

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

# Working conditions informations system

Regular annual survey of wage and working conditions

**2010**

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**Ministry of Labour and Social Affairs of the Czech Republic**

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## Introduction

The Working Conditions Information System (WCIS) is a regular annual survey of wage and working conditions negotiated in collective agreements for the relevant year. Under the auspices of the Ministry of Labour and Social Affairs of the Czech Republic, this survey has been conducted regularly since 1993. Its purpose is to map and analyze collective bargaining in the Czech Republic and to provide contractual partners with sufficient information for entering into enterprise collective agreements or higher level collective agreements.

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

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

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

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

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

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

## Description of published tables

In 2010 selected data about wage and working conditions were analyzed from 1,734 collective agreements from 26 different trade unions, of which:

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

### Outputs are classified separately for:

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

### always according to:

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

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

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

## A. TABLE SECTION FOR THE CORPORATE AREA

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

The output is:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The system follows:

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

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

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

The system follows:

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



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

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

The system follows:

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

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

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

- ✓ provision of the 13<sup>th</sup> and 14<sup>th</sup> 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 an increase of wage tariffs in a fixed amount or in %
  - ✓ by an increase of the overall amount of wage funds, from this without management

- ✓ by an increase of the average nominal wage in % or in an absolute amount, from this without management
- ✓ by an increase of the average real wage in %, from this without management
- ✓ by keeping the average real wage, from this without management
- ✓ by a combination of the given issues.
- ✓ The number of collective agreements and their share in the total number of collective agreements, in the collective agreements in which wage development was negotiated in relation to economic indicators.

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

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

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

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

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

The output is:

- ✓ the number of organizations and average multiple of increased compensation money negotiated in collective agreements:
  - ✓ outside the scope of Sec. 52 a) to c) of the Labour Code with specification of the minimum and maximum multiple
  - ✓ outside the scope of Sec. 52 d) of the Labour Code with specification of the minimum and maximum multiple
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the minimum wage was negotiated under specific conditions for the provision of increased compensation.

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

The output is:

- ✓ the number of organizations and the average length of working hours agreed in collective agreements generally for all employees
- ✓ the number of organizations and the average length of working hours agreed in collective agreements, in particular multishift operations
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which flexible organization of working hours was negotiated

- ✓ the number of organizations and their share in the overall number of collective agreements in the file, which prolonged the basic legal holiday entitlement by additional days or weeks.

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

The output is:

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

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

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

- ✓ limitations of the scope of agency employment
- ✓ specific conditions (programmes)
  - ✓ for employment of people over 50
  - ✓ for employment of people with disabilities
  - ✓ for return to work for employees after termination of parental leave.

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

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

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

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

The output is:

- ✓ the number of organizations and their share in the total number of collective agreements in the file, in the collective agreements of which contribution to corporate catering has been negotiated
- ✓ the average amount of the contribution to corporate catering is covered
  - ✓ from costs in CZK or in % of the amount per dish
  - ✓ from profit, social fund, FSCR in CZK or in % of the price of 1 meal
  - ✓ without distinguishing funds in CZK or in % of the price of 1 meal
  - ✓ without specification of the amount of allowance

- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated provision of supported catering services
  - ✓ to ex-employees
  - ✓ to employees on holiday
  - ✓ to employees temporarily out of work.

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

The output is:

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

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

The output is:

- ✓ the number of organizations, in the collective agreements in which were negotiated
  - ✓ creation of a social fund
  - ✓ allotment specified in % of the planned volume of wage funds and other personnel costs and the average % of the allotment
  - ✓ allotment specified by the absolute amount per employee of the profit and the average allotment per employee
  - ✓ allotment of the volume of wages paid out and the average % of the allotment
  - ✓ allotment determined in a different manner

- ✓ total additions to the Social Fund, including balance and average amount in thou. CZK
- ✓ additions to other social programmes fulfilled through a social programme (undefined funding resources)
- ✓ allotment specified in % of the planned volume of wage funds and other personnel costs and the average % of the allotment
- ✓ allotment of the volume of wages paid out and the average % of the allotment
- ✓ allotment determined in a different manner
- ✓ total additions to other social programmes and average amount in thou. CZK.

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

The output is:

- ✓ the use of the social fund (FSCR, stimulation fund, etc.) for individual monitored areas in %:
  - A - contribution to employees and their family members for recreation
  - B - contribution to employees for medical services (spas, rehabilitation, etc.)
  - C - returnable interest-free loans to employees for solving their housing issues
  - D - contribution to corporate catering
  - E - social assistance, social loans to employers in order to solve their social difficulties
  - F - remunerations in cases of work and life anniversaries in the company in the form of financial bonuses or possibly material gifts
  - G - contribution to transport to and from work
  - H - contribution to trade union organization
  - I - other use
  - J - balance of the fund
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the right of co-decision of the trade union concerning use of the fund was negotiated
- ✓ the number of organizations and their share in the total number of collective agreements in the file, in the collective agreements of which the use of the social fund (FSCR, stimulation fund, etc.) via the personal accounts of employees was negotiated.

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

The output is:

- ✓ average amount of wage compensation for the first 3 days of temporary inability of an employee represented in % of average earnings or an absolute amount in CZK
- ✓ average amount of wage compensation provided to an employee from Day 4 of the temporary inability, above the amount stated in Section 192, Subsection 2 of the Labour Code, represented in % of average earnings
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the employer's requirements concerning time off with a wage compensation outside the framework given in the annex of Statutory Decree No. 590/2006, which stipulates the range and extent of other important personal impediments to work with

specification of average days off with wage compensation provided to an employee, were increased:

- A - for one's own wedding
- B - in the case of the birth of a child to an employee's wife
- C - in the case of the death of a direct relative
- D - for escorting a disabled child to a health or social care provider
- E - in the case of moving house
- F - for searching for a new job before termination of employment by notice given by the employer or based on agreement due to reasons given in Section 52, Letters a) to e) of the Labour Code for the period corresponding to the notice period
- G - to mothers, single women and single men, who care for a child aged up to 15 in the calendar year
- H - due to care for a sick family member within the calendar year
- I - in case of other impediments.

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

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

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

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

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

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

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

### **34. Character of hourly wage scales - 37,5 hours/week** (Tables Nos. A34)

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

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

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

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

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

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

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

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

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (04/03, 05/04, 06/05, 07/06, 08/07, 09/08, 10/09) 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 (04/03, 05/04, 06/05, 07/06, 08/07, 09/08, 10/09) 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 (04/03, 05/04, 06/05, 07/06, 08/07, 09/08, 10/09) 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 (04/03, 05/04, 06/05, 07/06, 08/07, 09/08, 10/09) 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 %

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 of employees mentioned in Section 6, Par. 1. a), No. 564/2006 Coll. included in wage classes one up to five
- 3.8 - rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees mentioned in Section 6, Par. 1), b), No. 564/2006 Coll., included in wage classes six and higher
- 3.9 - rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees working in a health-care facility under Section 6, Par. 2, No. 564/2006 Coll., included in wage classes six and higher
- 3.10 - regular term of the wage payment
- 3.11 - wage payment outside the work site or outside working hours.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The output is:

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

- J - social assistance and social loans
- K - contribution to contributory pension scheme
- L - contribution to life insurance
- M - contribution to trade union organization
- N - gifts (for extraordinary activity, at working anniversaries, at life anniversaries, upon retirement or disability pension)
- O - other uses
- P - fund balance.

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

The output is:

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

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

The output is:

- ✓ average amount of pay compensation for the first 3 days of temporary inability of an employee represented in % of average earnings or an absolute amount in CZK
- ✓ average amount of pay compensation provided to an employee from Day 4 of the temporary inability, above the amount stated in Section 192, Subsection 2 of the Labour Code, represented in % of average earnings
- ✓ the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the employer's requirements concerning time off with a wage compensation outside the framework given in the annex of Statutory Decree No. 590/2006, which stipulates the range and extent of other important personal impediments to work with

specification of average days off with wage compensation provided to an employee, were increased:

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

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

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

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

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

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

The output is:

- ✓ the number of municipalities, in the collective agreements of which the creation of a social fund was agreed, of this:
  - ✓ allotment specified in % of the planned volume of resources allotted of pay
  - ✓ allotment specified of an absolute amount per 1 employer

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

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

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

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

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

The output is:

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

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

The output is:

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

Collective agreements in numbers – agreed for the corporate  
area in the Czech Republic for the year 2010  
(based on the sample of 1,316 collective agreements)

## 1. Wage agreements

### Minimum monthly and hourly salary

The minimum monthly and hourly salary are followed in the system on the condition that they have been agreed beyond the framework given by Statutory Decree 567/2006 Coll., i.e. in an amount above CZK 8,000.00/month and CZK 48.10/hour with a working hour fund of 40 hours/week.

The average minimum monthly salary has been agreed in the amount of.....CZK **9,716.00**/month

The average minimum hourly salary at a working hour fund of 40 hours/week has been agreed in the amount of..... CZK **56.35**/hour

### Wage scales

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

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

1 <sup>st</sup> tariff scale.....	CZK <b>8,390.00</b>
2 <sup>nd</sup> tariff scale.....	CZK <b>9,001.00</b>
3 <sup>rd</sup> tariff scale.....	CZK <b>9,688.00</b>
4 <sup>th</sup> tariff scale.....	CZK <b>10,516.00</b>
5 <sup>th</sup> tariff scale.....	CZK <b>11,530.00</b>
6 <sup>th</sup> tariff scale.....	CZK <b>12,597.00</b>
7 <sup>th</sup> tariff scale.....	CZK <b>13,907.00</b>
8 <sup>th</sup> tariff scale.....	CZK <b>15,331.00</b>
9 <sup>th</sup> tariff scale.....	CZK <b>16,847.00</b>
10 <sup>th</sup> tariff scale.....	CZK <b>18,628.00</b>
11 <sup>th</sup> tariff scale.....	CZK <b>20,723.00</b>
12 <sup>th</sup> tariff scale.....	CZK <b>23,184.00</b>

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

	<u>40 hours/week</u>	<u>37.5 hours/week</u>
1 <sup>st</sup> tariff scale.....	CZK <b>49.77</b>	CZK <b>51.55</b>
2 <sup>nd</sup> tariff scale.....	CZK <b>52.85</b>	CZK <b>54.99</b>
3 <sup>rd</sup> tariff scale.....	CZK <b>56.69</b>	CZK <b>59.02</b>
4 <sup>th</sup> tariff scale.....	CZK <b>61.53</b>	CZK <b>63.71</b>
5 <sup>th</sup> tariff scale.....	CZK <b>67.51</b>	CZK <b>69.45</b>
6 <sup>th</sup> tariff scale.....	CZK <b>73.96</b>	CZK <b>75.85</b>
7 <sup>th</sup> tariff scale.....	CZK <b>81.43</b>	CZK <b>83.22</b>
8 <sup>th</sup> tariff scale.....	CZK <b>83.94</b>	CZK <b>91.25</b>
9 <sup>th</sup> tariff scale.....	CZK <b>86.09</b>	CZK <b>95.91</b>
10 <sup>th</sup> tariff scale.....	CZK <b>94.28</b>	CZK <b>107.71</b>
11 <sup>th</sup> tariff scale.....	CZK <b>105.69</b>	CZK <b>119.12</b>
12 <sup>th</sup> tariff scale.....	CZK <b>121.22</b>	CZK <b>132.72</b>

### Wage development

Number of collective agreements regulating wage increases ...**558** (i.e. 42.4% of the total amount of collective agreements in the file).

Of which, the wage progress is agreed in:

- 12.5% collective agreements, offering a year-on-year increase of wage scales by .... **2.9%**
- 15.6% collective agreements offering a year-on-year increase of the average nominal wage by ..... **3.1%**
- 1.4% collective agreements offering an increase of the average real wage by ..... **2.2%**

### Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day .....	<b>26.0%</b> AE
overtime bonus for work on Saturdays and Sundays .....	<b>48.7%</b> AE
overtime bonus for work undistinguished .....	<b>26.7%</b> AE
overtime bonus for work on public holidays .....	<b>102.3%</b> AE
bonus for night work .....	CZK <b>13.04</b> /hour
.....	<b>11.3%</b> AE
bonus for work in difficult conditions .....	CZK <b>7.21</b> /hour
.....	<b>10.2%</b> AE
.....	<b>10.6%</b> MM
bonus for work on Saturdays and Sundays .....	CZK <b>17.84</b> /hour
.....	<b>23.5%</b> AE
bonus for afternoon work .....	CZK <b>6.41</b> /hour
.....	<b>8.7%</b> AE
bonus for working in shift operation .....	CZK <b>90.96</b> /shift
.....	<b>20.1%</b> AE
bonus for team management .....	CZK <b>5.49</b> /hour
.....	<b>6.5%</b> AE
bonus for working at heights .....	CZK <b>5.45</b> /hour
bonus for working in hazardous conditions .....	CZK <b>17.91</b> /hour
bonus for the knowledge of foreign languages .....	CZK <b>500.00</b> /month
bonus for substitution .....	CZK <b>2,064.71</b> /month
.....	<b>26.4%</b> AE
bonus for training other people .....	CZK <b>735.00</b> /month
.....	<b>9.3%</b> AE
remuneration for standby duty .....	CZK <b>13.89</b> /hour
.....	<b>17.7%</b> AE

Explanatory note: AE average earnings  
MM basic tariff of minimum wage



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

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

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

one's own wedding.....	<b>1.2 days</b>
birth of a child to the wife of an employee.....	<b>1.3 days</b>
death of a direct relative .....	<b>2.1 days</b>
escorting a disabled child to a health or social care provider...	<b>6.5 days</b>
moving house.....	<b>1.2 days</b>
looking for a new job .....	<b>3.7 days</b>
for mothers caring for a child (per year).....	<b>3.8 days</b>
care for a family member (per year).....	<b>2.3 days</b>

## 3. Benefits and working conditions to employees

### Company catering

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

costs.....	CZK <b>32.45</b>
.....	<b>54.6%</b> of the price of a meal
profit, social fund, FSCR.....	CZK <b>11.26</b>
.....	<b>30.6%</b> of the price of a meal
without distinguishing sources .....	CZK <b>33.89</b>
.....	<b>55.7%</b> of the price of a meal

### Additional pension fund

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

min. average value of the contribution .....	CZK <b>389.06</b> /month
max. average value of the contribution .....	CZK <b>531.00</b> /month

### Life insurance

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

min. average value of the contribution .....	CZK <b>429.74</b> /month
max. average value of the contribution .....	CZK <b>532.47</b> /month

**2010****WCIS**

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

Trade union	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
<b>Total</b>	<b>1734</b>	<b>1316</b>	<b>418</b>	<b>189</b>
Agriculture and Nutrition	22	19	3	
Banking and Insurance	17	16	1	
Catering, Hotels and Tourism	18	18		
Civilian Employees of the Army	4	3	1	
Commerce	23	22	1	
Culture and Nature Preservation	28		28	
Education	72		72	
ECHO	66	66		
Fire Fighters	10		10	
Food Industry and Allied Trade	86	86		
Glass, Ceramic, Jewellery & Porcelain	33	33		
Health Service and Social Care	99	21	78	1
KOVO	587	575	12	
Mines, Geology and Oil Industry	9	9		
Postal, Telecom. and Newspaper Services	10	10		
Railway Trade Unions	28	25	3	
Science and Research	22	22		
State Bodies and Organisations	187		187	187
STAVBA	118	112	6	
Textile, Clothing and Leather Industry	42	42		
Transport	45	42	3	
Transport, Road Economy and Repair Vehicle	13	13		
Union of Aviation Employees	4	4		
UNIOS	114	104	10	1
Universities Trade Union	17	17		
Wood.Industry, Forestry and Manag.of Waste	60	57	3	

**2010****WCIS**

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

Region NUTS 3	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
<b>Total</b>	<b>1734</b>	<b>1316</b>	<b>418</b>	<b>189</b>
CZ010 Capital Prague	266	234	32	7
CZ020 Středočeský	117	64	53	32
CZ031 Jihočeský	123	93	30	13
CZ032 Plzeňský	110	77	33	16
CZ041 Karlovarský	48	33	15	4
CZ042 Ústecký	108	75	33	16
CZ051 Liberecký	66	48	18	8
CZ052 Královéhradecký	118	89	29	19
CZ053 Pardubický	99	75	24	10
CZ061 Vysočina	104	81	23	10
CZ062 Jihomoravský	161	114	47	15
CZ071 Olomoucký	122	93	29	15
CZ072 Zlínský	111	91	20	9
CZ080 Moravskoslezský	181	149	32	15





# Table section A

Corporate area



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

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

Trade union	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	106	<b>8,1</b>	<b>9 716</b>	22	<b>1,7</b>	<b>56,35</b>	33	<b>2,5</b>	<b>59,69</b>	359	<b>27,3</b>	404	<b>30,7</b>	86	<b>6,5</b>	96	<b>7,3</b>	172	<b>13,1</b>	207	<b>15,7</b>
Agriculture and Nutrition										5	<b>26,3</b>	3	<b>15,8</b>	2	<b>10,5</b>			3	<b>15,8</b>	3	<b>15,8</b>
Banking and Insurance	3	<b>18,8</b>	<b>11 667</b>							1	<b>6,3</b>	1	<b>6,3</b>							1	<b>6,3</b>
Catering, Hotels and Tourism												8	<b>44,4</b>								
Civilian Employees of the Army												1	<b>33,3</b>							1	<b>33,3</b>
Commerce	1	<b>4,5</b>		1	<b>4,5</b>					4	<b>18,2</b>	1	<b>4,5</b>	1	<b>4,5</b>	1	<b>4,5</b>				
ECHO	16	<b>24,2</b>	<b>9 557</b>	6	<b>9,1</b>	<b>60,00</b>				31	<b>47,0</b>	18	<b>27,3</b>					6	<b>9,1</b>	5	<b>7,6</b>
Food Industry and Allied Trade										17	<b>19,8</b>	28	<b>32,6</b>	12	<b>14,0</b>	9	<b>10,5</b>	6	<b>7,0</b>	9	<b>10,5</b>
Glass, Ceramic, Jewellery & Porcelain							1	<b>3,0</b>		14	<b>42,4</b>	10	<b>30,3</b>	2	<b>6,1</b>			9	<b>27,3</b>	6	<b>18,2</b>
Health Service and Social Care										5	<b>23,8</b>	6	<b>28,6</b>								
KOVO	53	<b>9,2</b>	<b>9 782</b>	11	<b>1,9</b>	<b>56,97</b>	29	<b>5,0</b>	<b>60,37</b>	152	<b>26,4</b>	190	<b>33,0</b>	17	<b>3,0</b>	43	<b>7,5</b>	99	<b>17,2</b>	134	<b>23,3</b>
Mines, Geology and Oil Industry										2	<b>22,2</b>	6	<b>66,7</b>					1	<b>11,1</b>	1	<b>11,1</b>
Postal, Telecom. and Newspaper Services	1	<b>10,0</b>								1	<b>10,0</b>	1	<b>10,0</b>								
Railway Trade Unions	13	<b>52,0</b>	<b>9 227</b>							6	<b>24,0</b>	11	<b>44,0</b>								
Science and Research																					
STAVBA	11	<b>9,8</b>	<b>9 574</b>	2	<b>1,8</b>					58	<b>51,8</b>	33	<b>29,5</b>	39	<b>34,8</b>	29	<b>25,9</b>	14	<b>12,5</b>	2	<b>1,8</b>
Textile, Clothing and Leather Industry										13	<b>31,0</b>	11	<b>26,2</b>	1	<b>2,4</b>	3	<b>7,1</b>	11	<b>26,2</b>	19	<b>45,2</b>
Transport	2	<b>4,8</b>								9	<b>21,4</b>	11	<b>26,2</b>	4	<b>9,5</b>	2	<b>4,8</b>	3	<b>7,1</b>	6	<b>14,3</b>
Transport, Road Economy and Repair Vehicles										4	<b>30,8</b>	5	<b>38,5</b>	3	<b>23,1</b>	1	<b>7,7</b>			5	<b>38,5</b>
Union of Aviation Employees												1	<b>25,0</b>								
UNIOS	2	<b>1,9</b>								14	<b>13,5</b>	43	<b>41,3</b>	1	<b>1,0</b>	8	<b>7,7</b>	4	<b>3,8</b>	2	<b>1,9</b>
Universities Trade Union										2	<b>11,8</b>	3	<b>17,6</b>								
Wood.Industry, Forestry and Manag.of Water	4	<b>7,0</b>	<b>8 673</b>	2	<b>3,5</b>		3	<b>5,3</b>	<b>55,07</b>	21	<b>36,8</b>	13	<b>22,8</b>	4	<b>7,0</b>			16	<b>28,1</b>	13	<b>22,8</b>

Explanatory notes: NCA  
% CA  
CZK  
CZK/h  
TS

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

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

in CZK/month/pers.

