation for wage above the requirement of the LC																												
	wage compensation for the first 3 days of the inability					wage compensation from the fourth day of inability exceeding the level stated in LC					Type of personal obstacle																												
	agreed in CA		compensation amount		other form of compensation			agreed in CA		compensation amount			A			B			C			D			E			F			G			H			I		
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days				
Total	95	7.3	55.3	283	30	2.3	8	0.6		75.6	535	41.3	1.3	476	36.8	1.3	706	54.6	2.0	283	21.9	6.0	338	26.1	1.2	127	9.8	3.7	246	19.0	3.8	98	7.6	2.5	570	44.0			
Agriculture and Nutrition											12	35.3	1.3	11	32.4	1.5	11	32.4	1.4	6	17.6	6.5	8	23.5	1.1	1	2.9		7	20.6	8.6	1	2.9		13	38.2			
Banking and Insurance	4	23.5			4	23.5					2	11.8		1	5.9		1	5.9		1	5.9						1	5.9		5	29.4	4.0	1	5.9		12	70.6		
Catering, Hotels and Tourism	5	35.7	56.0								1	7.1		12	85.7	1.0	12	85.7	1.8	6	42.9	6.7										6	42.9	1.0	7	50.0			
Civilian Employees of the Army											1	25.0		2	50.0		2	50.0					1	25.0					1	25.0					2	50.0			
Commerce											4	33.3	1.8	10	83.3	1.1	10	83.3	1.1	5	41.7	6.0	1	8.3											7	58.3			
ECHO	19	29.7	60.0	213	2	3.1					51	79.7	1.5	44	68.8	1.9	48	75.0	1.9	33	51.6	5.9	11	17.2	1.6	26	40.6	4.6	32	50.0	3.3	4	6.3	4.0	41	64.1			
Food Industry and Allied Trade	8	10.7	56.3		7	9.3	1	1.3			12	16.0	1.3	22	29.3	1.2	18	24.0	1.8	6	8.0	9.8	15	20.0	1.2	1	1.3		1	1.3					38	50.7			
Glass, Ceramic & Porcelain	1	3.1									26	81.3	2.0	2	6.3		29	90.6	2.2	27	84.4	13.8	4	12.5	1.3				4	12.5	2.5	28	87.5	1.1	26	81.3			
Health Service and Social Care											3	15.8	1.3	2	10.5		4	21.1	1.3	2	10.5		1	5.3		1	5.3								8	42.1			
KOVO	13	2.5	55.3	300	5	1.0	1	0.2			256	49.2	1.3	239	46.0	1.2	322	61.9	2.6	21	4.0	5.1	198	38.1	1.2	14	2.7	2.4	98	18.8	2.8	14	2.7	3.1	206	39.6			
Mines, Geology and Oil Industry											12	63.2	1.1	13	68.4	1.0	17	89.5	1.1	6	31.6	12.2	10	52.6	1.5	12	63.2	4.0	11	57.9	4.0	10	52.6	3.7	18	94.7			
Postal, Telecom. and Newspaper Services											2	28.6		3	42.9	1.0	3	42.9	1.0	2	28.6					2	28.6		6	85.7	3.7	5	71.4	3.6	6	85.7			
Railway Trade Unions	2	7.4			1	3.7					7	25.9	1.0	9	33.3	1.2	11	40.7	1.5	5	18.5	7.4	6	22.2	1.2	4	14.8	2.3	1	3.7				11	40.7				
Science and Research	3	9.4	42.5	500							2	6.3		3	9.4	1.7						2	6.3		1	3.1						2	6.3		11	34.4			
STAVBA	7	6.4	36.7	158	3	2.8	5	4.6		75.0	65	59.6	1.0	30	27.5	1.0	88	80.7	1.2	86	78.9	3.3	23	21.1	1.0	62	56.9	3.9	21	19.3	7.8	2	1.8		27	24.8			
Textile, Clothing and Leather Industry											2	5.3		4	10.5	1.0	8	21.1	2.1	1	2.6		2	5.3					1	2.6					1	2.6			
Transport														16	53.3	1.1	8	26.7	1.9	15	50.0	7.5	13	43.3	1.1	1	3.3				1	3.3							
Transport, Road Economy and Repair Vehicles	3	25.0	60.0		2	16.7					2	16.7		3	25.0	4.0	10	83.3	1.2	9	75.0	8.7	3	25.0	1.0				3	25.0	5.7				4	33.3			
Union of Aviation Employees											2	40.0		3	60.0	1.0	1	20.0		3	60.0	6.3	2	40.0					2	40.0					2	40.0			
UNIOS	25	19.2	62.7	340	5	3.8	1	0.8			39	30.0	1.0	16	12.3	1.1	74	56.9	1.4	48	36.9	4.8	25	19.2	1.2	1	0.8		30	23.1	1.9	22	16.9	1.9	67	51.5			
Universities Trade Union	1	4.8			1	4.8					1	4.8																							9	42.9			
Wood, Industry, Forestry and Manag. of Water	4	5.5	57.5								33	45.2	1.1	31	42.5	1.1	29	39.7	1.2	1	1.4		13	17.8	1.0				23	31.5	5.7	2	2.7		54	74.0			

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
aver.CZK	average value of compensation, defined by an absolute amount in CZK per day
days	average extent of time off (in days)
A	one's own wedding
B	birth of a child to the wife of an employee
C	death of a direct relative
D	escorting a disabled child to a health or social care provider
E	moving house

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

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

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	446	34.5	21	1.6	398	30.8	1072	82.8	708	54.7	4	0.3	22	1.7
Agriculture and Nutrition	10	29.4			20	58.8	33	97.1	5	14.7				
Banking and Insurance	14	82.4	1	5.9	17	100.0	15	88.2	6	35.3	1	5.9	2	11.8
Catering, Hotels and Tourism	9	64.3			9	64.3	14	100.0	11	78.6				
Civilian Employees of the Army	3	75.0			1	25.0	4	100.0	2	50.0				
Commerce	3	25.0			6	50.0	12	100.0	5	41.7	3	25.0	1	8.3
ECHO	43	67.2	1	1.6	19	29.7	64	100.0	27	42.2				
Food Industry and Allied Trade	36	48.0			3	4.0	72	96.0	48	64.0				
Glass, Ceramic & Porcelain					2	6.3	31	96.9	26	81.3				
Health Service and Social Care	14	73.7	1	5.3	8	42.1	18	94.7	6	31.6				
KOVO	124	23.8			148	28.5	377	72.5	324	62.3			9	1.7
Mines, Geology and Oil Industry	9	47.4			2	10.5	18	94.7	3	15.8				
Postal, Telecom. and Newspaper Services	2	28.6			1	14.3	7	100.0	1	14.3				
Railway Trade Unions	18	66.7	2	7.4	13	48.1	25	92.6	21	77.8			3	11.1
Science and Research	20	62.5	2	6.3	5	15.6	24	75.0	7	21.9				
STAVBA	28	25.7			71	65.1	90	82.6	54	49.5			6	5.5
Textile, Clothing and Leather Industry					1	2.6	35	92.1	18	47.4				
Transport	2	6.7					13	43.3	16	53.3				
Transport, Road Economy and Repair Vehicles	5	41.7					8	66.7	8	66.7				
Union of Aviation Employees	5	100.0			4	80.0	5	100.0	2	40.0			1	20.0
UNIOS	52	40.0	14	10.8	25	19.2	124	95.4	103	79.2				
Universities Trade Union	14	66.7			10	47.6	18	85.7	6	28.6				
Wood.Industry, Forestry and Manag.of Water	35	47.9			33	45.2	65	89.0	9	12.3				

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

**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	
Total	69	5.3	11,964	10	0.8	65.60	15	1.2	77.56	287	22.2	375	29.0	69	5.3	89	6.9	112	8.7	209	16.2
CZ010 Capital Prague	19	8.7	10,978	2	0.9					39	17.8	54	24.7	16	7.3	8	3.7	6	2.7	10	4.6
CZ020 Středočeský	2	2.7		1	1.4					9	12.3	19	26.0	2	2.7	6	8.2	4	5.5	8	11.0
CZ031 Jihočeský	5	5.7	10,600	1	1.1					15	17.2	26	29.9	6	6.9	5	5.7	3	3.4	10	11.5
CZ032 Plzeňský	12	16.9	13,658				7	9.9	77.98	14	19.7	25	35.2	2	2.8	5	7.0	10	14.1	19	26.8
CZ041 Karlovarský	1	2.4								9	21.4	11	26.2	1	2.4	4	9.5	7	16.7	9	21.4
CZ042 Ústecký							1	1.3		30	38.0	32	40.5	3	3.8	1	1.3	7	8.9	11	13.9
CZ051 Liberecký	3	5.8	11,433							15	28.8	10	19.2	5	9.6	4	7.7	4	7.7	12	23.1
CZ052 Královéhradecký	1	1.4								9	12.7	22	31.0	2	2.8	6	8.5	2	2.8	21	29.6
CZ053 Pardubický	1	1.5								10	15.2	21	31.8	5	7.6	6	9.1	4	6.1	12	18.2
CZ061 Vysočina	8	9.4	12,530	2	2.4		1	1.2		14	16.5	15	17.6	8	9.4	10	11.8	5	5.9	14	16.5
CZ062 Jihomoravský	6	5.1	11,710	2	1.7		2	1.7		25	21.4	39	33.3	5	4.3	9	7.7	12	10.3	15	12.8
CZ071 Olomoucký	4	3.9	11,170				1	1.0		27	26.2	36	35.0	6	5.8	3	2.9	15	14.6	31	30.1
CZ072 Zlínský	3	3.8	12,509	2	2.5					23	28.8	15	18.8	5	6.3	16	20.0	13	16.3	7	8.8
CZ080 Moravskoslezský	4	2.7	12,263				3	2.0	77.00	48	32.2	50	33.6	3	2.0	6	4.0	20	13.4	30	20.1

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

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

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	268	10,016	272	10,698	277	11,452	281	12,435	284	13,663	286	14,971	285	16,534	286	18,223	280	20,032	278	22,046	276	24,483	274	27,395
CZ010 Capital Prague	39	10,406	39	10,993	39	11,786	39	12,803	39	14,218	39	15,771	39	17,500	39	19,575	39	21,830	38	24,319	38	27,359	38	31,443
CZ020 Středočeský	9	10,677	9	11,502	9	12,407	9	13,528	9	15,076	9	16,727	9	18,584	9	20,297	8	20,886	8	22,984	8	25,333	7	25,084
CZ031 Jihočeský	12	10,364	13	11,120	15	11,884	15	13,120	15	14,663	15	16,221	15	18,095	15	19,988	15	21,886	15	24,099	15	26,641	15	29,601
CZ032 Plzeňský	14	9,505	14	10,608	14	11,783	14	13,247	14	14,744	14	16,467	13	17,866	13	19,964	13	22,521	13	25,500	13	28,532	13	32,172
CZ041 Karlovarský	9	9,266	9	9,618	9	10,042	9	10,603	9	11,431	9	12,344	9	13,456	9	14,740	9	16,220	9	17,914	9	20,050	9	22,386
CZ042 Ústecký	30	10,238	30	11,002	30	11,873	30	13,011	30	14,385	30	15,848	30	17,503	30	19,104	30	20,776	30	22,665	30	24,943	29	28,314
CZ051 Liberecký	14	9,200	14	9,656	14	10,268	14	11,012	15	12,091	15	13,133	15	14,529	15	15,832	15	17,736	15	20,155	15	22,789	15	26,244
CZ052 Královéhradecký	8	9,861	9	10,861	9	11,690	9	12,810	9	13,744	9	14,817	9	16,086	9	17,556	9	19,718	9	21,960	9	24,390	9	27,066
CZ053 Pardubický	9	9,757	9	10,158	9	10,594	10	10,898	9	11,949	10	12,674	9	14,254	10	15,213	9	17,116	10	18,407	9	21,283	10	23,189
CZ061 Vysočina	11	9,762	11	10,401	13	10,750	13	11,613	14	12,658	14	13,733	14	15,212	14	17,523	14	19,218	14	21,155	13	21,231	13	23,602
CZ062 Jihomoravský	23	10,232	23	10,964	23	11,771	24	12,614	24	13,750	24	15,050	25	16,405	25	18,043	25	19,765	23	20,610	23	22,755	22	25,048
CZ071 Olomoucký	25	9,923	25	10,581	25	11,370	25	12,227	26	13,366	27	14,487	27	15,904	27	17,578	24	19,084	24	21,169	24	23,770	24	27,097
CZ072 Zlínský	20	9,424	21	9,913	22	10,421	22	11,301	23	12,291	23	13,540	23	15,016	23	16,638	23	18,380	23	20,343	23	22,638	23	25,108
CZ080 Moravskoslezský	45	10,210	46	10,966	46	11,797	48	12,888	48	14,151	48	15,473	48	17,161	48	18,735	47	20,398	47	22,475	47	24,944	47	27,577

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	67	55.90	66	58.62	68	62.51	68	67.86	68	74.83	68	82.30	68	91.30	25	94.17	16	97.10	15	107.74	14	111.66	14	122.94	
CZ010 Capital Prague	16	58.99	16	62.11	16	66.64	16	72.51	16	80.56	16	89.23	16	99.43	3	92.90	2		2		2		2		2
CZ020 Středočeský	2		2		2		2		2		2		2		1		1		1		1		1		1
CZ031 Jihočeský	6	57.10	5	58.24	5	61.12	5	65.90	5	72.84	5	79.64	5	89.46											
CZ032 Plzeňský	2		2		2		2		2		2		2		1		1								
CZ041 Karlovarský	1		1		1		1		1		1		1		1		1		1		1		1		1
CZ042 Ústecký	3	58.80	3	60.23	3	65.43	3	71.30	3	80.20	3	86.97	3	96.53	2		2		2		1		1		1
CZ051 Liberecký	5	51.80	5	54.44	5	58.12	5	61.26	5	67.14	5	72.78	5	80.40	2										
CZ052 Královéhradecký	2		2		2		2		2		2		2		1		1		1		1		1		1
CZ053 Pardubický	5	55.96	5	57.88	5	61.04	5	65.26	5	69.46	5	75.10	5	81.18	4	90.55	3	91.77	3	99.03	3	107.83	3	116.10	
CZ061 Vysočina	7	52.56	7	54.16	8	56.31	8	61.38	8	68.89	8	75.30	8	82.59	3	74.97	3	80.43	3	86.70	3	93.50	3	101.10	
CZ062 Jihomoravský	5	54.94	5	57.38	5	62.20	5	68.14	5	73.78	5	80.88	5	88.84	1										
CZ071 Olomoucký	6	58.08	6	63.75	6	70.02	6	77.17	6	86.08	6	95.98	6	107.38	3	114.93									
CZ072 Zlínský	4	55.13	4	58.05	5	61.16	5	66.62	5	72.94	5	80.77	5	89.89	3	100.70	2		2		2		2		2
CZ080 Moravskoslezský	3	58.70	3	60.93	3	65.30	3	71.70	3	79.47	3	88.53	3	101.43											

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	100	60.23	104	64.35	108	69.07	111	74.64	110	81.28	107	89.12	103	98.24	62	104.52	43	111.61	41	122.36	37	136.24	36	150.44
CZ010 Capital Prague	6	72.27	6	75.37	6	79.15	6	84.28	6	93.53	6	104.50	6	116.40	4	113.35	4	127.13	4	143.80	4	163.35	4	181.45
CZ020 Středočeský	4	60.75	4	64.18	4	67.45	4	73.58	4	80.60	4	89.63	4	99.75	2		2		2		2		2	
CZ031 Jihočeský	2		3	57.30	3	62.83	3	68.87	3	76.60	3	85.27	2		1		1		1		1		1	
CZ032 Plzeňský	10	57.17	10	63.14	10	69.98	10	79.39	9	84.27	9	92.92	9	103.56	5	101.12	5	113.20	5	125.92	5	142.24	5	160.80
CZ041 Karlovarský	7	57.89	7	59.39	7	62.16	7	65.93	7	71.01	7	76.87	7	83.70	5	99.62	4	95.03	4	104.15	4	114.70	4	126.50
CZ042 Ústecký	7	58.31	7	62.30	7	66.83	7	72.21	7	78.29	7	85.06	7	92.64	6	96.98	4	100.75	4	108.00	4	117.03	4	126.75
CZ051 Liberecký	4	55.45	4	57.95	4	59.35	4	64.53	4	70.43	4	76.73	4	81.73	3	78.80	1		1		1		1	
CZ052 Královéhradecký	1		2		2		2		2		2		2		1									
CZ053 Pardubický	3	63.37	3	65.23	3	68.37	4	69.43	4	78.03	3	84.80	3	92.63	3	100.77	3	109.17	3	118.47	2		2	
CZ061 Vysočina	5	55.40	5	58.38	5	62.70	5	68.74	5	75.42	4	79.33	4	86.43	1		1		1					
CZ062 Jihomoravský	10	69.42	10	75.40	11	79.16	12	83.09	12	89.32	12	97.47	12	106.07	6	109.58	5	123.48	5	135.26	4	144.73	3	162.33
CZ071 Olomoucký	13	60.69	13	65.56	13	71.25	14	78.47	15	85.55	15	93.45	14	104.12	10	108.67	6	112.25	5	121.04	5	129.80	5	139.46
CZ072 Zlínský	12	59.33	13	62.53	13	65.75	13	70.22	13	76.55	13	83.97	13	91.32	5	98.80	2		1					
CZ080 Moravskoslezský	16	58.89	17	63.97	20	69.85	20	74.98	19	82.24	18	90.77	16	101.42	10	114.13	5	119.42	5	130.46	5	144.52	5	158.72

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	1,085	83.8	26.1	48.3	26.5	979	75.7	101.7	1,061	82.0	14.59	11.2	770	59.5	7.67	10.7	10.6	1,012	78.2	19.52	23.6
CZ010 Capital Prague	153	69.9	26.0	48.6	27.5	136	62.1	100.7	151	68.9	15.81	10.9	113	51.6	7.70	10.0	10.6	147	67.1	24.54	22.0
CZ020 Středočeský	60	82.2	25.8	48.5	26.5	51	69.9	102.7	60	82.2	12.80	11.6	39	53.4	6.94	10.0	10.4	53	72.6	13.20	18.5
CZ031 Jihočeský	73	83.9	25.9	55.0	25.9	58	66.7	103.4	71	81.6	13.50	11.6	49	56.3	8.32	11.7	10.0	67	77.0	11.33	24.2
CZ032 Plzeňský	58	81.7	27.6	51.0	25.2	57	80.3	104.4	54	76.1	18.01	12.2	42	59.2	8.17	15.0	10.0	58	81.7	12.67	24.1
CZ041 Karlovarský	37	88.1	27.0	45.8	26.8	32	76.2	100.0	35	83.3	12.30	11.8	24	57.1	7.36	10.0	11.8	33	78.6	18.80	21.7
CZ042 Ústecký	69	87.3	27.1	48.1	26.9	57	72.2	101.1	69	87.3	15.51	12.6	55	69.6	7.22	10.0	10.4	65	82.3	20.54	18.3
CZ051 Liberecký	46	88.5	25.9	50.3	27.6	37	71.2	102.0	42	80.8	15.28	10.0	36	69.2	9.53	8.3	13.3	41	78.8	11.67	25.8
CZ052 Královéhradecký	60	84.5	26.1	45.4	25.7	55	77.5	101.1	56	78.9	13.86	11.3	27	38.0	8.02	10.0	10.0	51	71.8	14.81	18.8
CZ053 Pardubický	55	83.3	25.6	44.2	27.3	46	69.7	103.9	55	83.3	15.26	11.3	37	56.1	7.51	10.0	10.0	54	81.8	18.44	19.4
CZ061 Vysočina	70	82.4	25.4	48.5	25.3	70	82.4	101.6	70	82.4	14.65	11.0	53	62.4	7.36	10.3	11.3	72	84.7	16.00	28.5
CZ062 Jihomoravský	101	86.3	25.5	47.0	28.4	92	78.6	101.2	103	88.0	12.22	11.2	76	65.0	7.68	10.5	10.5	95	81.2	19.36	23.7
CZ071 Olomoucký	93	90.3	25.4	48.3	25.5	88	85.4	100.9	92	89.3	14.89	10.2	67	65.0	7.34	14.0	10.4	82	79.6	23.57	23.9
CZ072 Zlínský	75	93.8	25.4	46.4	26.9	73	91.3	100.0	73	91.3	13.67	10.7	59	73.8	6.84	10.0	10.0	68	85.0	20.33	28.7
CZ080 Moravskoslezský	135	90.6	27.1	48.3	26.6	127	85.2	102.1	130	87.2	14.81	11.8	93	62.4	7.84	10.0	10.8	126	84.6	24.47	26.4

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % 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	27	8.4	587	7.05	5	15	12.7	37	93.61	116	3	7.7	148	5.36	45	2		184	6.26	1	
CZ010 Capital Prague			52	7.38			8	14.0	6	69.83	14			20	6.71	13			26	8.11	
CZ020 Středočeský	3	8.3	28	6.60			1		3	108.17	7			4	3.55	3			5	4.44	
CZ031 Jihočeský	4	10.0	52	7.37					9	127.22	11			10	6.63	2			15	8.70	
CZ032 Plzeňský	1		34	7.56	2				1					2		1			11	8.09	
CZ041 Karlovarský			23	5.44					1		1			6	3.42	1	1		4	4.25	1
CZ042 Ústecký	2		25	6.32					1		7	1		6	8.17	1			11	5.22	
CZ051 Liberecký			33	7.95			1		1		3			7	5.24	3			2		
CZ052 Královéhradecký	2		35	6.70	1				1		8			5	6.82	2			5	5.48	
CZ053 Pardubický			34	6.91			1		1		11	1		12	4.38	2			7	4.04	
CZ061 Vysočina	3	11.7	53	8.46					6	57.00	5			17	6.29	2			7	4.59	
CZ062 Jihomoravský	4	7.5	41	5.87	1				2		4	1		9	5.60	7			16	4.69	
CZ071 Olomoucký	2		64	8.51	1				1		22			25	3.85	2			27	4.81	
CZ072 Zlínský	4	6.0	47	6.59			1		3	34.00	10			4	4.38	1	1		2		
CZ080 Moravskoslezský	2		66	5.59			3	13.3	1		5			21	5.04	5			46	6.78	