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
<b>Total</b>	339	<b>8 390</b>	341	<b>9 001</b>	348	<b>9 688</b>	352	<b>10 516</b>	355	<b>11 530</b>	354	<b>12 597</b>	355	<b>13 907</b>	354	<b>15 331</b>	342	<b>16 847</b>	342	<b>18 628</b>	341	<b>20 723</b>	338	<b>23 184</b>
Agriculture and Nutrition	5	<b>8 240</b>	5	<b>8 846</b>	5	<b>9 384</b>	5	<b>9 742</b>	5	<b>10 462</b>	5	<b>11 386</b>	5	<b>12 312</b>	5	<b>13 352</b>	5	<b>14 558</b>	5	<b>15 954</b>	5	<b>17 532</b>	5	<b>19 554</b>
Banking and Insurance	1		1		1		1		1		1		1		1		1		1		1		1	
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce	4	<b>7 625</b>	4	<b>8 038</b>	4	<b>8 438</b>	4	<b>9 085</b>	4	<b>9 693</b>	4	<b>10 260</b>	4	<b>11 040</b>	4	<b>12 180</b>	4	<b>13 495</b>	4	<b>14 988</b>	4	<b>17 388</b>	4	<b>20 665</b>
ECHO	28	<b>8 917</b>	29	<b>9 752</b>	31	<b>10 677</b>	31	<b>11 836</b>	31	<b>13 345</b>	31	<b>14 925</b>	31	<b>16 764</b>	31	<b>18 598</b>	31	<b>20 671</b>	31	<b>22 874</b>	31	<b>25 434</b>	31	<b>28 323</b>
Food Industry and Allied Trade	17	<b>7 984</b>	17	<b>8 599</b>	17	<b>9 300</b>	17	<b>10 064</b>	17	<b>11 063</b>	17	<b>12 042</b>	17	<b>13 187</b>	17	<b>14 463</b>	10	<b>14 665</b>	10	<b>16 252</b>	10	<b>18 829</b>	10	<b>22 847</b>
Glass, Ceramic, Jewellery & Porcelain	14	<b>8 674</b>	14	<b>9 134</b>	14	<b>9 609</b>	14	<b>10 122</b>	14	<b>10 843</b>	14	<b>11 722</b>	14	<b>12 641</b>	14	<b>13 614</b>	14	<b>14 674</b>	14	<b>15 957</b>	14	<b>17 553</b>	14	<b>19 414</b>
Health Service and Social Care	5	<b>7 761</b>	5	<b>8 091</b>	5	<b>8 653</b>	5	<b>9 236</b>	5	<b>9 992</b>	5	<b>10 957</b>	5	<b>12 064</b>	5	<b>12 768</b>	5	<b>14 627</b>	5	<b>16 320</b>	5	<b>18 260</b>	5	<b>21 071</b>
KOVO	138	<b>8 278</b>	139	<b>8 822</b>	144	<b>9 411</b>	146	<b>10 151</b>	149	<b>11 055</b>	148	<b>12 009</b>	149	<b>13 218</b>	148	<b>14 539</b>	145	<b>15 934</b>	146	<b>17 562</b>	146	<b>19 425</b>	143	<b>21 488</b>
Mines, Geology and Oil Industry	2		2		2		2		2		2		2		2		2		2		2		2	
Postal, Telecom. and Newspaper Services	1		1		1		1		1		1		1		1		1		1		1		1	
Railway Trade Unions	6	<b>8 459</b>	6	<b>9 700</b>	6	<b>11 242</b>	6	<b>12 675</b>	6	<b>14 283</b>	6	<b>16 017</b>	6	<b>17 633</b>	6	<b>19 375</b>	6	<b>21 038</b>	6	<b>23 383</b>	6	<b>25 450</b>	6	<b>27 962</b>
Science and Research																								
STAVBA	57	<b>8 932</b>	57	<b>9 639</b>	57	<b>10 507</b>	58	<b>11 514</b>	58	<b>12 839</b>	58	<b>14 238</b>	58	<b>15 924</b>	58	<b>17 763</b>	58	<b>19 686</b>	58	<b>22 043</b>	58	<b>24 695</b>	58	<b>27 701</b>
Textile, Clothing and Leather Industry	13	<b>7 032</b>	13	<b>7 466</b>	13	<b>7 847</b>	13	<b>8 446</b>	13	<b>9 017</b>	13	<b>9 912</b>	13	<b>10 808</b>	13	<b>11 713</b>	13	<b>12 825</b>	13	<b>14 221</b>	13	<b>15 978</b>	13	<b>18 007</b>
Transport	9	<b>7 844</b>	9	<b>8 222</b>	9	<b>8 587</b>	9	<b>9 028</b>	9	<b>9 741</b>	9	<b>10 689</b>	9	<b>11 598</b>	9	<b>12 727</b>	8	<b>12 926</b>	8	<b>14 223</b>	8	<b>16 261</b>	8	<b>18 664</b>
Transport, Road Economy and Repair Vehicles	3	<b>8 762</b>	3	<b>9 017</b>	3	<b>9 548</b>	4	<b>10 843</b>	4	<b>11 758</b>	4	<b>12 904</b>	4	<b>14 190</b>	4	<b>15 639</b>	3	<b>16 645</b>	3	<b>18 464</b>	3	<b>20 518</b>	3	<b>22 578</b>
Union of Aviation Employees																								
UNIOS	14	<b>8 710</b>	14	<b>9 552</b>	14	<b>10 527</b>	14	<b>11 695</b>	14	<b>12 962</b>	13	<b>13 702</b>	13	<b>15 163</b>	13	<b>16 738</b>	13	<b>18 587</b>	13	<b>20 692</b>	12	<b>22 482</b>	12	<b>25 273</b>
Universities Trade Union	2		2		2		2		2		2		2		2		2		2		2		2	
Wood.Industry, Forestry and Manag.of Water	20	<b>8 212</b>	20	<b>8 857</b>	20	<b>9 508</b>	20	<b>10 233</b>	20	<b>11 006</b>	21	<b>11 791</b>	21	<b>12 917</b>	21	<b>14 274</b>	21	<b>15 645</b>	20	<b>16 703</b>	20	<b>18 642</b>	20	<b>20 850</b>

Explanatory notes: NCA  
CZK/m

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





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

in CZK/hour/pers.

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
<b>Total</b>	83	<b>49,77</b>	85	<b>52,85</b>	84	<b>56,69</b>	85	<b>61,53</b>	84	<b>67,51</b>	83	<b>73,96</b>	81	<b>81,43</b>	38	<b>83,94</b>	23	<b>86,09</b>	22	<b>94,28</b>	21	<b>105,69</b>	20	<b>121,22</b>
Agriculture and Nutrition	2		2		2		2		2		2		2		1		1		1		1		1	
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce	1		1		1		1		1		1		1		1		1		1		1		1	
ECHO																								
Food Industry and Allied Trade	11	<b>47,69</b>	12	<b>48,56</b>	12	<b>50,14</b>	12	<b>54,26</b>	12	<b>59,27</b>	12	<b>65,15</b>	12	<b>71,86</b>	12	<b>79,40</b>	6	<b>87,72</b>	5	<b>97,98</b>	5	<b>113,42</b>	5	<b>133,20</b>
Glass, Ceramic, Jewellery & Porcelain	2		2		2		2		2		2		2		2		2		2		2		2	
Health Service and Social Care																								
KOVO	17	<b>47,12</b>	17	<b>50,62</b>	16	<b>54,17</b>	16	<b>59,17</b>	15	<b>64,08</b>	15	<b>70,49</b>	14	<b>73,93</b>	8	<b>88,28</b>	5	<b>91,22</b>	5	<b>100,28</b>	5	<b>112,06</b>	5	<b>125,59</b>
Mines, Geology and Oil Industry																								
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	39	<b>52,21</b>	39	<b>55,64</b>	39	<b>60,75</b>	39	<b>66,31</b>	39	<b>73,85</b>	39	<b>81,41</b>	39	<b>90,53</b>	6	<b>96,32</b>	1		1		1		1	
Textile, Clothing and Leather Industry	1		1		1		1		1		1		1		1		1		1		1		1	
Transport	4	<b>43,53</b>	4	<b>45,43</b>	4	<b>47,85</b>	4	<b>49,83</b>	4	<b>52,95</b>	4	<b>57,30</b>	3	<b>68,03</b>										
Transport, Road Economy and Repair Vehicles	1		2		2		3	<b>71,12</b>	3	<b>77,13</b>	2		2		2		1		1					
Union of Aviation Employees																								
UNIOS	1		1		1		1		1		1		1		1		1		1		1		1	
Universities Trade Union																								
Wood.Industry, Forestry and Manag.of Water	4	<b>47,40</b>	4	<b>50,38</b>	4	<b>51,75</b>	4	<b>54,23</b>	4	<b>56,78</b>	4	<b>60,53</b>	4	<b>65,38</b>	4	<b>69,90</b>	4	<b>76,93</b>	4	<b>82,90</b>	4	<b>88,60</b>	4	<b>96,48</b>

Explanatory notes: NCA  
CZK/h

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

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

in CZK/hour/pers.

SCALE SYSTEM	TARIFF SCALE																																							
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		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																																								
3 scale	3	<b>60,43</b>	3	<b>66,10</b>	3	<b>71,77</b>																																		
4 scale	4	<b>62,00</b>	4	<b>71,95</b>	4	<b>81,03</b>	3	<b>97,20</b>																																
5 scale	5	<b>55,26</b>	5	<b>61,46</b>	5	<b>67,60</b>	5	<b>79,84</b>	4	<b>90,73</b>																														
6 scale	9	<b>58,39</b>	10	<b>64,87</b>	10	<b>78,14</b>	10	<b>90,85</b>	8	<b>102,13</b>	8	<b>112,06</b>																												
7 scale	7	<b>52,75</b>	8	<b>56,28</b>	9	<b>59,15</b>	10	<b>63,50</b>	10	<b>68,37</b>	10	<b>74,06</b>	9	<b>83,34</b>																										
8 scale	15	<b>49,57</b>	15	<b>54,65</b>	15	<b>59,49</b>	14	<b>63,83</b>	14	<b>70,50</b>	13	<b>78,78</b>	13	<b>87,56</b>	12	<b>95,93</b>																								
9 scale	12	<b>48,77</b>	12	<b>49,74</b>	12	<b>52,58</b>	13	<b>55,57</b>	13	<b>59,15</b>	13	<b>64,03</b>	12	<b>68,76</b>	11	<b>77,35</b>	11	<b>84,42</b>																						
10 scale	10	<b>45,80</b>	11	<b>48,65</b>	10	<b>53,23</b>	10	<b>58,03</b>	10	<b>63,90</b>	9	<b>70,32</b>	7	<b>69,81</b>	4	<b>68,48</b>	2	<b>2</b>																						
11 scale	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>																						
13 scale	3	<b>53,23</b>	3	<b>57,18</b>	3	<b>62,29</b>	4	<b>63,13</b>	4	<b>68,95</b>	4	<b>74,41</b>	3	<b>81,98</b>	3	<b>88,58</b>	2	<b>2</b>	2	<b>2</b>	1	<b>1</b>																		
14 scale	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>																				
15 scale	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>																		
16 scale	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	2	<b>2</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>																
17 scale	11	<b>56,00</b>	12	<b>56,05</b>	12	<b>62,39</b>	12	<b>72,07</b>	12	<b>75,18</b>	12	<b>80,61</b>	12	<b>90,14</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>								
18 scale																																								
19 scale	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>	1	<b>1</b>																										
20 scale																																								

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

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

in CZK/hour/pers.

Trade union	TARIFF SCALE																								
	1		2		3		4		5		6		7		8		9		10		11		12		
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	
<b>Total</b>	157	<b>51,55</b>	161	<b>54,99</b>	169	<b>59,02</b>	170	<b>63,71</b>	170	<b>69,45</b>	167	<b>75,85</b>	159	<b>83,22</b>	88	<b>91,25</b>	67	<b>95,91</b>	53	<b>107,71</b>	44	<b>119,12</b>	41	<b>132,72</b>	
Agriculture and Nutrition	3	<b>52,53</b>	3	<b>55,33</b>	3	<b>58,60</b>	3	<b>61,90</b>	3	<b>67,30</b>	3	<b>74,50</b>	3	<b>82,17</b>	1										
Banking and Insurance																									
Catering, Hotels and Tourism																									
Civilian Employees of the Army																									
Commerce																									
ECHO	6	<b>50,83</b>	6	<b>57,66</b>	6	<b>62,80</b>	6	<b>68,96</b>	6	<b>78,02</b>	6	<b>87,18</b>	6	<b>96,93</b>	2		2		2		2		2		1
Food Industry and Allied Trade	6	<b>54,34</b>	6	<b>56,94</b>	6	<b>60,14</b>	6	<b>64,72</b>	6	<b>69,41</b>	6	<b>76,11</b>	5	<b>86,71</b>	4	<b>84,45</b>	2		2		2		2		2
Glass, Ceramic, Jewellery & Porcelain	9	<b>53,38</b>	9	<b>55,56</b>	9	<b>58,28</b>	9	<b>61,62</b>	9	<b>66,32</b>	9	<b>71,64</b>	9	<b>77,61</b>	9	<b>83,63</b>	9	<b>90,53</b>	9	<b>98,49</b>	9	<b>108,12</b>	9	<b>119,74</b>	
Health Service and Social Care																									
KOVO	85	<b>52,37</b>	89	<b>55,61</b>	96	<b>59,52</b>	98	<b>64,28</b>	98	<b>69,97</b>	96	<b>76,00</b>	92	<b>83,23</b>	45	<b>95,31</b>	33	<b>99,81</b>	28	<b>110,54</b>	21	<b>122,68</b>	21	<b>134,00</b>	
Mines, Geology and Oil Industry	1		1		1		1		1		1		1		1										
Postal, Telecom. and Newspaper Services																									
Railway Trade Unions																									
Science and Research																									
STAVBA	13	<b>54,84</b>	13	<b>59,33</b>	14	<b>64,68</b>	14	<b>71,11</b>	14	<b>79,15</b>	14	<b>88,68</b>	13	<b>100,42</b>	4	<b>97,10</b>	1		1						
Textile, Clothing and Leather Industry	11	<b>39,61</b>	11	<b>42,96</b>	11	<b>46,23</b>	11	<b>49,44</b>	11	<b>53,15</b>	11	<b>58,08</b>	11	<b>63,20</b>	6	<b>66,87</b>	5	<b>78,02</b>	2		1				1
Transport	3	<b>52,50</b>	3	<b>54,50</b>	3	<b>57,50</b>	3	<b>64,47</b>	3	<b>68,20</b>	3	<b>71,87</b>	2		2		2		2		2		2		1
Transport, Road Economy and Repair Vehicles																									
Union of Aviation Employees																									
UNIOS	4	<b>50,33</b>	4	<b>54,25</b>	4	<b>60,90</b>	3	<b>64,30</b>	3	<b>71,63</b>	2		2		2		2		2		2		2		1
Universities Trade Union																									
Wood, Industry, Forestry and Manag. of Water	16	<b>50,29</b>	16	<b>54,10</b>	16	<b>57,73</b>	16	<b>61,67</b>	16	<b>66,81</b>	16	<b>72,98</b>	15	<b>79,04</b>	12	<b>93,36</b>	11	<b>94,70</b>	5	<b>120,50</b>	5	<b>138,12</b>	5	<b>155,24</b>	

Explanatory notes: NCA  
CZK/h

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



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

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

Trade union	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE	% AE																
<b>Total</b>	1120	85,1	26,0	48,7	26,7	1005	76,4	102,3	1090	82,8	13,04	11,3	795	60,4	7,21	10,2	10,6	1032	78,4	17,84	23,5
Agriculture and Nutrition	14	73,7	25,0	45,6	26,7	14	73,7	100,0	13	68,4	8,00	11,8	8	42,1	7,67	10,0	11,7	12	63,2		15,0
Banking and Insurance	10	62,5	28,1	50,0	30,0	10	62,5	105,5	6	37,5	27,50	11,0	1	6,3				7	43,8		32,1
Catering, Hotels and Tourism	18	100,0	25,0	50,0	32,3	18	100,0	100,0	18	100,0	7,75	10,0	2	11,1				18	100,0	25,00	10,0
Civilian Employees of the Army	2	66,7				1	33,3		2	66,7			2	66,7				2	66,7		
Commerce	13	59,1	25,0	50,0	26,4	13	59,1	100,0	10	45,5	7,00	13,1	9	40,9	7,50	10,0	12,5	11	50,0	40,00	11,5
ECHO	65	98,5	26,0	49,4	28,5	64	97,0	103,4	65	98,5	15,00	10,6	53	80,3	7,69		10,0	63	95,5	17,99	19,6
Food Industry and Allied Trade	74	86,0	26,0	49,5	26,7	69	80,2	108,0	73	84,9	11,38	10,8	43	50,0	6,72	10,0	10,0	68	79,1	15,13	22,5
Glass, Ceramic, Jewellery & Porcelain	30	90,9	27,5	40,0	30,2	27	81,8	101,1	30	90,9	11,72	16,0	26	78,8	8,10		10,0	22	66,7		25,0
Health Service and Social Care	12	57,1	25,0	47,1	25,0	13	61,9	100,0	13	61,9	14,00	18,6	8	38,1	5,67		10,0	14	66,7		27,6
KOVO	517	89,9	26,0	50,1	26,0	474	82,4	102,3	508	88,3	13,80	11,2	376	65,4	6,88	9,9	10,2	482	83,8	20,58	26,4
Mines, Geology and Oil Industry	8	88,9	26,5		25,0	8	88,9	100,0	8	88,9	18,50	12,5	8	88,9	6,19			8	88,9	16,67	15,0
Postal, Telecom. and Newspaper Services	4	40,0	25,0	40,0	25,0	4	40,0	100,0	4	40,0	13,50	10,0	3	30,0	10,00		25,0	3	30,0		10,0
Railway Trade Unions	20	80,0	25,0	46,9	25,0	17	68,0	100,0	19	76,0	8,75	10,9	17	68,0	8,08	10,0	10,0	17	68,0	13,50	16,5
Science and Research	2	9,1				2	9,1		2	9,1			3	13,6			10,0	2	9,1		
STAVBA	100	89,3	25,6	49,2	26,1	98	87,5	101,3	98	87,5	11,37	10,3	87	77,7	8,04	10,0	10,5	91	81,3	14,00	19,9
Textile, Clothing and Leather Industry	41	97,6	25,4	38,6	26,3	34	81,0	101,5	40	95,2	12,25	11,0	23	54,8	6,48	9,1	10,0	36	85,7	12,03	15,8
Transport	41	97,6	28,6	42,5	29,5	32	76,2	100,0	41	97,6	8,30	10,1	31	73,8	9,49	10,0	11,7	42	100,0		32,3
Transport, Road Economy and Repair Vehicles	12	92,3	27,5		25,0	11	84,6	100,0	12	92,3	6,00	10,0	11	84,6	6,70	10,0	10,0	12	92,3	51,80	31,6
Union of Aviation Employees	3	75,0			26,5	4	100,0	100,0	4	100,0	16,00	10,0	2	50,0				4	100,0		30,4
UNIOS	77	74,0	25,9	48,8		34	32,7	105,6	66	63,5	12,72	12,4	33	31,7	6,54	11,3	15,0	65	62,5	7,00	17,8
Universities Trade Union	6	35,3	25,0	50,0	25,0	6	35,3	100,0	8	47,1	8,00	13,3	7	41,2	6,50		10,0	5	29,4		22,0
Wood.Industry, Forestry and Manag.of Water	51	89,5	26,0	45,0	27,8	52	91,2	100,2	50	87,7	10,47	11,9	42	73,7	7,11	15,0	13,5	48	84,2	16,64	18,6

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

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

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

Trade union	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour	other form		% of aver. earnings		paid by the shift	other form		% of aver. earnings		paid by the hour	other form		% of aver. earnings		paid by the hour	other form	
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
<b>Total</b>	11	<b>8,7</b>	685	<b>6,41</b>	1	16	<b>20,1</b>	58	<b>90,96</b>	62	4	<b>6,5</b>	169	<b>5,49</b>	30	2		202	<b>5,45</b>	14
Agriculture and Nutrition			8	<b>3,25</b>						1			2							
Banking and Insurance			2		1			1		1										
Catering, Hotels and Tourism													1							
Civilian Employees of the Army			1										1							
Commerce			1													1				
ECHO			48	<b>6,59</b>					15			7	<b>3,21</b>					21	<b>9,45</b>	
Food Industry and Allied Trade			61	<b>5,37</b>		2		3	<b>171,67</b>	3		3	<b>18,00</b>							
Glass, Ceramic, Jewellery & Porcelain			31	<b>6,68</b>				1		1		3	<b>4,67</b>					3	<b>3,00</b>	
Health Service and Social Care									5											
KOVO	10	<b>8,6</b>	397	<b>6,80</b>		5	<b>30,2</b>	42	<b>77,42</b>	27	2		90	<b>5,29</b>	11	1		134	<b>4,94</b>	3
Mines, Geology and Oil Industry			3	<b>4,50</b>								1		1				5	<b>4,80</b>	
Postal, Telecom. and Newspaper Services																			1	
Railway Trade Unions			6	<b>7,00</b>				5	<b>79,00</b>				8	<b>6,63</b>				6	<b>7,50</b>	
Science and Research																				
STAVBA			41	<b>5,14</b>						2		24	<b>4,68</b>	15				19	<b>4,47</b>	11
Textile, Clothing and Leather Industry			38	<b>6,17</b>						2		10	<b>3,32</b>	1				2		
Transport			5	<b>5,44</b>									1							
Transport, Road Economy and Repair Vehicles			4	<b>3,25</b>								7	<b>4,46</b>					1		
Union of Aviation Employees													3	<b>11,00</b>						
UNIOS	1		18	<b>5,13</b>		8	<b>15,6</b>	6	<b>154,00</b>	2	1		6	<b>7,15</b>	3			6	<b>7,38</b>	
Universities Trade Union										1										
Wood.Industry, Forestry and Manag.of Water			21	<b>6,38</b>		1				2			2					4	<b>4,13</b>	

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

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

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

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

Trade union	Supplementary charge																						Other supplementary charge
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people							
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form			
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA			
<b>Total</b>	3	15,0	171	17,91	20	1	15	500	1	48	26,4	17	2 065	82	24	9,3	34	735	30	533			
Agriculture and Nutrition			1											2						3			
Banking and Insurance										1		1								8			
Catering, Hotels and Tourism							1			3	10,0						1			3			
Civilian Employees of the Army			1																1	1			
Commerce														1			1			7			
ECHO			14	42,91						2		10	2 000	8	1		3	833	4	40			
Food Industry and Allied Trade										3	26,7						1			26			
Glass, Ceramic, Jewellery & Porcelain			7	8,86																9			
Health Service and Social Care					6					1				1						7			
KOVO	1		109	11,79	11	1	8	588	1	9	31,1	1		27	5	8,0	21	728	22	274			
Mines, Geology and Oil Industry			1											4	1					7			
Postal, Telecom. and Newspaper Services													1							3			
Railway Trade Unions	2		5	20,20			3	500		1		1		2	5	7,6	2			13			
Science and Research																							
STAVBA			16	34,22										4	1		3	333		22			
Textile, Clothing and Leather Industry			1				2			2		2		1	2					25			
Transport																	1			5			
Transport, Road Economy and Repair Vehicles			4	13,90									1				1			11			
Union of Aviation Employees																				2			
UNIOS			4	7,50	1		1			23	26,1	1		25	7	10,0	2		2	43			
Universities Trade Union					1									4						7			
Wood.Industry, Forestry and Manag.of Water			8	40,63	1					2				3					1	17			

Explanatory notes: NCA

% AE

CZK/h

CZK/month

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

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

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per month



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

in % of collective agreements

Trade union	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	557	<b>42,3</b>	195	<b>14,8</b>	317	<b>24,1</b>	184	<b>14,0</b>	92	<b>7,0</b>	95	<b>7,2</b>	100	<b>7,6</b>	81	<b>6,2</b>	706	<b>53,6</b>
Agriculture and Nutrition	9	<b>47,4</b>	1	<b>5,3</b>	8	<b>42,1</b>	1	<b>5,3</b>					3	<b>15,8</b>	1	<b>5,3</b>	6	<b>31,6</b>
Banking and Insurance	3	<b>18,8</b>	1	<b>6,3</b>			1	<b>6,3</b>	2	<b>12,5</b>					1	<b>6,3</b>	3	<b>18,8</b>
Catering, Hotels and Tourism	8	<b>44,4</b>	2	<b>11,1</b>	4	<b>22,2</b>	1	<b>5,6</b>	1	<b>5,6</b>	2	<b>11,1</b>	1	<b>5,6</b>	2	<b>11,1</b>	12	<b>66,7</b>
Civilian Employees of the Army																	2	<b>66,7</b>
Commerce	7	<b>31,8</b>	1	<b>4,5</b>	5	<b>22,7</b>	1	<b>4,5</b>	1	<b>4,5</b>							7	<b>31,8</b>
ECHO	43	<b>65,2</b>	10	<b>15,2</b>	26	<b>39,4</b>	18	<b>27,3</b>	18	<b>27,3</b>	7	<b>10,6</b>	9	<b>13,6</b>	3	<b>4,5</b>	42	<b>63,6</b>
Food Industry and Allied Trade	52	<b>60,5</b>	15	<b>17,4</b>	25	<b>29,1</b>	13	<b>15,1</b>	4	<b>4,7</b>	15	<b>17,4</b>	7	<b>8,1</b>	4	<b>4,7</b>	65	<b>75,6</b>
Glass, Ceramic, Jewellery & Porcelain	8	<b>24,2</b>	3	<b>9,1</b>	6	<b>18,2</b>	2	<b>6,1</b>	1	<b>3,0</b>			3	<b>9,1</b>	3	<b>9,1</b>	6	<b>18,2</b>
Health Service and Social Care	9	<b>42,9</b>			6	<b>28,6</b>	1	<b>4,8</b>	1	<b>4,8</b>	1	<b>4,8</b>			3	<b>14,3</b>	14	<b>66,7</b>
KOVO	249	<b>43,3</b>	94	<b>16,3</b>	148	<b>25,7</b>	71	<b>12,3</b>	36	<b>6,3</b>	29	<b>5,0</b>	41	<b>7,1</b>	49	<b>8,5</b>	340	<b>59,1</b>
Mines, Geology and Oil Industry	7	<b>77,8</b>	7	<b>77,8</b>	1	<b>11,1</b>	3	<b>33,3</b>	3	<b>33,3</b>					1	<b>11,1</b>	8	<b>88,9</b>
Postal, Telecom. and Newspaper Services	2	<b>20,0</b>	1	<b>10,0</b>	1	<b>10,0</b>					1	<b>10,0</b>					4	<b>40,0</b>
Railway Trade Unions	5	<b>20,0</b>			3	<b>12,0</b>	1	<b>4,0</b>	1	<b>4,0</b>	1	<b>4,0</b>	1	<b>4,0</b>			17	<b>68,0</b>
Science and Research																		
STAVBA	45	<b>40,2</b>	10	<b>8,9</b>	34	<b>30,4</b>	22	<b>19,6</b>	20	<b>17,9</b>	11	<b>9,8</b>	12	<b>10,7</b>	2	<b>1,8</b>	31	<b>27,7</b>
Textile, Clothing and Leather Industry	13	<b>31,0</b>	5	<b>11,9</b>	7	<b>16,7</b>	8	<b>19,0</b>	1	<b>2,4</b>			5	<b>11,9</b>	5	<b>11,9</b>	7	<b>16,7</b>
Transport	3	<b>7,1</b>	2	<b>4,8</b>	2	<b>4,8</b>					1	<b>2,4</b>	1	<b>2,4</b>			25	<b>59,5</b>
Transport, Road Economy and Repair Vehicles	4	<b>30,8</b>	3	<b>23,1</b>	2	<b>15,4</b>	3	<b>23,1</b>					2	<b>15,4</b>			10	<b>76,9</b>
Union of Aviation Employees	2	<b>50,0</b>			2	<b>50,0</b>											1	<b>25,0</b>
UNIOS	53	<b>51,0</b>	21	<b>20,2</b>	20	<b>19,2</b>	28	<b>26,9</b>			21	<b>20,2</b>	8	<b>7,7</b>	2	<b>1,9</b>	67	<b>64,4</b>
Universities Trade Union	2	<b>11,8</b>	2	<b>11,8</b>			2	<b>11,8</b>	1	<b>5,9</b>			1	<b>5,9</b>	1	<b>5,9</b>	3	<b>17,6</b>
Wood.Industry, Forestry and Manag.of Water	33	<b>57,9</b>	17	<b>29,8</b>	17	<b>29,8</b>	8	<b>14,0</b>	2	<b>3,5</b>	6	<b>10,5</b>	6	<b>10,5</b>	4	<b>7,0</b>	36	<b>63,2</b>

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

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

in CZK

Trade union	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
<b>Total</b>	671	<b>51,0</b>	49	<b>2 170</b>	204	<b>2 649</b>	432	<b>3 891</b>	499	<b>4 843</b>	625	<b>5 740</b>	668	<b>6 675</b>	671	<b>7 926</b>	671	<b>8 983</b>	671	<b>10 076</b>	2	<b>0,2</b>	
Agriculture and Nutrition	11	<b>57,9</b>			5	<b>2 000</b>	6	<b>3 083</b>	6	<b>3 583</b>	11	<b>3 409</b>	11	<b>3 955</b>	11	<b>4 455</b>	11	<b>4 773</b>	11	<b>5 182</b>			
Banking and Insurance	8	<b>50,0</b>	2		4	<b>2 875</b>	8	<b>7 875</b>	8	<b>9 563</b>	8	<b>10 688</b>	8	<b>11 813</b>	8	<b>12 938</b>	8	<b>14 563</b>	8	<b>15 188</b>	1	<b>6,3</b>	
Catering, Hotels and Tourism	8	<b>44,4</b>	2		4	<b>5 750</b>	8	<b>6 500</b>	8	<b>6 813</b>	8	<b>8 125</b>	8	<b>10 000</b>	8	<b>10 625</b>	8	<b>11 250</b>	8	<b>11 250</b>			
Civilian Employees of the Army	1	<b>33,3</b>					1		1		1		1		1		1		1				
Commerce	13	<b>59,1</b>	1		6	<b>2 250</b>	11	<b>4 818</b>	12	<b>5 425</b>	12	<b>6 475</b>	13	<b>7 100</b>	13	<b>7 962</b>	13	<b>8 554</b>	13	<b>9 146</b>	1	<b>4,5</b>	
ECHO	25	<b>37,9</b>	1		4	<b>3 250</b>	14	<b>4 007</b>	20	<b>4 823</b>	22	<b>6 050</b>	25	<b>6 650</b>	25	<b>7 620</b>	25	<b>8 674</b>	25	<b>10 044</b>			
Food Industry and Allied Trade	54	<b>62,8</b>	4	<b>1 713</b>	14	<b>2 668</b>	43	<b>3 533</b>	47	<b>4 614</b>	52	<b>5 858</b>	54	<b>6 869</b>	54	<b>8 374</b>	54	<b>9 231</b>	54	<b>10 441</b>			
Glass, Ceramic, Jewellery & Porcelain	16	<b>48,5</b>	2		2		8	<b>4 438</b>	10	<b>6 100</b>	14	<b>7 179</b>	15	<b>9 673</b>	16	<b>10 847</b>	16	<b>13 847</b>	16	<b>16 606</b>			
Health Service and Social Care	7	<b>33,3</b>			4	<b>2 625</b>	4	<b>5 250</b>	4	<b>7 875</b>	7	<b>6 643</b>	7	<b>8 257</b>	7	<b>9 857</b>	7	<b>11 143</b>	7	<b>11 286</b>			
KOVO	301	<b>52,3</b>	18	<b>2 650</b>	98	<b>2 942</b>	191	<b>3 857</b>	227	<b>4 841</b>	278	<b>5 732</b>	301	<b>6 742</b>	301	<b>7 910</b>	301	<b>9 163</b>	301	<b>10 451</b>			
Mines, Geology and Oil Industry	8	<b>88,9</b>	5	<b>1 160</b>	6	<b>1 817</b>	6	<b>2 383</b>	6	<b>3 183</b>	8	<b>3 850</b>	8	<b>4 475</b>	8	<b>5 038</b>	8	<b>5 413</b>	8	<b>5 913</b>			
Postal, Telecom. and Newspaper Services																							
Railway Trade Unions	12	<b>48,0</b>	1		3	<b>1 900</b>	8	<b>4 013</b>	8	<b>5 438</b>	11	<b>5 991</b>	11	<b>6 891</b>	12	<b>7 858</b>	12	<b>9 067</b>	12	<b>9 858</b>			
Science and Research	2	<b>9,1</b>									1		2		2		2		2				
STAVBA	70	<b>62,5</b>	1		7	<b>2 293</b>	44	<b>3 805</b>	50	<b>5 004</b>	67	<b>6 380</b>	70	<b>7 332</b>	70	<b>9 273</b>	70	<b>10 020</b>	70	<b>10 716</b>			
Textile, Clothing and Leather Industry	23	<b>54,8</b>	1		5	<b>1 670</b>	11	<b>2 677</b>	12	<b>3 054</b>	21	<b>3 352</b>	23	<b>3 400</b>	23	<b>4 204</b>	23	<b>4 491</b>	23	<b>5 296</b>			
Transport	21	<b>50,0</b>	3	<b>1 000</b>	5	<b>1 400</b>	6	<b>1 950</b>	10	<b>3 010</b>	20	<b>3 115</b>	21	<b>3 886</b>	21	<b>4 557</b>	21	<b>5 200</b>	21	<b>5 748</b>			
Transport, Road Economy and Repair Vehicles	9	<b>69,2</b>	1		4	<b>3 100</b>	5	<b>3 240</b>	7	<b>3 886</b>	9	<b>4 556</b>	9	<b>5 667</b>	9	<b>6 722</b>	9	<b>7 222</b>	9	<b>7 833</b>			
Union of Aviation Employees																							
UNIOS	54	<b>51,9</b>	6	<b>2 417</b>	19	<b>2 568</b>	38	<b>4 447</b>	41	<b>5 263</b>	49	<b>6 757</b>	53	<b>7 264</b>	54	<b>8 963</b>	54	<b>9 917</b>	54	<b>11 000</b>			
Universities Trade Union	2	<b>11,8</b>							1		2		2		2		2		2				
Wood.Industry, Forestry and Manag.of Water	26	<b>45,6</b>	1		14	<b>1 400</b>	20	<b>2 343</b>	21	<b>3 071</b>	24	<b>4 098</b>	26	<b>5 000</b>	26	<b>6 160</b>	26	<b>7 179</b>	26	<b>8 187</b>			

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

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

CZK average value of remuneration in CZK

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

in CZK

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	765	<b>58,1</b>	344	<b>3 555</b>	712	<b>3 894</b>	749	<b>4 892</b>	762	<b>5 715</b>	765	<b>6 589</b>	765	<b>7 062</b>
Agriculture and Nutrition	13	<b>68,4</b>	6	<b>3 133</b>	13	<b>3 731</b>	13	<b>4 362</b>	13	<b>4 785</b>	13	<b>5 269</b>	13	<b>5 500</b>
Banking and Insurance	7	<b>43,8</b>	4	<b>6 625</b>	7	<b>7 857</b>	7	<b>7 857</b>	7	<b>7 857</b>	7	<b>7 857</b>	7	<b>7 857</b>
Catering, Hotels and Tourism	18	<b>100,0</b>	18	<b>4 417</b>	18	<b>5 417</b>	18	<b>5 889</b>	18	<b>6 139</b>	18	<b>6 306</b>	18	<b>6 306</b>
Civilian Employees of the Army														
Commerce	12	<b>54,5</b>	7	<b>757</b>	12	<b>1 883</b>	12	<b>2 408</b>	12	<b>2 717</b>	12	<b>3 092</b>	12	<b>3 592</b>
ECHO	39	<b>59,1</b>	11	<b>3 127</b>	38	<b>6 670</b>	38	<b>11 728</b>	38	<b>16 359</b>	39	<b>20 822</b>	39	<b>21 788</b>
Food Industry and Allied Trade	48	<b>55,8</b>	12	<b>3 604</b>	42	<b>3 081</b>	48	<b>4 284</b>	48	<b>4 944</b>	48	<b>6 094</b>	48	<b>6 613</b>
Glass, Ceramic, Jewellery & Porcelain	20	<b>60,6</b>	10	<b>2 970</b>	18	<b>4 372</b>	20	<b>4 615</b>	20	<b>4 980</b>	20	<b>5 345</b>	20	<b>6 335</b>
Health Service and Social Care	12	<b>57,1</b>	6	<b>2 250</b>	12	<b>3 250</b>	12	<b>3 875</b>	12	<b>4 250</b>	12	<b>4 542</b>	12	<b>4 583</b>
KOVO	316	<b>55,0</b>	119	<b>3 794</b>	278	<b>3 793</b>	304	<b>4 664</b>	315	<b>5 363</b>	316	<b>6 104</b>	316	<b>6 726</b>
Mines, Geology and Oil Industry	8	<b>88,9</b>	1		8	<b>2 225</b>	8	<b>2 963</b>	8	<b>3 975</b>	8	<b>4 813</b>	8	<b>5 563</b>
Postal, Telecom. and Newspaper Services	4	<b>40,0</b>	1		4	<b>4 875</b>	4	<b>6 125</b>	4	<b>6 500</b>	4	<b>6 875</b>	4	<b>7 250</b>
Railway Trade Unions	18	<b>72,0</b>	8	<b>3 906</b>	18	<b>5 833</b>	18	<b>6 933</b>	18	<b>7 889</b>	18	<b>8 622</b>	18	<b>9 194</b>
Science and Research	11	<b>50,0</b>	6	<b>4 917</b>	11	<b>4 336</b>	11	<b>4 836</b>	11	<b>5 000</b>	11	<b>5 364</b>	11	<b>5 364</b>
STAVBA	69	<b>61,6</b>	30	<b>3 277</b>	66	<b>3 391</b>	68	<b>4 126</b>	69	<b>4 824</b>	69	<b>5 511</b>	69	<b>5 820</b>
Textile, Clothing and Leather Industry	28	<b>66,7</b>	11	<b>1 800</b>	28	<b>2 080</b>	28	<b>2 545</b>	28	<b>2 788</b>	28	<b>3 039</b>	28	<b>3 279</b>
Transport	28	<b>66,7</b>	18	<b>2 239</b>	27	<b>2 685</b>	27	<b>3 104</b>	28	<b>3 461</b>	28	<b>3 711</b>	28	<b>3 954</b>
Transport, Road Economy and Repair Vehicles	8	<b>61,5</b>	2		8	<b>3 025</b>	8	<b>3 275</b>	8	<b>3 613</b>	8	<b>3 925</b>	8	<b>4 200</b>
Union of Aviation Employees														
UNIOS	73	<b>70,2</b>	57	<b>4 149</b>	72	<b>4 324</b>	73	<b>4 848</b>	73	<b>5 516</b>	73	<b>6 129</b>	73	<b>6 204</b>
Universities Trade Union	7	<b>41,2</b>	5	<b>3 700</b>	6	<b>3 850</b>	6	<b>6 100</b>	6	<b>6 267</b>	7	<b>5 800</b>	7	<b>5 943</b>
Wood.Industry, Forestry and Manag.of Water	26	<b>45,6</b>	12	<b>2 958</b>	26	<b>3 490</b>	26	<b>5 046</b>	26	<b>6 306</b>	26	<b>7 802</b>	26	<b>8 262</b>

Explanatory notes: NCA  
% CA  
CZK

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

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

in CZK

Trade union	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	848	<b>64,4</b>	335	<b>4 870</b>	771	<b>5 328</b>	827	<b>6 637</b>	843	<b>8 026</b>	846	<b>9 386</b>	848	<b>10 292</b>	848	<b>11 228</b>	848	<b>11 763</b>	848	<b>12 188</b>
Agriculture and Nutrition	15	<b>78,9</b>	7	<b>3 071</b>	14	<b>4 161</b>	15	<b>4 833</b>	15	<b>5 250</b>	15	<b>5 700</b>	15	<b>5 950</b>	15	<b>6 200</b>	15	<b>6 317</b>	15	<b>6 433</b>
Banking and Insurance	6	<b>37,5</b>	3	<b>4 500</b>	6	<b>7 000</b>	6	<b>7 833</b>	6	<b>8 667</b>	6	<b>9 500</b>	6	<b>10 333</b>	6	<b>11 167</b>	6	<b>12 000</b>	6	<b>12 833</b>
Catering, Hotels and Tourism	18	<b>100,0</b>	18	<b>5 167</b>	18	<b>6 222</b>	18	<b>6 750</b>	18	<b>7 000</b>	18	<b>7 167</b>	18	<b>7 167</b>	18	<b>7 167</b>	18	<b>7 167</b>	18	<b>7 167</b>
Civilian Employees of the Army	1	<b>33,3</b>			1		1		1		1		1		1		1		1	
Commerce	13	<b>59,1</b>	5	<b>1 880</b>	13	<b>3 450</b>	13	<b>4 454</b>	13	<b>5 227</b>	13	<b>6 031</b>	13	<b>7 012</b>	13	<b>7 569</b>	13	<b>8 127</b>	13	<b>8 685</b>
ECHO	40	<b>60,6</b>	21	<b>3 948</b>	39	<b>5 746</b>	40	<b>9 294</b>	40	<b>11 881</b>	40	<b>16 584</b>	40	<b>19 356</b>	40	<b>24 031</b>	40	<b>25 494</b>	40	<b>26 481</b>
Food Industry and Allied Trade	58	<b>67,4</b>	19	<b>4 118</b>	51	<b>4 492</b>	58	<b>5 796</b>	58	<b>6 747</b>	58	<b>8 159</b>	58	<b>8 857</b>	58	<b>9 586</b>	58	<b>9 897</b>	58	<b>10 466</b>
Glass, Ceramic, Jewellery & Porcelain	22	<b>66,7</b>	10	<b>2 920</b>	20	<b>5 505</b>	21	<b>6 710</b>	22	<b>7 768</b>	22	<b>8 541</b>	22	<b>10 100</b>	22	<b>11 009</b>	22	<b>11 918</b>	22	<b>13 055</b>
Health Service and Social Care	12	<b>57,1</b>	7	<b>4 071</b>	11	<b>4 045</b>	12	<b>4 458</b>	12	<b>4 708</b>	12	<b>5 583</b>	12	<b>5 625</b>	12	<b>5 708</b>	12	<b>5 708</b>	12	<b>5 708</b>
KOVO	365	<b>63,5</b>	115	<b>6 010</b>	315	<b>5 332</b>	349	<b>6 582</b>	362	<b>8 285</b>	365	<b>9 700</b>	365	<b>10 660</b>	365	<b>11 741</b>	365	<b>12 448</b>	365	<b>12 891</b>
Mines, Geology and Oil Industry	8	<b>88,9</b>	1		8	<b>5 250</b>	8	<b>7 188</b>	8	<b>10 125</b>	8	<b>11 688</b>	8	<b>12 813</b>	8	<b>14 000</b>	8	<b>14 000</b>	8	<b>14 000</b>
Postal, Telecom. and Newspaper Services	4	<b>40,0</b>	3	<b>5 000</b>	4	<b>25 375</b>	4	<b>28 000</b>	4	<b>29 750</b>	4	<b>31 500</b>	4	<b>32 000</b>	4	<b>32 500</b>	4	<b>33 000</b>	4	<b>33 500</b>
Railway Trade Unions	20	<b>80,0</b>	7	<b>9 500</b>	18	<b>10 472</b>	18	<b>11 706</b>	19	<b>14 663</b>	19	<b>15 584</b>	20	<b>17 490</b>	20	<b>17 855</b>	20	<b>18 195</b>	20	<b>18 360</b>
Science and Research	11	<b>50,0</b>	6	<b>5 833</b>	11	<b>4 864</b>	11	<b>5 182</b>	11	<b>5 545</b>	11	<b>5 727</b>	11	<b>5 727</b>	11	<b>5 727</b>	11	<b>5 727</b>	11	<b>5 727</b>
STAVBA	81	<b>72,3</b>	20	<b>6 245</b>	77	<b>6 156</b>	80	<b>7 959</b>	81	<b>9 554</b>	81	<b>11 340</b>	81	<b>12 070</b>	81	<b>12 609</b>	81	<b>12 938</b>	81	<b>13 340</b>
Textile, Clothing and Leather Industry	33	<b>78,6</b>	15	<b>1 800</b>	32	<b>2 998</b>	33	<b>3 653</b>	33	<b>3 892</b>	33	<b>4 139</b>	33	<b>4 382</b>	33	<b>4 518</b>	33	<b>4 564</b>	33	<b>4 579</b>
Transport	30	<b>71,4</b>	16	<b>3 394</b>	27	<b>3 743</b>	30	<b>4 650</b>	30	<b>5 242</b>	30	<b>5 750</b>	30	<b>6 125</b>	30	<b>6 392</b>	30	<b>6 658</b>	30	<b>6 925</b>
Transport, Road Economy and Repair Vehicles	9	<b>69,2</b>	2		8	<b>6 313</b>	9	<b>7 056</b>	9	<b>9 778</b>	9	<b>10 333</b>	9	<b>13 000</b>	9	<b>13 444</b>	9	<b>13 778</b>	9	<b>14 111</b>
Union of Aviation Employees	3	<b>75,0</b>			3	<b>6 000</b>	3	<b>8 000</b>	3	<b>10 000</b>	3	<b>13 000</b>	3	<b>15 000</b>	3	<b>20 000</b>	3	<b>25 000</b>	3	<b>30 000</b>
UNIOS	63	<b>60,6</b>	42	<b>4 726</b>	60	<b>4 718</b>	63	<b>5 390</b>	63	<b>5 801</b>	63	<b>6 098</b>	63	<b>6 297</b>	63	<b>6 384</b>	63	<b>6 440</b>	63	<b>6 495</b>
Universities Trade Union	6	<b>35,3</b>	5	<b>4 100</b>	6	<b>4 333</b>	6	<b>6 500</b>	6	<b>6 500</b>	6	<b>6 667</b>	6	<b>6 833</b>	6	<b>6 833</b>	6	<b>6 833</b>	6	<b>6 833</b>
Wood.Industry, Forestry and Manag.of Water	30	<b>52,6</b>	13	<b>2 600</b>	29	<b>4 390</b>	29	<b>6 414</b>	29	<b>7 681</b>	29	<b>10 041</b>	30	<b>11 135</b>	30	<b>12 220</b>	30	<b>12 863</b>	30	<b>13 506</b>