Explanatory notes: NCA

% AE

CZK/h

CZK/shift

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

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

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per shift

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

Region NUTS 3	Supplementary charge																					
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge	
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form		
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	
Total	2		165	26.92	7	1		9	539	3	40	26.0	8	1,100	97	16	9.3	29	773	56	547	
CZ010 Capital Prague	1		22	44.39	5		1			1	17	27.9	2		12	9	9.3	4	1,090	1	91	
CZ020 Středočeský			4	21.00			1			1	1		1		6			3	777	1	18	
CZ031 Jihočeský			12	21.05			1								7						2	44
CZ032 Plzeňský			10	10.85			1				1				2	1						19
CZ041 Karlovarský			4	31.00						1	1				3						2	19
CZ042 Ústecký			10	30.60	1		1				6	20.0			8	1		8	1,063	8	46	
CZ051 Liberecký			4	8.33		1					1				3	1					2	22
CZ052 Královéhradecký	1		6	31.08									1		6	1		1			3	33
CZ053 Pardubický			4	6.63											8						5	35
CZ061 Vysočina			9	22.11				3	533		4	30.0			5			1				31
CZ062 Jihomoravský			12	30.25							5	21.0			10	2		3	472	1	49	
CZ071 Olomoucký			15	9.40											8	1		1			9	49
CZ072 Zlínský			12	26.21			1						1		5			5	340	5	39	
CZ080 Moravskoslezský			41	32.34	1						4	25.0	3	1,500	14			3	467	17	52	

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 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	550	42.5	187	14.5	319	24.7	210	16.2	63	4.9	116	9.0	126	9.7	102	7.9	720	55.6
CZ010 Capital Prague	75	34.2	20	9.1	38	17.4	26	11.9	15	6.8	16	7.3	18	8.2	17	7.8	104	47.5
CZ020 Středočeský	23	31.5	13	17.8	11	15.1	10	13.7	2	2.7	4	5.5	6	8.2	8	11.0	25	34.2
CZ031 Jihočeský	46	52.9	12	13.8	24	27.6	18	20.7	8	9.2	25	28.7	8	9.2	7	8.0	62	71.3
CZ032 Plzeňský	27	38.0	5	7.0	18	25.4	15	21.1	5	7.0	1	1.4	17	23.9	4	5.6	48	67.6
CZ041 Karlovarský	13	31.0	6	14.3	6	14.3	7	16.7	3	7.1	5	11.9	2	4.8	3	7.1	24	57.1
CZ042 Ústecký	40	50.6	6	7.6	26	32.9	24	30.4	4	5.1	14	17.7	12	15.2	7	8.9	46	58.2
CZ051 Liberecký	21	40.4	7	13.5	12	23.1	7	13.5	3	5.8	6	11.5	5	9.6	5	9.6	28	53.8
CZ052 Královéhradecký	36	50.7	14	19.7	23	32.4	18	25.4	1	1.4	5	7.0	10	14.1	8	11.3	40	56.3
CZ053 Pardubický	34	51.5	6	9.1	21	31.8	11	16.7	5	7.6	6	9.1	7	10.6	6	9.1	31	47.0
CZ061 Vysočina	25	29.4	11	12.9	16	18.8	10	11.8	2	2.4	7	8.2	7	8.2	4	4.7	50	58.8
CZ062 Jihomoravský	44	37.6	14	12.0	26	22.2	19	16.2	5	4.3	8	6.8	13	11.1	7	6.0	66	56.4
CZ071 Olomoucký	26	25.2	13	12.6	13	12.6	10	9.7	3	2.9	5	4.9	3	2.9	8	7.8	58	56.3
CZ072 Zlínský	52	65.0	12	15.0	46	57.5	7	8.8	5	6.3	5	6.3	9	11.3	11	13.8	45	56.3
CZ080 Moravskoslezský	88	59.1	48	32.2	39	26.2	28	18.8	2	1.3	9	6.0	9	6.0	7	4.7	93	62.4

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

**Remunerations at work anniversaries and assistance in natural disasters
classification based on 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	694	53.6	60	2,842	228	2,885	469	4,345	534	5,598	652	6,878	690	7,866	693	9,185	693	10,210	694	11,467	8	0.6	10,375
CZ010 Capital Prague	112	51.1	9	5,922	23	4,870	79	5,587	89	7,055	107	8,969	111	10,043	111	11,990	111	13,383	112	14,683	4	1.8	12,500
CZ020 Středočeský	33	45.2	5	1,800	14	3,214	29	5,448	30	6,967	32	9,078	33	10,500	33	12,515	33	13,530	33	15,652	1	1.4	
CZ031 Jihočeský	51	58.6	4	2,175	17	2,271	28	3,575	31	4,621	50	6,925	51	8,134	51	9,603	51	10,391	51	12,402			
CZ032 Plzeňský	32	45.1	3	2,333	13	2,846	27	4,359	29	5,359	31	6,484	32	7,553	32	8,600	32	9,381	32	10,209			
CZ041 Karlovarský	16	38.1	3	1,500	5	1,320	8	2,988	10	4,040	15	5,080	16	6,438	16	7,938	16	9,056	16	10,106			
CZ042 Ústecký	41	51.9	6	1,300	15	2,703	32	4,463	33	5,850	40	6,930	41	7,967	41	8,954	41	10,133	41	11,517			
CZ051 Liberecký	32	61.5	2		16	3,023	22	4,770	25	6,092	29	7,442	31	8,195	32	9,176	32	10,092	32	11,260			
CZ052 Královéhradecký	37	52.1	5	2,702	15	2,184	24	3,453	26	4,848	36	5,775	37	6,854	37	7,903	37	8,543	37	9,295			
CZ053 Pardubický	35	53.0	1		6	2,583	21	3,610	28	5,493	34	6,203	35	6,894	35	8,100	35	9,074	35	10,523			
CZ061 Vysočina	48	56.5	7	2,000	18	3,358	35	3,944	40	4,988	46	6,041	47	6,805	48	7,893	48	8,372	48	9,226			
CZ062 Jihomoravský	68	58.1	3	2,167	21	2,286	36	3,774	42	5,575	55	6,834	67	7,704	68	8,960	68	10,409	68	11,756	1	0.9	
CZ071 Olomoucký	69	67.0	1		23	1,972	39	3,845	49	4,955	64	5,916	69	7,295	69	8,668	69	9,997	69	11,320			
CZ072 Zlínský	34	42.5	4	5,875	8	4,025	21	4,171	24	5,188	29	6,000	34	6,676	34	8,029	34	9,059	34	10,559	1	1.3	
CZ080 Moravskoslezský	86	57.7	7	2,629	34	2,809	68	4,101	78	4,962	84	5,865	86	6,564	86	7,370	86	8,013	86	8,709	1	0.7	

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	736	56.9	327	3,433	664	4,090	713	5,113	722	6,004	736	6,914	736	7,432
CZ010 Capital Prague	110	50.2	64	4,663	104	5,788	108	7,310	110	8,480	110	9,787	110	10,162
CZ020 Středočeský	26	35.6	11	3,064	21	3,393	26	4,238	26	4,854	26	5,440	26	5,922
CZ031 Jihočeský	58	66.7	30	2,867	57	3,704	57	4,159	58	4,571	58	4,783	58	5,588
CZ032 Plzeňský	44	62.0	17	2,109	35	3,186	41	5,278	44	6,722	44	7,605	44	8,519
CZ041 Karlovarský	21	50.0	6	3,567	19	3,847	21	4,733	21	5,948	21	7,210	21	7,590
CZ042 Ústecký	44	55.7	11	3,273	41	5,260	44	6,778	44	8,372	44	9,978	44	10,268
CZ051 Liberecký	31	59.6	9	2,622	29	3,717	30	4,734	31	5,727	31	6,985	31	7,661
CZ052 Královéhradecký	44	62.0	20	3,115	41	3,843	44	4,838	44	5,619	44	6,366	44	6,657
CZ053 Pardubický	38	57.6	17	3,712	35	3,604	38	4,200	38	4,680	38	5,137	38	5,576
CZ061 Vysočina	52	61.2	31	2,315	47	2,952	52	3,679	52	4,383	52	5,142	52	5,769
CZ062 Jihomoravský	72	61.5	34	3,987	67	3,961	72	4,692	72	5,312	72	6,118	72	6,810
CZ071 Olomoucký	57	55.3	24	2,167	51	2,771	57	3,560	57	4,384	57	5,322	57	6,109
CZ072 Zlínský	45	56.3	26	3,662	45	3,971	45	5,092	45	5,509	45	6,492	45	6,976
CZ080 Moravskoslezský	94	63.1	27	3,985	72	4,386	78	5,373	80	6,386	94	7,160	94	7,376

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been 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	864	66.8	347	4,785	758	5,925	837	7,811	856	9,354	863	11,103	863	12,198	863	13,245	863	13,990	864	14,574
CZ010 Capital Prague	137	62.6	62	5,476	119	7,671	133	10,586	135	11,764	136	14,739	136	15,772	136	16,876	136	17,600	137	18,472
CZ020 Středočeský	42	57.5	15	7,833	35	7,591	40	10,025	42	11,871	42	13,812	42	14,519	42	16,167	42	16,595	42	17,238
CZ031 Jihočeský	64	73.6	23	4,400	59	6,910	62	8,703	63	10,624	64	12,421	64	14,947	64	16,172	64	17,024	64	17,188
CZ032 Plzeňský	52	73.2	17	3,082	40	4,756	44	7,250	51	12,326	52	14,350	52	15,192	52	15,967	52	16,446	52	16,696
CZ041 Karlovarský	21	50.0	5	11,200	19	5,474	21	7,071	21	8,619	21	10,333	21	11,179	21	11,881	21	12,179	21	12,381
CZ042 Ústecký	51	64.6	14	3,268	46	7,807	50	11,326	50	13,890	51	16,137	51	17,985	51	20,015	51	21,358	51	22,652
CZ051 Liberecký	34	65.4	9	3,778	29	4,717	33	6,590	33	8,143	34	10,164	34	11,631	34	12,633	34	13,469	34	14,263
CZ052 Královéhradecký	55	77.5	25	3,876	51	4,551	55	5,999	55	7,199	55	8,647	55	9,696	55	10,718	55	11,484	55	12,047
CZ053 Pardubický	49	74.2	22	5,227	42	4,712	48	5,558	48	6,551	49	7,382	49	8,179	49	9,127	49	9,719	49	10,249
CZ061 Vysočina	58	68.2	35	2,903	54	3,763	57	4,604	57	5,362	58	6,228	58	6,796	58	7,267	58	7,485	58	7,674
CZ062 Jihomoravský	75	64.1	36	5,810	72	7,294	74	9,234	75	11,030	75	12,917	75	14,430	75	15,912	75	17,110	75	17,584
CZ071 Olomoucký	78	75.7	24	3,193	67	3,363	74	4,794	78	6,392	78	8,194	78	9,562	78	10,883	78	12,297	78	13,557
CZ072 Zlínský	51	63.8	24	4,417	49	4,765	51	5,859	51	6,588	51	7,624	51	8,261	51	8,976	51	9,624	51	9,810
CZ080 Moravskoslezský	97	65.1	36	5,797	76	6,546	95	7,813	97	8,251	97	9,026	97	9,283	97	9,618	97	9,891	97	10,127

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been 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	without manag.	NCA	% CA	NCA	% CA									
Total	855	66.1	16	1.2	409	31.6	60	375	349	3.4	104	8.0	8	0.6	331	25.6	314	3.0	17	642	13	2.8	20	1.5	20	1.8	157	12.1	8	0.6	167	12.9	174	13.4		
CZ010 Capital Prague	136	62.1	2	0.9	70	32.0	5	380	65	3.1	25	11.4	4	1.8	40	18.3	35	2.5	5	886	1		6	2.7	6	1.5	27	12.3	2	0.9	30	13.7	22	10.0		
CZ020 Středočeský	48	65.8	1	1.4	22	30.1	2		20	3.7	4	5.5			21	28.8	19	3.2	2		2		1	1.4	1		6	8.2			6	8.2	5	6.8		
CZ031 Jihočeský	55	63.2			36	41.4	1		35	3.6	12	13.8			10	11.5	10	2.0									7	8.0			9	10.3	15	17.2		
CZ032 Plzeňský	59	83.1			31	43.7	3	433	28	3.4	6	8.5	1	1.4	18	25.4	18	3.1					1	1.4	1		19	26.8	2	2.8	14	19.7	20	28.2		
CZ041 Karlovarský	28	66.7			9	21.4			9	2.4	3	7.1	1	2.4	10	23.8	10	3.8					2	4.8	2		12	28.6	1	2.4	8	19.0	6	14.3		
CZ042 Ústecký	54	68.4	2	2.5	20	25.3	3	667	17	2.7	6	7.6	1	1.3	22	27.8	22	3.2					6	3.9			11	13.9	1	1.3	7	8.9	7	8.9		
CZ051 Liberecký	30	57.7			19	36.5			19	3.0	1	1.9			13	25.0	13	2.7					1				1	1.9			3	5.8	3	5.8		
CZ052 Královéhradecký	43	60.6			23	32.4	4	275	19	3.4	8	11.3			14	19.7	14	3.0					2	2.8	2		5	7.0	1	1.4	8	11.3	7	9.9		
CZ053 Pardubický	39	59.1			11	16.7	1		10	3.1	10	15.2	1	1.5	23	34.8	21	3.5	2				2	3.0	2		3	4.5			10	15.2	5	7.6		
CZ061 Vysočina	47	55.3	1	1.2	20	23.5	1		19	3.2	2	2.4			24	28.2	22	2.8	2				1		2	2.4	2		5	5.9			7	8.2	7	8.2
CZ062 Jihomoravský	76	65.0	3	2.6	32	27.4	2		30	3.8	4	3.4			32	27.4	32	3.0					1		1	0.9	13	11.1	1	0.9	9	7.7	15	12.8		
CZ071 Olomoucký	77	74.8	5	4.9	26	25.2	12	531	14	3.4	9	8.7			28	27.2	27	2.8	1						1	1.0	1		16	15.5			8	7.8	6	5.8
CZ072 Zlínský	63	78.8	1	1.3	33	41.3	4	653	29	4.4	7	8.8			28	35.0	27	3.8	1				2	2.5	2		21	26.3			25	31.3	22	27.5		
CZ080 Moravskoslezský	100	67.1	1	0.7	57	38.3	22	217	35	3.2	7	4.7			48	32.2	44	2.9	4	425	1						11	7.4			23	15.4	34	22.8		

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver.% average percentage
 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	770	59.5	137	10.6	45	3.5	652	50.4	276	21.3	96.1	245	18.9	84.7	347	26.8	16.7	15.36
CZ010 Capital Prague	120	54.8	21	9.6	4	1.8	103	47.0	54	24.7	96.2	52	23.7	85.0	56	25.6	15.5	14.45
CZ020 Středočeský	34	46.6	6	8.2	4	5.5	28	38.4	8	11.0	97.5	7	9.6	79.3	16	21.9	16.2	8.88
CZ031 Jihočeský	56	64.4	7	8.0	2	2.3	49	56.3	21	24.1	95.0	19	21.8	84.2	32	36.8	17.0	17.18
CZ032 Plzeňský	42	59.2	3	4.2	9	12.7	31	43.7	14	19.7	95.7	15	21.1	86.7	19	26.8	17.9	21.88
CZ041 Karlovarský	22	52.4	4	9.5	3	7.1	18	42.9	11	26.2	98.2	8	19.0	93.8	16	38.1	18.8	22.00
CZ042 Ústecký	50	63.3	14	17.7			37	46.8	25	31.6	95.0	31	39.2	82.6	26	32.9	21.5	12.25
CZ051 Liberecký	25	48.1	2	3.8	2	3.8	23	44.2	10	19.2	97.5	9	17.3	90.0	9	17.3	14.0	24.33
CZ052 Královéhradecký	37	52.1	6	8.5	3	4.2	31	43.7	18	25.4	97.2	9	12.7	83.1	20	28.2	16.5	16.73
CZ053 Pardubický	36	54.5	6	9.1	1	1.5	32	48.5	10	15.2	93.5	6	9.1	75.8	14	21.2	15.5	15.58
CZ061 Vysočina	49	57.6	5	5.9	3	3.5	48	56.5	15	17.6	94.3	16	18.8	83.8	20	23.5	17.4	19.00
CZ062 Jihomoravský	76	65.0	19	16.2	5	4.3	61	52.1	27	23.1	98.1	18	15.4	86.1	32	27.4	16.2	14.07
CZ071 Olomoucký	69	67.0	17	16.5	2	1.9	53	51.5	18	17.5	95.6	20	19.4	86.0	32	31.1	15.6	16.02
CZ072 Zlínský	47	58.8	10	12.5	3	3.8	41	51.3	16	20.0	98.1	9	11.3	82.2	23	28.8	18.0	10.25
CZ080 Moravskoslezský	107	71.8	17	11.4	4	2.7	97	65.1	29	19.5	94.8	26	17.4	85.0	32	21.5	15.8	11.07

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been 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	NCA	% CA	
Total	84	6.5	49.2	16	1.2	96.2	2	0.2	9	0.7	91.3	195	15.1	99	7.7
CZ010 Capital Prague	20	9.1	49.4	3	1.4	97.3			1	0.5		28	12.8	20	9.1
CZ020 Středočeský	3	4.1	52.0	1	1.4							6	8.2		
CZ031 Jihočeský	14	16.1	50.1						2	2.3		9	10.3	2	2.3
CZ032 Plzeňský	4	5.6	48.0	2	2.8		2	2.8				26	36.6	22	31.0
CZ041 Karlovarský	3	7.1	52.0									13	31.0	7	16.7
CZ042 Ústecký	6	7.6	52.0						1	1.3		9	11.4	4	5.1
CZ051 Liberecký	4	7.7	42.3	1	1.9							5	9.6	1	1.9
CZ052 Královéhradecký	2	2.8		1	1.4				1	1.4		10	14.1	3	4.2
CZ053 Pardubický	5	7.6	36.4	4	6.1	97.5						6	9.1	3	4.5
CZ061 Vysočina	4	4.7	52.0	1	1.2							13	15.3	3	3.5
CZ062 Jihomoravský	4	3.4	52.0	3	2.6	95.0			2	1.7		16	13.7	5	4.3
CZ071 Olomoucký	10	9.7	49.4						1	1.0		8	7.8	3	2.9
CZ072 Zlínský	1	1.3										26	32.5	13	16.3
CZ080 Moravskoslezský	4	2.7	52.0						1	0.7		20	13.4	13	8.7

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

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	1,251	96.7	1,113	86.0	717	55.4	661	51.1	898	69.4
CZ010 Capital Prague	204	93.2	164	74.9	129	58.9	91	41.6	130	59.4
CZ020 Středočeský	69	94.5	58	79.5	40	54.8	26	35.6	46	63.0
CZ031 Jihočeský	84	96.6	76	87.4	36	41.4	52	59.8	63	72.4
CZ032 Plzeňský	70	98.6	62	87.3	58	81.7	21	29.6	61	85.9
CZ041 Karlovarský	41	97.6	40	95.2	25	59.5	15	35.7	31	73.8
CZ042 Ústecký	78	98.7	73	92.4	42	53.2	54	68.4	60	75.9
CZ051 Liberecký	47	90.4	47	90.4	22	42.3	23	44.2	33	63.5
CZ052 Královéhradecký	70	98.6	57	80.3	40	56.3	37	52.1	51	71.8
CZ053 Pardubický	62	93.9	56	84.8	33	50.0	33	50.0	44	66.7
CZ061 Vysočina	83	97.6	78	91.8	38	44.7	17	20.0	45	52.9
CZ062 Jihomoravský	114	97.4	102	87.2	70	59.8	77	65.8	86	73.5
CZ071 Olomoucký	101	98.1	87	84.5	46	44.7	52	50.5	63	61.2
CZ072 Zlínský	79	98.8	74	92.5	30	37.5	44	55.0	54	67.5
CZ080 Moravskoslezský	149	100.0	139	93.3	108	72.5	119	79.9	131	87.9

Explanatory notes: NCA
% CA
*

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

**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	1,138	87.9	251	19.4	661	51.1	1,139	88.0	1,008	448	721	496	231	421	32.5
CZ010 Capital Prague	192	87.7	34	15.5	104	47.5	202	92.2	173	95	141	81	50	63	28.8
CZ020 Středočeský	62	84.9	12	16.4	27	37.0	61	83.6	58	19	45	27	15	13	17.8
CZ031 Jihočeský	72	82.8	19	21.8	48	55.2	77	88.5	66	22	48	44	14	28	32.2
CZ032 Plzeňský	61	85.9	12	16.9	39	54.9	58	81.7	53	18	35	35	7	28	39.4
CZ041 Karlovarský	38	90.5	3	7.1	23	54.8	34	81.0	30	9	17	16	6	9	21.4
CZ042 Ústecký	70	88.6	17	21.5	35	44.3	64	81.0	63	25	40	29	14	25	31.6
CZ051 Liberecký	44	84.6	9	17.3	17	32.7	44	84.6	39	12	32	14	4	20	38.5
CZ052 Královéhradecký	65	91.5	11	15.5	30	42.3	69	97.2	66	27	46	19	19	25	35.2
CZ053 Pardubický	56	84.8	16	24.2	31	47.0	59	89.4	53	20	37	24	13	24	36.4
CZ061 Vysočina	77	90.6	11	12.9	48	56.5	78	91.8	75	24	56	40	10	9	10.6
CZ062 Jihomoravský	92	78.6	18	15.4	43	36.8	99	84.6	86	35	57	50	22	19	16.2
CZ071 Olomoucký	98	95.1	29	28.2	45	43.7	93	90.3	71	41	27	13	13	35	34.0
CZ072 Zlínský	70	87.5	21	26.3	57	71.3	66	82.5	46	29	33	19	22	36	45.0
CZ080 Moravskoslezský	141	94.6	39	26.2	114	76.5	135	90.6	129	72	107	85	22	87	58.4