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

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

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

Trade union	Wage development contracted																												Number of CA where wage development is bound to economic indicators					
	of this																																	
	NCA	% CA	by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage						by increasing the average real wage						by keeping real wage				by combination of given issues							
			NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.		NCA	% CA	by incr. in %		by abs. amount		without manag.		NCA	% CA	by incr. in %		without manag.		NCA	% CA	without manag.			NCA	% CA	NCA	% CA	NCA
<b>Total</b>	558	42,4	176	13,4	11	374	165	2,9	57	4,3	6	0,5	207	15,7	205	3,1	2	10	3,5	19	1,4	19	2,2	1	170	12,9	15	1,1	66	5,0	140	10,6		
Agriculture and Nutrition	4	21,1							1	5,3			3	15,8	3	2,8										1	5,3			1	5,3	3	15,8	
Banking and Insurance	13	81,3	8	50,0			8	3,1	6	37,5			1	6,3	1											4	25,0			5	31,3	3	18,8	
Catering, Hotels and Tourism	2	11,1											2	11,1	2																			
Civilian Employees of the Army																																		
Commerce	6	27,3											1	4,5	1											5	22,7	1	4,5			2	9,1	
ECHO	41	62,1	2	3,0			2						16	24,2	16	3,1		2		4	6,1	4	2,0			22	33,3	4	6,1	3	4,5	15	22,7	
Food Industry and Allied Trade	44	51,2	13	15,1	1		12	3,3	12	14,0	1	1,2	17	19,8	17	3,0		1		2	2,3	2				6	7,0			6	7,0	15	17,4	
Glass, Ceramic, Jewellery & Porcelain	6	18,2							2	6,1	1	3,0	4	12,1	4	3,0																	3	9,1
Health Service and Social Care	7	33,3	1	4,8			1		4	19,0			2	9,5	2											1	4,8			1	4,8	5	23,8	
KOVO	236	41,0	84	14,6	8	408	76	2,6	17	3,0	3	0,5	78	13,6	77	2,8	1		3	2,7	4	0,7	4	3,3		76	13,2	6	1,0	20	3,5	62	10,8	
Mines, Geology and Oil Industry	4	44,4	1	11,1	1																					3	33,3	3	33,3					
Postal, Telecom. and Newspaper Services	1	10,0	1	10,0			1																											
Railway Trade Unions	14	56,0	5	20,0			5	1,8					7	28,0	6	1,4	1									3	12,0			1	4,0	5	20,0	
Science and Research	2	9,1																								2	9,1					2	9,1	
STAVBA	18	16,1	8	7,1	1		7	2,9	1	0,9			9	8,0	9	3,0										2	1,8	1	0,9	1	0,9	2	1,8	
Textile, Clothing and Leather Industry	25	59,5	2	4,8			2						14	33,3	14	4,0				3	7,1	3	3,3			8	19,0			2	4,8	4	9,5	
Transport	20	47,6	14	33,3			14	5,3	1	2,4			1	2,4	1					1	2,4	1				6	14,3			3	7,1	1	2,4	
Transport, Road Economy and Repair Vehicles	6	46,2											4	30,8	4	4,6										4	30,8			2	15,4			
Union of Aviation Employees	3	75,0	3	75,0			3	1,9																								3	75,0	
UNIOS	73	70,2	29	27,9			29	2,4	9	8,7	1	1,0	28	26,9	28	3,8				2	1,9	2				22	21,2			17	16,3	3	2,9	
Universities Trade Union	2	11,8	1	5,9			1																			1	5,9							
Wood, Industry, Forestry and Manag. of Water	31	54,4	4	7,0			4	3,3	4	7,0			20	35,1	20	2,9			4	1,9	3	5,3	3	1,2	1	4	7,0			4	7,0	12	21,1	

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

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

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

Trade union	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue											
NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h	
<b>Total</b>	794	<b>60,3</b>	152	<b>11,6</b>	59	<b>4,5</b>	655	<b>49,8</b>	283	<b>21,5</b>	<b>96,5</b>	243	<b>18,5</b>	<b>86,4</b>	348	<b>26,4</b>	<b>17,7</b>	<b>13,89</b>
Agriculture and Nutrition	5	<b>26,3</b>	2	<b>10,5</b>	1	<b>5,3</b>	5	<b>26,3</b>	6	<b>31,6</b>	<b>98,3</b>	6	<b>31,6</b>	<b>83,3</b>	1	<b>5,3</b>		
Banking and Insurance	9	<b>56,3</b>	4	<b>25,0</b>			7	<b>43,8</b>				3	<b>18,8</b>	<b>95,0</b>				
Catering, Hotels and Tourism	10	<b>55,6</b>					10	<b>55,6</b>	12	<b>66,7</b>	<b>100,0</b>	12	<b>66,7</b>	<b>96,7</b>	11	<b>61,1</b>	<b>18,6</b>	
Civilian Employees of the Army												1	<b>33,3</b>					
Commerce	9	<b>40,9</b>	4	<b>18,2</b>			6	<b>27,3</b>	8	<b>36,4</b>	<b>97,5</b>	7	<b>31,8</b>	<b>88,6</b>	2	<b>9,1</b>		
ECHO	49	<b>74,2</b>	2	<b>3,0</b>	1	<b>1,5</b>	46	<b>69,7</b>	31	<b>47,0</b>	<b>91,0</b>	37	<b>56,1</b>	<b>76,8</b>	15	<b>22,7</b>	<b>17,5</b>	<b>11,61</b>
Food Industry and Allied Trade	45	<b>52,3</b>					45	<b>52,3</b>	10	<b>11,6</b>	<b>100,0</b>	8	<b>9,3</b>	<b>86,3</b>	14	<b>16,3</b>	<b>15,5</b>	<b>11,50</b>
Glass, Ceramic, Jewellery & Porcelain	22	<b>66,7</b>	6	<b>18,2</b>	1	<b>3,0</b>	18	<b>54,5</b>	2	<b>6,1</b>		6	<b>18,2</b>	<b>80,8</b>	6	<b>18,2</b>	<b>19,0</b>	<b>8,50</b>
Health Service and Social Care	12	<b>57,1</b>					12	<b>57,1</b>	2	<b>9,5</b>		3	<b>14,3</b>	<b>90,0</b>	10	<b>47,6</b>	<b>17,1</b>	<b>25,00</b>
KOVO	361	<b>62,8</b>	68	<b>11,8</b>	33	<b>5,7</b>	291	<b>50,6</b>	131	<b>22,8</b>	<b>95,5</b>	93	<b>16,2</b>	<b>86,5</b>	148	<b>25,7</b>	<b>18,9</b>	<b>13,57</b>
Mines, Geology and Oil Industry	6	<b>66,7</b>					6	<b>66,7</b>	6	<b>66,7</b>	<b>100,0</b>	7	<b>77,8</b>	<b>97,1</b>	7	<b>77,8</b>	<b>15,0</b>	<b>13,67</b>
Postal, Telecom. and Newspaper Services	3	<b>30,0</b>					3	<b>30,0</b>	1	<b>10,0</b>		1	<b>10,0</b>					
Railway Trade Unions	13	<b>52,0</b>	4	<b>16,0</b>	2	<b>8,0</b>	7	<b>28,0</b>	5	<b>20,0</b>	<b>94,0</b>	6	<b>24,0</b>	<b>95,8</b>	3	<b>12,0</b>	<b>16,7</b>	
Science and Research	2	<b>9,1</b>			1	<b>4,5</b>	1	<b>4,5</b>	1	<b>4,5</b>		1	<b>4,5</b>					
STAVBA	74	<b>66,1</b>	42	<b>37,5</b>	5	<b>4,5</b>	44	<b>39,3</b>	33	<b>29,5</b>	<b>100,0</b>	7	<b>6,3</b>	<b>82,9</b>	61	<b>54,5</b>	<b>16,0</b>	<b>22,50</b>
Textile, Clothing and Leather Industry	26	<b>61,9</b>	7	<b>16,7</b>	8	<b>19,0</b>	17	<b>40,5</b>	2	<b>4,8</b>		4	<b>9,5</b>	<b>95,0</b>	8	<b>19,0</b>	<b>15,0</b>	<b>14,86</b>
Transport	39	<b>92,9</b>	1	<b>2,4</b>			38	<b>90,5</b>	15	<b>35,7</b>	<b>99,3</b>	15	<b>35,7</b>	<b>96,0</b>	25	<b>59,5</b>	<b>19,7</b>	<b>21,27</b>
Transport, Road Economy and Repair Vehicles	12	<b>92,3</b>					12	<b>92,3</b>	3	<b>23,1</b>	<b>96,7</b>	1	<b>7,7</b>		3	<b>23,1</b>	<b>15,0</b>	<b>5,00</b>
Union of Aviation Employees																		
UNIOS	49	<b>47,1</b>	1	<b>1,0</b>	2	<b>1,9</b>	47	<b>45,2</b>	10	<b>9,6</b>	<b>98,0</b>	14	<b>13,5</b>	<b>84,3</b>	16	<b>15,4</b>	<b>16,4</b>	<b>10,50</b>
Universities Trade Union	10	<b>58,8</b>					10	<b>58,8</b>							4	<b>23,5</b>	<b>16,3</b>	
Wood.Industry, Forestry and Manag.of Water	38	<b>66,7</b>	11	<b>19,3</b>	5	<b>8,8</b>	30	<b>52,6</b>	5	<b>8,8</b>	<b>100,0</b>	11	<b>19,3</b>	<b>82,7</b>	14	<b>24,6</b>	<b>18,7</b>	<b>11,18</b>

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

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

% of collective agreements, % of average earnings

Trade union	Applying the working hours account under Section 86 LC								Use of wage by the task			
	agreed in CA		compensatory period weeks	The amount of fixed wages beyond the scope of Section 120, clause 1, LC				agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		agreed in CA		% of average earnings % AE	other form		NCA	% CA	NCA	% CA
			NCA	% CA	NCA		% CA					
<b>Total</b>	94	<b>7,1</b>	<b>45,2</b>	13	<b>1,0</b>	<b>98,8</b>	1	<b>0,1</b>	206	<b>15,7</b>	90	<b>6,8</b>
Agriculture and Nutrition	4	<b>21,1</b>	<b>45,5</b>						5	<b>26,3</b>	2	<b>10,5</b>
Banking and Insurance												
Catering, Hotels and Tourism									1	<b>5,6</b>		
Civilian Employees of the Army	1	<b>33,3</b>		1	<b>33,3</b>				1	<b>33,3</b>		
Commerce	2	<b>9,1</b>		2	<b>9,1</b>				1	<b>4,5</b>		
ECHO	11	<b>16,7</b>	<b>48,4</b>						7	<b>10,6</b>		
Food Industry and Allied Trade	3	<b>3,5</b>	<b>43,3</b>						13	<b>15,1</b>	3	<b>3,5</b>
Glass, Ceramic, Jewellery & Porcelain	2	<b>6,1</b>							2	<b>6,1</b>	1	<b>3,0</b>
Health Service and Social Care									1	<b>4,8</b>		
KOVO	41	<b>7,1</b>	<b>40,2</b>	10	<b>1,7</b>	<b>99,4</b>	1	<b>0,2</b>	120	<b>20,9</b>	61	<b>10,6</b>
Mines, Geology and Oil Industry	1	<b>11,1</b>										
Postal, Telecom. and Newspaper Services									1	<b>10,0</b>	1	<b>10,0</b>
Railway Trade Unions	6	<b>24,0</b>	<b>50,7</b>						7	<b>28,0</b>	3	<b>12,0</b>
Science and Research												
STAVBA	13	<b>11,6</b>	<b>50,0</b>						16	<b>14,3</b>	11	<b>9,8</b>
Textile, Clothing and Leather Industry	3	<b>7,1</b>	<b>43,3</b>						5	<b>11,9</b>	4	<b>9,5</b>
Transport									8	<b>19,0</b>	2	<b>4,8</b>
Transport, Road Economy and Repair Vehicles									3	<b>23,1</b>	1	<b>7,7</b>
Union of Aviation Employees												
UNIOS	7	<b>6,7</b>	<b>52,0</b>						1	<b>1,0</b>		
Universities Trade Union												
Wood.Industry, Forestry and Manag.of Water									14	<b>24,6</b>	1	<b>1,8</b>

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

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

% of collective agreements

Trade union	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	1265	<b>96,1</b>	1123	<b>85,3</b>	566	<b>43,0</b>	639	<b>48,6</b>	838	<b>63,7</b>
Agriculture and Nutrition	18	<b>94,7</b>	13	<b>68,4</b>	9	<b>47,4</b>	5	<b>26,3</b>	8	<b>42,1</b>
Banking and Insurance	13	<b>81,3</b>	11	<b>68,8</b>	13	<b>81,3</b>	3	<b>18,8</b>	11	<b>68,8</b>
Catering, Hotels and Tourism	18	<b>100,0</b>	18	<b>100,0</b>	2	<b>11,1</b>	12	<b>66,7</b>	12	<b>66,7</b>
Civilian Employees of the Army	3	<b>100,0</b>	1	<b>33,3</b>	3	<b>100,0</b>	1	<b>33,3</b>	2	<b>66,7</b>
Commerce	21	<b>95,5</b>	15	<b>68,2</b>	14	<b>63,6</b>	15	<b>68,2</b>	17	<b>77,3</b>
ECHO	66	<b>100,0</b>	54	<b>81,8</b>	37	<b>56,1</b>	51	<b>77,3</b>	58	<b>87,9</b>
Food Industry and Allied Trade	78	<b>90,7</b>	61	<b>70,9</b>	15	<b>17,4</b>	17	<b>19,8</b>	15	<b>17,4</b>
Glass, Ceramic, Jewellery & Porcelain	32	<b>97,0</b>	32	<b>97,0</b>	23	<b>69,7</b>	27	<b>81,8</b>	29	<b>87,9</b>
Health Service and Social Care	19	<b>90,5</b>	15	<b>71,4</b>	11	<b>52,4</b>	4	<b>19,0</b>	8	<b>38,1</b>
KOVO	553	<b>96,2</b>	526	<b>91,5</b>	240	<b>41,7</b>	301	<b>52,3</b>	406	<b>70,6</b>
Mines, Geology and Oil Industry	9	<b>100,0</b>	9	<b>100,0</b>	5	<b>55,6</b>	6	<b>66,7</b>	7	<b>77,8</b>
Postal, Telecom. and Newspaper Services	10	<b>100,0</b>	3	<b>30,0</b>	9	<b>90,0</b>	1	<b>10,0</b>	2	<b>20,0</b>
Railway Trade Unions	23	<b>92,0</b>	16	<b>64,0</b>	13	<b>52,0</b>	9	<b>36,0</b>	13	<b>52,0</b>
Science and Research	20	<b>90,9</b>	1	<b>4,5</b>	20	<b>90,9</b>			1	<b>4,5</b>
STAVBA	111	<b>99,1</b>	101	<b>90,2</b>	46	<b>41,1</b>	44	<b>39,3</b>	60	<b>53,6</b>
Textile, Clothing and Leather Industry	40	<b>95,2</b>	39	<b>92,9</b>	12	<b>28,6</b>	26	<b>61,9</b>	33	<b>78,6</b>
Transport	42	<b>100,0</b>	42	<b>100,0</b>	1	<b>2,4</b>			1	<b>2,4</b>
Transport, Road Economy and Repair Vehicles	13	<b>100,0</b>	11	<b>84,6</b>	3	<b>23,1</b>	10	<b>76,9</b>	11	<b>84,6</b>
Union of Aviation Employees	4	<b>100,0</b>	3	<b>75,0</b>	4	<b>100,0</b>			3	<b>75,0</b>
UNIOS	101	<b>97,1</b>	99	<b>95,2</b>	45	<b>43,3</b>	71	<b>68,3</b>	90	<b>86,5</b>
Universities Trade Union	16	<b>94,1</b>	6	<b>35,3</b>	16	<b>94,1</b>	5	<b>29,4</b>	8	<b>47,1</b>
Wood.Industry, Forestry and Manag.of Water	55	<b>96,5</b>	47	<b>82,5</b>	25	<b>43,9</b>	31	<b>54,4</b>	43	<b>75,4</b>

Explanatory notes: NCA  
% CA  
\*

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



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

% of collective agreements

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
<b>Total</b>	1175	<b>89,3</b>	272	<b>20,7</b>	651	<b>49,5</b>	1119	<b>85,0</b>	967	415	603	511	227	451	<b>34,3</b>
Agriculture and Nutrition	16	<b>84,2</b>	2	<b>10,5</b>	4	<b>21,1</b>	16	<b>84,2</b>	16	5	8		1	2	<b>10,5</b>
Banking and Insurance	13	<b>81,3</b>	1	<b>6,3</b>	7	<b>43,8</b>	16	<b>100,0</b>	16	5	14	12	5	1	<b>6,3</b>
Catering, Hotels and Tourism	17	<b>94,4</b>					17	<b>94,4</b>	15	15	6	14			
Civilian Employees of the Army	3	<b>100,0</b>	1	<b>33,3</b>	2	<b>66,7</b>	3	<b>100,0</b>	3	1	2	1		1	<b>33,3</b>
Commerce	19	<b>86,4</b>	1	<b>4,5</b>	5	<b>22,7</b>	17	<b>77,3</b>	17	7	6	9	2	13	<b>59,1</b>
ECHO	65	<b>98,5</b>	21	<b>31,8</b>	32	<b>48,5</b>	61	<b>92,4</b>	56	31	45	21	28	17	<b>25,8</b>
Food Industry and Allied Trade	67	<b>77,9</b>	6	<b>7,0</b>	73	<b>84,9</b>	72	<b>83,7</b>	64	17	13	48	13	9	<b>10,5</b>
Glass, Ceramic, Jewellery & Porcelain	32	<b>97,0</b>	6	<b>18,2</b>	20	<b>60,6</b>	14	<b>42,4</b>	13		5	2	1	15	<b>45,5</b>
Health Service and Social Care	16	<b>76,2</b>	2	<b>9,5</b>	9	<b>42,9</b>	18	<b>85,7</b>	18	5	14		2	1	<b>4,8</b>
KOVO	531	<b>92,3</b>	177	<b>30,8</b>	304	<b>52,9</b>	514	<b>89,4</b>	423	219	300	288	76	335	<b>58,3</b>
Mines, Geology and Oil Industry	9	<b>100,0</b>	7	<b>77,8</b>	1	<b>11,1</b>	6	<b>66,7</b>	6		5	1	5	2	<b>22,2</b>
Postal, Telecom. and Newspaper Services	8	<b>80,0</b>	1	<b>10,0</b>	1	<b>10,0</b>	10	<b>100,0</b>	4	8	10	2	3		
Railway Trade Unions	20	<b>80,0</b>	11	<b>44,0</b>	12	<b>48,0</b>	21	<b>84,0</b>	19	11	16	10	9	2	<b>8,0</b>
Science and Research	18	<b>81,8</b>			3	<b>13,6</b>	18	<b>81,8</b>	18		14	3	6	3	<b>13,6</b>
STAVBA	95	<b>84,8</b>	7	<b>6,3</b>	30	<b>26,8</b>	86	<b>76,8</b>	70	33	26	30	23	6	<b>5,4</b>
Textile, Clothing and Leather Industry	33	<b>78,6</b>	7	<b>16,7</b>	6	<b>14,3</b>	29	<b>69,0</b>	24	14	15	11		6	<b>14,3</b>
Transport	38	<b>90,5</b>	14	<b>33,3</b>			35	<b>83,3</b>	35	15	21	34		8	<b>19,0</b>
Transport, Road Economy and Repair Vehicles	9	<b>69,2</b>	4	<b>30,8</b>	5	<b>38,5</b>	12	<b>92,3</b>	11	4	4	6	2	9	<b>69,2</b>
Union of Aviation Employees	4	<b>100,0</b>					3	<b>75,0</b>	3		3			2	<b>50,0</b>
UNIOS	93	<b>89,4</b>	2	<b>1,9</b>	92	<b>88,5</b>	86	<b>82,7</b>	77	15	38	13	10	7	<b>6,7</b>
Universities Trade Union	16	<b>94,1</b>	1	<b>5,9</b>	6	<b>35,3</b>	16	<b>94,1</b>	16		12	3	4	3	<b>17,6</b>
Wood.Industry, Forestry and Manag.of Water	53	<b>93,0</b>	1	<b>1,8</b>	39	<b>68,4</b>	49	<b>86,0</b>	43	10	26	3	37	9	<b>15,8</b>

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

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

% of collective agreements

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing the materials with TU		Extent of discussions beyond the scope of LC stipulated			
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC											
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
<b>Total</b>	1033	<b>78,5</b>	109	<b>8,3</b>	68	<b>5,2</b>	27	<b>2,1</b>	79	<b>6,0</b>	273	<b>96,5</b>	10	<b>3,5</b>	963	<b>73,2</b>	308	<b>23,4</b>	823	<b>62,5</b>	221	<b>16,8</b>		
Agriculture and Nutrition	15	<b>78,9</b>	4	<b>21,1</b>									4	<b>100,0</b>	7	<b>36,8</b>	1	<b>5,3</b>	5	<b>26,3</b>	5	<b>26,3</b>		
Banking and Insurance	11	<b>68,8</b>			1	<b>6,3</b>				4	<b>25,0</b>	4	<b>80,0</b>	1	<b>20,0</b>	15	<b>93,8</b>	7	<b>43,8</b>	15	<b>93,8</b>	3	<b>18,8</b>	
Catering, Hotels and Tourism	12	<b>66,7</b>								6	<b>33,3</b>	6	<b>100,0</b>			17	<b>94,4</b>	1	<b>5,6</b>	16	<b>88,9</b>			
Civilian Employees of the Army	1	<b>33,3</b>			1	<b>33,3</b>	1	<b>33,3</b>					2	<b>100,0</b>	2	<b>66,7</b>	2	<b>66,7</b>	2	<b>66,7</b>	1	<b>33,3</b>		
Commerce	17	<b>77,3</b>					1	<b>4,5</b>	4	<b>18,2</b>	5	<b>100,0</b>			9	<b>40,9</b>	1	<b>4,5</b>	5	<b>22,7</b>				
ECHO	39	<b>59,1</b>	15	<b>22,7</b>	1	<b>1,5</b>	1	<b>1,5</b>	10	<b>15,2</b>	27	<b>100,0</b>			38	<b>57,6</b>	34	<b>51,5</b>	27	<b>40,9</b>	41	<b>62,1</b>		
Food Industry and Allied Trade	54	<b>62,8</b>	10	<b>11,6</b>	10	<b>11,6</b>	4	<b>4,7</b>	8	<b>9,3</b>	32	<b>100,0</b>			66	<b>76,7</b>	44	<b>51,2</b>	51	<b>59,3</b>	7	<b>8,1</b>		
Glass, Ceramic, Jewellery & Porcelain	24	<b>72,7</b>	4	<b>12,1</b>	3	<b>9,1</b>	1	<b>3,0</b>	1	<b>3,0</b>	7	<b>77,8</b>	2	<b>22,2</b>	31	<b>93,9</b>	7	<b>21,2</b>	8	<b>24,2</b>	3	<b>9,1</b>		
Health Service and Social Care	9	<b>42,9</b>	6	<b>28,6</b>	2	<b>9,5</b>	2	<b>9,5</b>	2	<b>9,5</b>	12	<b>100,0</b>			19	<b>90,5</b>	4	<b>19,0</b>	11	<b>52,4</b>	2	<b>9,5</b>		
KOVO	515	<b>89,6</b>	28	<b>4,9</b>	16	<b>2,8</b>	10	<b>1,7</b>	6	<b>1,0</b>	58	<b>96,7</b>	2	<b>3,3</b>	440	<b>76,5</b>	163	<b>28,3</b>	425	<b>73,9</b>	114	<b>19,8</b>		
Mines, Geology and Oil Industry	6	<b>66,7</b>	3	<b>33,3</b>									2	<b>66,7</b>	1	<b>33,3</b>	7	<b>77,8</b>	2	<b>22,2</b>	1	<b>11,1</b>	4	<b>44,4</b>
Postal, Telecom. and Newspaper Services	9	<b>90,0</b>					1	<b>10,0</b>					1	<b>100,0</b>	5	<b>50,0</b>	3	<b>30,0</b>	8	<b>80,0</b>	1	<b>10,0</b>		
Railway Trade Unions	12	<b>48,0</b>	3	<b>12,0</b>	5	<b>20,0</b>	1	<b>4,0</b>	4	<b>16,0</b>	13	<b>100,0</b>			21	<b>84,0</b>	5	<b>20,0</b>	13	<b>52,0</b>	3	<b>12,0</b>		
Science and Research	22	<b>100,0</b>													12	<b>54,5</b>	2	<b>9,1</b>	4	<b>18,2</b>	4	<b>18,2</b>		
STAVBA	69	<b>61,6</b>	6	<b>5,4</b>	15	<b>13,4</b>	2	<b>1,8</b>	20	<b>17,9</b>	43	<b>100,0</b>			54	<b>48,2</b>	7	<b>6,3</b>	45	<b>40,2</b>	3	<b>2,7</b>		
Textile, Clothing and Leather Industry	40	<b>95,2</b>	2	<b>4,8</b>									2	<b>100,0</b>	8	<b>19,0</b>	1	<b>2,4</b>	4	<b>9,5</b>	3	<b>7,1</b>		
Transport	33	<b>78,6</b>	1	<b>2,4</b>	3	<b>7,1</b>	1	<b>2,4</b>	4	<b>9,5</b>	9	<b>100,0</b>			33	<b>78,6</b>			33	<b>78,6</b>				
Transport, Road Economy and Repair Vehicles	9	<b>69,2</b>	3	<b>23,1</b>						1	<b>7,7</b>	4	<b>100,0</b>			8	<b>61,5</b>	1	<b>7,7</b>	10	<b>76,9</b>	7	<b>53,8</b>	
Union of Aviation Employees	1	<b>25,0</b>			1	<b>25,0</b>				2	<b>50,0</b>	3	<b>100,0</b>			4	<b>100,0</b>	2	<b>50,0</b>	4	<b>100,0</b>	3	<b>75,0</b>	
UNIOS	85	<b>81,7</b>	16	<b>15,4</b>	2	<b>1,9</b>			1	<b>1,0</b>	19	<b>100,0</b>			102	<b>98,1</b>	3	<b>2,9</b>	100	<b>96,2</b>	3	<b>2,9</b>		
Universities Trade Union	10	<b>58,8</b>	2	<b>11,8</b>	1	<b>5,9</b>			4	<b>23,5</b>	3	<b>42,9</b>	4	<b>57,1</b>	16	<b>94,1</b>	4	<b>23,5</b>	14	<b>82,4</b>	5	<b>29,4</b>		
Wood.Industry, Forestry and Manag.of Water	40	<b>70,2</b>	6	<b>10,5</b>	7	<b>12,3</b>	2	<b>3,5</b>	2	<b>3,5</b>	17	<b>100,0</b>			49	<b>86,0</b>	14	<b>24,6</b>	22	<b>38,6</b>	9	<b>15,8</b>		

Explanatory notes: NCA

TU

% CA

% CA\*

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

Trade union

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

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

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

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

Trade union	Increase of compensation money beyond the framework of Section 67 of the LC																	
	dismissal relating to Section 52 a) – c)				dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences	
	NCA	% CA	min.	max	NCA	% CA	min.	max	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	681	51,7	1,3	4,1	66	5,0	1,3	3,0	637	48,4	411	31,2	408	31,0	73	5,5	109	8,3
Agriculture and Nutrition	3	15,8	0,8	2,0					2	10,5	2	10,5	1	5,3				
Banking and Insurance	9	56,3	2,6	5,2	3	18,8	1,7	3,7	9	56,3	8	50,0	6	37,5	1	6,3	2	12,5
Catering, Hotels and Tourism	13	72,2	1,1	2,1					13	72,2	1	5,6	13	72,2				
Civilian Employees of the Army	3	100,0	1,0	3,0	1	33,3			3	100,0	3	100,0	2	66,7			1	33,3
Commerce	7	31,8	1,3	2,4					7	31,8	5	22,7	1	4,5	1	4,5	1	4,5
ECHO	61	92,4	1,1	7,6	7	10,6	1,0	3,1	61	92,4	51	77,3	52	78,8	12	18,2	11	16,7
Food Industry and Allied Trade	41	47,7	1,2	3,2	1	1,2			41	47,7	31	36,0	14	16,3	4	4,7	4	4,7
Glass, Ceramic, Jewellery & Porcelain	24	72,7	1,1	3,3	2	6,1			25	75,8	25	75,8	7	21,2	1	3,0	7	21,2
Health Service and Social Care	2	9,5			1	4,8			2	9,5	1	4,8	2	9,5				
KOVO	251	43,7	1,4	3,4	20	3,5	1,3	3,5	234	40,7	150	26,1	140	24,3	28	4,9	53	9,2
Mines, Geology and Oil Industry	8	88,9	1,5	4,0	1	11,1			8	88,9	1	11,1	8	88,9				
Postal, Telecom. and Newspaper Services	9	90,0	1,2	3,4					9	90,0	4	40,0	9	90,0	1	10,0	1	10,0
Railway Trade Unions	16	64,0	1,1	3,1	4	16,0	3,0	3,0	16	64,0	8	32,0	12	48,0	3	12,0	2	8,0
Science and Research	5	22,7	1,2	2,5					3	13,6			3	13,6				
STAVBA	91	81,3	1,1	3,7	19	17,0	1,0	2,1	89	79,5	31	27,7	85	75,9	1	0,9	14	12,5
Textile, Clothing and Leather Industry	5	11,9	1,4	4,8	2	4,8			7	16,7	6	14,3	2	4,8			1	2,4
Transport	13	31,0	1,7	2,2					5	11,9	5	11,9						
Transport, Road Economy and Repair Vehicles	6	46,2	1,0	4,8	2	15,4			6	46,2	2	15,4	5	38,5				
Union of Aviation Employees	4	100,0	3,5	6,8					4	100,0	4	100,0			4	100,0	1	25,0
UNIOS	62	59,6	1,4	6,5	2	1,9			50	48,1	43	41,3	28	26,9	3	2,9	9	8,7
Universities Trade Union	8	47,1	1,0	2,4	1	5,9			6	35,3	2	11,8	3	17,6	1	5,9		
Wood.Industry, Forestry and Manag.of Water	40	70,2	1,2	3,3					37	64,9	28	49,1	15	26,3	13	22,8	2	3,5

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

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

in hours per week, in days

Trade union	Length of working hours												Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes						agreed in CA			by days		by 1 week	by 2 weeks	by 3 and more weeks		
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA	
								hours/week	hours/week	hours/week	hours/week										
<b>Total</b>	1247	<b>94,8</b>	855	<b>65,0</b>	<b>38,0</b>	392	<b>29,8</b>	<b>39,6</b>	<b>38,30</b>	<b>37,4</b>	<b>37,3</b>	301	<b>22,9</b>	1096	<b>83,3</b>	<b>6,0</b>	<b>3,8</b>	<b>76,3</b>	<b>1,3</b>		
Agriculture and Nutrition	17	<b>89,5</b>	12	<b>63,2</b>	<b>37,9</b>	5	<b>26,3</b>	<b>39,5</b>	<b>38,25</b>	<b>37,5</b>	<b>37,5</b>	1	<b>5,3</b>	14	<b>73,7</b>	<b>5,3</b>	<b>2,0</b>	<b>68,4</b>			
Banking and Insurance	16	<b>100,0</b>	10	<b>62,5</b>	<b>39,8</b>	6	<b>37,5</b>	<b>39,7</b>	<b>37,90</b>	<b>37,5</b>	<b>37,2</b>	9	<b>56,3</b>	15	<b>93,8</b>				<b>93,8</b>		
Catering, Hotels and Tourism	18	<b>100,0</b>	1	<b>5,6</b>		17	<b>94,4</b>	<b>40,0</b>	<b>38,75</b>	<b>37,5</b>	<b>37,5</b>	2	<b>11,1</b>	8	<b>44,4</b>				<b>44,4</b>		
Civilian Employees of the Army	3	<b>100,0</b>	2	<b>66,7</b>		1	<b>33,3</b>					1	<b>33,3</b>	3	<b>100,0</b>	<b>33,3</b>	<b>5,0</b>	<b>66,7</b>			
Commerce	18	<b>81,8</b>	11	<b>50,0</b>	<b>39,8</b>	7	<b>31,8</b>	<b>40,0</b>	<b>38,75</b>	<b>37,5</b>	<b>37,5</b>	6	<b>27,3</b>	11	<b>50,0</b>	<b>9,1</b>	<b>5,0</b>	<b>40,9</b>			
ECHO	65	<b>98,5</b>	48	<b>72,7</b>	<b>37,5</b>	17	<b>25,8</b>	<b>39,1</b>	<b>38,00</b>	<b>37,4</b>	<b>37,0</b>	23	<b>34,8</b>	64	<b>97,0</b>	<b>3,0</b>	<b>3,0</b>	<b>95,5</b>			
Food Industry and Allied Trade	86	<b>100,0</b>	48	<b>55,8</b>	<b>37,9</b>	38	<b>44,2</b>	<b>39,9</b>	<b>38,58</b>	<b>37,4</b>	<b>37,4</b>	17	<b>19,8</b>	67	<b>77,9</b>	<b>9,3</b>	<b>4,8</b>	<b>67,4</b>	<b>1,2</b>		
Glass, Ceramic, Jewellery & Porcelain	26	<b>78,8</b>	26	<b>78,8</b>	<b>37,5</b>							2	<b>6,1</b>	27	<b>81,8</b>				<b>81,8</b>		
Health Service and Social Care	19	<b>90,5</b>	3	<b>14,3</b>	<b>39,2</b>	16	<b>76,2</b>	<b>40,0</b>	<b>38,75</b>	<b>37,5</b>	<b>37,5</b>	3	<b>14,3</b>	19	<b>90,5</b>				<b>90,5</b>		
KOVO	558	<b>97,0</b>	413	<b>71,8</b>	<b>37,8</b>	145	<b>25,2</b>	<b>39,6</b>	<b>38,24</b>	<b>37,4</b>	<b>37,2</b>	131	<b>22,8</b>	471	<b>81,9</b>	<b>8,2</b>	<b>3,6</b>	<b>74,1</b>			
Mines, Geology and Oil Industry	9	<b>100,0</b>	8	<b>88,9</b>	<b>37,4</b>	1	<b>11,1</b>					7	<b>77,8</b>	9	<b>100,0</b>				<b>66,7</b>	<b>33,3</b>	
Postal, Telecom. and Newspaper Services	10	<b>100,0</b>	6	<b>60,0</b>	<b>37,9</b>	4	<b>40,0</b>	<b>38,8</b>	<b>36,50</b>	<b>36,2</b>	<b>36,5</b>	8	<b>80,0</b>	10	<b>100,0</b>				<b>100,0</b>		
Railway Trade Unions	24	<b>96,0</b>	13	<b>52,0</b>	<b>38,7</b>	11	<b>44,0</b>	<b>38,6</b>	<b>38,60</b>	<b>37,2</b>	<b>36,7</b>	13	<b>52,0</b>	20	<b>80,0</b>				<b>56,0</b>	<b>24,0</b>	
Science and Research	10	<b>45,5</b>	10	<b>45,5</b>	<b>40,0</b>							10	<b>45,5</b>	17	<b>77,3</b>	<b>4,5</b>	<b>7,0</b>	<b>72,7</b>			
STAVBA	108	<b>96,4</b>	52	<b>46,4</b>	<b>38,5</b>	56	<b>50,0</b>	<b>40,0</b>	<b>38,38</b>	<b>37,5</b>	<b>37,5</b>	20	<b>17,9</b>	98	<b>87,5</b>	<b>2,7</b>	<b>3,3</b>	<b>84,8</b>			
Textile, Clothing and Leather Industry	42	<b>100,0</b>	40	<b>95,2</b>	<b>37,5</b>	2	<b>4,8</b>					3	<b>7,1</b>	29	<b>69,0</b>	<b>7,1</b>	<b>3,7</b>	<b>61,9</b>			
Transport	39	<b>92,9</b>	33	<b>78,6</b>	<b>38,6</b>	6	<b>14,3</b>	<b>39,2</b>	<b>38,19</b>	<b>37,5</b>	<b>37,0</b>	6	<b>14,3</b>	29	<b>69,0</b>	<b>4,8</b>	<b>2,5</b>	<b>64,3</b>			
Transport, Road Economy and Repair Vehicles	11	<b>84,6</b>	2	<b>15,4</b>		9	<b>69,2</b>	<b>37,4</b>	<b>37,36</b>	<b>37,4</b>	<b>40,0</b>	3	<b>23,1</b>	13	<b>100,0</b>				<b>100,0</b>		
Union of Aviation Employees	3	<b>75,0</b>	1	<b>25,0</b>		2	<b>50,0</b>							4	<b>100,0</b>				<b>100,0</b>		
UNIOS	100	<b>96,2</b>	67	<b>64,4</b>	<b>38,5</b>	33	<b>31,7</b>	<b>39,7</b>	<b>38,33</b>	<b>37,5</b>	<b>36,7</b>	7	<b>6,7</b>	101	<b>97,1</b>	<b>6,7</b>	<b>4,6</b>	<b>89,4</b>	<b>1,9</b>		
Universities Trade Union	12	<b>70,6</b>	3	<b>17,6</b>	<b>40,0</b>	9	<b>52,9</b>	<b>40,0</b>	<b>38,75</b>	<b>37,5</b>	<b>37,5</b>	8	<b>47,1</b>	17	<b>100,0</b>				<b>70,6</b>	<b>29,4</b>	
Wood.Industry, Forestry and Manag.of Water	53	<b>93,0</b>	46	<b>80,7</b>	<b>37,9</b>	7	<b>12,3</b>	<b>38,6</b>	<b>37,39</b>	<b>37,2</b>	<b>36,9</b>	21	<b>36,8</b>	50	<b>87,7</b>	<b>3,5</b>	<b>4,5</b>	<b>84,2</b>			

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

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

in hours per year, in weeks

Trade union	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
<b>Total</b>	<b>6</b>	<b>0,5</b>	<b>87</b>	<b>884</b>	<b>67,2</b>	<b>49,9</b>	<b>472</b>	<b>35,9</b>	<b>47,4</b>
Agriculture and Nutrition				14	73,7	50,1	4	21,1	45,5
Banking and Insurance				7	43,8	41,0	4	25,0	52,0
Catering, Hotels and Tourism				17	94,4	30,6	17	94,4	36,4
Civilian Employees of the Army				3	100,0	52,0	1	33,3	
Commerce				15	68,2	48,5	10	45,5	44,2
ECHO	1	1,5		56	84,8	51,5	47	71,2	52,0
Food Industry and Allied Trade	2	2,3		70	81,4	50,5	26	30,2	49,0
Glass, Ceramic, Jewellery & Porcelain				25	75,8	48,0	25	75,8	50,6
Health Service and Social Care				19	90,5	50,6	11	52,4	40,9
KOVO	1	0,2		357	62,1	50,9	132	23,0	47,6
Mines, Geology and Oil Industry				9	100,0	50,6	9	100,0	48,9
Postal, Telecom. and Newspaper Services				9	90,0	52,0	3	30,0	52,0
Railway Trade Unions				19	76,0	52,0	16	64,0	39,5
Science and Research	1	4,5		2	9,1		2	9,1	
STAVBA				90	80,4	48,0	69	61,6	50,1
Textile, Clothing and Leather Industry				20	47,6	48,8	6	14,3	52,0
Transport				26	61,9	52,0	17	40,5	48,9
Transport, Road Economy and Repair Vehicles				10	76,9	52,0	11	84,6	24,7
Union of Aviation Employees				4	100,0	52,0	4	100,0	52,0
UNIOS	1	1,0		59	56,7	49,2	23	22,1	47,0
Universities Trade Union				12	70,6	52,0	6	35,3	44,7
Wood.Industry, Forestry and Manag.of Water				41	71,9	51,4	29	50,9	50,2

Explanatory notes: NCA

% CA

hours/year

weeks

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

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

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

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

% of collective agreements

Trade union	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	27	<b>2,1</b>	26	<b>2,0</b>	51	<b>3,9</b>	112	<b>8,5</b>
Agriculture and Nutrition							2	<b>10,5</b>
Banking and Insurance							4	<b>25,0</b>
Catering, Hotels and Tourism							9	<b>50,0</b>
Civilian Employees of the Army								
Commerce			1	<b>4,5</b>	1	<b>4,5</b>	1	<b>4,5</b>
ECHO			2	<b>3,0</b>	6	<b>9,1</b>	1	<b>1,5</b>
Food Industry and Allied Trade	2	<b>2,3</b>					22	<b>25,6</b>
Glass, Ceramic, Jewellery & Porcelain	2	<b>6,1</b>						
Health Service and Social Care					1	<b>4,8</b>	2	<b>9,5</b>
KOVO	21	<b>3,7</b>	17	<b>3,0</b>	13	<b>2,3</b>	47	<b>8,2</b>
Mines, Geology and Oil Industry			3	<b>33,3</b>	4	<b>44,4</b>		
Postal, Telecom. and Newspaper Services								
Railway Trade Unions					3	<b>12,0</b>	6	<b>24,0</b>
Science and Research							2	<b>9,1</b>
STAVBA					6	<b>5,4</b>	6	<b>5,4</b>
Textile, Clothing and Leather Industry								
Transport								
Transport, Road Economy and Repair Vehicles			2	<b>15,4</b>	1	<b>7,7</b>	6	<b>46,2</b>
Union of Aviation Employees								
UNIOS	1	<b>1,0</b>			13	<b>12,5</b>	2	<b>1,9</b>
Universities Trade Union					2	<b>11,8</b>		
Wood.Industry, Forestry and Manag.of Water	1	<b>1,8</b>	1	<b>1,8</b>	1	<b>1,8</b>	2	<b>3,5</b>