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
 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	1,009	78.0	122	9.4	65	5.0	22	1.7	76	5.9	274	96.1	11	3.9	1,035	80.0	349	27.0	888	68.6	282	21.8		
CZ010 Capital Prague	141	64.4	31	14.2	16	7.3	3	1.4	28	12.8	72	92.3	6	7.7	181	82.6	65	29.7	147	67.1	51	23.3		
CZ020 Středočeský	61	83.6	5	6.8	1	1.4	3	4.1	3	4.1	12	100.0			54	74.0	11	15.1	39	53.4	13	17.8		
CZ031 Jihočeský	65	74.7	6	6.9	11	12.6					5	5.7	20	90.9	2	9.1	69	79.3	17	19.5	58	66.7	20	23.0
CZ032 Plzeňský	52	73.2	9	12.7	3	4.2	2	2.8	5	7.0	19	100.0			61	85.9	33	46.5	55	77.5	30	42.3		
CZ041 Karlovarský	39	92.9	2	4.8	1	2.4					3	100.0			34	81.0	13	31.0	23	54.8	10	23.8		
CZ042 Ústecký	58	73.4	10	12.7	3	3.8	3	3.8	5	6.3	21	100.0			52	65.8	19	24.1	44	55.7	25	31.6		
CZ051 Liberecký	45	86.5	3	5.8	1	1.9	1	1.9	2	3.8	7	100.0			33	63.5	10	19.2	27	51.9	6	11.5		
CZ052 Královéhradecký	57	80.3	2	2.8	6	8.5	1	1.4	5	7.0	14	100.0			59	83.1	11	15.5	51	71.8	11	15.5		
CZ053 Pardubický	55	83.3	4	6.1			4	6.1	3	4.5	11	100.0			49	74.2	13	19.7	42	63.6	9	13.6		
CZ061 Vysočina	77	90.6	4	4.7	3	3.5			1	1.2	8	100.0			32	37.6	13	15.3	27	31.8	8	9.4		
CZ062 Jihomoravský	89	76.1	10	8.5	7	6.0	2	1.7	9	7.7	27	96.4	1	3.6	102	87.2	43	36.8	95	81.2	19	16.2		
CZ071 Olomoucký	88	85.4	9	8.7	2	1.9	1	1.0	3	2.9	14	93.3	1	6.7	95	92.2	39	37.9	82	79.6	22	21.4		
CZ072 Zlínský	71	88.8	6	7.5	2	2.5	1	1.3			9	100.0			73	91.3	25	31.3	66	82.5	17	21.3		
CZ080 Moravskoslezský	111	74.5	21	14.1	9	6.0	1	0.7	7	4.7	37	97.4	1	2.6	141	94.6	37	24.8	132	88.6	41	27.5		

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	411	31.8	1.4	2.3	422	32.6	1.2	2.0	665	51.4	1.4	4.5	87	6.7	1.3	2.6	644	49.8	467	36.1	419	32.4	88	6.8	96	7.4
CZ010 Capital Prague	78	35.6	1.4	2.4	81	37.0	1.2	2.3	147	67.1	1.5	4.9	15	6.8	1.3	2.7	138	63.0	111	50.7	87	39.7	21	9.6	26	11.9
CZ020 Středočeský	15	20.5	1.7	2.4	16	21.9	1.4	2.1	27	37.0	1.4	3.9	4	5.5	1.0	1.8	24	32.9	21	28.8	10	13.7	2	2.7	4	5.5
CZ031 Jihočeský	26	29.9	1.3	2.1	30	34.5	1.1	1.9	41	47.1	1.6	9.7	9	10.3	1.6	3.9	41	47.1	24	27.6	27	31.0	11	12.6	9	10.3
CZ032 Plzeňský	19	26.8	1.1	2.0	19	26.8	1.1	1.9	36	50.7	1.2	4.0	4	5.6	1.3	3.8	34	47.9	26	36.6	28	39.4	8	11.3	1	1.4
CZ041 Karlovarský	8	19.0	2.8	3.3	8	19.0	2.5	2.8	22	52.4	1.6	3.7	1	2.4			19	45.2	16	38.1	7	16.7	2	4.8	2	4.8
CZ042 Ústecký	39	49.4	1.4	2.4	40	50.6	1.3	2.2	57	72.2	1.4	4.6	6	7.6	1.0	1.8	54	68.4	39	49.4	36	45.6	7	8.9	4	5.1
CZ051 Liberecký	5	9.6	1.7	2.0	5	9.6	1.0	1.4	21	40.4	1.4	4.1	1	1.9			21	40.4	19	36.5	11	21.2	2	3.8	2	3.8
CZ052 Královéhradecký	16	22.5	1.5	2.6	16	22.5	1.4	2.4	38	53.5	1.3	3.6	3	4.2	1.0	1.7	39	54.9	27	38.0	18	25.4	10	14.1	8	11.3
CZ053 Pardubický	16	24.2	1.1	2.0	16	24.2	1.1	2.0	23	34.8	1.4	4.9	1	1.5			23	34.8	17	25.8	18	27.3	4	6.1	4	6.1
CZ061 Vysočina	18	21.2	1.6	2.1	19	22.4	1.2	1.7	26	30.6	1.4	2.6	1	1.2			25	29.4	15	17.6	17	20.0	1	1.2	6	7.1
CZ062 Jihomoravský	46	39.3	1.4	2.1	46	39.3	1.0	1.7	54	46.2	1.3	4.1	15	12.8	1.4	2.8	53	45.3	41	35.0	30	25.6	4	3.4	3	2.6
CZ071 Olomoucký	52	50.5	1.5	2.2	52	50.5	1.1	1.9	61	59.2	1.2	3.0	10	9.7	1.2	2.4	62	60.2	38	36.9	42	40.8	2	1.9	4	3.9
CZ072 Zlínský	28	35.0	1.5	2.5	29	36.3	1.0	2.1	30	37.5	1.1	3.0	6	7.5	1.0	2.0	30	37.5	14	17.5	25	31.3	4	5.0	4	5.0
CZ080 Moravskoslezský	45	30.2	1.5	2.3	45	30.2	1.2	2.1	82	55.0	1.5	4.8	11	7.4	1.2	2.4	81	54.4	59	39.6	63	42.3	10	6.7	19	12.8

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

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

Region NUTS 3	Length of working hours												Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes									agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA	
								hours/week	hours/week	hours/week	hours/week										
Total	1,214	93.8	840	64.9	38.0	374	28.9	39.6	38.29	37.4	37.3	346	26.7	1,110	85.8	8.2	4.0	75.7	1.9		
CZ010 Capital Prague	196	89.5	113	51.6	38.5	83	37.9	39.4	38.25	37.3	37.1	77	35.2	195	89.0	5.9	4.8	79.9	3.2		
CZ020 Středočeský	66	90.4	50	68.5	38.1	16	21.9	39.8	38.52	37.5	37.4	13	17.8	62	84.9	5.5	4.0	79.5			
CZ031 Jihočeský	82	94.3	47	54.0	38.5	35	40.2	39.5	38.35	37.2	37.1	23	26.4	68	78.2	5.7	3.2	72.4			
CZ032 Plzeňský	66	93.0	49	69.0	37.9	17	23.9	39.9	38.13	37.3	37.2	21	29.6	61	85.9	15.5	4.5	67.6	2.8		
CZ041 Karlovarský	37	88.1	27	64.3	38.3	10	23.8	39.8	38.57	37.5	37.3	6	14.3	34	81.0	11.9	3.2	69.0			
CZ042 Ústecký	79	100.0	65	82.3	37.6	14	17.7	39.4	38.29	37.4	37.5	25	31.6	71	89.9	5.1	5.3	82.3	2.5		
CZ051 Liberecký	44	84.6	34	65.4	38.1	10	19.2	39.3	37.63	37.5	37.5	10	19.2	42	80.8	3.8	4.0	73.1	3.8		
CZ052 Královéhradecký	71	100.0	52	73.2	38.0	19	26.8	39.7	38.26	37.5	37.3	21	29.6	61	85.9	2.8	5.0	81.7	1.4		
CZ053 Pardubický	62	93.9	37	56.1	38.0	25	37.9	40.0	38.38	37.5	37.5	15	22.7	56	84.8	10.6	4.4	72.7	1.5		
CZ061 Vysočina	80	94.1	49	57.6	38.4	31	36.5	39.6	38.24	37.5	37.5	16	18.8	60	70.6	10.6	3.3	57.6	2.4		
CZ062 Jihomoravský	110	94.0	76	65.0	38.1	34	29.1	39.8	38.37	37.5	37.5	18	15.4	102	87.2	11.1	2.5	71.8	4.3		
CZ071 Olomoucký	103	100.0	87	84.5	37.7	16	15.5	39.3	38.04	37.3	37.1	19	18.4	89	86.4	7.8	3.6	78.6			
CZ072 Zlínský	79	98.8	43	53.8	37.9	36	45.0	39.9	38.48	37.5	37.5	12	15.0	70	87.5	5.0	5.3	82.5			
CZ080 Moravskoslezský	139	93.3	111	74.5	37.7	28	18.8	39.5	38.20	37.4	37.0	70	47.0	139	93.3	12.8	4.3	79.2	1.3		

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

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

Region NUTS 3	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
Total	4	0.3	88	902	69.7	50.2	564	43.6	48.8
CZ010 Capital Prague	1	0.5		145	66.2	48.6	109	49.8	47.7
CZ020 Středočeský				43	58.9	50.2	24	32.9	52.0
CZ031 Jihočeský				59	67.8	50.2	47	54.0	44.3
CZ032 Plzeňský	1	1.4		57	80.3	52.0	20	28.2	51.2
CZ041 Karlovarský				29	69.0	48.2	12	28.6	49.8
CZ042 Ústecký				52	65.8	50.5	50	63.3	49.7
CZ051 Liberecký				26	50.0	47.5	13	25.0	52.0
CZ052 Královéhradecký				49	69.0	50.9	26	36.6	48.5
CZ053 Pardubický	1	1.5		42	63.6	50.1	20	30.3	46.8
CZ061 Vysočina	1	1.2		64	75.3	51.2	28	32.9	47.4
CZ062 Jihomoravský				78	66.7	50.7	36	30.8	52.0
CZ071 Olomoucký				86	83.5	50.6	50	48.5	49.5
CZ072 Zlínský				58	72.5	51.6	26	32.5	49.7
CZ080 Moravskoslezský				114	76.5	50.5	103	69.1	49.0

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/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	27	2.1	34	2.6	43	3.3	69	5.3
CZ010 Capital Prague	3	1.4	3	1.4	12	5.5	20	9.1
CZ020 Středočeský	2	2.7	1	1.4	1	1.4	2	2.7
CZ031 Jihočeský	2	2.3	1	1.1	1	1.1	6	6.9
CZ032 Plzeňský	3	4.2	8	11.3	2	2.8	2	2.8
CZ041 Karlovarský	1	2.4	1	2.4			1	2.4
CZ042 Ústecký			2	2.5	8	10.1	8	10.1
CZ051 Liberecký	4	7.7	2	3.8	2	3.8	2	3.8
CZ052 Královéhradecký			2	2.8	1	1.4	2	2.8
CZ053 Pardubický			3	4.5	2	3.0	2	3.0
CZ061 Vysočina	5	5.9	3	3.5	1	1.2	1	1.2
CZ062 Jihomoravský			1	0.9	4	3.4	7	6.0
CZ071 Olomoucký	1	1.0	2	1.9	3	2.9	9	8.7
CZ072 Zlínský	1	1.3	2	2.5	2	2.5	3	3.8
CZ080 Moravskoslezský	5	3.4	3	2.0	4	2.7	4	2.7

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

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		
Total	443	34.2	12	0.9	435	33.6	7	0.5	11	0.9	9	0.7					1	0.1	1	0.1
CZ010 Capital Prague	90	41.1	4	1.8	88	40.2	3	1.4	3	1.4	2	0.9					1	0.5		
CZ020 Středočeský	21	28.8	2	2.7	20	27.4			1	1.4	1	1.4								
CZ031 Jihočeský	32	36.8	1	1.1	32	36.8														
CZ032 Plzeňský	27	38.0			27	38.0			1	1.4	1	1.4								
CZ041 Karlovarský	10	23.8			10	23.8														
CZ042 Ústecký	29	36.7	1	1.3	27	34.2	1	1.3	1	1.3	1	1.3								
CZ051 Liberecký	3	5.8			3	5.8			2	3.8	1	1.9							1	1.9
CZ052 Královéhradecký	17	23.9			17	23.9														
CZ053 Pardubický	20	30.3	1	1.5	20	30.3			1	1.5	1	1.5								
CZ061 Vysočina	33	38.8			33	38.8														
CZ062 Jihomoravský	28	23.9			28	23.9	1	0.9	1	0.9	1	0.9								
CZ071 Olomoucký	41	39.8			41	39.8														
CZ072 Zlínský	28	35.0			28	35.0														
CZ080 Moravskoslezský	64	43.0	3	2.0	61	40.9	2	1.3	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	1,242	96.0	37.99	54.6	12.82	21.7	38.59	55.8	320	191	14.8	32	2.5	22	1.7
CZ010 Capital Prague	213	97.3	39.75	54.2	15.53	24.2	44.61	57.4	36	28	12.8	3	1.4	2	0.9
CZ020 Středočeský	69	94.5	36.52	54.4	14.66	47.5	40.25	55.0	16	8	11.0	1	1.4	1	1.4
CZ031 Jihočeský	84	96.6	32.80	54.7	12.28	22.5	32.12	54.4	15	19	21.8	4	4.6	4	4.6
CZ032 Plzeňský	69	97.2	37.21	55.0	13.43		38.10	55.0	32	6	8.5				
CZ041 Karlovarský	34	81.0	39.53	54.6	7.40	5.0	30.74	50.0	10	9	21.4	2	4.8	3	7.1
CZ042 Ústecký	75	94.9	40.20	54.8	13.03	15.0	35.93	55.5	19	23	29.1	1	1.3		
CZ051 Liberecký	50	96.2	37.42	54.9	11.50	14.0	39.95	60.8	13	11	21.2	2	3.8	1	1.9
CZ052 Královéhradecký	69	97.2	38.86	54.8	10.64		47.50	55.9	14	10	14.1	1	1.4		
CZ053 Pardubický	62	93.9	36.88	54.0	8.38		24.86	55.0	25	16	24.2				
CZ061 Vysočina	81	95.3	27.60	54.7	13.77		39.00	54.7	23	9	10.6	1	1.2	1	1.2
CZ062 Jihomoravský	113	96.6	33.79	54.9	13.30	10.0	38.13	57.0	15	20	17.1	5	4.3	5	4.3
CZ071 Olomoucký	101	98.1	33.76	54.3	13.20		39.89	55.8	53	8	7.8	1	1.0	1	1.0
CZ072 Zlínský	79	98.8	48.17	54.8	10.21		35.84	54.8	9	10	12.5	10	12.5	2	2.5
CZ080 Moravskoslezský	143	96.0	34.50	54.9	9.00	14.5	34.50	55.0	40	14	9.4	1	0.7	2	1.3

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 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	63	4.9	562	66.1	303	23.4	784	60.6	463	736	3.0	607	46.9	305	23.6	468	686	244	18.9	
CZ010 Capital Prague	18	8.2	8	3.7	1,250	68.0	63	28.8	140	63.9	462	870	3.1	107	48.9	58	26.5	485	689	49	22.4	
CZ020 Středočeský			2	2.7			19	26.0	44	60.3	474	830	3.0	33	45.2	20	27.4	572	841	15	20.5	
CZ031 Jihočeský			19	21.8	542		23	26.4	57	65.5	396	685	3.1	47	54.0	27	31.0	532	654	25	28.7	
CZ032 Plzeňský			6	8.5	833		22	31.0	47	66.2	436	687	3.2	41	57.7	20	28.2	431	704	16	22.5	
CZ041 Karlovarský			2	4.8			7	16.7	26	61.9	419	546	2.2	22	52.4	10	23.8	563	730	8	19.0	
CZ042 Ústecký	1	1.3	2	2.5			20	25.3	60	75.9	510	711	3.5	53	67.1	19	24.1	521	824	15	19.0	
CZ051 Liberecký	1	1.9	2	3.8			11	21.2	26	50.0	454	735	2.9	20	38.5	9	17.3	428	572	6	11.5	
CZ052 Královéhradecký			2	2.8			12	16.9	45	63.4	525	750	3.4	33	46.5	17	23.9	421	462	14	19.7	
CZ053 Pardubický	1	1.5	2	3.0			12	18.2	43	65.2	414	649	2.9	33	50.0	13	19.7	420	838	11	16.7	
CZ061 Vysočina	1	1.2	2	2.4			15	17.6	39	45.9	483	648	2.9	33	38.8	19	22.4	418	689	11	12.9	
CZ062 Jihomoravský	2	1.7	4	3.4	425	50.0	21	17.9	63	53.8	428	576	2.6	39	33.3	23	19.7	414	565	19	16.2	
CZ071 Olomoucký			3	2.9	650	30.0	19	18.4	65	63.1	525	719	2.8	53	51.5	20	19.4	454	618	17	16.5	
CZ072 Zlínský	2	2.5	3	3.8	350	40.0	18	22.5	38	47.5	558	1,018	2.8	26	32.5	14	17.5	367	775	11	13.8	
CZ080 Moravskoslezský			6	4.0	250	66.7	41	27.5	91	61.1	434	705	2.9	67	45.0	36	24.2	461	678	27	18.1	

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	465	35.9	51	2.3	27	1,794	82	1.9	287	127	2,967	212	16.4	41	5,873	17	1.9	104	89	2,406	
CZ010 Capital Prague	100	45.7	17	2.1	2		37	1.9	42	28	6,385	39	17.8	15	7,340	3	1.5	13	13	1,854	
CZ020 Středočeský	25	34.2	2		3	1,867	3	2.8	16	9	1,305	9	12.3	1		2		3	4	1,905	
CZ031 Jihočeský	34	39.1	2		1		13	1.7	18	6	1,065	16	18.4	4	4,150			11	2		
CZ032 Plzeňský	26	36.6	2		2		1		21	3	634	7	9.9	2		1		1	3	5,569	
CZ041 Karlovarský	15	35.7	5	3.7	2				8	6	4,497	5	11.9			2		3	1		
CZ042 Ústecký	47	59.5	8	2.6	3	1,033	2		30	14	2,780	14	17.7	3	9,567	2		6	7	2,848	
CZ051 Liberecký	13	25.0			2		1		9	3	1,168	12	23.1	1		1		9	6	4,902	
CZ052 Královéhradecký	31	43.7	1		1		4	1.7	24	9	754	8	11.3	1		2		2	4	369	
CZ053 Pardubický	27	40.9	4	2.4	3	3,133	2		17	7	3,841	6	9.1	1				1	4	7,855	
CZ061 Vysočina	24	28.2			1				21	3	4,631	9	10.6	2				4	3	1,667	
CZ062 Jihomoravský	38	32.5	4	1.8			9	1.6	24	14	1,263	25	21.4	1		2		16	16	1,794	
CZ071 Olomoucký	18	17.5	3	1.7	1		3	1.3	10	5	1,550	14	13.6			1		7	9	1,874	
CZ072 Zlínský	19	23.8	2		5	2,900	2		8	9	2,013	31	38.8	7	871			18	9	1,269	
CZ080 Moravskoslezský	48	32.2	1		1		5	2.3	39	11	1,587	17	11.4	3	8,900	1		10	8	2,463	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been 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	10.35	4.07	2.19	22.32	1.61	3.06	0.26	9.20	2.74	35.78	8.43	381	29.4	140	10.8
CZ010 Capital Prague	10.00	1.21	1.56	22.49	0.87	1.21	0.05	12.46	3.26	40.44	6.45	96	43.8	47	21.5
CZ020 Středočeský	2.33	7.18	5.16	23.50	14.71	5.45	3.36	3.10	0.95	27.44	6.83	17	23.3	9	12.3
CZ031 Jihočeský	15.05	3.75	3.02	24.96	0.79	8.21		17.76	13.61	9.13	3.71	35	40.2	12	13.8
CZ032 Plzeňský	76.92	2.15		9.28	0.40	0.41	2.15	7.26	0.11	0.35	0.96	14	19.7	6	8.5
CZ041 Karlovarský	11.28	0.44	0.53	4.75	1.95	1.15		29.04	0.46	49.35	1.05	13	31.0	1	2.4
CZ042 Ústecký	4.88	16.53		26.56	1.30	3.37	0.63	5.88	2.49	27.01	11.35	35	44.3	15	19.0
CZ051 Liberecký	3.74	2.64	2.13	17.92	2.23	1.02		3.89	3.28	62.96	0.19	16	30.8	3	5.8
CZ052 Královéhradecký	11.31	5.27	1.45	17.50	4.48	2.22		14.61	11.47	11.61	20.09	13	18.3	4	5.6
CZ053 Pardubický	5.45	0.22	2.45	18.25	0.43	0.12		0.27	0.39	42.37	30.04	16	24.2	8	12.1
CZ061 Vysočina	3.50	15.35	11.70	37.21	3.81	11.20		6.09	2.12	7.84	1.19	19	22.4		
CZ062 Jihomoravský	14.37	3.21	1.53	25.23	0.73	9.29		5.01	2.65	27.54	10.43	44	37.6	8	6.8
CZ071 Olomoucký	2.93	1.34	3.45	37.45	1.80	7.40		8.42	5.70	24.07	7.42	21	20.4	11	10.7
CZ072 Zlínský	7.68	7.94	5.30	20.82	1.42	2.06		12.94	1.34	36.88	3.62	14	17.5	6	7.5
CZ080 Moravskoslezský	8.96	3.17	2.18	24.80	0.42	5.80		6.00	3.05	43.41	2.20	28	18.8	10	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. %	average percentage of use for this purpose of the total creation of the fund
A	recreation - contribution to employees and family members
B	medical services - spas, rehabilitation
C	loans to employees to cover their housing needs
D	contribution to corporate catering
E	social assistance, social loans
F	remunerations for work and life anniversaries
G	contribution to transport to and from work
H	contributions to sporting and cultural events
I	contribution to trade union organization
J	other use
K	balance