Explanatory notes: NCA  
% CA

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

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

% of collective agreements

Trade union	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work									
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"		other forms of work and modes of work	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	425	<b>32,3</b>	15	<b>1,1</b>	417	<b>31,7</b>	10	<b>0,8</b>	6	<b>0,5</b>	4	<b>0,3</b>							2	<b>0,2</b>
Agriculture and Nutrition	6	<b>31,6</b>			6	<b>31,6</b>			1	<b>5,3</b>									1	<b>5,3</b>
Banking and Insurance	7	<b>43,8</b>			7	<b>43,8</b>														
Catering, Hotels and Tourism	1	<b>5,6</b>			1	<b>5,6</b>														
Civilian Employees of the Army	2	<b>66,7</b>			2	<b>66,7</b>														
Commerce	5	<b>22,7</b>			5	<b>22,7</b>														
ECHO	46	<b>69,7</b>	3	<b>4,5</b>	44	<b>66,7</b>	1	<b>1,5</b>												
Food Industry and Allied Trade	55	<b>64,0</b>	4	<b>4,7</b>	54	<b>62,8</b>			1	<b>1,2</b>	1	<b>1,2</b>								
Glass, Ceramic, Jewellery & Porcelain									1	<b>3,0</b>	1	<b>3,0</b>								
Health Service and Social Care	2	<b>9,5</b>			2	<b>9,5</b>														
KOVO	137	<b>23,8</b>	4	<b>0,7</b>	136	<b>23,7</b>	1	<b>0,2</b>												
Mines, Geology and Oil Industry	5	<b>55,6</b>			5	<b>55,6</b>														
Postal, Telecom. and Newspaper Services	3	<b>30,0</b>			3	<b>30,0</b>														
Railway Trade Unions	14	<b>56,0</b>	1	<b>4,0</b>	14	<b>56,0</b>	3	<b>12,0</b>												
Science and Research	2	<b>9,1</b>			2	<b>9,1</b>			2	<b>9,1</b>	2	<b>9,1</b>								
STAVBA	30	<b>26,8</b>			30	<b>26,8</b>	1	<b>0,9</b>												
Textile, Clothing and Leather Industry	1	<b>2,4</b>			1	<b>2,4</b>														
Transport	5	<b>11,9</b>	2	<b>4,8</b>	3	<b>7,1</b>														
Transport, Road Economy and Repair Vehicles	6	<b>46,2</b>			6	<b>46,2</b>	2	<b>15,4</b>												
Union of Aviation Employees	4	<b>100,0</b>			4	<b>100,0</b>	1	<b>25,0</b>												
UNIOS	57	<b>54,8</b>	1	<b>1,0</b>	55	<b>52,9</b>	1	<b>1,0</b>												
Universities Trade Union	9	<b>52,9</b>			9	<b>52,9</b>			1	<b>5,9</b>									1	<b>5,9</b>
Wood.Industry, Forestry and Manag.of Water	28	<b>49,1</b>			28	<b>49,1</b>														

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

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

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

Trade union	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	1248	<b>94,8</b>	<b>32,45</b>	<b>54,6</b>	<b>11,26</b>	<b>30,6</b>	<b>33,89</b>	<b>55,7</b>	273	210	<b>16,0</b>	35	<b>2,7</b>	25	<b>1,9</b>
Agriculture and Nutrition	18	<b>94,7</b>		<b>55,0</b>	<b>7,00</b>		<b>34,00</b>	<b>55,0</b>	2			1	<b>5,3</b>	1	<b>5,3</b>
Banking and Insurance	16	<b>100,0</b>	<b>32,50</b>	<b>55,0</b>	<b>8,50</b>				12	1	<b>6,3</b>				
Catering, Hotels and Tourism	18	<b>100,0</b>	<b>31,00</b>	<b>55,0</b>	<b>13,25</b>			<b>100,0</b>		3	<b>16,7</b>	2	<b>11,1</b>		
Civilian Employees of the Army	3	<b>100,0</b>			<b>8,00</b>				2	1	<b>33,3</b>				
Commerce	20	<b>90,9</b>	<b>31,38</b>	<b>54,5</b>	<b>4,38</b>		<b>28,67</b>	<b>53,3</b>	1	1	<b>4,5</b>				
ECHO	62	<b>93,9</b>	<b>28,32</b>	<b>55,0</b>	<b>7,46</b>	<b>15,0</b>	<b>35,11</b>	<b>55,0</b>	23	24	<b>36,4</b>	1	<b>1,5</b>	1	<b>1,5</b>
Food Industry and Allied Trade	80	<b>93,0</b>	<b>42,00</b>	<b>54,2</b>	<b>8,54</b>	<b>46,3</b>			21	8	<b>9,3</b>				
Glass, Ceramic, Jewellery & Porcelain	32	<b>97,0</b>		<b>55,0</b>		<b>40,0</b>	<b>30,00</b>		14	15	<b>45,5</b>	2	<b>6,1</b>	1	<b>3,0</b>
Health Service and Social Care	20	<b>95,2</b>			<b>9,75</b>		<b>29,00</b>	<b>50,0</b>	14	2	<b>9,5</b>				
KOVO	553	<b>96,2</b>	<b>31,46</b>	<b>54,7</b>	<b>8,97</b>	<b>45,0</b>	<b>31,84</b>	<b>56,4</b>	136	92	<b>16,0</b>	16	<b>2,8</b>	10	<b>1,7</b>
Mines, Geology and Oil Industry	9	<b>100,0</b>	<b>20,00</b>	<b>55,0</b>				<b>62,5</b>	2	2	<b>22,2</b>				
Postal, Telecom. and Newspaper Services	10	<b>100,0</b>		<b>55,0</b>	<b>9,88</b>			<b>42,50</b>		1	<b>10,0</b>				
Railway Trade Unions	25	<b>100,0</b>		<b>53,5</b>	<b>8,43</b>	<b>5,0</b>	<b>48,00</b>	<b>48,3</b>	2	7	<b>28,0</b>	3	<b>12,0</b>	2	<b>8,0</b>
Science and Research	20	<b>90,9</b>	<b>25,13</b>	<b>55,0</b>	<b>18,52</b>				5	3	<b>13,6</b>				
STAVBA	105	<b>93,8</b>	<b>37,70</b>	<b>54,9</b>	<b>10,38</b>	<b>19,9</b>	<b>36,57</b>	<b>54,9</b>	3	9	<b>8,0</b>	4	<b>3,6</b>	4	<b>3,6</b>
Textile, Clothing and Leather Industry	35	<b>83,3</b>	<b>22,00</b>	<b>54,5</b>	<b>5,00</b>	<b>55,0</b>	<b>23,67</b>	<b>53,8</b>	11	5	<b>11,9</b>	2	<b>4,8</b>	1	<b>2,4</b>
Transport	41	<b>97,6</b>	<b>31,71</b>	<b>54,8</b>	<b>10,41</b>	<b>13,0</b>			1						
Transport, Road Economy and Repair Vehicles	11	<b>84,6</b>	<b>36,23</b>	<b>55,0</b>	<b>12,90</b>					7	<b>53,8</b>	1	<b>7,7</b>	1	<b>7,7</b>
Union of Aviation Employees	4	<b>100,0</b>		<b>55,0</b>	<b>10,00</b>					2	<b>50,0</b>				
UNIOS	100	<b>96,2</b>	<b>36,25</b>	<b>54,3</b>	<b>11,75</b>	<b>10,3</b>			9	14	<b>13,5</b>	3	<b>2,9</b>	3	<b>2,9</b>
Universities Trade Union	13	<b>76,5</b>		<b>55,0</b>			<b>47,75</b>	<b>55,0</b>	5	1	<b>5,9</b>				
Wood.Industry, Forestry and Manag.of Water	53	<b>93,0</b>	<b>39,15</b>	<b>54,8</b>	<b>14,74</b>	<b>35,0</b>	<b>38,31</b>	<b>53,6</b>	10	12	<b>21,1</b>			1	<b>1,8</b>

Explanatory notes: NCA

% CA

aver. CZK

aver.% of price

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

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

average contribution in CZK

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



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

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

Trade union	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices		Contribution to pension insurance						Contribution to life insurance						
			agreed in CA		amount allowed				agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision	
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
<b>Total</b>	26	<b>2,0</b>	46	<b>3,5</b>	<b>393</b>	<b>56,8</b>	224	<b>17,0</b>	757	<b>57,5</b>	<b>389</b>	<b>531</b>	<b>2,9</b>	559	<b>42,5</b>	250	<b>19,0</b>	<b>430</b>	<b>532</b>	195	<b>14,8</b>
Agriculture and Nutrition			1	<b>5,3</b>			3	<b>15,8</b>	13	<b>68,4</b>	<b>256</b>	<b>388</b>	<b>3,5</b>	10	<b>52,6</b>	5	<b>26,3</b>	<b>270</b>	<b>413</b>	4	<b>21,1</b>
Banking and Insurance	2	<b>12,5</b>	1	<b>6,3</b>			7	<b>43,8</b>	10	<b>62,5</b>	<b>420</b>	<b>813</b>	<b>3,6</b>	8	<b>50,0</b>	9	<b>56,3</b>	<b>458</b>	<b>529</b>	8	<b>50,0</b>
Catering, Hotels and Tourism	1	<b>5,6</b>					15	<b>83,3</b>	16	<b>88,9</b>	<b>400</b>	<b>400</b>	<b>3,0</b>	14	<b>77,8</b>	8	<b>44,4</b>	<b>400</b>	<b>400</b>	8	<b>44,4</b>
Civilian Employees of the Army	2	<b>66,7</b>					3	<b>100,0</b>	1	<b>33,3</b>				1	<b>33,3</b>	1	<b>33,3</b>			1	<b>33,3</b>
Commerce							2	<b>9,1</b>	11	<b>50,0</b>	<b>220</b>	<b>360</b>	<b>3,0</b>	11	<b>50,0</b>	2	<b>9,1</b>			2	<b>9,1</b>
ECHO	5	<b>7,6</b>	1	<b>1,5</b>			10	<b>15,2</b>	48	<b>72,7</b>	<b>627</b>	<b>956</b>	<b>3,1</b>	44	<b>66,7</b>	25	<b>37,9</b>	<b>656</b>	<b>660</b>	18	<b>27,3</b>
Food Industry and Allied Trade	1	<b>1,2</b>	1	<b>1,2</b>			7	<b>8,1</b>	50	<b>58,1</b>	<b>292</b>	<b>594</b>	<b>2,5</b>	42	<b>48,8</b>	13	<b>15,1</b>	<b>523</b>	<b>865</b>	9	<b>10,5</b>
Glass, Ceramic, Jewellery & Porcelain			1	<b>3,0</b>					25	<b>75,8</b>	<b>321</b>	<b>350</b>	<b>3,0</b>	23	<b>69,7</b>	8	<b>24,2</b>	<b>350</b>	<b>575</b>	7	<b>21,2</b>
Health Service and Social Care	1	<b>4,8</b>	2	<b>9,5</b>			5	<b>23,8</b>	10	<b>47,6</b>	<b>270</b>	<b>370</b>		8	<b>38,1</b>	1	<b>4,8</b>			1	<b>4,8</b>
KOVO	7	<b>1,2</b>	25	<b>4,3</b>	<b>355</b>	<b>56,7</b>	65	<b>11,3</b>	309	<b>53,7</b>	<b>374</b>	<b>464</b>	<b>2,9</b>	217	<b>37,7</b>	76	<b>13,2</b>	<b>390</b>	<b>447</b>	59	<b>10,3</b>
Mines, Geology and Oil Industry									7	<b>77,8</b>	<b>330</b>	<b>529</b>	<b>3,0</b>	7	<b>77,8</b>	3	<b>33,3</b>	<b>250</b>	<b>633</b>	3	<b>33,3</b>
Postal, Telecom. and Newspaper Services							1	<b>10,0</b>	2	<b>20,0</b>				2	<b>20,0</b>	1	<b>10,0</b>			1	<b>10,0</b>
Railway Trade Unions	2	<b>8,0</b>	1	<b>4,0</b>			12	<b>48,0</b>	19	<b>76,0</b>	<b>386</b>	<b>726</b>	<b>2,5</b>	18	<b>72,0</b>	13	<b>52,0</b>	<b>452</b>	<b>537</b>	7	<b>28,0</b>
Science and Research							2	<b>9,1</b>	7	<b>31,8</b>	<b>367</b>	<b>367</b>		5	<b>22,7</b>	3	<b>13,6</b>	<b>450</b>	<b>367</b>	2	<b>9,1</b>
STAVBA	2	<b>1,8</b>	2	<b>1,8</b>			33	<b>29,5</b>	62	<b>55,4</b>	<b>399</b>	<b>774</b>	<b>2,9</b>	52	<b>46,4</b>	18	<b>16,1</b>	<b>303</b>	<b>532</b>	17	<b>15,2</b>
Textile, Clothing and Leather Industry	1	<b>2,4</b>	2	<b>4,8</b>			5	<b>11,9</b>	15	<b>35,7</b>	<b>229</b>	<b>229</b>	<b>3,3</b>	10	<b>23,8</b>	4	<b>9,5</b>	<b>379</b>	<b>379</b>	4	<b>9,5</b>
Transport	1	<b>2,4</b>					4	<b>9,5</b>	32	<b>76,2</b>	<b>357</b>	<b>357</b>	<b>2,9</b>	5	<b>11,9</b>	4	<b>9,5</b>	<b>400</b>	<b>400</b>		
Transport, Road Economy and Repair Vehicles	1	<b>7,7</b>							9	<b>69,2</b>	<b>488</b>	<b>850</b>	<b>3,0</b>	5	<b>38,5</b>	1	<b>7,7</b>			1	<b>7,7</b>
Union of Aviation Employees							4	<b>100,0</b>	4	<b>100,0</b>	<b>500</b>		<b>1,5</b>	3	<b>75,0</b>						
UNIOS			5	<b>4,8</b>	<b>600</b>	<b>66,7</b>	14	<b>13,5</b>	72	<b>69,2</b>	<b>430</b>	<b>501</b>	<b>3,1</b>	46	<b>44,2</b>	42	<b>40,4</b>	<b>458</b>	<b>627</b>	33	<b>31,7</b>
Universities Trade Union							7	<b>41,2</b>	2	<b>11,8</b>				1	<b>5,9</b>	1	<b>5,9</b>				
Wood.Industry, Forestry and Manag.of Water			4	<b>7,0</b>	<b>440</b>		25	<b>43,9</b>	33	<b>57,9</b>	<b>384</b>	<b>575</b>	<b>2,2</b>	27	<b>47,4</b>	12	<b>21,1</b>	<b>430</b>	<b>594</b>	10	<b>17,5</b>

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

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

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

average %, average CZK

Trade union	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
<b>Total</b>	408	<b>31,0</b>	59	<b>2,3</b>	32	<b>1 857</b>	83	<b>1,9</b>	215	157	<b>3 166</b>	198	<b>15,0</b>	48	<b>4 687</b>	9	<b>1,5</b>	104	85	<b>3 809</b>	
Agriculture and Nutrition	6	<b>31,6</b>	1		2				3	2		1	<b>5,3</b>							1	
Banking and Insurance	10	<b>62,5</b>	4	<b>2,5</b>			5	<b>2,2</b>		3	<b>37 689</b>	2	<b>12,5</b>	2							
Catering, Hotels and Tourism	2	<b>11,1</b>	1						1	2		3	<b>16,7</b>					1	3	<b>88</b>	
Civilian Employees of the Army	3	<b>100,0</b>	1				1			1											
Commerce	8	<b>36,4</b>					1		7	3	<b>517</b>										
ECHO	20	<b>30,3</b>			1		5	<b>2,7</b>	8	16	<b>3 821</b>	13	<b>19,7</b>	4	<b>12 313</b>			3	7	<b>1 914</b>	
Food Industry and Allied Trade	41	<b>47,7</b>	2		9	<b>2 722</b>	11	<b>1,2</b>	20	3	<b>2 018</b>	1	<b>1,2</b>							1	
Glass, Ceramic, Jewellery & Porcelain	21	<b>63,6</b>	15	<b>2,6</b>	1		1		4	1		9	<b>27,3</b>			3	<b>2,9</b>	7	3	<b>4 669</b>	
Health Service and Social Care	9	<b>42,9</b>							7	3	<b>2 201</b>										
KOVO	119	<b>20,7</b>	1		7	<b>1 179</b>	15	<b>2,5</b>	94	57	<b>1 653</b>	98	<b>17,0</b>	24	<b>2 267</b>	1		68	31	<b>2 509</b>	
Mines, Geology and Oil Industry	3	<b>33,3</b>	1						2	1											
Postal, Telecom. and Newspaper Services	2	<b>20,0</b>	1						1	1											
Railway Trade Unions	14	<b>56,0</b>			3	<b>1 183</b>	5	<b>1,8</b>	6	5	<b>9 640</b>	2	<b>8,0</b>					2			
Science and Research	18	<b>81,8</b>					16	<b>2,0</b>	1	10	<b>2 231</b>										
STAVBA	21	<b>18,8</b>	3	<b>2,4</b>	1		10	<b>1,0</b>	6	10	<b>1 456</b>	44	<b>39,3</b>	10	<b>5 325</b>	5	<b>0,5</b>	8	33	<b>5 732</b>	
Textile, Clothing and Leather Industry	11	<b>26,2</b>			3	<b>1 683</b>	2		4	3	<b>690</b>	1	<b>2,4</b>					1	1		
Transport	15	<b>35,7</b>	11	<b>2,0</b>					4	1		2	<b>4,8</b>	1				1			
Transport, Road Economy and Repair Vehicles	8	<b>61,5</b>	2				3	<b>1,6</b>	1	3	<b>2 858</b>	1	<b>7,7</b>							1	
Union of Aviation Employees												2	<b>50,0</b>					2			
UNIOS	49	<b>47,1</b>	10	<b>2,0</b>	2		2		35	20	<b>838</b>	15	<b>14,4</b>	6	<b>8 033</b>			9	1		
Universities Trade Union	4	<b>23,5</b>	1						3												
Wood.Industry, Forestry and Manag.of Water	24	<b>42,1</b>	5	<b>2,3</b>	3	<b>2 667</b>	6	<b>2,4</b>	8	12	<b>3 292</b>	4	<b>7,0</b>	1				2	3	<b>3 246</b>	

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

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

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

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

Trade union	Structure of planned use of the fund										Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
<b>Total</b>	<b>8,9</b>	<b>3,1</b>	<b>1,6</b>	<b>14,7</b>	<b>1,5</b>	<b>2,6</b>	<b>0,7</b>	<b>5,8</b>	<b>52,5</b>	<b>8,7</b>	383	<b>29,1</b>	127	<b>9,7</b>
Agriculture and Nutrition	8,8		33,9	7,4	6,0	4,7		1,4	4,3	33,4	3	15,8		
Banking and Insurance	2,1	4,2	0,1	23,5	0,4	0,5		0,7	64,8	3,7	11	68,8	6	37,5
Catering, Hotels and Tourism	12,5		2,5	13,6	1,0	5,0		13,2	14,9	37,3	3	16,7		
Civilian Employees of the Army	5,6			37,4	0,4	1,9		0,4	34,3	20,0	2	66,7		
Commerce	18,0			7,7	0,3	6,8	1,3	15,8	41,9	8,2	6	27,3		
ECHO	18,6	9,7	0,6	27,1	5,3	3,7	0,5	4,0	26,8	3,7	20	30,3	31	47,0
Food Industry and Allied Trade	0,1	1,6	16,6	6,2	0,5	2,4			72,4	0,3	21	24,4	7	8,1
Glass, Ceramic, Jewellery & Porcelain	8,4	1,2	6,2	16,7	0,2	7,5			58,5	1,3	24	72,7	3	9,1
Health Service and Social Care	3,3			26,4	3,0	4,2			22,2	40,9	4	19,0		
KOVO	19,3	4,5	1,2	22,8	1,6	4,5	1,9	6,9	32,0	5,3	136	23,7	19	3,3
Mines, Geology and Oil Industry	7,5				6,0				72,0	14,5	2	22,2	1	11,1
Postal, Telecom. and Newspaper Services	31,5							11,0	57,5		1	10,0	1	10,0
Railway Trade Unions	3,5	0,5	0,3	4,4	0,7	1,4		42,5	45,8	0,8	16	64,0	2	8,0
Science and Research	5,3	0,3	8,7	25,5	2,1	3,9			35,4	18,8	13	59,1	4	18,2
STAVBA	2,7	0,2	1,0	2,9	0,2	1,2	0,1	4,0	86,3	1,7	24	21,4	12	10,7
Textile, Clothing and Leather Industry	3,5	5,6	11,2	33,1	1,4	11,0	25,6	2,6		5,9	11	26,2		
Transport	10,6	11,0		21,2		4,4			52,7		4	9,5	3	7,1
Transport, Road Economy and Repair Vehicles	2,3	15,1	0,4	7,5	0,9	5,2		3,0	44,1	21,6	8	61,5		
Union of Aviation Employees														
UNIOS	13,8	1,5	8,8	7,8	1,2	4,6		0,4	9,3	52,8	57	54,8	29	27,9
Universities Trade Union											8	47,1		
Wood.Industry, Forestry and Manag.of Water	4,4	2,1	4,0	17,7	0,9	2,8		1,0	21,7	45,3	9	15,8	9	15,8

Explanatory notes: NCA  
% CA  
aver. %

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

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

**A** recreation - contribution to employees and family members  
**B** medical services - spas, rehabilitation  
**C** loans to employees to cover their housing needs  
**D** contribution to corporate catering  
**E** social assistance, social loans

**F** remunerations for work and life anniversaries  
**G** contribution to transport to and from work  
**H** contribution to trade union organization  
**I** other use  
**J** balance