Obstacles to work classification based on regions

Region NUTS 3	Employee's inability to work									Average number of days of leave with compensation for wage above the requirement of the LC																													
	wage compensation for the first 3 days of the inability				wage compensation from the fourth day of inability exceeding the level stated in LC					Type of personal obstacle																													
	agreed in CA		compensation amount		other form of compensation			agreed in CA		compensation amount			A			B			C			D			E			F			G			H			I		
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days				
Total	95	7.3	55.3	283	30	2.3	8	0.6		75.6	535	41.3	1.3	476	36.8	1.3	706	54.6	2.0	283	21.9	6.0	338	26.1	1.2	127	9.8	3.7	246	19.0	3.8	98	7.6	2.5	570	44.0			
CZ010 Capital Prague	34	15.5	50.0	312	8	3.7	1	0.5			86	39.3	1.2	80	36.5	1.3	111	50.7	1.7	69	31.5	5.2	52	23.7	1.2	31	14.2	3.6	50	22.8	4.6	25	11.4	2.6	117	53.4			
CZ020 Středočeský	2	2.7			1	1.4	1	1.4			27	37.0	1.2	21	28.8	1.1	34	46.6	1.9	7	9.6	5.7	16	21.9	1.1	7	9.6	3.7	18	24.7	2.8	5	6.8	1.6	25	34.2			
CZ031 Jihočeský	14	16.1	57.5	232	2	2.3	1	1.1			42	48.3	1.4	41	47.1	1.4	51	58.6	1.9	25	28.7	5.2	29	33.3	1.4	9	10.3	3.9	27	31.0	3.4	9	10.3	3.7	35	40.2			
CZ032 Plzeňský	4	5.6	45.0	200	1	1.4					30	42.3	1.0	34	47.9	1.1	36	50.7	2.4	10	14.1	5.6	23	32.4	1.2	6	8.5	3.3	7	9.9	6.0	4	5.6	4.5	30	42.3			
CZ041 Karlovarský	1	2.4									14	33.3	1.4	10	23.8	1.5	19	45.2	1.8	12	28.6	9.6	9	21.4	1.0	3	7.1	4.3	7	16.7	4.9	7	16.7	1.4	14	33.3			
CZ042 Ústecký	7	8.9	42.5	267	3	3.8					47	59.5	1.5	34	43.0	1.4	51	64.6	1.8	36	45.6	8.7	23	29.1	1.3	17	21.5	3.9	14	17.7	3.1	11	13.9	1.5	34	43.0			
CZ051 Liberecký	1	1.9			1	1.9					12	23.1	1.6	12	23.1	1.2	25	48.1	2.3	13	25.0	9.2	7	13.5	1.1	2	3.8		6	11.5	3.8	6	11.5	2.0	13	25.0			
CZ052 Královéhradecký	7	9.9	56.0	180	2	2.8					22	31.0	1.2	24	33.8	1.3	31	43.7	1.5	13	18.3	5.6	12	16.9	1.0	3	4.2	3.7	9	12.7	4.1	3	4.2	1.0	32	45.1			
CZ053 Pardubický	1	1.5			1	1.5	3	4.5		75.0	22	33.3	1.2	22	33.3	1.2	32	48.5	2.2	8	12.1	7.1	16	24.2	1.0	4	6.1	3.5	9	13.6	4.1	1	1.5		23	34.8			
CZ061 Vysočina	5	5.9	56.5		2	2.4					29	34.1	1.4	29	34.1	1.4	38	44.7	2.3	10	11.8	3.5	22	25.9	1.2	4	4.7	3.5	9	10.6	4.3	2	2.4		25	29.4			
CZ062 Jihomoravský	4	3.4	45.0		2	1.7					45	38.5	1.4	46	39.3	1.2	63	53.8	1.9	27	23.1	5.4	34	29.1	1.2	12	10.3	3.8	20	17.1	3.6	7	6.0	2.7	40	34.2			
CZ071 Olomoucký	4	3.9	63.3	200	3	2.9					59	57.3	1.3	40	38.8	1.2	71	68.9	2.4	15	14.6	4.8	37	35.9	1.1	7	6.8	4.0	6	5.8	4.2			62	60.2				
CZ072 Zlínský	1	1.3					2	2.5			45	56.3	1.2	36	45.0	1.1	54	67.5	2.6	14	17.5	5.1	25	31.3	1.0	9	11.3	3.3	4	5.0	2.5	3	3.8	1.3	53	66.3			
CZ080 Moravskoslezský	10	6.7	66.7	200	4	2.7					55	36.9	1.1	47	31.5	1.2	90	60.4	1.8	24	16.1	5.0	33	22.1	1.2	13	8.7	4.0	60	40.3	3.2	15	10.1	3.3	67	45.0			

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
 aver.CZK average value of compensation, defined by an absolute amount in CZK per day
 days average extent of time off (in days)
 A one's own wedding
 B birth of a child to the wife of an employee
 C death of a direct relative
 D escorting a disabled child to a health or social care provider
 E moving house

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

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

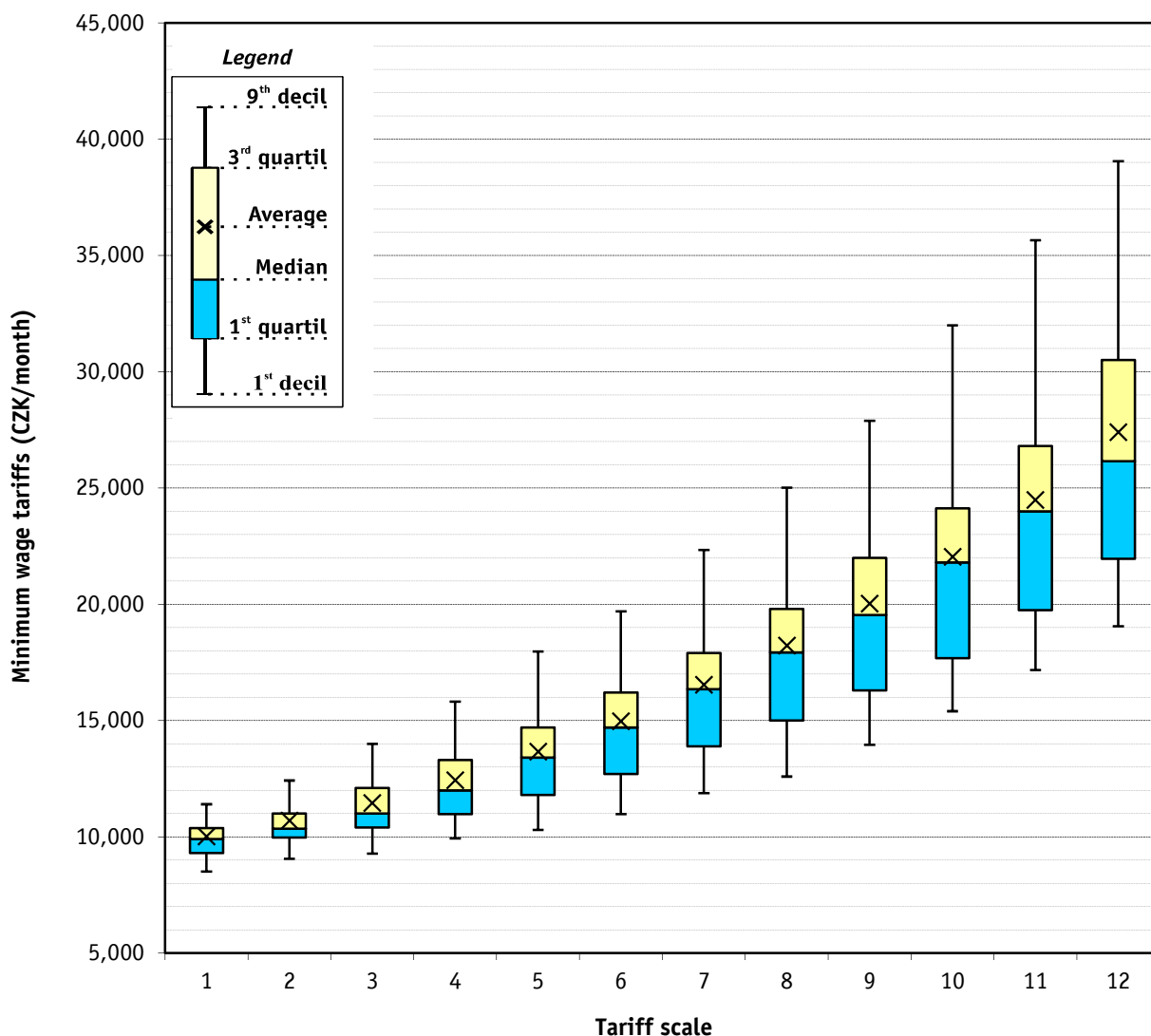
Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	446	34.5	21	1.6	398	30.8	1072	82.8	708	54.7	4	0.3	22	1.7
CZ010 Capital Prague	112	51.1	9	4.1	81	37.0	179	81.7	100	45.7	2	0.9	5	2.3
CZ020 Středočeský	21	28.8	2	2.7	11	15.1	56	76.7	28	38.4	1	1.4	1	1.4
CZ031 Jihočeský	21	24.1			18	20.7	75	86.2	64	73.6				
CZ032 Plzeňský	16	22.5			19	26.8	67	94.4	37	52.1			2	2.8
CZ041 Karlovarský	13	31.0			7	16.7	37	88.1	20	47.6				
CZ042 Ústecký	32	40.5	2	2.5	16	20.3	72	91.1	49	62.0				
CZ051 Liberecký	5	9.6	1	1.9	10	19.2	41	78.8	32	61.5				
CZ052 Královéhradecký	19	26.8	1	1.4	14	19.7	46	64.8	39	54.9				
CZ053 Pardubický	13	19.7			10	15.2	42	63.6	35	53.0				
CZ061 Vysočina	18	21.2	1	1.2	22	25.9	50	58.8	47	55.3				
CZ062 Jihomoravský	34	29.1	2	1.7	33	28.2	90	76.9	60	51.3	1	0.9	1	0.9
CZ071 Olomoucký	39	37.9	1	1.0	11	10.7	96	93.2	55	53.4			1	1.0
CZ072 Zlínský	33	41.3	1	1.3	58	72.5	75	93.8	40	50.0			11	13.8
CZ080 Moravskoslezský	70	47.0	1	0.7	88	59.1	146	98.0	102	68.5			1	0.7

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

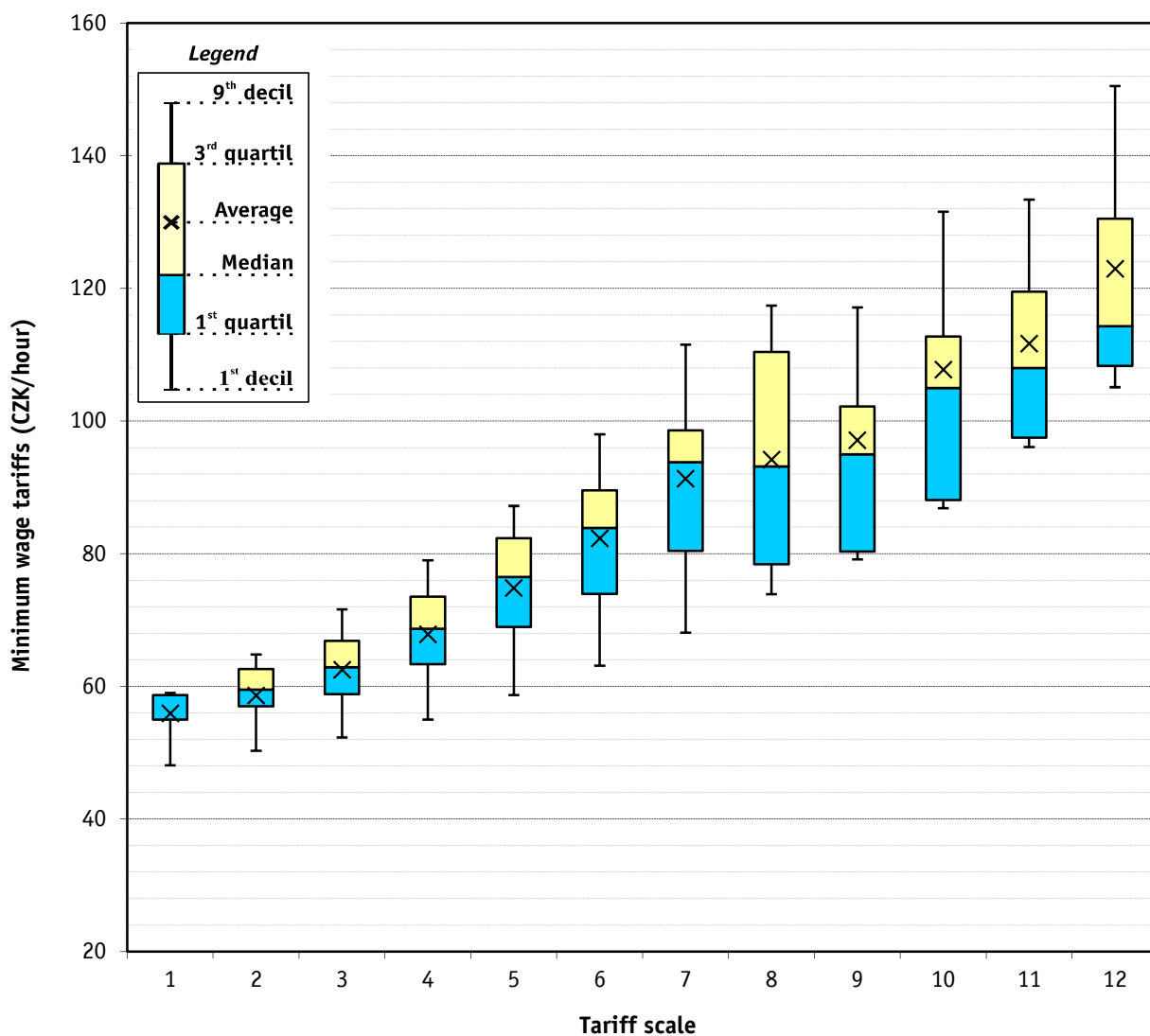
Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	69	11,964	10,150	10,430	11,165	12,970	14,950
Tariff scale 1	268	10,016	8,500	9,300	9,900	10,368	11,400
Tariff scale 2	272	10,698	9,050	9,975	10,350	11,000	12,420
Tariff scale 3	277	11,452	9,275	10,400	11,000	12,100	13,990
Tariff scale 4	281	12,435	9,930	10,970	12,000	13,300	15,810
Tariff scale 5	284	13,663	10,300	11,800	13,400	14,700	17,970
Tariff scale 6	286	14,971	10,980	12,700	14,700	16,200	19,700
Tariff scale 7	285	16,534	11,873	13,890	16,352	17,900	22,330
Tariff scale 8	286	18,223	12,590	15,000	17,930	19,800	25,015
Tariff scale 9	280	20,032	13,960	16,300	19,540	22,000	27,890
Tariff scale 10	278	22,046	15,400	17,685	21,795	24,125	32,000
Tariff scale 11	276	24,483	17,166	19,750	24,000	26,800	35,650
Tariff scale 12	274	27,395	19,050	21,950	26,150	30,500	39,050



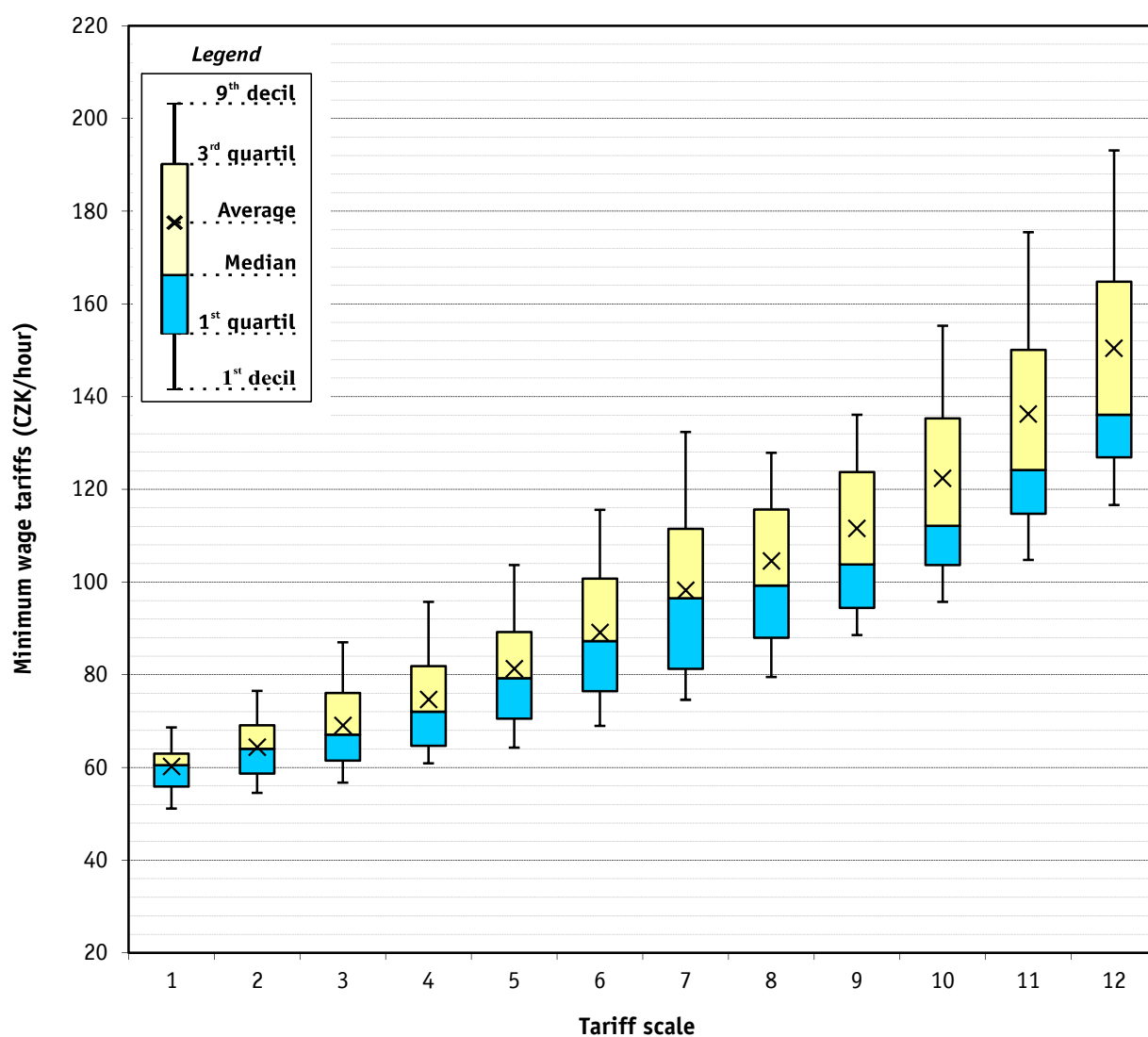
Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	10	65.60	60.00	60.50	63.74	69.75	74.00
Tariff scale 1	67	55.90	48.10	55.00	58.70	58.70	59.00
Tariff scale 2	66	58.62	50.30	57.00	59.50	62.60	64.80
Tariff scale 3	68	62.51	52.30	58.80	62.90	66.85	71.60
Tariff scale 4	68	67.86	55.00	63.36	68.70	73.50	79.00
Tariff scale 5	68	74.83	58.70	68.95	76.50	82.35	87.20
Tariff scale 6	68	82.30	63.10	73.95	83.90	89.55	98.00
Tariff scale 7	68	91.30	68.10	80.40	93.80	98.60	111.50
Tariff scale 8	25	94.17	73.90	78.40	93.15	110.41	117.40
Tariff scale 9	16	97.10	79.15	80.30	95.00	102.20	117.12
Tariff scale 10	15	107.74	86.85	88.10	105.00	112.75	131.58
Tariff scale 11	14	111.66	96.10	97.50	108.00	119.50	133.38
Tariff scale 12	14	122.94	105.10	108.30	114.30	130.50	150.52



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	15	77.56	69.25	70.50	77.52	83.10	87.70
Tariff scale 1	100	60.23	51.10	55.90	60.50	63.00	68.65
Tariff scale 2	104	64.35	54.50	58.65	64.00	69.10	76.50
Tariff scale 3	108	69.07	56.75	61.50	67.10	76.05	87.00
Tariff scale 4	111	74.64	60.90	64.65	72.00	81.85	95.75
Tariff scale 5	110	81.28	64.30	70.55	79.25	89.20	103.64
Tariff scale 6	107	89.12	68.95	76.45	87.25	100.75	115.60
Tariff scale 7	103	98.24	74.60	81.30	96.50	111.45	132.36
Tariff scale 8	62	104.52	79.50	88.00	99.25	115.65	127.90
Tariff scale 9	43	111.61	88.55	94.45	103.80	123.70	136.10
Tariff scale 10	41	122.36	95.70	103.65	112.10	135.30	155.30
Tariff scale 11	37	136.24	104.80	114.75	124.20	150.10	175.50
Tariff scale 12	36	150.44	116.65	126.90	136.05	164.80	193.10