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

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

Trade union	Employee's inability to work									Average number of days of leave with compensation for wage above the requirement of the LC																													
	wage compensation for the first 3 days of the inability				wage compensation from the fourth day of inability exceeding the level stated in LC					Type of personal obstacle																													
	agreed in CA		compensation amount		other form of compensation			agreed in CA		compensation amount			A			B			C			D			E			F			G			H			I		
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days
<b>Total</b>	83	6,3	58,9	224	29	2,2	6	0,5	73,3	543	41,3	1,2	500	38,0	1,3	736	55,9	2,1	306	23,3	6,5	400	30,4	1,2	137	10,4	3,7	279	21,2	3,8	80	6,1	2,3	583	44,3				
Agriculture and Nutrition	1	5,3					1	5,3	8	42,1	1,3	8	42,1	1,1	10	52,6	1,1	4	21,1	5,5	6	31,6	1,3	4	21,1	2,5	2	10,5						5	26,3				
Banking and Insurance	4	25,0			4	25,0												1	6,3						7	43,8	3,7	1	6,3						11	68,8			
Catering, Hotels and Tourism	8	44,4	70,0						2	11,1	13	72,2	1,0	16	88,9	1,8	11	61,1	6,8						1	5,6		7	38,9	1,0						9	50,0		
Civilian Employees of the Army									1	33,3	2	66,7	2	66,7									1	33,3												1	33,3		
Commerce	1	4,5							8	36,4	1,3	13	59,1	1,2	11	50,0	1,7	7	31,8	8,7	4	18,2	1,0				2	9,1								10	45,5		
ECHO	19	28,8	75,0	200	6	9,1			24	36,4	1,3	39	59,1	1,9	50	75,8	2,1	40	60,6	6,7	14	21,2	1,3	22	33,3	5,1	33	50,0	2,9	11	16,7	1,2	35	53,0					
Food Industry and Allied Trade	7	8,1	43,8		6	7,0	2	2,3	11	12,8	1,3	29	33,7	1,2	16	18,6	1,8	17	19,8	8,6	16	18,6	1,3			1	1,2									50	58,1		
Glass, Ceramic, Jewellery & Porcelain									28	84,8	1,9	1	3,0	31	93,9	2,1	29	87,9	13,7	22	66,7	1,5				6	18,2	1,5	25	75,8	1,2	28	84,8						
Health Service and Social Care									2	9,5	2	9,5	4	19,0	2,0	2	9,5						2	9,5				2	9,5								7	33,3	
KOVO	9	1,6	68,0	300	7	1,2	2	0,3	321	55,8	1,3	287	49,9	1,2	381	66,3	2,7	23	4,0	4,4	252	43,8	1,2	16	2,8	1,8	117	20,3	3,0	10	1,7	3,0	265	46,1					
Mines, Geology and Oil Industry									6	66,7	1,2	8	88,9	1,0	8	88,9	1,0	6	66,7	12,7	6	66,7	1,8	8	88,9	3,6	4	44,4	4,0	3	33,3	4,0	7	77,8					
Postal, Telecom. and Newspaper Services	1	10,0			1	10,0			2	20,0	2	20,0	2	20,0			1	10,0					1	10,0			9	90,0	4,0	9	90,0	4,0	5	50,0					
Railway Trade Unions	1	4,0							8	32,0	1,0	7	28,0	1,6	10	40,0	1,6	5	20,0	7,0	3	12,0	1,0	3	12,0	2,3	3	12,0	7,3						5	20,0			
Science and Research	3	13,6	45,0						2	9,1	1	4,5	1	4,5								1	4,5											1	4,5	8	36,4		
STAVBA	10	8,9	43,8	167			1	0,9	51	45,5	1,0	30	26,8	1,2	90	80,4	1,2	88	78,6	3,4	20	17,9	1,3	79	70,5	3,9	32	28,6	6,4						30	26,8			
Textile, Clothing and Leather Industry									3	7,1	1,0	2	4,8	11	26,2	2,0	1	2,4								1	2,4									2	4,8		
Transport									4	9,5	1,0	22	52,4	1,0	9	21,4	1,6	22	52,4	7,7	19	45,2	1,1	1	2,4											1	2,4		
Transport, Road Economy and Repair Vehicles	3	23,1	60,0		2	15,4			2	15,4	1	7,7	7	53,8	1,1	7	53,8	8,6	3	23,1	1,0						2	15,4		1	7,7					2	15,4		
Union of Aviation Employees												3	75,0	1,0				4	100,0	12,0							3	75,0	5,0	3	75,0	5,0	4	100,0					
UNIOS	14	13,5	65,4	300	2	1,9			33	31,7	1,0	7	6,7	1,1	60	57,7	1,2	37	35,6	5,6	23	22,1	1,1	1	1,0		33	31,7	2,5	7	6,7	1,7	62	59,6					
Universities Trade Union	1	5,9			1	5,9			1	5,9	1	5,9										1	5,9				1	5,9								6	35,3		
Wood.Industry, Forestry and Manag.of Water	1	1,8							26	45,6	1,0	22	38,6	1,2	17	29,8	1,2	1	1,8		9	15,8	1,3				19	33,3	6,1	1	1,8				31	54,4			

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

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

% of collective agreements

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	430	<b>32,7</b>	24	<b>1,8</b>	379	<b>28,8</b>	1012	<b>76,9</b>	699	<b>53,1</b>	1	<b>0,1</b>	15	<b>1,1</b>
Agriculture and Nutrition	2	<b>10,5</b>			13	<b>68,4</b>	16	<b>84,2</b>						
Banking and Insurance	10	<b>62,5</b>			10	<b>62,5</b>	12	<b>75,0</b>	5	<b>31,3</b>	1	<b>6,3</b>	2	<b>12,5</b>
Catering, Hotels and Tourism	9	<b>50,0</b>			11	<b>61,1</b>	16	<b>88,9</b>	13	<b>72,2</b>				
Civilian Employees of the Army	1	<b>33,3</b>			1	<b>33,3</b>	3	<b>100,0</b>						
Commerce	7	<b>31,8</b>			13	<b>59,1</b>	21	<b>95,5</b>	2	<b>9,1</b>				
ECHO	38	<b>57,6</b>			26	<b>39,4</b>	63	<b>95,5</b>	20	<b>30,3</b>				
Food Industry and Allied Trade	49	<b>57,0</b>			5	<b>5,8</b>	81	<b>94,2</b>	61	<b>70,9</b>				
Glass, Ceramic, Jewellery & Porcelain							31	<b>93,9</b>	29	<b>87,9</b>				
Health Service and Social Care	14	<b>66,7</b>	9	<b>42,9</b>	2	<b>9,5</b>	20	<b>95,2</b>	6	<b>28,6</b>				
KOVO	146	<b>25,4</b>	8	<b>1,4</b>	179	<b>31,1</b>	382	<b>66,4</b>	360	<b>62,6</b>			9	<b>1,6</b>
Mines, Geology and Oil Industry	7	<b>77,8</b>			4	<b>44,4</b>	7	<b>77,8</b>						
Postal, Telecom. and Newspaper Services	3	<b>30,0</b>			7	<b>70,0</b>	10	<b>100,0</b>	1	<b>10,0</b>				
Railway Trade Unions	16	<b>64,0</b>	2	<b>8,0</b>	7	<b>28,0</b>	24	<b>96,0</b>	21	<b>84,0</b>				
Science and Research	15	<b>68,2</b>			4	<b>18,2</b>	19	<b>86,4</b>	1	<b>4,5</b>				
STAVBA	16	<b>14,3</b>			46	<b>41,1</b>	82	<b>73,2</b>	35	<b>31,3</b>			1	<b>0,9</b>
Textile, Clothing and Leather Industry					1	<b>2,4</b>	36	<b>85,7</b>	24	<b>57,1</b>				
Transport	6	<b>14,3</b>			4	<b>9,5</b>	14	<b>33,3</b>	15	<b>35,7</b>				
Transport, Road Economy and Repair Vehicles	3	<b>23,1</b>					7	<b>53,8</b>	9	<b>69,2</b>				
Union of Aviation Employees	4	<b>100,0</b>			2	<b>50,0</b>	3	<b>75,0</b>	4	<b>100,0</b>				
UNIOS	38	<b>36,5</b>	5	<b>4,8</b>	8	<b>7,7</b>	95	<b>91,3</b>	76	<b>73,1</b>			3	<b>2,9</b>
Universities Trade Union	12	<b>70,6</b>			10	<b>58,8</b>	16	<b>94,1</b>	5	<b>29,4</b>				
Wood.Industry, Forestry and Manag.of Water	34	<b>59,6</b>			26	<b>45,6</b>	54	<b>94,7</b>	12	<b>21,1</b>				

Explanatory notes: NCA  
% CA

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



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

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

Region NUTS 3	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?												
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)				
										12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS		
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA
<b>Total</b>	106	<b>8,1</b>	<b>9 716</b>	22	<b>1,7</b>	<b>56,35</b>	33	<b>2,5</b>	<b>59,69</b>	359	<b>27,3</b>	404	<b>30,7</b>	86	<b>6,5</b>	96	<b>7,3</b>	172	<b>13,1</b>	207	<b>15,7</b>	
CZ010 Capital Prague	24	<b>10,3</b>	<b>9 927</b>	7	<b>3,0</b>	<b>56,87</b>	1	<b>0,4</b>		37	<b>15,8</b>	71	<b>30,3</b>	20	<b>8,5</b>	17	<b>7,3</b>	4	<b>1,7</b>	10	<b>4,3</b>	
CZ020 Středočeský	6	<b>9,4</b>	<b>8 766</b>							10	<b>15,6</b>	22	<b>34,4</b>	1	<b>1,6</b>	6	<b>9,4</b>	6	<b>9,4</b>	4	<b>6,3</b>	
CZ031 Jihočeský	16	<b>17,2</b>	<b>9 029</b>	5	<b>5,4</b>	<b>55,50</b>	1	<b>1,1</b>		30	<b>32,3</b>	25	<b>26,9</b>	18	<b>19,4</b>	7	<b>7,5</b>	6	<b>6,5</b>	10	<b>10,8</b>	
CZ032 Plzeňský	19	<b>24,7</b>	<b>10 288</b>	3	<b>3,9</b>	<b>61,67</b>	15	<b>19,5</b>	<b>61,26</b>	20	<b>26,0</b>	28	<b>36,4</b>	1	<b>1,3</b>	5	<b>6,5</b>	16	<b>20,8</b>	21	<b>27,3</b>	
CZ041 Karlovarský	3	<b>9,1</b>	<b>9 237</b>				3	<b>9,1</b>	<b>57,97</b>	10	<b>30,3</b>	10	<b>30,3</b>	2	<b>6,1</b>	3	<b>9,1</b>	6	<b>18,2</b>	7	<b>21,2</b>	
CZ042 Ústecký	6	<b>8,0</b>	<b>10 097</b>				1	<b>1,3</b>		18	<b>24,0</b>	33	<b>44,0</b>	3	<b>4,0</b>	3	<b>4,0</b>	5	<b>6,7</b>	16	<b>21,3</b>	
CZ051 Liberecký	3	<b>6,3</b>	<b>8 745</b>							17	<b>35,4</b>	12	<b>25,0</b>	5	<b>10,4</b>	2	<b>4,2</b>	7	<b>14,6</b>	10	<b>20,8</b>	
CZ052 Královéhradecký	3	<b>3,4</b>	<b>8 913</b>	2	<b>2,2</b>					24	<b>27,0</b>	26	<b>29,2</b>	2	<b>2,2</b>	3	<b>3,4</b>	15	<b>16,9</b>	24	<b>27,0</b>	
CZ053 Pardubický	1	<b>1,3</b>					1	<b>1,3</b>		24	<b>32,0</b>	21	<b>28,0</b>	7	<b>9,3</b>	10	<b>13,3</b>	13	<b>17,3</b>	11	<b>14,7</b>	
CZ061 Vysočina	2	<b>2,5</b>		1	<b>1,2</b>					17	<b>21,0</b>	22	<b>27,2</b>	10	<b>12,3</b>	9	<b>11,1</b>	10	<b>12,3</b>	20	<b>24,7</b>	
CZ062 Jihomoravský	5	<b>4,4</b>	<b>9 880</b>	2	<b>1,8</b>		2	<b>1,8</b>		39	<b>34,2</b>	35	<b>30,7</b>	4	<b>3,5</b>	6	<b>5,3</b>	22	<b>19,3</b>	15	<b>13,2</b>	
CZ071 Olomoucký	9	<b>9,7</b>	<b>9 747</b>	1	<b>1,1</b>		7	<b>7,5</b>	<b>62,06</b>	25	<b>26,9</b>	37	<b>39,8</b>	3	<b>3,2</b>	4	<b>4,3</b>	14	<b>15,1</b>	37	<b>39,8</b>	
CZ072 Zlínský	6	<b>6,6</b>	<b>8 953</b>	1	<b>1,1</b>		1	<b>1,1</b>		36	<b>39,6</b>	10	<b>11,0</b>	2	<b>2,2</b>	13	<b>14,3</b>	28	<b>30,8</b>	5	<b>5,5</b>	
CZ080 Moravskoslezský	3	<b>2,0</b>	<b>10 110</b>				1	<b>0,7</b>		52	<b>34,9</b>	52	<b>34,9</b>	8	<b>5,4</b>	8	<b>5,4</b>	20	<b>13,4</b>	17	<b>11,4</b>	

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

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

in CZK/month/pers.

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
<b>Total</b>	339	<b>8 390</b>	341	<b>9 001</b>	348	<b>9 688</b>	352	<b>10 516</b>	355	<b>11 530</b>	354	<b>12 597</b>	355	<b>13 907</b>	354	<b>15 331</b>	342	<b>16 847</b>	342	<b>18 628</b>	341	<b>20 723</b>	338	<b>23 184</b>
CZ010 Capital Prague	37	<b>8 873</b>	37	<b>9 666</b>	37	<b>10 642</b>	37	<b>11 786</b>	37	<b>13 187</b>	37	<b>14 651</b>	37	<b>16 325</b>	37	<b>18 292</b>	37	<b>20 370</b>	36	<b>22 899</b>	36	<b>25 880</b>	36	<b>29 634</b>
CZ020 Středočeský	10	<b>9 194</b>	10	<b>9 658</b>	10	<b>10 225</b>	10	<b>10 994</b>	10	<b>12 174</b>	10	<b>13 458</b>	10	<b>14 995</b>	10	<b>16 272</b>	10	<b>18 106</b>	10	<b>20 102</b>	10	<b>22 348</b>	10	<b>24 878</b>
CZ031 Jihočeský	29	<b>7 569</b>	30	<b>8 177</b>	30	<b>8 848</b>	30	<b>9 728</b>	30	<b>10 686</b>	30	<b>11 747</b>	30	<b>13 099</b>	30	<b>14 346</b>	24	<b>15 260</b>	24	<b>16 665</b>	24	<b>18 440</b>	24	<b>20 517</b>
CZ032 Plzeňský	20	<b>8 316</b>	20	<b>9 028</b>	20	<b>9 879</b>	20	<b>10 828</b>	20	<b>11 899</b>	20	<b>13 183</b>	20	<b>14 636</b>	20	<b>16 288</b>	20	<b>18 169</b>	20	<b>20 489</b>	20	<b>23 071</b>	20	<b>25 791</b>
CZ041 Karlovarský	10	<b>8 153</b>	10	<b>8 581</b>	10	<b>9 254</b>	10	<b>9 924</b>	10	<b>10 734</b>	10	<b>11 661</b>	10	<b>12 838</b>	10	<b>14 145</b>	10	<b>15 540</b>	10	<b>17 280</b>	10	<b>19 196</b>	10	<b>21 481</b>
CZ042 Ústecký	18	<b>8 831</b>	18	<b>9 588</b>	18	<b>10 319</b>	18	<b>11 215</b>	18	<b>12 342</b>	18	<b>13 656</b>	18	<b>15 086</b>	18	<b>16 717</b>	17	<b>18 152</b>	17	<b>19 943</b>	17	<b>22 038</b>	17	<b>24 432</b>
CZ051 Liberecký	16	<b>7 795</b>	16	<b>8 148</b>	16	<b>8 654</b>	17	<b>9 380</b>	17	<b>10 197</b>	17	<b>11 181</b>	17	<b>12 356</b>	17	<b>13 526</b>	17	<b>15 125</b>	17	<b>17 096</b>	17	<b>19 269</b>	17	<b>21 962</b>
CZ052 Královéhradecký	21	<b>8 401</b>	22	<b>9 110</b>	24	<b>9 576</b>	24	<b>10 326</b>	24	<b>11 226</b>	24	<b>12 173</b>	24	<b>13 290</b>	23	<b>14 399</b>	23	<b>15 733</b>	23	<b>17 339</b>	23	<b>19 241</b>	23	<b>21 386</b>
CZ053 Pardubický	24	<b>7 786</b>	24	<b>8 250</b>	24	<b>8 842</b>	24	<b>9 537</b>	24	<b>10 377</b>	23	<b>10 893</b>	23	<b>11 905</b>	23	<b>13 022</b>	23	<b>14 246</b>	23	<b>15 928</b>	23	<b>17 795</b>	23	<b>20 127</b>
CZ061 Vysočina	15	<b>8 590</b>	15	<b>9 359</b>	16	<b>10 001</b>	16	<b>10 719</b>	16	<b>11 711</b>	16	<b>12 639</b>	16	<b>13 808</b>	16	<b>14 969</b>	15	<b>16 190</b>	16	<b>17 088</b>	16	<b>18 868</b>	16	<b>20 969</b>
CZ062 Jihomoravský	38	<b>8 782</b>	38	<b>9 466</b>	38	<b>10 169</b>	39	<b>10 883</b>	39	<b>11 876</b>	37	<b>12 801</b>	37	<b>14 014</b>	37	<b>15 385</b>	36	<b>16 815</b>	36	<b>18 433</b>	36	<b>20 303</b>	35	<b>22 215</b>
CZ071 Olomoucký	24	<b>8 004</b>	24	<b>8 422</b>	24	<b>8 943</b>	24	<b>9 682</b>	24	<b>10 644</b>	25	<b>11 667</b>	25	<b>12 843</b>	25	<b>14 528</b>	22	<b>15 729</b>	22	<b>17 527</b>	22	<b>19 759</b>	22	<b>22 594</b>
CZ072 Zlínský	28	<b>8 227</b>	28	<b>8 671</b>	32	<b>9 316</b>	32	<b>10 076</b>	34	<b>11 071</b>	35	<b>12 019</b>	36	<b>13 233</b>	36	<b>14 497</b>	36	<b>15 929</b>	36	<b>17 586</b>	36	<b>19 525</b>	35	<b>21 849</b>
CZ080 Moravskoslezský	49	<b>8 663</b>	49	<b>9 328</b>	49	<b>10 089</b>	51	<b>10 964</b>	52	<b>11 946</b>	52	<b>13 142</b>	52	<b>14 571</b>	52	<b>16 050</b>	52	<b>17 676</b>	52	<b>19 470</b>	51	<b>21 392</b>	50	<b>23 582</b>

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



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

in CZK/hour/pers.

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
<b>Total</b>	83	<b>49,77</b>	85	<b>52,85</b>	84	<b>56,69</b>	85	<b>61,53</b>	84	<b>67,51</b>	83	<b>73,96</b>	81	<b>81,43</b>	38	<b>83,94</b>	23	<b>86,09</b>	22	<b>94,28</b>	21	<b>105,69</b>	20	<b>121,22</b>
CZ010 Capital Prague	20	<b>53,83</b>	20	<b>57,46</b>	20	<b>62,88</b>	20	<b>68,95</b>	20	<b>76,34</b>	20	<b>84,13</b>	19	<b>91,53</b>	2		2		2		2		2	
CZ020 Středočeský	1		1		1		1		1		1		1											
CZ031 Jihočeský	17	<b>48,98</b>	18	<b>50,58</b>	17	<b>53,32</b>	17	<b>57,92</b>	17	<b>63,27</b>	17	<b>69,07</b>	17	<b>75,78</b>	10	<b>77,57</b>	4	<b>82,75</b>	3	<b>86,37</b>	3	<b>101,13</b>	3	<b>119,80</b>
CZ032 Plzeňský	1		1		1		1		1		1		1											
CZ041 Karlovarský	2		2		2		2		2		2		2		1		1		1		1		1	
CZ042 Ústecký	3	<b>48,73</b>	3	<b>51,23</b>	3	<b>54,23</b>	3	<b>57,73</b>	3	<b>62,50</b>	3	<b>67,77</b>	3	<b>73,97</b>	2		2		2		2		2	
CZ051 Liberecký	5	<b>46,60</b>	5	<b>49,94</b>	5	<b>53,76</b>	5	<b>57,72</b>	5	<b>62,52</b>	5	<b>68,60</b>	4	<b>81,95</b>	1									
CZ052 Královéhradecký	2		2		2		2		2		2		2		1		1		1		1		1	
CZ053 Pardubický	7	<b>48,36</b>	7	<b>50,57</b>	7	<b>53,16</b>	7	<b>56,46</b>	7	<b>60,90</b>	7	<b>66,03</b>	7	<b>71,86</b>	5	<b>75,18</b>	4	<b>80,30</b>	4	<b>86,43</b>	3	<b>92,33</b>	3	<b>102,53</b>
CZ061 Vysočina	10	<b>46,53</b>	10	<b>50,48</b>	10	<b>54,03</b>	10	<b>58,29</b>	9	<b>63,58</b>	9	<b>69,89</b>	9	<b>77,08</b>	4	<b>81,20</b>	4	<b>91,70</b>	4	<b>104,30</b>	4	<b>119,63</b>	4	<b>140,28</b>
CZ062 Jihomoravský	4	<b>48,60</b>	4	<b>50,73</b>	4	<b>52,98</b>	4	<b>55,58</b>	4	<b>59,73</b>	4	<b>65,15</b>	4	<b>70,58</b>	3	<b>70,57</b>	3	<b>78,27</b>	3	<b>84,20</b>	3	<b>92,33</b>	3	<b>102,87</b>
CZ071 Olomoucký	2		2		2		3	<b>65,75</b>	3	<b>71,23</b>	2		2		1									
CZ072 Zlínský	2		2		2		2		2		2		2		2		2		2		2		2	
CZ080 Moravskoslezský	7	<b>52,51</b>	8	<b>56,64</b>	8	<b>61,35</b>	8	<b>66,76</b>	8	<b>74,18</b>	8	<b>81,78</b>	8	<b>91,10</b>	6	<b>102,67</b>								

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

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

in CZK/hour/pers.