Year-on-year comparison - monthly wage scales

Tariff scale	nominal index							real index after deduction of the inflation rate						
	10/09	11/10	12/11	13/12	14/13	15/14	16/15	10/09	11/10	12/11	13/12	14/13	15/14	16/15
Tariff scale 1	100.9	102.6	102.6	100.8	102.3	104.0	105.7	99.4	100.7	99.2	99.4	101.9	103.7	105.3
Tariff scale 2	101.3	102.5	102.6	100.7	102.2	103.8	105.8	99.8	100.5	99.2	99.3	101.8	103.5	105.4
Tariff scale 3	101.6	102.3	102.9	100.5	101.9	103.9	105.5	100.0	100.3	99.5	99.1	101.5	103.6	105.1
Tariff scale 4	102.3	102.0	102.9	100.5	102.0	103.9	105.8	100.8	100.1	99.5	99.1	101.6	103.6	105.3
Tariff scale 5	102.1	101.8	103.2	100.4	102.1	104.1	105.7	100.6	99.8	99.8	99.0	101.7	103.8	105.3
Tariff scale 6	102.4	101.7	103.0	100.9	102.4	104.1	105.6	100.8	99.8	99.6	99.4	102.0	103.8	105.1
Tariff scale 7	102.4	101.5	103.0	101.0	102.4	104.6	105.1	100.9	99.6	99.6	99.6	102.0	104.3	104.7
Tariff scale 8	102.4	101.6	102.9	101.2	102.1	104.8	105.0	100.9	99.7	99.5	99.8	101.7	104.5	104.6
Tariff scale 9	102.2	103.1	103.1	101.1	101.8	104.4	104.1	100.6	101.1	99.7	99.7	101.3	104.1	103.7
Tariff scale 10	102.2	104.2	103.0	101.1	101.5	103.8	103.5	100.7	102.3	99.6	99.7	101.1	103.5	103.1
Tariff scale 11	101.3	105.1	103.5	100.5	101.7	103.0	103.2	99.8	103.1	100.1	99.1	101.3	102.6	102.8
Tariff scale 12	100.8	106.0	102.8	101.1	100.9	103.6	102.7	99.3	103.9	99.4	99.7	100.5	103.3	102.3

Inflation rate per individual year	2009	2010	2011	2012	2013	2014	2015	2016
	1.0	1.5	1.9	3.3	1.4	0.4	0.3	0,4*

* Year-on-year inflation rate - data from January 2016

source: CZSO

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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	10/09	11/10	12/11	13/12	14/13	15/14	16/15	10/09	11/10	12/11	13/12	14/13	15/14	16/15
Tariff scale 1	101.1	104.0	100.3	100.8	100.5	103.7	102.5	99.6	102.1	97.0	99.4	100.1	103.3	102.1
Tariff scale 2	100.7	103.2	100.3	100.9	100.8	102.2	103.1	99.2	101.3	97.0	99.4	100.4	101.9	102.7
Tariff scale 3	101.2	104.3	100.2	100.6	100.4	102.2	102.1	99.7	102.3	96.9	99.2	100.0	101.9	101.7
Tariff scale 4	101.8	105.3	100.1	100.5	100.6	102.5	101.0	100.3	103.3	96.8	99.1	100.2	102.2	100.6
Tariff scale 5	102.2	104.4	100.5	100.3	100.9	102.5	101.8	100.7	102.4	97.2	98.9	100.5	102.2	101.4
Tariff scale 6	102.4	104.2	100.6	100.0	101.1	102.4	102.4	100.8	102.2	97.3	98.6	100.7	102.1	102.0
Tariff scale 7	101.5	105.7	100.5	99.7	101.5	102.7	101.5	100.0	103.7	97.2	98.3	101.1	102.4	101.1
Tariff scale 8	98.6	100.3	101.7	98.1	100.3	104.7	106.7	97.1	98.4	98.3	96.7	99.9	104.4	106.3
Tariff scale 9	93.5	101.2	101.5	98.7	104.2	105.4	101.3	92.1	99.3	98.1	97.3	103.8	105.1	100.9
Tariff scale 10	91.3	102.3	101.1	98.8	104.7	104.8	102.0	89.9	100.3	97.8	97.4	104.3	104.4	101.6
Tariff scale 11	92.4	96.3	101.3	96.7	109.4	105.0	97.5	91.0	94.5	97.9	95.4	108.9	104.7	97.1
Tariff scale 12	94.3	93.1	100.8	97.1	109.8	105.2	96.4	92.9	91.3	97.4	95.8	109.3	104.9	96.0

Inflation rate per individual year	2009	2010	2011	2012	2013	2014	2015	2016
	1.0	1.5	1.9	3.3	1.4	0.4	0.3	0,4*

* Year-on-year inflation rate - data from January 2016

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						
	10/09	11/10	12/11	13/12	14/13	15/14	16/15	10/09	11/10	12/11	13/12	14/13	15/14	16/15
Tariff scale 1	100.8	102.7	102.1	100.3	101.2	103.4	106.2	99.3	100.8	98.7	98.9	100.8	103.1	105.8
Tariff scale 2	101.4	102.9	102.1	100.0	101.6	104.0	105.4	99.9	101.0	98.7	98.6	101.2	103.6	105.0
Tariff scale 3	101.0	102.9	102.6	100.3	101.5	103.9	104.9	99.5	101.0	99.2	98.9	101.1	103.5	104.5
Tariff scale 4	100.8	102.9	102.2	100.6	101.7	104.5	104.2	99.3	101.0	98.8	99.2	101.3	104.1	103.8
Tariff scale 5	100.6	102.8	102.3	100.9	101.6	104.5	103.9	99.1	100.8	98.9	99.4	101.2	104.2	103.5
Tariff scale 6	101.7	102.9	102.3	101.0	102.1	104.2	103.8	100.2	101.0	98.9	99.6	101.7	103.9	103.4
Tariff scale 7	101.3	103.1	102.3	101.1	102.1	104.5	103.8	99.8	101.1	98.9	99.7	101.7	104.2	103.4
Tariff scale 8	102.1	102.5	99.9	102.4	100.2	106.7	102.1	100.5	100.6	96.6	101.0	99.8	106.4	101.7
Tariff scale 9	102.2	102.7	100.2	101.9	98.4	106.4	105.9	100.6	100.8	96.9	100.4	98.0	106.1	105.5
Tariff scale 10	103.5	101.2	99.9	103.3	97.9	104.8	106.1	102.0	99.3	96.6	101.8	97.5	104.4	105.7
Tariff scale 11	104.3	100.9	100.0	104.2	96.8	106.1	106.0	102.7	98.9	96.7	102.8	96.4	105.8	105.6
Tariff scale 12	104.7	100.8	98.9	105.1	95.5	107.5	105.3	103.1	98.9	95.7	103.7	95.1	107.2	104.9

Inflation rate per individual year	2009	2010	2011	2012	2013	2014	2015	2016
	1.0	1.5	1.9	3.3	1.4	0.4	0.3	0,4*

* Year-on-year inflation rate - data from January 2016

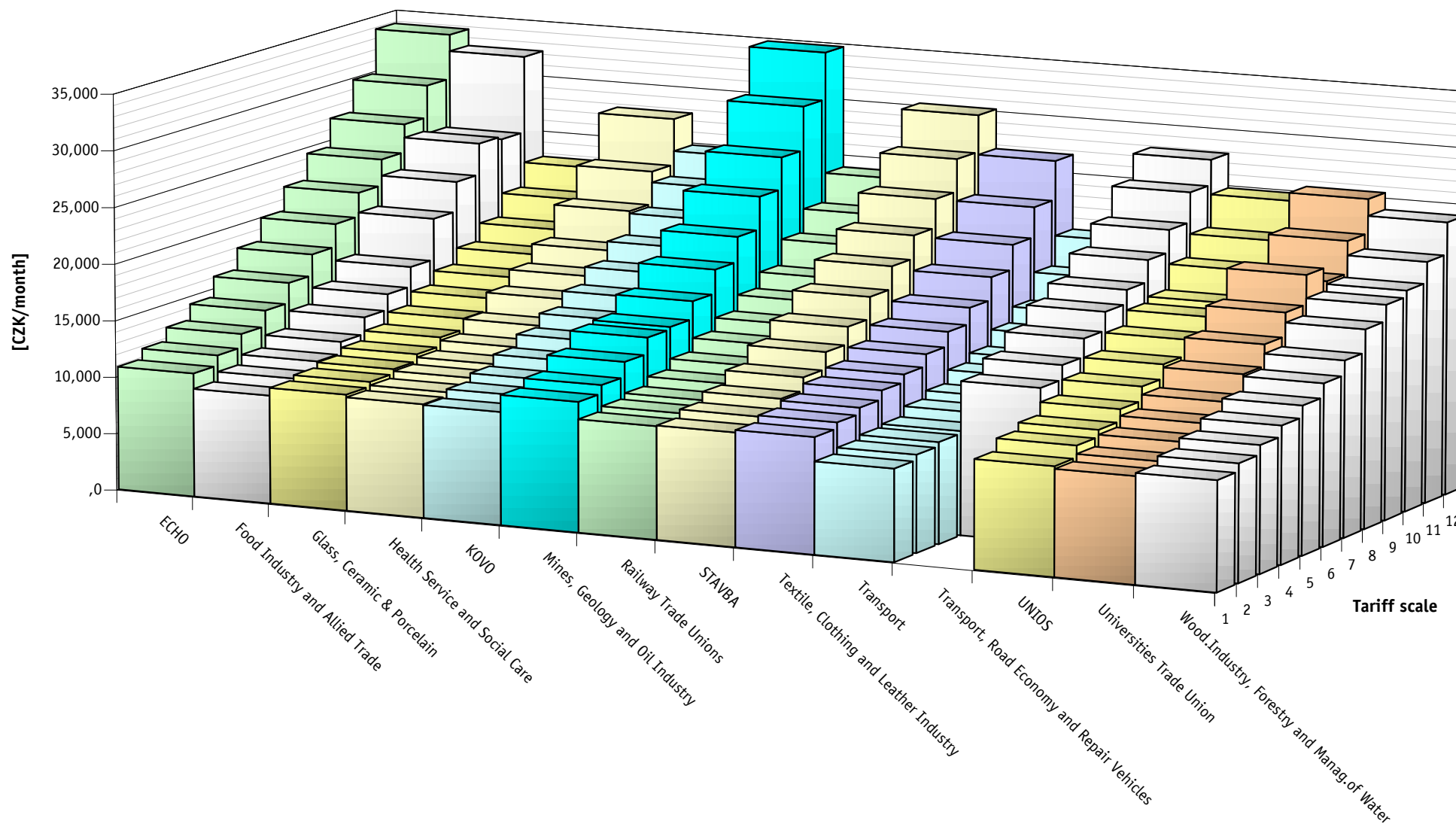
source: CZSO

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

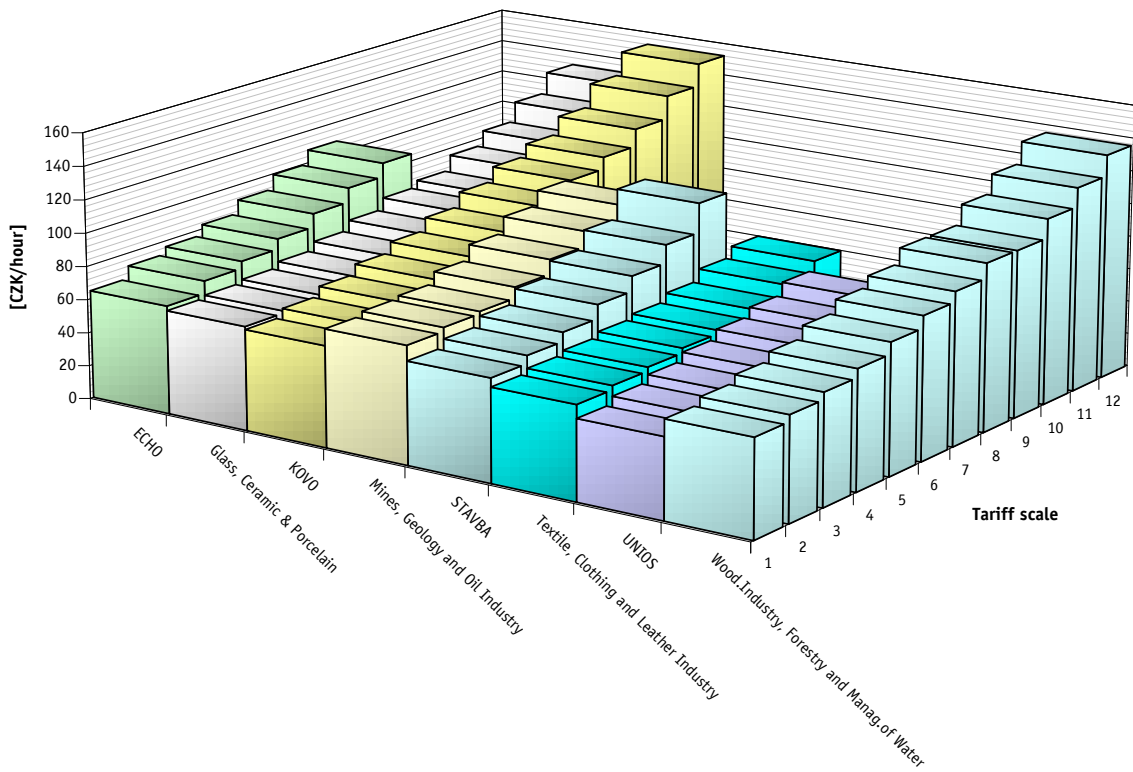
	unit of measure	2009	2010	2011	2012	2013	2014	2015	2016	index 10/09	index 11/10	index 12/11	index 13/12	index 14/13	index 15/14	index 16/15
For overtime work on working days	% AE	26.0	26.0	25.9	26.0	25.9	26.1	26.2	26.1	99.8	99.8	100.3	99.7	100.6	100.3	99.6
For overtime work on Saturdays and Sundays	% AE	47.9	48.7	48.2	48.2	48.3	48.4	48.0	48.3	101.5	99.1	99.9	100.1	100.4	99.1	100.6
For overtime work undistinguished	% AE	26.9	26.7	26.7	26.7	26.5	26.5	26.5	26.5	99.6	99.8	99.8	99.4	99.9	100.1	100.2
For working on public holidays	% AE	102.4	102.3	102.0	101.9	101.7	101.5	101.8	101.7	99.9	99.7	99.9	99.9	99.7	100.4	99.8
For night work	CZK/hour	12.64	13.04	13.26	13.54	13.43	14.11	14.25	14.59	103.1	101.7	102.1	99.2	105.1	101.0	102.4
	% AE	11.2	11.3	11.3	11.6	11.5	11.4	11.4	11.2	101.2	100.0	102.3	99.0	99.8	99.9	98.4
For work on Saturdays and Sundays	% AE	24.5	23.5	22.4	22.2	23.4	23.2	23.3	23.6	96.0	95.4	98.8	105.6	98.9	100.7	101.2
For work in difficult conditions	CZK/hour	7.33	7.21	7.29	7.46	7.51	7.51	7.56	7.67	98.5	101.0	102.3	100.7	100.1	100.7	101.4
	% MM	10.5	10.6	10.6	10.5	10.5	10.8	10.7	10.6	101.5	99.3	99.1	100.7	102.5	99.2	98.7
For afternoon work	CZK/hour	6.28	6.41	6.33	6.40	6.73	6.95	6.86	7.05	102.1	98.8	101.1	105.1	103.3	98.6	102.8
For standby duty	CZK/hour	13.73	13.89	14.86	15.13	15.09	14.79	15.81	15.36	101.2	107.0	101.8	99.7	98.0	106.9	97.2
	% AE	17.3	17.7	17.7	17.3	17.3	17.4	16.8	16.7	102.1	100.0	97.9	99.7	100.8	96.4	99.7

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

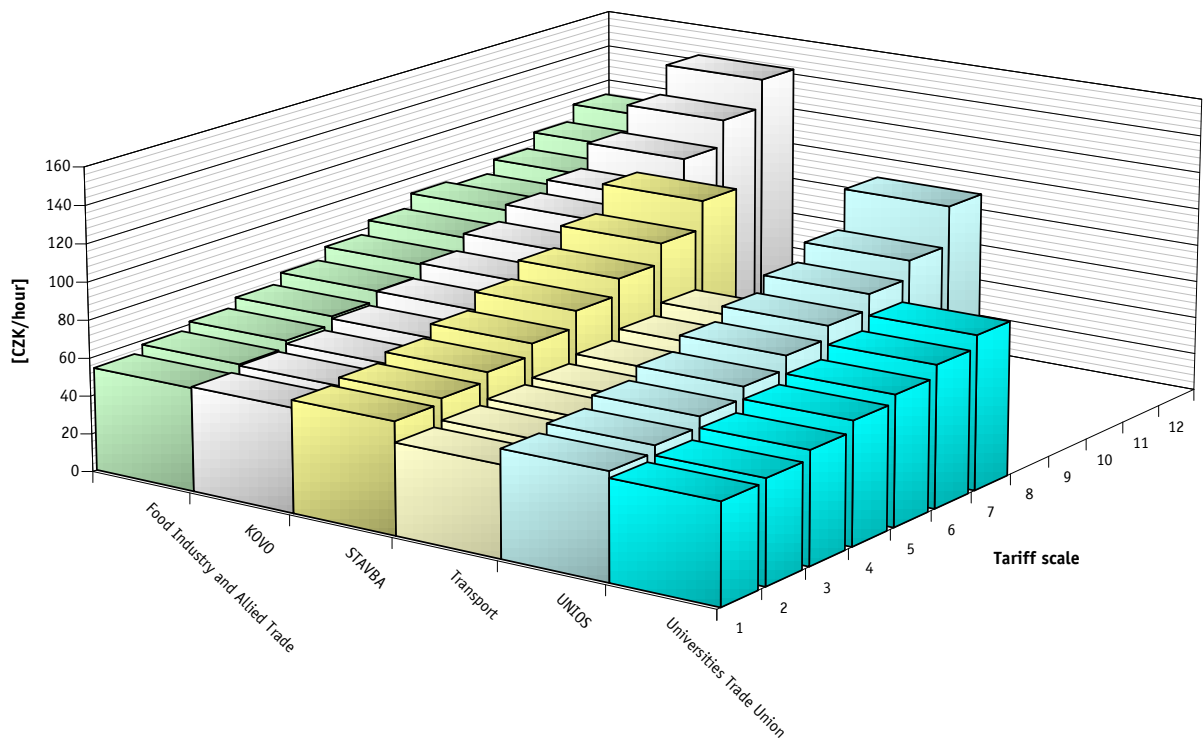
Monthly wage scales - 12-scale tariff system



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

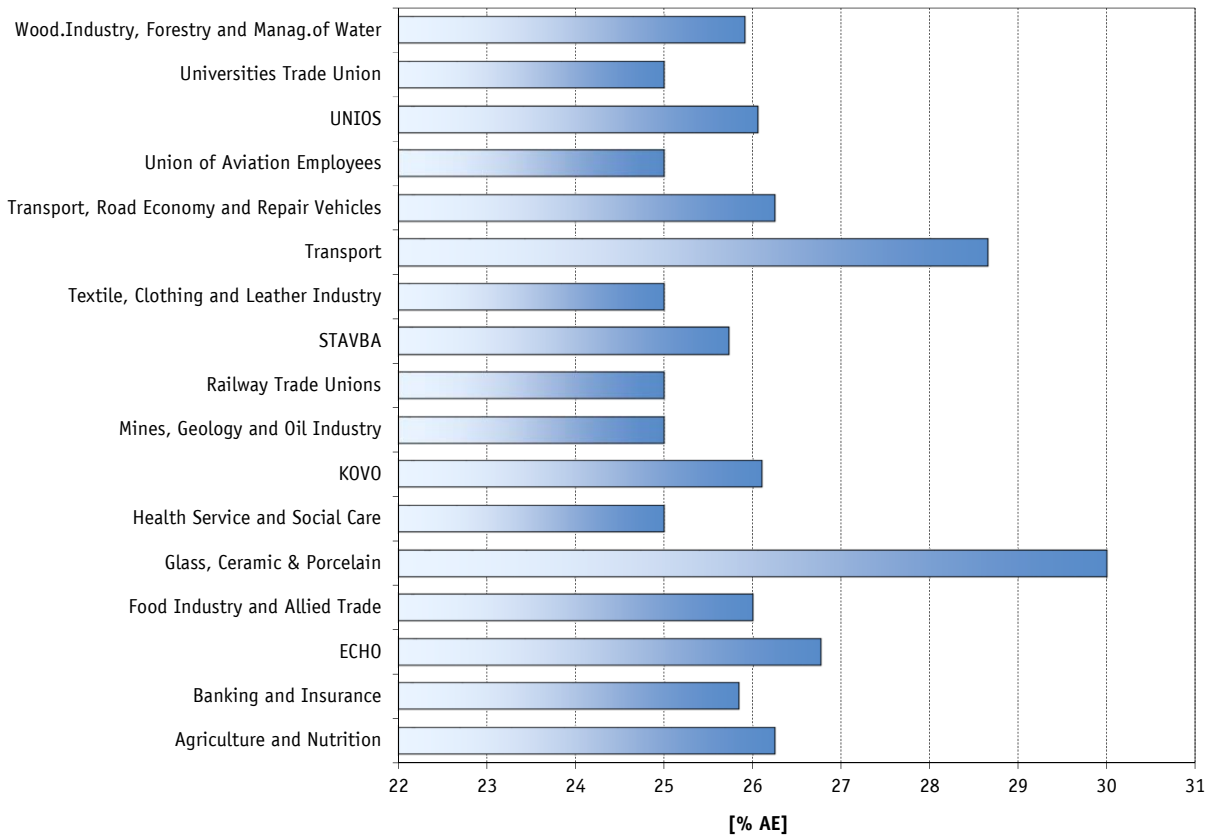


Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

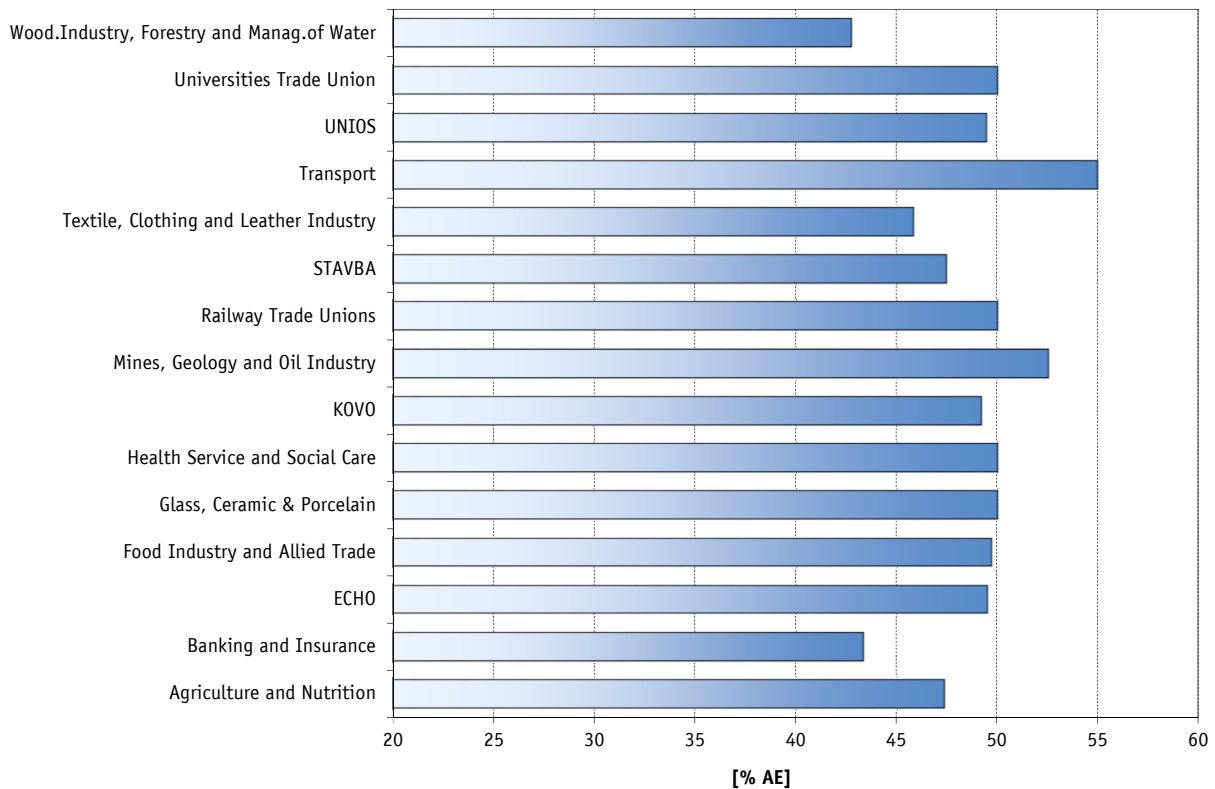


Wage supplementary charges

A - for overtime work on working day

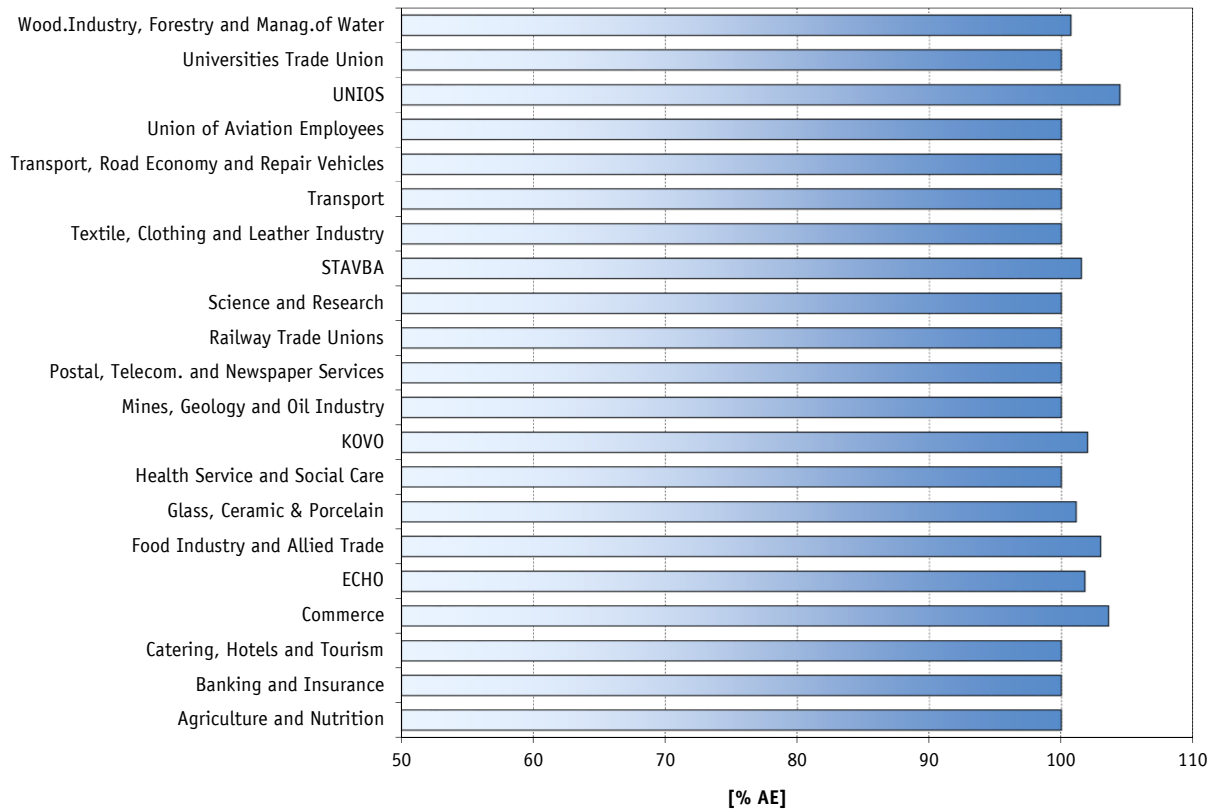


B - for overtime work on Saturdays and Sundays

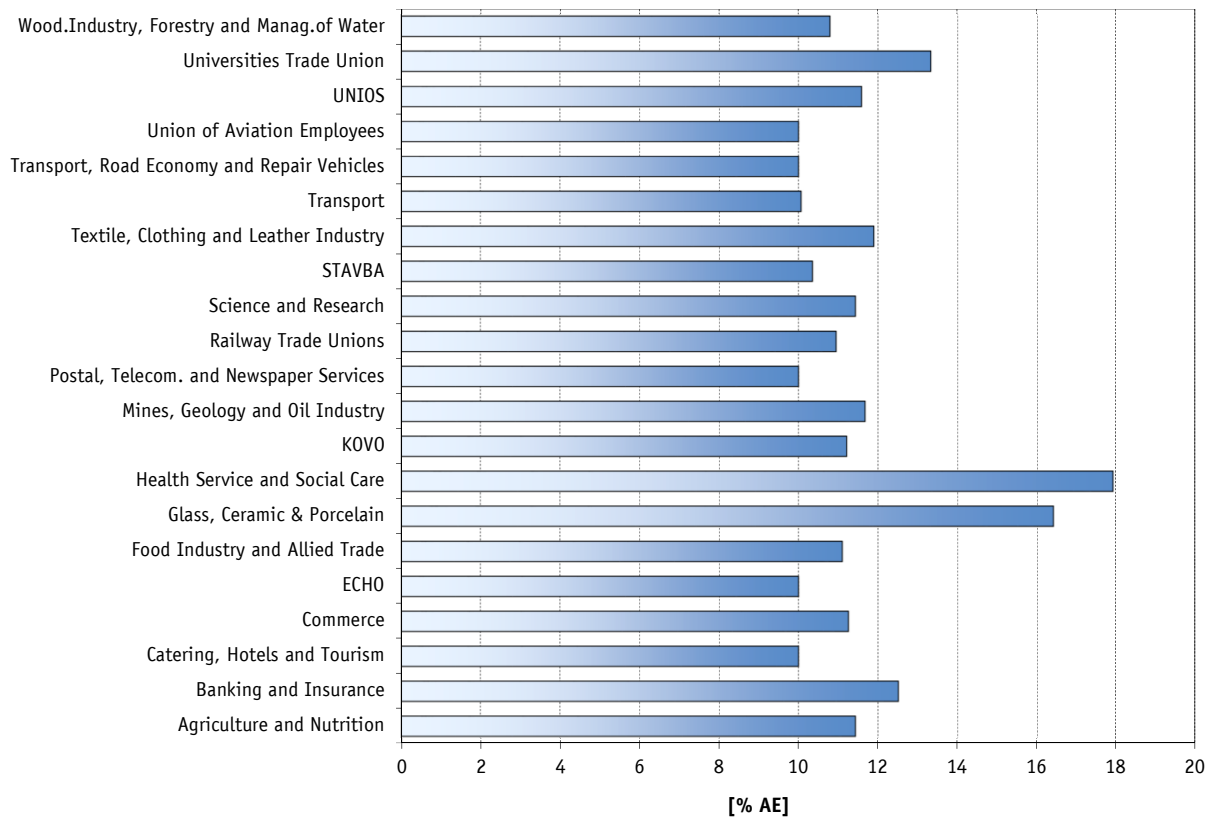


Wage supplementary charges

C - for working on public holidays

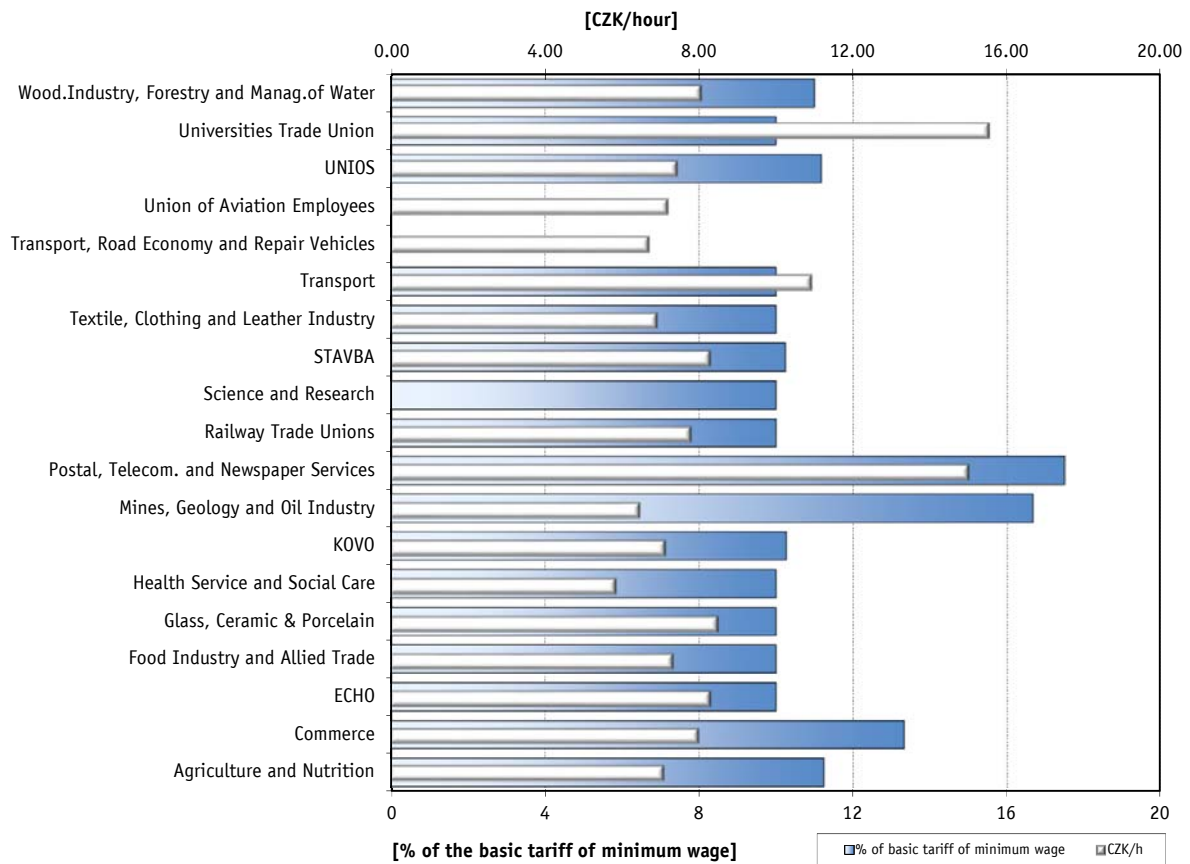


D - for night work



Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays

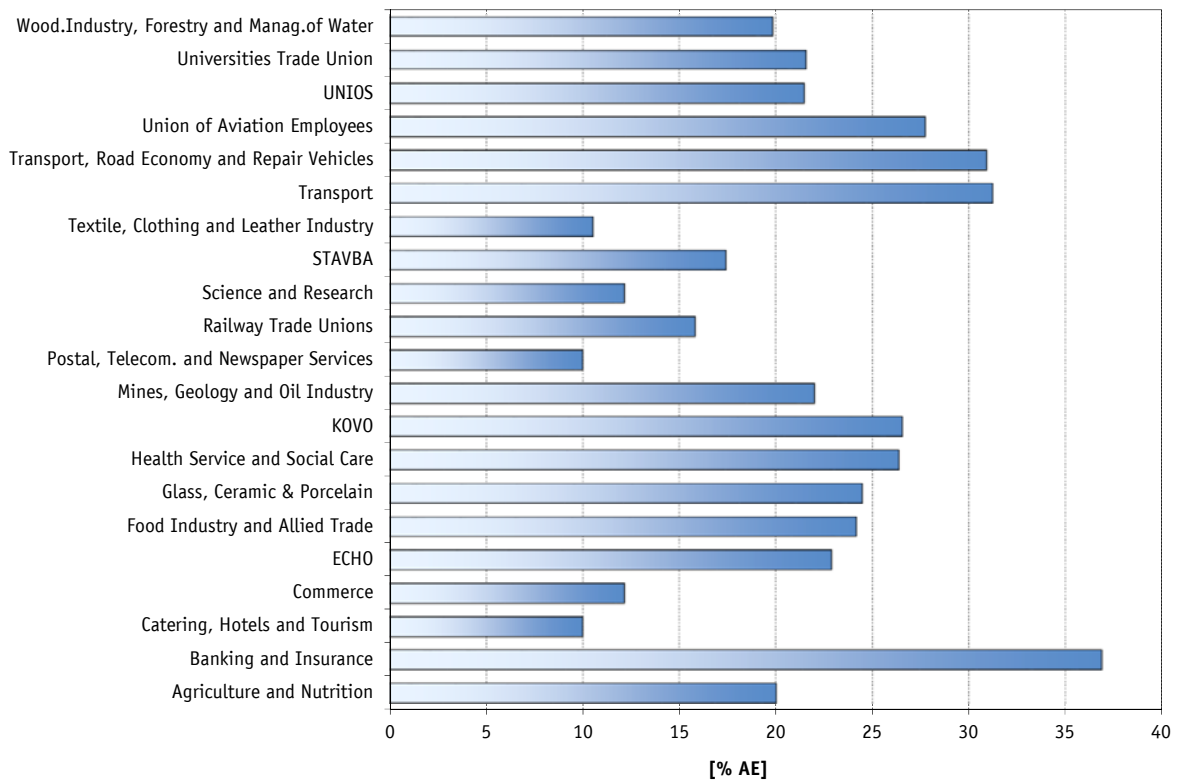




Table section B

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	434	3	3.2	5	2.7	5	1.2	6	1.4	154	35.5	119	27.4	141	85	39	133	91	6	88	347	25		
Agriculture and Nutrition	8			1						3	37.5	2	25.0	2							1	7		
Banking and Insurance	1														1							1		
Civilian Employees of the Army	1																							
Culture and Nature Preservation	31					1	3.2			17	54.8	7	22.6	12	5	4					4	25	1	
Education	95									24	25.3	46	48.4	24	14	17					27	79	1	
Fire Fighters	13											1	7.7								1	11		
Food Industry and Allied Trade	2																					1		
Health Service and Social Care	63			1						42	66.7	30	47.6	47	14	1					21	61	1	
KOVO	8									1	12.5	1	12.5	2	1	2						5	1	
Mines, Geology and Oil Industry	3																					3		
Profess.and Trade Union of Orchestral Music.	8									4	50.0	1	12.5	3	3						1	6		
Railway Trade Unions	3													2	1	2						3		
State Bodies and Organisations	163	3	3.2	3	1.8	4	2.5	6	3.7	50	30.7	26	16.0	39	41	12	133	91	5	28	117	19		
STAVBA	13									5	38.5	2	15.4	2		1					1	11	1	
UNIOS	20									7	35.0	2	10.0	7	5						1	3	15	1
Wood.Industry, Forestry and Manag.of Water	2									1	50.0	1	50.0	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
aver. %	average increase in percentage
TAPF	total amount of payroll funds
3.1	Does the CA agree on more detailed conditions for provision of personal bonuses?
3.2	Does the CA agree on more detailed conditions for the provision of remunerations?
3.3	Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?
3.4	Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?
3.5	Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?
3.6	Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?
3.7	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 564/2006 Coll.)?
3.8	Does the CA agree on a regular term of wage payment?
3.9	Does the CA agree on the payment of wages outside the worksite or outside working hours?
*	Item observed only in the case of municipalities and regions
**	Item observed only in the case of allowance organizations

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

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	129	44.6	105	3,164	122	3,448	128	3,611	128	3,791	129	4,042	129	4,185
Agriculture and Nutrition	5	62.5	3	2,333	5	3,400	5	3,600	5	3,600	5	3,700	5	3,700
Banking and Insurance														
Civilian Employees of the Army														
Culture and Nature Preservation	8	25.8	6	2,250	7	2,643	8	2,938	8	3,125	8	3,375	8	3,375
Education	44	46.3	41	3,793	44	3,886	44	3,886	44	3,932	44	4,000	44	4,000
Fire Fighters	8	61.5	8	3,431	8	3,556	8	4,300	8	4,456	8	4,975	8	5,131
Food Industry and Allied Trade	1	50.0			1		1		1		1		1	
Health Service and Social Care	24	38.1	18	3,194	24	3,563	24	4,021	24	4,396	24	4,854	24	5,000
KOVO	6	75.0	5	2,800	5	2,900	6	2,917	6	3,083	6	3,083	6	3,083
Mines, Geology and Oil Industry	2	66.7	1		1		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	1	12.5	1		1		1		1		1		1	
Railway Trade Unions	3	100.0	1		1		3	2,867	3	4,600	3	6,633	3	8,367
State Bodies and Organisations	3	15.8			1		2		2		3	4,667	3	7,000
STAVBA	12	92.3	11	1,841	12	2,479	12	2,646	12	2,729	12	2,938	12	2,979
UNIOS	11	57.9	9	2,944	11	3,227	11	3,318	11	3,409	11	3,500	11	3,591
Wood.Industry, Forestry and Manag.of Water	1	50.0	1		1		1		1		1		1	

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

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

Trade union	agreed in CA		length of employment in the organization:																	
	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	126	43.6	98	4,159	119	4,271	124	4,835	126	5,339	126	5,552	126	5,594	126	5,610	126	5,613	126	5,617
Agriculture and Nutrition	4	50.0	2		4	3,375	4	4,625	4	5,875	4	5,875	4	5,875	4	5,875	4	5,875	4	5,875
Banking and Insurance																				
Civilian Employees of the Army																				
Culture and Nature Preservation	9	29.0	6	3,000	7	3,143	9	3,389	9	3,556	9	3,778	9	3,778	9	3,778	9	3,778	9	3,778
Education	44	46.3	40	4,875	42	4,976	43	5,233	44	5,398	44	5,489	44	5,545	44	5,557	44	5,557	44	5,557
Fire Fighters	4	30.8	4	4,050	4	4,050	4	4,225	4	4,225	4	4,450	4	4,450	4	4,450	4	4,450	4	4,450
Food Industry and Allied Trade	1	50.0			1		1		1		1		1		1		1		1	
Health Service and Social Care	26	41.3	18	4,786	26	4,821	26	5,823	26	6,579	26	6,942	26	6,990	26	7,010	26	7,029	26	7,048
KOVO	6	75.0	5	3,400	5	3,500	6	3,417	6	3,583	6	3,583	6	3,583	6	3,583	6	3,583	6	3,583
Mines, Geology and Oil Industry	2	66.7	1		1		1		2		2		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	1	12.5	1		1		1		1		1		1		1		1		1	
Railway Trade Unions	2	66.7			1		2		2		2		2		2		2		2	
State Bodies and Organisations	4	21.1	1		4	4,000	4	7,250	4	10,250	4	11,000	4	11,000	4	11,000	4	11,000	4	11,000
STAVBA	12	92.3	10	2,775	12	2,813	12	2,979	12	3,188	12	3,396	12	3,438	12	3,521	12	3,521	12	3,521
UNIOS	10	52.6	9	3,333	10	3,400	10	3,800	10	3,900	10	4,200	10	4,300	10	4,300	10	4,300	10	4,300
Wood.Industry, Forestry and Manag.of Water	1	50.0	1		1		1		1		1		1		1		1		1	

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

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

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
Total	326	75.1	7	1.6	158	36.4	381	87.8	346	98	297	90	58
Agriculture and Nutrition	6	75.0					7	87.5	7	1	4		2
Banking and Insurance													
Civilian Employees of the Army	1	100.0	1	100.0			1	100.0	1				
Culture and Nature Preservation	24	77.4	1	3.2	19	61.3	28	90.3	26	4	23	10	2
Education	52	54.7			13	13.7	91	95.8	84	15	87	4	4
Fire Fighters	12	92.3			2	15.4	12	92.3	9	2	9		9
Food Industry and Allied Trade	2	100.0	1	50.0	1	50.0	1	50.0	1			1	
Health Service and Social Care	46	73.0			29	46.0	60	95.2	57	27	39	15	15
KOVO	6	75.0			1	12.5	6	75.0	6		1	5	
Mines, Geology and Oil Industry	3	100.0					3	100.0	3	1	3		1
Profess.and Trade Union of Orchestral Music.	7	87.5			2	25.0	7	87.5	6		6	1	
Railway Trade Unions	3	100.0			1	33.3	2	66.7	2	1	2	1	
State Bodies and Organisations	133	81.6	4	2.5	73	44.8	131	80.4	114	46	100	43	22
STAVBA	10	76.9			2	15.4	12	92.3	10	1	11	4	1
UNIOS	20	100.0			14	70.0	18	90.0	18		11	6	2
Wood.Industry, Forestry and Manag.of Water	1	50.0			1	50.0	2	100.0	2		1		

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

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

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	363	83.6	52	12.0	11	2.5			8	1.8	65	91.5	6	8.5	324	74.7	52	12.0	198	45.6	106	24.4
Agriculture and Nutrition	3	37.5	4	50.0					1	12.5	5	100.0			5	62.5	2	25.0	2	25.0	4	50.0
Banking and Insurance	1	100.0													1	100.0			1	100.0		
Civilian Employees of the Army	1	100.0													1	100.0						
Culture and Nature Preservation	29	93.5	1	3.2					1	3.2	2	100.0			29	93.5	5	16.1	14	45.2	8	25.8
Education	85	89.5	9	9.5	1	1.1									78	82.1	8	8.4	54	56.8	55	57.9
Fire Fighters	5	38.5	2	15.4	1	7.7			5	38.5	2	25.0	6	75.0	4	30.8	1	7.7	5	38.5	5	38.5
Food Industry and Allied Trade	2	100.0													1	50.0			1	50.0		
Health Service and Social Care	48	76.2	13	20.6	2	3.2									52	82.5	9	14.3	25	39.7	8	12.7
KOVO	3	37.5	4	50.0	1	12.5									7	87.5	2	25.0	6	75.0	2	25.0
Mines, Geology and Oil Industry	2	66.7	1	33.3											3	100.0	2	66.7	2	66.7	2	66.7
Profess.and Trade Union of Orchestral Music.	6	75.0	1	12.5	1	12.5									7	87.5	3	37.5	5	62.5	2	25.0
Railway Trade Unions	1	33.3	1	33.3	1	33.3									3	100.0			1	33.3		
State Bodies and Organisations	146	89.6	13	8.0	3	1.8			1	0.6	17	100.0			100	61.3	19	11.7	53	32.5	18	11.0
STAVBA	9	69.2	3	23.1	1	7.7									13	100.0			10	76.9		
UNIOS	20	100.0													19	95.0	1	5.0	19	95.0	1	5.0
Wood.Industry, Forestry and Manag.of Water	2	100.0													1	50.0					1	50.0

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

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

Trade union	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																			
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money							
	NCA	% CA	NCA	% CA	NCA	% CA	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age	
							NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1	0.2	1	0.2	30	6.9	40	9.2	1.8	2.1	39	9.0	1.3	1.7	59	13.6	1.8	2.9	53	12.2	43	9.9	14	3.2	2	0.5
Agriculture and Nutrition							2	25.0			2	25.0			1	12.5			1	12.5			1	12.5		
Banking and Insurance																										
Civilian Employees of the Army															1	100.0			1	100.0	1	100.0				
Culture and Nature Preservation					5	16.1	3	9.7	2.0	2.7	3	9.7	1.0	1.7	9	29.0	1.0	1.4	9	29.0	8	25.8	1	3.2		
Education					3	3.2	10	10.5	1.6	2.0	10	10.5	1.1	1.5	7	7.4	1.1	3.0	5	5.3	1	1.1	4	4.2		
Fire Fighters							1	7.7			1	7.7			1	7.7			1	7.7	1	7.7			1	7.7
Food Industry and Allied Trade																										
Health Service and Social Care					1	1.6	9	14.3	1.9	1.9	9	14.3	1.0	1.0	9	14.3	1.6	2.0	9	14.3	8	12.7			1	1.6
KOVO																										
Mines, Geology and Oil Industry																										
Profess.and Trade Union of Orchestral Music.					1	12.5																				
Railway Trade Unions					1	33.3	1	33.3			1	33.3			1	33.3			1	33.3	1	33.3	1	33.3		
State Bodies and Organisations	1	0.6	1	0.6	19	11.7	9	5.5	2.1	2.4	8	4.9	2.5	2.7	20	12.3	2.8	4.6	17	10.4	16	9.8	5	3.1		
STAVBA							3	23.1	1.7	2.0	3	23.1	1.0	1.3	1	7.7			1	7.7			1	7.7		
UNIOS							2	10.0			2	10.0			9	45.0	1.9	2.6	8	40.0	7	35.0	1	5.0		
Wood.Industry, Forestry and Manag.of Water																										

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

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	251	86.9	134	46.4	1,723	1.14	0.23	0.08	6.95	0.04	0.16	2.13	30.95	11.12	1.84	17.32	0.44	0.26	6.04	6.19	15.11
Agriculture and Nutrition	6	75.0	3	37.5	475	3.43			23.53	0.70	0.70	5.97	27.04		1.40	8.50			7.30	5.97	15.46
Banking and Insurance	1	100.0																			
Civilian Employees of the Army	1	100.0																			
Culture and Nature Preservation	28	90.3	20	64.5	757	3.05	0.26		3.25	0.10	0.10	6.31	37.57	2.51	1.80	4.46		0.02	4.25	0.75	35.57
Education	86	90.5	36	37.9	405	0.57	0.85	0.01	16.13	0.44	1.39	3.94	26.25	13.59	2.35	7.83	0.65	0.25	6.26	4.63	14.87
Fire Fighters	12	92.3	4	30.8	4,293	6.81	0.58		3.65		0.52	5.36	38.76	12.44	0.64	19.67	0.17	0.12	7.48		3.79
Food Industry and Allied Trade	1	50.0																			
Health Service and Social Care	62	98.4	28	44.4	2,975	0.03	0.29	0.16	11.41			0.53	20.83	16.27	1.44	31.71		0.57	8.35	0.59	7.83
KOVO	6	75.0	3	37.5	641	6.86							69.91					0.52	8.42	8.63	5.67
Mines, Geology and Oil Industry	3	100.0	1	33.3																	
Profess.and Trade Union of Orchestral Music.	2	25.0																			
Railway Trade Unions	3	100.0	3	100.0	458				11.27		1.31		51.56	14.55	1.09	1.38		0.15	1.09	13.38	4.22
State Bodies and Organisations	9	47.4	16	84.2	5,255	0.47	0.00	0.06	2.18			1.75	38.52	7.41	2.46	7.73	0.83	0.04	3.83	14.64	20.07
STAVBA	12	92.3	8	61.5	769	3.41	0.34	0.16	8.08	0.16		7.48	28.37	9.12	1.95	11.01	3.25	0.24	5.53	0.72	20.16
UNIOS	18	94.7	10	52.6	431	2.60			1.89		0.70		28.05	4.71	0.81	22.01			5.24	1.97	32.01
Wood.Industry, Forestry and Manag.of Water	1	50.0	2	100.0																	

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

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

Trade union	Employer's contribution to corporate catering							There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance						Contribution to life insurance						
	arranged in CA		amount of contribution				without specification of the amount of allowance		agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision		
	NCA	% CA	of budget		of FSCR				NCA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA
			aver. CZK	aver.% of price	aver. CZK	aver.% of price															
Total	253	87.5	30.51	53.1	11.47	32.4	75	76	26.3	79	27.3	198	243	41	14.2	14	4.8	247	298	10	3.5
Agriculture and Nutrition	7	87.5	36.75	55.0	10.44			4	50.0	4	50.0	213	213	2	25.0	2	25.0			2	25.0
Banking and Insurance	1	100.0								1	100.0			1	100.0						
Civilian Employees of the Army	1	100.0					1	1	100.0												
Culture and Nature Preservation	29	93.5	28.63	55.0	10.83	10.0	5	1	3.2	6	19.4	160	308	4	12.9	1	3.2			1	3.2
Education	76	80.0	26.80		9.18	50.0	33	29	30.5	23	24.2	144	177	9	9.5	3	3.2	125	183	2	2.1
Fire Fighters	11	84.6	14.00		13.25		3			5	38.5	210	270	4	30.8	2	15.4			2	15.4
Food Industry and Allied Trade	2	100.0					1														
Health Service and Social Care	58	92.1	31.01		12.73	50.0	14	19	30.2	19	30.2	193	228	10	15.9	3	4.8	255	255	2	3.2
KOVO	7	87.5	29.75		15.33	50.0	3	2	25.0	2	25.0										
Mines, Geology and Oil Industry	3	100.0			3.35		2	1	33.3	1	33.3										
Profess.and Trade Union of Orchestral Music.	3	37.5	23.50		14.50		1			1	12.5			1	12.5						
Railway Trade Unions	3	100.0	49.00		6.50			1	33.3	1	33.3										
State Bodies and Organisations	19	100.0	38.94	48.5	21.39	30.0	6	5	26.3	3	15.8	367	900	2	10.5	2	10.5			1	5.3
STAVBA	12	92.3	33.50		9.02			9	69.2	4	30.8	138	269	2	15.4	1	7.7				
UNIOS	19	100.0	32.17	55.0	7.95	9.0	6	4	21.1	7	36.8	186	194	5	26.3						
Wood.Industry, Forestry and Manag.of Water	2	100.0								2	100.0			1	50.0						

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

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

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

Trade union	Employee's inability to work						Average number of days of leave without compensation of pay above the requirement of the LC																		Activity of guides in children's and youth camps													
	pay compensation for the first 3 days of the inability			pay compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																															
	agreed in CA		compensation amount	agreed in CA		compensation amount	A			B			C			D			E			F				G			H			I						
	NCA	% CA	% AE	aver.CZK	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA		days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days			
Total	36	8.3	56.0	200	2	0.5				30	6.9	1.6	66	15.2	1.5	49	11.3	2.0	19	4.4	4.7	53	12.2	1.6	21	4.8	3.9	54	12.4	7.7	56	12.9	3.7	126	29.0	27	13.6	
Agriculture and Nutrition													1	12.5								2	25.0		2	25.0		3	37.5	5.3				2	25.0			
Banking and Insurance																																		1	100.0			
Civilian Employees of the Army																												1	100.0									
Culture and Nature Preservation										2	6.5	1.7	2	6.5		1	3.2					1	3.2		1	3.2		7	22.6	7.6	6	19.4	8.5	14	45.2	1		
Education										6	6.3	1.7	33	34.7	1.5	2	2.1		4	4.2	4.3	34	35.8	1.5	1	1.1					33	34.7	1.8	36	37.9			
Fire Fighters										1	7.7		1	7.7		2	15.4					1	7.7				1	7.7						12	92.3			
Food Industry and Allied Trade	1	50.0											1	50.0				1	50.0			1	50.0															
Health Service and Social Care	1	1.6								1	1.6		5	7.9	1.2	15	23.8	3.0	2	3.2					9	14.3	4.6	6	9.5	3.8	1	1.6		20	31.7	7	12.9	
KOVO										2	25.0		2	25.0		3	37.5	1.7	1	12.5				3	37.5	1.7			1	12.5				1	12.5			
Mines, Geology and Oil Industry										1	33.3		2	66.7														2	66.7									
Profess.and Trade Union of Orchestral Music.																																						
Railway Trade Unions	1	33.3														1	33.3		1	33.3							1	33.3						1	33.3			
State Bodies and Organisations	30	18.4	57.0	200	2	1.2				14	8.6	1.8	18	11.0	1.5	17	10.4	1.8	6	3.7	4.7	9	5.5	2.0	5	3.1	2.4	30	18.4	8.7	12	7.4	7.6	29	17.8	17	14.6	
STAVBA	1	7.7								1	7.7					2	15.4		2	15.4		1	7.7		3	23.1	4.0				1	7.7		3	23.1			
UNIOS	2	10.0								1	5.0					5	25.0	1.2	2	10.0		1	5.0				1	5.0		3	15.0	1.0	7	35.0	2			
Wood.Industry, Forestry and Manag.of Water										1	50.0		1	50.0		1	50.0										1	50.0										

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

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

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	258	59.4	12	2.8	86	19.8	391	90.1	214	49.3	3	0.7	2	0.5
Agriculture and Nutrition	3	37.5			5	62.5	8	100.0	3	37.5				
Banking and Insurance	1	100.0			1	100.0	1	100.0	1	100.0				
Civilian Employees of the Army	1	100.0			1	100.0	1	100.0	1	100.0				
Culture and Nature Preservation	17	54.8			3	9.7	31	100.0	15	48.4				
Education	62	65.3	3	3.2	4	4.2	90	94.7	61	64.2				
Fire Fighters	5	38.5			3	23.1	10	76.9	7	53.8				
Food Industry and Allied Trade							2	100.0	2	100.0				
Health Service and Social Care	41	65.1	2	3.2	18	28.6	62	98.4	20	31.7			1	1.6
KOVO					1	12.5	7	87.5	6	75.0				
Mines, Geology and Oil Industry	3	100.0	1	33.3	2	66.7	3	100.0						
Profess.and Trade Union of Orchestral Music.	2	25.0			1	12.5	6	75.0	1	12.5				
Railway Trade Unions	3	100.0					3	100.0	2	66.7				
State Bodies and Organisations	107	65.6	3	1.8	37	22.7	132	81.0	69	42.3	3	1.8	1	0.6
STAVBA	5	38.5	2	15.4	8	61.5	13	100.0	8	61.5				
UNIOS	7	35.0	1	5.0	2	10.0	20	100.0	18	90.0				
Wood.Industry, Forestry and Manag.of Water	1	50.0					2	100.0						

Explanatory notes: NCA
% CA

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

Employee Wages
classification based on regions - public service and administration

Region NUTS 3	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage				3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin										
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA									
Total	434	3	3.2	5	2.7	5	1.2	6	1.4	154	35.5	119	27.4	141	85	39	133	91	6	88	347	25
CZ010 Capital Prague	63	1				1	1.6			21	33.3	14	22.2	16	11	4	7	5	2	9	43	3
CZ020 Středočeský	52	1				1	1.9	3	5.8	15	28.8	16	30.8	19	13	3	25	15	2	15	42	5
CZ031 Jihočeský	27					2	7.4			9	33.3	6	22.2	6	2	2	10	5		5	18	1
CZ032 Plzeňský	26			1						8	30.8	4	15.4	5	9	2	14	8		5	20	
CZ041 Karlovarský	14									4	28.6	3	21.4	4		5	8	7		3	13	1
CZ042 Ústecký	41									15	36.6	13	31.7	15	9	2	13	10		4	32	3
CZ051 Liberecký	12									3	25.0	2	16.7	3		1	4	3			10	1
CZ052 Královéhradecký	22									8	36.4	4	18.2	5	5	1	8	7		2	16	
CZ053 Pardubický	22			1						11	50.0	7	31.8	9	5	2	6	4	1	3	21	1
CZ061 Vysočina	21					1	4.8			12	57.1	6	28.6	7	1	1	7	1	1	5	19	6
CZ062 Jihomoravský	39			1				1	2.6	14	35.9	10	25.6	15	4	3	9	6		9	36	1
CZ071 Olomoucký	34							1	2.9	10	29.4	7	20.6	12	7	5	11	10		5	26	1
CZ072 Zlínský	22									10	45.5	12	54.5	10	11	2	2	3		10	21	1
CZ080 Moravskoslezský	39	1		2				1	2.6	14	35.9	15	38.5	15	8	6	9	7		13	30	1

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

Remunerations at life anniversaries I - reaching the age of 50
classification based on 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	129	44.6	105	3,164	122	3,448	128	3,611	128	3,791	129	4,042	129	4,185
CZ010 Capital Prague	12	22.2	6	4,500	9	5,056	11	5,045	11	5,591	12	6,042	12	7,125
CZ020 Středočeský	15	60.0	14	3,000	15	3,333	15	3,533	15	3,800	15	4,133	15	4,133
CZ031 Jihočeský	8	53.3	7	2,386	8	2,463	8	2,550	8	2,550	8	2,663	8	2,663
CZ032 Plzeňský	3	25.0	2		3	4,000	3	4,667	3	5,667	3	6,667	3	7,333
CZ041 Karlovarský	4	66.7	4	3,000	4	3,000	4	3,500	4	3,500	4	3,500	4	3,500
CZ042 Ústecký	11	40.7	9	2,833	11	2,818	11	3,000	11	3,000	11	3,227	11	3,227
CZ051 Liberecký	3	42.9	2		3	1,500	3	1,833	3	2,167	3	2,167	3	2,167
CZ052 Královéhradecký	7	50.0	6	2,250	6	3,083	7	3,714	7	3,929	7	4,143	7	4,143
CZ053 Pardubický	9	56.3	7	2,357	9	2,444	9	2,500	9	2,611	9	2,778	9	2,833
CZ061 Vysočina	7	53.8	6	2,333	6	2,500	7	2,607	7	2,786	7	2,964	7	3,143
CZ062 Jihomoravský	13	44.8	10	3,400	13	3,808	13	3,846	13	3,962	13	4,000	13	4,038
CZ071 Olomoucký	10	45.5	8	3,813	9	4,000	10	3,760	10	3,880	10	4,290	10	4,310
CZ072 Zlínský	11	57.9	10	4,000	11	4,182	11	4,273	11	4,364	11	4,455	11	4,545
CZ080 Moravskoslezský	16	53.3	14	3,643	15	3,933	16	4,094	16	4,188	16	4,438	16	4,438

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been 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	126	43.6	98	4,159	119	4,271	124	4,835	126	5,339	126	5,552	126	5,594	126	5,610	126	5,613	126	5,617
CZ010 Capital Prague	12	22.2	5	7,100	12	5,458	12	7,542	12	9,208	12	9,208	12	9,208	12	9,208	12	9,208	12	9,208
CZ020 Středočeský	15	60.0	14	5,679	15	5,633	15	5,833	15	6,100	15	6,433	15	6,433	15	6,433	15	6,433	15	6,433
CZ031 Jihočeský	8	53.3	7	2,671	7	2,671	8	3,675	8	3,675	8	3,788	8	3,788	8	3,788	8	3,788	8	3,788
CZ032 Plzeňský	4	33.3	3	3,167	4	3,625	4	3,625	4	4,500	4	5,000	4	5,125	4	5,250	4	5,250	4	5,250
CZ041 Karlovarský	3	50.0	3	3,667	3	3,667	3	3,667	3	3,667	3	3,667	3	3,667	3	3,667	3	3,667	3	3,667
CZ042 Ústecký	11	40.7	9	2,961	11	3,205	11	3,500	11	3,750	11	4,182	11	4,250	11	4,341	11	4,341	11	4,341
CZ051 Liberecký	3	42.9	1		3	2,067	3	2,200	3	2,333	3	2,333	3	2,333	3	2,333	3	2,333	3	2,333
CZ052 Královéhradecký	7	50.0	5	2,800	5	3,800	7	4,143	7	4,357	7	4,429	7	4,429	7	4,429	7	4,429	7	4,429
CZ053 Pardubický	8	50.0	6	2,917	8	2,875	8	2,938	8	3,063	8	3,250	8	3,313	8	3,375	8	3,438	8	3,500
CZ061 Vysočina	8	61.5	6	3,958	7	4,293	8	4,094	8	4,194	8	4,281	8	4,281	8	4,281	8	4,281	8	4,281
CZ062 Jihomoravský	14	48.3	11	3,864	14	4,286	14	5,250	14	6,214	14	6,464	14	6,500	14	6,500	14	6,500	14	6,500
CZ071 Olomoucký	9	40.9	7	5,214	8	5,188	9	5,500	9	6,056	9	6,167	9	6,389	9	6,389	9	6,389	9	6,389
CZ072 Zlínský	11	57.9	9	4,889	10	5,000	10	5,900	11	6,455	11	6,727	11	6,818	11	6,818	11	6,818	11	6,818
CZ080 Moravskoslezský	13	43.3	12	3,917	12	4,092	12	4,525	13	4,846	13	5,154	13	5,154	13	5,154	13	5,154	13	5,154

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

**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	326	75.1	7	1.6	158	36.4	381	87.8	346	98	297	90	58
CZ010 Capital Prague	38	60.3	1	1.6	24	38.1	57	90.5	52	8	51	11	6
CZ020 Středočeský	37	71.2	2	3.8	26	50.0	38	73.1	35	11	27	8	6
CZ031 Jihočeský	20	74.1			5	18.5	20	74.1	15	5	15	2	4
CZ032 Plzeňský	20	76.9	1	3.8	8	30.8	20	76.9	18	7	13	8	5
CZ041 Karlovarský	14	100.0			3	21.4	12	85.7	11	2	10	3	2
CZ042 Ústecký	33	80.5			17	41.5	36	87.8	30	10	25	10	5
CZ051 Liberecký	11	91.7			4	33.3	12	100.0	11	5	8	5	3
CZ052 Královéhradecký	15	68.2			8	36.4	20	90.9	19	1	16	3	3
CZ053 Pardubický	17	77.3			6	27.3	22	100.0	20	7	17	4	4
CZ061 Vysočina	19	90.5			12	57.1	19	90.5	18	6	11	6	1
CZ062 Jihomoravský	31	79.5	2	5.1	18	46.2	38	97.4	36	8	31	12	4
CZ071 Olomoucký	23	67.6			12	35.3	32	94.1	31	8	30	6	6
CZ072 Zlínský	16	72.7			5	22.7	21	95.5	20	6	20	7	2
CZ080 Moravskoslezský	32	82.1	1	2.6	10	25.6	34	87.2	30	14	23	5	7

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

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

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated		
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly	other procedures according to Section 24, subsection 2 of LC											
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	363	83.6	52	12.0	11	2.5			8	1.8	65	91.5		6	8.5	324	74.7	52	12.0	198	45.6	106	24.4
CZ010 Capital Prague	51	81.0	8	12.7	3	4.8			1	1.6	12	100.0				57	90.5	18	28.6	36	57.1	18	28.6
CZ020 Středočeský	49	94.2	2	3.8					1	1.9	2			1		27	51.9	4	7.7	21	40.4	6	11.5
CZ031 Jihočeský	25	92.6	1	3.7					1	3.7	1			1		17	63.0	1	3.7	11	40.7	8	29.6
CZ032 Plzeňský	22	84.6	4	15.4							4	100.0				18	69.2	3	11.5	10	38.5	3	11.5
CZ041 Karlovarský	11	78.6	2	14.3	1	7.1					2			1		10	71.4			5	35.7	3	21.4
CZ042 Ústecký	34	82.9	6	14.6	1	2.4					7	100.0				35	85.4	4	9.8	15	36.6	9	22.0
CZ051 Liberecký	10	83.3	1	8.3	1	8.3					2					11	91.7	1	8.3	6	50.0	1	8.3
CZ052 Královéhradecký	20	90.9	1	4.5					1	4.5	1			1		15	68.2			8	36.4	5	22.7
CZ053 Pardubický	19	86.4	3	13.6							3	100.0				17	77.3	2	9.1	5	22.7	7	31.8
CZ061 Vysočina	16	76.2	2	9.5	2	9.5			1	4.8	4	80.0		1		14	66.7	2	9.5	11	52.4	2	9.5
CZ062 Jihomoravský	28	71.8	8	20.5	1	2.6			2	5.1	10	90.9		1		30	76.9	5	12.8	17	43.6	11	28.2
CZ071 Olomoucký	29	85.3	4	11.8	1	2.9					5	100.0				27	79.4	4	11.8	17	50.0	10	29.4
CZ072 Zlínský	19	86.4	3	13.6							3	100.0				15	68.2	5	22.7	13	59.1	10	45.5
CZ080 Moravskoslezský	30	76.9	7	17.9	1	2.6			1	2.6	9	100.0				31	79.5	3	7.7	23	59.0	13	33.3

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

Employment rate
classification based on regions - public service and administration

Region NUTS 3	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																			
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money							
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1	0.2	1	0.2	30	6.9	40	9.2	1.8	2.1	39	9.0	1.3	1.7	59	13.6	1.8	2.9	53	12.2	43	9.9	14	3.2	2	0.5
CZ010 Capital Prague					5	7.9	9	14.3	1.9	2.2	9	14.3	2.1	2.4	15	23.8	1.9	2.6	13	20.6	11	17.5	5	7.9		
CZ020 Středočeský					5	9.6	4	7.7	2.3	2.3	3	5.8	1.0	1.0	6	11.5	1.8	2.2	7	13.5	7	13.5			1	1.9
CZ031 Jihočeský					4	14.8	2	7.4			1	3.7			4	14.8	1.5	5.0	4	14.8	3	11.1	1	3.7		
CZ032 Plzeňský					1	3.8									5	19.2	3.0	3.6	4	15.4	4	15.4	2	7.7		
CZ041 Karlovarský					1	7.1																				
CZ042 Ústecký					2	4.9	6	14.6	2.0	2.0	6	14.6	1.0	1.0	5	12.2	1.6	2.4	4	9.8	4	9.8			1	2.4
CZ051 Liberecký															1	8.3			1	8.3	1	8.3				
CZ052 Královéhradecký					2	9.1	2	9.1			3	13.6	1.0	1.7	4	18.2	1.3	2.0	4	18.2	3	13.6	1	4.5		
CZ053 Pardubický							1	4.5			1	4.5														
CZ061 Vysočina	1	4.8	1	4.8			1	4.8			1	4.8			2	9.5			1	4.8	1	4.8				
CZ062 Jihomoravský					4	10.3	7	17.9	1.7	2.0	7	17.9	1.3	1.6	6	15.4	2.5	2.8	5	12.8	3	7.7	2	5.1		
CZ071 Olomoucký					3	8.8	4	11.8	1.8	2.5	3	8.8	1.0	2.0	3	8.8	1.7	3.0	3	8.8	1	2.9	2	5.9		
CZ072 Zlínský					1	4.5	2	9.1			2	9.1			1	4.5			1	4.5			1	4.5		
CZ080 Moravskoslezský					2	5.1	2	5.1			3	7.7	1.0	1.5	7	17.9	1.3	2.2	6	15.4	5	12.8				

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

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

Region NUTS 3	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund																
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
					aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	251	86.9	134	46.4	1,723	1.14	0.23	0.08	6.95	0.04	0.16	2.13	30.95	11.12	1.84	17.32	0.44	0.26	6.04	6.19	15.11	
CZ010 Capital Prague	41	75.9	31	57.4	3,236	0.82	0.03	0.05	2.70	0.04	0.01	2.27	37.75	6.70	2.16	7.54	0.70	0.04	3.80	12.67	22.73	
CZ020 Středočeský	23	92.0	8	32.0	1,065		1.09		5.63	0.38	0.13	1.53	19.07	5.68	2.00	42.98	0.27	2.37	10.88	1.84	6.16	
CZ031 Jihočeský	13	86.7	6	40.0	388				21.28	0.09	1.29	0.43	39.98	0.64	0.21	3.22	0.04		5.42	12.03	15.35	
CZ032 Plzeňský	10	83.3	7	58.3	5,474		0.03		16.09	0.02	0.31	0.26	20.63	29.89	1.23	17.20		0.29	12.51	0.56	0.99	
CZ041 Karlovarský	6	100.0	3	50.0	965	3.94			3.97				36.77		0.52	41.02	1.04		7.56		5.18	
CZ042 Ústecký	22	81.5	16	59.3	606	1.37	0.15		4.25	0.04	0.09	0.31	28.20	8.63	1.08	19.34	2.06	0.34	5.02	1.20	27.91	
CZ051 Liberecký	6	85.7	3	42.9	942	4.25	0.71		21.94	0.35		8.49	21.23	15.39	4.95			0.78	4.95	0.04	16.91	
CZ052 Královéhradecký	10	71.4	3	21.4	686				3.16				15.50	5.20	0.73	17.86			3.74	1.55	52.25	
CZ053 Pardubický	14	87.5	9	56.3	969	0.69	1.15	0.02	1.78			5.16	42.93	4.55	2.95	23.62		0.03	5.15	0.54	11.43	
CZ061 Vysočina	13	100.0	8	61.5	1,996	7.21	0.03		15.21			5.76	27.53	14.13	0.78	9.56		0.19	7.14	1.28	11.18	
CZ062 Jihomoravský	28	96.6	13	44.8	815	0.98	0.20	0.09	5.48	0.08	0.09	4.48	32.21	19.64	3.07	5.78		0.07	7.02	0.59	20.22	
CZ071 Olomoucký	20	90.9	7	31.8	458	0.31	4.15		13.00			3.59	8.25	40.73	7.20	2.81	7.11	2.18	0.37	6.67	2.09	1.53
CZ072 Zlínský	19	100.0	7	36.8	670	1.66	1.81		9.68			0.19		47.20	3.95	5.12	5.50		0.17	9.02	5.57	10.11
CZ080 Moravskoslezský	26	86.7	13	43.3	1,596	0.19	0.07	0.64	4.53			0.23	0.12	16.12	2.31	0.61	67.38		0.61	1.85	0.66	4.68

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

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

Region NUTS 3	Employer's contribution to corporate catering						There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance				Contribution to life insurance									
	arranged in CA		amount of contribution					without specification of the amount of allowance		agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price		NCA	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA
Total	253	87.5	30.51	53.1	11.47	32.4	75	76	26.3	79	27.3	198	243	41	14.2	14	4.8	247	298	10	3.5
CZ010 Capital Prague	46	85.2	35.79	48.5	13.79	30.0	13	12	22.2	10	18.5	218	443	6	11.1	2	3.7			2	3.7
CZ020 Středočeský	22	88.0	33.28	55.0	10.89	9.0	6	5	20.0	3	12.0	167	167			1	4.0				
CZ031 Jihočeský	14	93.3	10.00	55.0	11.08		1	7	46.7	4	26.7	125	175	1	6.7	1	6.7				
CZ032 Plzeňský	8	66.7	24.51		10.93		5	4	33.3	4	33.3	253	265	3	25.0	2	16.7			1	8.3
CZ041 Karlovarský	4	66.7	23.83		13.67		1			4	66.7	148	225	3	50.0	1	16.7			1	16.7
CZ042 Ústecký	24	88.9	25.70		11.44		4	9	33.3	5	18.5	206	225	2	7.4	1	3.7				
CZ051 Liberecký	7	100.0	25.50		13.88		3	2	28.6	1	14.3			1	14.3	1	14.3			1	14.3
CZ052 Královéhradecký	11	78.6	37.53		11.71		5	3	21.4	5	35.7	234	234	2	14.3						
CZ053 Pardubický	15	93.8	27.17	55.0	9.13		6	7	43.8	6	37.5	217	250	3	18.8	1	6.3			1	6.3
CZ061 Vysočina	13	100.0	26.50		11.00		4	4	30.8	5	38.5	202	202	3	23.1						
CZ062 Jihomoravský	26	89.7	33.56	55.0	12.73	50.0	5	8	27.6	8	27.6	282	286	5	17.2	2	6.9			2	6.9
CZ071 Olomoucký	20	90.9	22.00		12.12		7	3	13.6	6	27.3	188	208	3	13.6	1	4.5			1	4.5
CZ072 Zlínský	16	84.2	37.00	55.0	9.58	50.0	7	5	26.3	4	21.1	138	150	1	5.3						
CZ080 Moravskoslezský	27	90.0	28.29	55.0	7.73	10.0	8	7	23.3	14	46.7	166	195	8	26.7	1	3.3			1	3.3

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

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

Region NUTS 3	Employee's inability to work						Average number of days of leave without compensation of pay above the requirement of the LC																								Activity of guides in children's and youth camps				
	pay compensation for the first 3 days of the inability			pay compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																												
	agreed in CA		compensation amount	agreed in CA		compensation amount	A			B			C			D			E			F			G			H					I		
	NCA	% CA	% AE	aver.CZK	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA			days	NCA	% CA
Total	36	8.3	56.0	200	2	0.5	30	6.9	1.6	66	15.2	1.5	49	11.3	2.0	19	4.4	4.7	53	12.2	1.6	21	4.8	3.9	54	12.4	7.7	56	12.9	3.7	126	29.0	27	13.6	
CZ010 Capital Prague	7	11.1	50.0		1	1.6	6	9.5	1.5	16	25.4	1.6	6	9.5	1.7	7	11.1	5.3	6	9.5	1.8	3	4.8	4.0	14	22.2	9.2	14	22.2	5.6	28	44.4	6	16.3	
CZ020 Středočeský	6	11.5	57.0		1	1.9	1	1.9		3	5.8	1.3	3	5.8	3.0	3	5.8	6.7	2	3.8		1	1.9		4	7.7	11.5	4	7.7	7.0	9	17.3	2		
CZ031 Jihočeský	1	3.7					3	11.1	2.3	3	11.1	1.0	2	7.4		1	3.7		2	7.4		2	7.4		2	7.4		4	14.8	2.5	3	11.1	3	15.0	
CZ032 Plzeňský	1	3.8					1	3.8		3	11.5	2.3	3	11.5	4.7	2	7.7		2	7.7		2	7.7		3	11.5	5.3	1	3.8		8	30.8			
CZ041 Karlovarský										4	28.6	1.5	1	7.1					3	21.4	1.0				1	7.1		2	14.3		5	35.7			
CZ042 Ústecký	2	4.9					4	9.8	1.5	4	9.8	1.0	7	17.1	1.6	2	4.9		7	17.1	1.6	1	2.4		2	4.9		5	12.2	2.0	12	29.3	2		
CZ051 Liberecký	1	8.3					1	8.3														1	8.3		2	16.7				1	8.3	1			
CZ052 Královéhradecký	1	4.5					2	9.1		3	13.6	1.3	3	13.6	2.7	1	4.5		3	13.6	1.3	1	4.5		4	18.2	8.5	2	9.1		4	18.2	4	16.5	
CZ053 Pardubický	2	9.1					2	9.1		7	31.8	1.1	5	22.7	1.8				5	22.7	1.2				4	18.2	3.8	4	18.2	1.0	10	45.5	1		
CZ061 Vysočina							1	4.8		1	4.8		5	23.8	1.2	2	9.5		1	4.8		1	4.8		1	4.8		3	14.3	1.0	4	19.0	1		
CZ062 Jihomoravský	4	10.3	48.3				3	7.7	1.3	4	10.3	1.3	5	12.8	1.6	1	2.6		6	15.4	1.5	4	10.3	3.8	7	17.9	8.0	3	7.7	6.3	10	25.6	5	9.4	
CZ071 Olomoucký	7	20.6	52.5							2	5.9		1	2.9					2	5.9					1	2.9		2	5.9		14	41.2	1		
CZ072 Zlínský	1	4.5					1	4.5		5	22.7	1.6	2	9.1					4	18.2	1.3	1	4.5				5	22.7	2.8	7	31.8				
CZ080 Moravskoslezský	3	7.7	53.3				5	12.8	1.6	11	28.2	1.5	6	15.4	1.5				10	25.6	1.6	4	10.3	2.3	9	23.1	6.8	7	17.9	2.6	11	28.2	1		

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

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

Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	258	59.4	12	2.8	86	19.8	391	90.1	214	49.3	3	0.7	2	0.5
CZ010 Capital Prague	40	63.5	2	3.2	16	25.4	57	90.5	34	54.0	1	1.6		
CZ020 Středočeský	29	55.8	1	1.9	10	19.2	47	90.4	20	38.5				
CZ031 Jihočeský	12	44.4			8	29.6	24	88.9	6	22.2				
CZ032 Plzeňský	17	65.4	1	3.8	5	19.2	23	88.5	12	46.2	1	3.8	1	3.8
CZ041 Karlovarský	5	35.7			1	7.1	10	71.4	7	50.0				
CZ042 Ústecký	27	65.9	2	4.9	7	17.1	35	85.4	16	39.0	1	2.4	1	2.4
CZ051 Liberecký	9	75.0	2	16.7	2	16.7	11	91.7	5	41.7				
CZ052 Královéhradecký	11	50.0	1	4.5	5	22.7	18	81.8	9	40.9				
CZ053 Pardubický	12	54.5			2	9.1	20	90.9	12	54.5				
CZ061 Vysočina	9	42.9	1	4.8	5	23.8	21	100.0	13	61.9				
CZ062 Jihomoravský	25	64.1	1	2.6	11	28.2	36	92.3	22	56.4				
CZ071 Olomoucký	25	73.5			6	17.6	31	91.2	18	52.9				
CZ072 Zlínský	15	68.2			3	13.6	21	95.5	16	72.7				
CZ080 Moravskoslezský	22	56.4	1	2.6	5	12.8	37	94.9	24	61.5				

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



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	135	93.1	73	3.4	6	5,283	33	3.3	32	1,863	84	57.9	78	53.8	
State Bodies and Organisations	134	93.1	73	3.4	6	5,283	33	3.3	31	1,863	84	58.3	78	54.2	
UNIOS	1	100.0							1						

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver.% average 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	0.12	0.29	3.94	0.13	4.13	1.23	2.23	32.70	9.38	0.72	17.51	2.58	0.57	3.50	7.08	13.89	95	65.5
State Bodies and Organisations	0.12	0.29	3.94	0.13	4.13	1.23	2.23	32.70	9.38	0.72	17.51	2.58	0.57	3.50	7.08	13.89	94	65.3
UNIOS																	1	100.0

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

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

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

Trade union	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			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	138	95.2	28.87	47.8	22.68	34.3	44.33	10	21	14.5	13	9.0	14	9.7	
State Bodies and Organisations	137	95.1	29.05	47.8	22.56	34.3	44.33	10	21	14.6	13	9.0	14	9.7	
UNIOS	1	100.0													

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

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

Trade union	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	91	62.8	291	385	3.6	66	45.5	23	15.9	376	428	17	11.7
State Bodies and Organisations	91	63.2	291	385	3.6	66	45.8	23	16.0	376	428	17	11.8
UNIOS													

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

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

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

Region NUTS 3	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
Total	135	93.1	73	3.4	6	5,283	33	3.3	32	1,863	84	57.9	78	53.8
CZ010 Capital Prague	6	66.7	4	3.3					3	3,414	2	22.2	2	22.2
CZ020 Středočeský	26	96.3	13	3.5	2		7	3.5	4	1,487	16	59.3	16	59.3
CZ031 Jihočeský	11	91.7	9	2.7			1		1	1,707	7	58.3	7	58.3
CZ032 Plzeňský	13	92.9	7	3.9			6	2.6		2,115	8	57.1	7	50.0
CZ041 Karlovarský	8	100.0	3	3.7	1		1		5	872	5	62.5	4	50.0
CZ042 Ústecký	13	92.9	6	3.4	1		4	4.1	5	1,652	8	57.1	7	50.0
CZ051 Liberecký	5	100.0	4	2.9	2				1	1,330	5	100.0	4	80.0
CZ052 Královéhradecký	8	100.0	4	3.3			4	3.8	2	2,384	4	50.0	3	37.5
CZ053 Pardubický	6	100.0	4	3.8			2			1,420	3	50.0	3	50.0
CZ061 Vysočina	8	100.0	4	3.5			3	2.5	1	1,566	6	75.0	6	75.0
CZ062 Jihomoravský	8	80.0	4	3.8			1		2	1,837	5	50.0	5	50.0
CZ071 Olomoucký	12	100.0	5	3.4			2		4	2,732	9	75.0	8	66.7
CZ072 Zlínský	3	100.0	2						1	685	2	66.7	2	66.7
CZ080 Moravskoslezský	8	88.9	4	3.8			2		3	2,270	4	44.4	4	44.4

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 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	0.12	0.29	3.94	0.13	4.13	1.23	2.23	32.70	9.38	0.72	17.51	2.58	0.57	3.50	7.08	13.89	95	65.5
CZ010 Capital Prague		0.05	2.37		0.68	12.69	1.61	41.03	11.78	0.92	15.90			3.42	4.06	5.49	4	44.4
CZ020 Středočeský	0.29	0.56	2.35	0.06	2.34		2.87	29.55	14.67	0.28	18.52	4.06	1.00	4.57	5.07	13.82	19	70.4
CZ031 Jihočeský			4.05	0.27	0.37		4.54	24.15	13.18	0.35	31.13	0.03	0.15	1.79	12.47	7.53	8	66.7
CZ032 Plzeňský		0.01	0.84		22.93		2.25	28.22	3.59	0.14	9.25	4.00	0.36	2.74	4.07	21.60	9	64.3
CZ041 Karlovarský		0.49	11.98		3.28	1.72		26.48	19.91	2.05	13.03		0.74	2.65	5.41	12.28	7	87.5
CZ042 Ústecký		0.46	1.44		2.35		0.22	35.29	12.15	2.34	7.52	0.28	0.34	3.74	4.30	29.56	6	42.9
CZ051 Liberecký			10.67		1.48		3.83	48.26	12.63	2.73	12.44	1.50	0.61	1.80	0.92	3.11	4	80.0
CZ052 Královéhradecký	0.89	0.22	8.37	0.63		0.45	0.90	29.60	7.35	1.18	25.00	4.51	0.10	6.10	3.00	11.70	7	87.5
CZ053 Pardubický			1.07	0.07	1.12			44.43	0.59	0.12	24.83	12.72	1.29	2.43	1.23	10.11	4	66.7
CZ061 Vysočina		0.88	1.28				0.32	35.97	3.02	0.24	22.36	0.32	1.81	2.39	29.63	1.77	5	62.5
CZ062 Jihomoravský			5.41		1.40	0.32		43.38	12.43	0.17	11.62	0.42	0.14	4.36	1.17	19.17	7	70.0
CZ071 Olomoucký			6.20	0.27	2.63		4.47	28.72	8.27	0.81	19.61	3.82	0.47	2.46	7.33	14.94	9	75.0
CZ072 Zlínský		14.60	21.90	1.09	0.36			25.91		0.73	9.49	9.49	0.36	9.12	6.93		2	66.7
CZ080 Moravskoslezský	0.11	0.07	2.17		6.21		3.67	34.12	2.86	0.15	13.90		1.26	4.53	16.11	14.84	4	44.4

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

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

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	138	95.2	28.87	47.8	22.68	34.3	44.33		10	21	14.5	13	9.0	14	9.7
CZ010 Capital Prague	9	100.0	35.25	65.0	39.50				2						
CZ020 Středočeský	25	92.6	32.77	45.6	27.61	34.9	35.00		2	3	11.1	4	14.8	4	14.8
CZ031 Jihočeský	11	91.7	24.63	40.0	14.03	18.0				3	25.0	1	8.3	1	8.3
CZ032 Plzeňský	13	92.9	26.00	44.3	19.89	37.8			1	3	21.4	1	7.1	1	7.1
CZ041 Karlovarský	7	87.5	24.67	55.0	18.16	28.3									
CZ042 Ústecký	12	85.7	25.62	39.0	23.58	31.0				1	7.1	1	7.1		
CZ051 Liberecký	5	100.0	33.50		13.75					1	20.0				
CZ052 Královéhradecký	8	100.0	34.29		17.29				1	2	25.0	1	12.5	1	12.5
CZ053 Pardubický	6	100.0	25.43	37.0	21.95	29.0								1	16.7
CZ061 Vysočina	8	100.0	25.40		18.14				1	3	37.5	2	25.0	2	25.0
CZ062 Jihomoravský	10	100.0	26.94		26.72					4	40.0	1	10.0	1	10.0
CZ071 Olomoucký	12	100.0	29.38	55.0	21.50				1	1	8.3	1	8.3	2	16.7
CZ072 Zlínský	3	100.0	44.00		24.50		48.00					1	33.3		
CZ080 Moravskoslezský	9	100.0	29.55	55.0	23.96	50.0	50.00		2					1	11.1

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver. 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	91	62.8	291	385	3.6	66	45.5	23	15.9	376	428	17	11.7
CZ010 Capital Prague	5	55.6	375	460		2	22.2	1	11.1				
CZ020 Středočeský	18	66.7	257	409	3.3	13	48.1	2	7.4			1	3.7
CZ031 Jihočeský	5	41.7	380	400		5	41.7	1	8.3			1	8.3
CZ032 Plzeňský	10	71.4	298	308		6	42.9	2	14.3			1	7.1
CZ041 Karlovarský	3	37.5	300	300		3	37.5						
CZ042 Ústecký	9	64.3	238	400		5	35.7	2	14.3				
CZ051 Liberecký	4	80.0	250	283		3	60.0	1	20.0			1	20.0
CZ052 Královéhradecký	6	75.0	433	615		5	62.5	4	50.0	400	648	3	37.5
CZ053 Pardubický	5	83.3	372	403	5.0	4	66.7	1	16.7			1	16.7
CZ061 Vysočina	4	50.0	333	450		3	37.5	2	25.0			2	25.0
CZ062 Jihomoravský	4	40.0	267	267	3.0	3	30.0	2	20.0			2	20.0
CZ071 Olomoucký	10	83.3	279	390		7	58.3	2	16.7			2	16.7
CZ072 Zlínský	2	66.7				2	66.7	2	66.7			2	66.7
CZ080 Moravskoslezský	6	66.7	220	250		5	55.6	1	11.1			1	11.1

Explanatory notes: NCA

% CA

CZK/month

aver. % MBA

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

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

average contribution in CZK per month

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