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
<b>Total</b>	157	<b>51,55</b>	161	<b>54,99</b>	169	<b>59,02</b>	170	<b>63,71</b>	170	<b>69,45</b>	167	<b>75,85</b>	159	<b>83,22</b>	88	<b>91,25</b>	67	<b>95,91</b>	53	<b>107,71</b>	44	<b>119,12</b>	41	<b>132,72</b>
CZ010 Capital Prague	3	<b>44,70</b>	3	<b>46,87</b>	4	<b>50,25</b>	4	<b>54,45</b>	4	<b>59,48</b>	4	<b>64,95</b>	4	<b>71,58</b>	3	<b>82,73</b>	3	<b>89,70</b>	3	<b>97,87</b>	3	<b>108,27</b>	3	<b>119,73</b>
CZ020 Středočeský	6	<b>53,97</b>	6	<b>56,33</b>	6	<b>59,48</b>	6	<b>64,77</b>	6	<b>71,13</b>	6	<b>77,58</b>	6	<b>85,28</b>	4	<b>93,00</b>	3	<b>101,10</b>	3	<b>110,07</b>	3	<b>120,03</b>	3	<b>134,13</b>
CZ031 Jihočeský	6	<b>39,02</b>	6	<b>42,17</b>	6	<b>46,61</b>	6	<b>51,48</b>	6	<b>56,88</b>	6	<b>64,62</b>	6	<b>73,88</b>	1		1		1		1		1	
CZ032 Plzeňský	16	<b>54,38</b>	16	<b>59,42</b>	16	<b>65,39</b>	16	<b>71,61</b>	16	<b>78,64</b>	16	<b>87,28</b>	15	<b>93,37</b>	9	<b>96,10</b>	8	<b>104,41</b>	7	<b>117,73</b>	7	<b>133,49</b>	5	<b>162,94</b>
CZ041 Karlovarský	6	<b>49,32</b>	6	<b>51,58</b>	6	<b>55,33</b>	6	<b>59,57</b>	6	<b>64,88</b>	6	<b>70,20</b>	6	<b>77,08</b>	5	<b>90,30</b>	4	<b>90,35</b>	4	<b>98,43</b>	4	<b>107,68</b>	4	<b>118,90</b>
CZ042 Ústecký	5	<b>50,68</b>	5	<b>54,04</b>	5	<b>58,02</b>	5	<b>65,60</b>	5	<b>71,98</b>	5	<b>78,50</b>	4	<b>85,53</b>	2		2		2					
CZ051 Liberecký	7	<b>44,05</b>	7	<b>45,54</b>	7	<b>47,97</b>	7	<b>50,42</b>	7	<b>54,19</b>	7	<b>59,01</b>	7	<b>64,51</b>	4	<b>72,67</b>	4	<b>79,86</b>	3	<b>84,21</b>	3	<b>93,22</b>	3	<b>103,40</b>
CZ052 Královéhradecký	12	<b>52,28</b>	13	<b>55,92</b>	15	<b>57,83</b>	15	<b>62,21</b>	15	<b>67,24</b>	15	<b>73,19</b>	13	<b>81,10</b>	10	<b>86,24</b>	8	<b>90,33</b>	3	<b>115,03</b>	3	<b>126,83</b>	3	<b>140,17</b>
CZ053 Pardubický	13	<b>49,58</b>	13	<b>52,33</b>	13	<b>56,45</b>	12	<b>59,14</b>	12	<b>64,24</b>	12	<b>70,43</b>	11	<b>77,51</b>	7	<b>82,91</b>	4	<b>90,65</b>	4	<b>97,75</b>	3	<b>105,80</b>	2	
CZ061 Vysočina	9	<b>53,24</b>	9	<b>57,38</b>	9	<b>61,57</b>	9	<b>66,34</b>	9	<b>72,87</b>	9	<b>75,22</b>	9	<b>81,98</b>	6	<b>91,71</b>	6	<b>99,07</b>	6	<b>108,22</b>	5	<b>118,42</b>	5	<b>132,11</b>
CZ062 Jihomoravský	20	<b>56,73</b>	20	<b>61,87</b>	21	<b>66,50</b>	22	<b>70,93</b>	22	<b>77,24</b>	20	<b>84,86</b>	20	<b>94,87</b>	13	<b>103,32</b>	8	<b>111,81</b>	6	<b>129,17</b>	4	<b>142,32</b>	4	<b>153,34</b>
CZ071 Olomoucký	13	<b>53,45</b>	13	<b>56,49</b>	13	<b>60,09</b>	14	<b>65,58</b>	14	<b>71,17</b>	14	<b>77,29</b>	13	<b>85,08</b>	5	<b>109,40</b>	1		1		1		1	
CZ072 Zlínský	24	<b>52,47</b>	25	<b>55,40</b>	28	<b>59,53</b>	28	<b>63,79</b>	28	<b>69,48</b>	28	<b>76,00</b>	28	<b>82,93</b>	10	<b>80,57</b>	9	<b>82,51</b>	5	<b>85,32</b>	2		2	
CZ080 Moravskoslezský	17	<b>49,02</b>	19	<b>52,24</b>	20	<b>56,61</b>	20	<b>61,30</b>	20	<b>66,82</b>	19	<b>73,85</b>	17	<b>80,23</b>	9	<b>92,02</b>	6	<b>100,45</b>	5	<b>114,46</b>	5	<b>126,06</b>	5	<b>138,10</b>

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

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

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

Region NUTS 3	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE	% AE																
<b>Total</b>	1120	<b>85,1</b>	<b>26,0</b>	<b>48,7</b>	<b>26,7</b>	1005	<b>76,4</b>	<b>102,3</b>	1090	<b>82,8</b>	<b>13,04</b>	<b>11,3</b>	795	<b>60,4</b>	<b>7,21</b>	<b>10,2</b>	<b>10,6</b>	1032	<b>78,4</b>	<b>17,84</b>	<b>23,5</b>
CZ010 Capital Prague	172	<b>73,5</b>	<b>26,2</b>	<b>51,2</b>	<b>27,9</b>	152	<b>65,0</b>	<b>104,0</b>	167	<b>71,4</b>	<b>12,43</b>	<b>11,1</b>	116	<b>49,6</b>	<b>7,77</b>	<b>10,0</b>	<b>10,5</b>	157	<b>67,1</b>	<b>23,67</b>	<b>22,2</b>
CZ020 Středočeský	54	<b>84,4</b>	<b>26,8</b>	<b>48,5</b>	<b>26,4</b>	48	<b>75,0</b>	<b>101,9</b>	56	<b>87,5</b>	<b>11,74</b>	<b>12,0</b>	34	<b>53,1</b>	<b>7,42</b>	<b>10,0</b>	<b>11,4</b>	50	<b>78,1</b>	<b>17,07</b>	<b>19,1</b>
CZ031 Jihočeský	90	<b>96,8</b>	<b>25,8</b>	<b>52,4</b>	<b>26,5</b>	77	<b>82,8</b>	<b>103,6</b>	89	<b>95,7</b>	<b>11,37</b>	<b>11,2</b>	68	<b>73,1</b>	<b>6,70</b>	<b>10,0</b>	<b>11,0</b>	88	<b>94,6</b>	<b>14,08</b>	<b>25,3</b>
CZ032 Plzeňský	61	<b>79,2</b>	<b>25,5</b>	<b>47,3</b>	<b>25,9</b>	57	<b>74,0</b>	<b>104,4</b>	60	<b>77,9</b>	<b>17,19</b>	<b>11,6</b>	45	<b>58,4</b>	<b>7,72</b>	<b>10,0</b>	<b>10,0</b>	60	<b>77,9</b>	<b>28,27</b>	<b>26,4</b>
CZ041 Karlovarský	30	<b>90,9</b>	<b>26,9</b>	<b>47,1</b>	<b>27,9</b>	25	<b>75,8</b>	<b>100,0</b>	27	<b>81,8</b>	<b>11,58</b>	<b>14,0</b>	19	<b>57,6</b>	<b>7,58</b>	<b>10,0</b>	<b>10,0</b>	22	<b>66,7</b>	<b>21,00</b>	<b>21,4</b>
CZ042 Ústecký	67	<b>89,3</b>	<b>26,8</b>	<b>45,4</b>	<b>26,8</b>	58	<b>77,3</b>	<b>102,8</b>	62	<b>82,7</b>	<b>12,64</b>	<b>13,6</b>	49	<b>65,3</b>	<b>6,93</b>	<b>10,0</b>	<b>10,6</b>	58	<b>77,3</b>	<b>13,46</b>	<b>22,7</b>
CZ051 Liberecký	42	<b>87,5</b>	<b>26,3</b>	<b>47,3</b>	<b>27,5</b>	34	<b>70,8</b>	<b>100,0</b>	39	<b>81,3</b>	<b>14,88</b>	<b>10,0</b>	33	<b>68,8</b>	<b>8,09</b>	<b>7,5</b>	<b>12,1</b>	39	<b>81,3</b>		<b>26,3</b>
CZ052 Královéhradecký	78	<b>87,6</b>	<b>25,1</b>	<b>48,3</b>	<b>25,8</b>	61	<b>68,5</b>	<b>101,0</b>	75	<b>84,3</b>	<b>13,10</b>	<b>11,0</b>	47	<b>52,8</b>	<b>7,18</b>	<b>10,0</b>	<b>10,5</b>	67	<b>75,3</b>	<b>15,10</b>	<b>24,6</b>
CZ053 Pardubický	62	<b>82,7</b>	<b>26,2</b>	<b>47,6</b>	<b>27,6</b>	54	<b>72,0</b>	<b>103,8</b>	62	<b>82,7</b>	<b>11,80</b>	<b>11,6</b>	42	<b>56,0</b>	<b>6,89</b>	<b>11,6</b>	<b>10,8</b>	56	<b>74,7</b>	<b>11,22</b>	<b>20,7</b>
CZ061 Vysočina	71	<b>87,7</b>	<b>25,9</b>	<b>51,4</b>	<b>26,5</b>	67	<b>82,7</b>	<b>100,7</b>	66	<b>81,5</b>	<b>15,15</b>	<b>10,5</b>	48	<b>59,3</b>	<b>6,75</b>	<b>10,5</b>	<b>10,0</b>	67	<b>82,7</b>	<b>11,50</b>	<b>24,1</b>
CZ062 Jihomoravský	103	<b>90,4</b>	<b>25,5</b>	<b>47,6</b>	<b>28,5</b>	95	<b>83,3</b>	<b>101,5</b>	101	<b>88,6</b>	<b>12,17</b>	<b>11,3</b>	72	<b>63,2</b>	<b>7,35</b>	<b>10,5</b>	<b>10,0</b>	92	<b>80,7</b>	<b>18,93</b>	<b>25,7</b>
CZ071 Olomoucký	82	<b>88,2</b>	<b>25,4</b>	<b>47,3</b>	<b>25,5</b>	74	<b>79,6</b>	<b>101,0</b>	79	<b>84,9</b>	<b>13,14</b>	<b>10,3</b>	63	<b>67,7</b>	<b>7,15</b>	<b>10,0</b>	<b>10,4</b>	80	<b>86,0</b>	<b>21,25</b>	<b>22,4</b>
CZ072 Zlínský	78	<b>85,7</b>	<b>25,6</b>	<b>44,5</b>	<b>28,2</b>	80	<b>87,9</b>	<b>100,0</b>	79	<b>86,8</b>	<b>12,47</b>	<b>10,9</b>	66	<b>72,5</b>	<b>6,44</b>	<b>10,0</b>	<b>10,0</b>	75	<b>82,4</b>	<b>19,31</b>	<b>28,3</b>
CZ080 Moravskoslezský	130	<b>87,2</b>	<b>26,3</b>	<b>46,9</b>	<b>25,7</b>	123	<b>82,6</b>	<b>103,3</b>	128	<b>85,9</b>	<b>13,62</b>	<b>11,5</b>	93	<b>62,4</b>	<b>7,34</b>	<b>10,0</b>	<b>11,4</b>	121	<b>81,2</b>	<b>22,13</b>	<b>20,5</b>

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

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

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

Region NUTS 3	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
<b>Total</b>	11	<b>8,7</b>	685	<b>6,41</b>	1	16	<b>20,1</b>	58	<b>90,96</b>	62	4	<b>6,5</b>	169	<b>5,49</b>	30	2		202	<b>5,45</b>	14
CZ010 Capital Prague			66	<b>6,91</b>	1	8	<b>14,4</b>	7	<b>66,46</b>	6			21	<b>6,26</b>	11			29	<b>6,40</b>	5
CZ020 Středočeský	1		27	<b>6,00</b>		1		3	<b>88,67</b>	5			2		2			6	<b>5,25</b>	
CZ031 Jihočeský	2		68	<b>6,32</b>		1		14	<b>88,79</b>	5			8	<b>4,83</b>		1		15	<b>4,88</b>	
CZ032 Plzeňský	1		45	<b>6,83</b>				3	<b>116,67</b>	2			5	<b>5,41</b>				15	<b>7,71</b>	
CZ041 Karlovarský			18	<b>5,34</b>				1		1			3	<b>3,00</b>	1			3	<b>3,50</b>	
CZ042 Ústecký			40	<b>6,04</b>				3	<b>103,67</b>	4			6	<b>5,92</b>	1			14	<b>5,87</b>	
CZ051 Liberecký			32	<b>7,52</b>				1		1			8	<b>4,11</b>	2			2		2
CZ052 Královéhradecký	2		54	<b>6,71</b>				1		5			11	<b>7,10</b>	1			12	<b>4,55</b>	
CZ053 Pardubický			40	<b>6,25</b>		2		1		4			15	<b>6,05</b>	1			8	<b>4,43</b>	
CZ061 Vysočina	1		54	<b>7,93</b>		2		12	<b>81,67</b>	1	1		21	<b>6,31</b>	3			11	<b>3,29</b>	
CZ062 Jihomoravský	2		56	<b>6,15</b>		1				3	1		10	<b>5,12</b>	4			20	<b>4,51</b>	3
CZ071 Olomoucký			56	<b>6,42</b>				2		16	1		30	<b>4,07</b>	1			24	<b>3,76</b>	2
CZ072 Zlínský	1		56	<b>6,43</b>		1		8	<b>34,25</b>	4			13	<b>5,06</b>		1		6	<b>5,95</b>	
CZ080 Moravskoslezský	1		73	<b>4,85</b>				2		5	1		16	<b>5,96</b>	3			37	<b>6,84</b>	2

Explanatory notes: NCA

% AE

CZK/h

CZK/shift

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

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

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per shift

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

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

Region NUTS 3	Supplementary charge																					
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge	
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form		
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	
<b>Total</b>	3	15,0	171	17,91	20	1	15	500	1	48	26,4	17	2 065	82	24	9,3	34	735	30	533		
CZ010 Capital Prague			25	32,90	2		4	400		19	26,8	5	2 500	6	10	8,8	5	872		80		
CZ020 Středočeský			4	9,38	1					1		1		4			2		3	16		
CZ031 Jihočeský			12	4,10			2							3			1		1	57		
CZ032 Plzeňský			12	10,75	3		1			1		1		2	1				1	24		
CZ041 Karlovarský			4	20,78	1		1			1				1						10		
CZ042 Ústecký			13	11,81			1		1	5	31,0	3	3 000	8	2				1	39		
CZ051 Liberecký			5	12,72						1				2	1					15		
CZ052 Královéhradecký	1		15	18,48			2			3	26,7	3	1 400	4	1		2			48		
CZ053 Pardubický			3	4,00						1				3			2			27		
CZ061 Vysočina			7	3,71			2			2				1	2		1			22		
CZ062 Jihomoravský			9	22,94			1			6	27,5			10	1		4	479	1	43		
CZ071 Olomoucký			20	10,00	1					1				20	1		2		8	50		
CZ072 Zlínský	2		8	9,94		1	1			1				7			10	464	1	44		
CZ080 Moravskoslezský			34	27,14	12					6	23,3	4	1 750	11	5	8,0	5	880	14	58		

Explanatory notes: NCA

% AE

CZK/h

CZK/month

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

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

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per month

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

in % of collective agreements

Region NUTS 3	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	557	<b>42,3</b>	195	<b>14,8</b>	317	<b>24,1</b>	184	<b>14,0</b>	92	<b>7,0</b>	95	<b>7,2</b>	100	<b>7,6</b>	81	<b>6,2</b>	706	<b>53,6</b>
CZ010 Capital Prague	77	<b>32,9</b>	19	<b>8,1</b>	41	<b>17,5</b>	26	<b>11,1</b>	14	<b>6,0</b>	18	<b>7,7</b>	9	<b>3,8</b>	8	<b>3,4</b>	100	<b>42,7</b>
CZ020 Středočeský	20	<b>31,3</b>	5	<b>7,8</b>	8	<b>12,5</b>	3	<b>4,7</b>	6	<b>9,4</b>	7	<b>10,9</b>	7	<b>10,9</b>	1	<b>1,6</b>	29	<b>45,3</b>
CZ031 Jihočeský	54	<b>58,1</b>	28	<b>30,1</b>	31	<b>33,3</b>	33	<b>35,5</b>	7	<b>7,5</b>	11	<b>11,8</b>	20	<b>21,5</b>	13	<b>14,0</b>	66	<b>71,0</b>
CZ032 Plzeňský	33	<b>42,9</b>	10	<b>13,0</b>	24	<b>31,2</b>	15	<b>19,5</b>	6	<b>7,8</b>	2	<b>2,6</b>	15	<b>19,5</b>	4	<b>5,2</b>	46	<b>59,7</b>
CZ041 Karlovarský	13	<b>39,4</b>	5	<b>15,2</b>	7	<b>21,2</b>	4	<b>12,1</b>	2	<b>6,1</b>	3	<b>9,1</b>	2	<b>6,1</b>	2	<b>6,1</b>	18	<b>54,5</b>
CZ042 Ústecký	39	<b>52,0</b>	16	<b>21,3</b>	20	<b>26,7</b>	15	<b>20,0</b>	11	<b>14,7</b>	9	<b>12,0</b>	10	<b>13,3</b>	8	<b>10,7</b>	42	<b>56,0</b>
CZ051 Liberecký	16	<b>33,3</b>	5	<b>10,4</b>	9	<b>18,8</b>	4	<b>8,3</b>	5	<b>10,4</b>	2	<b>4,2</b>			5	<b>10,4</b>	20	<b>41,7</b>
CZ052 Královéhradecký	38	<b>42,7</b>	13	<b>14,6</b>	25	<b>28,1</b>	9	<b>10,1</b>	4	<b>4,5</b>	7	<b>7,9</b>	5	<b>5,6</b>	3	<b>3,4</b>	54	<b>60,7</b>
CZ053 Pardubický	34	<b>45,3</b>	7	<b>9,3</b>	18	<b>24,0</b>	10	<b>13,3</b>	7	<b>9,3</b>	5	<b>6,7</b>	5	<b>6,7</b>	3	<b>4,0</b>	30	<b>40,0</b>
CZ061 Vysočina	41	<b>50,6</b>	15	<b>18,5</b>	23	<b>28,4</b>	11	<b>13,6</b>			7	<b>8,6</b>	8	<b>9,9</b>	2	<b>2,5</b>	39	<b>48,1</b>
CZ062 Jihomoravský	36	<b>31,6</b>	10	<b>8,8</b>	26	<b>22,8</b>	22	<b>19,3</b>	9	<b>7,9</b>	3	<b>2,6</b>	7	<b>6,1</b>	4	<b>3,5</b>	64	<b>56,1</b>
CZ071 Olomoucký	25	<b>26,9</b>	10	<b>10,8</b>	14	<b>15,1</b>	6	<b>6,5</b>	5	<b>5,4</b>	5	<b>5,4</b>	1	<b>1,1</b>	3	<b>3,2</b>	63	<b>67,7</b>
CZ072 Zlínský	52	<b>57,1</b>	12	<b>13,2</b>	34	<b>37,4</b>	4	<b>4,4</b>	10	<b>11,0</b>	5	<b>5,5</b>	4	<b>4,4</b>	21	<b>23,1</b>	42	<b>46,2</b>
CZ080 Moravskoslezský	79	<b>53,0</b>	40	<b>26,8</b>	37	<b>24,8</b>	22	<b>14,8</b>	6	<b>4,0</b>	11	<b>7,4</b>	7	<b>4,7</b>	4	<b>2,7</b>	93	<b>62,4</b>

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

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

in CZK

Region NUTS 3	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
<b>Total</b>	671	<b>51,0</b>	49	<b>2 170</b>	204	<b>2 649</b>	432	<b>3 891</b>	499	<b>4 843</b>	625	<b>5 740</b>	668	<b>6 675</b>	671	<b>7 926</b>	671	<b>8 983</b>	671	<b>10 076</b>	2		<b>0,2</b>
CZ010 Capital Prague	110	<b>47,0</b>	12	<b>2 783</b>	26	<b>3 385</b>	86	<b>5 173</b>	97	<b>6 379</b>	108	<b>7 787</b>	110	<b>8 958</b>	110	<b>10 676</b>	110	<b>11 941</b>	110	<b>12 894</b>	2		<b>0,9</b>
CZ020 Středočeský	33	<b>51,6</b>	6	<b>1 400</b>	16	<b>2 203</b>	26	<b>3 215</b>	27	<b>4 148</b>	32	<b>4 756</b>	33	<b>5 870</b>	33	<b>6 900</b>	33	<b>7 748</b>	33	<b>8 552</b>			
CZ031 Jihočeský	55	<b>59,1</b>	3	<b>900</b>	19	<b>2 184</b>	33	<b>3 188</b>	35	<b>4 443</b>	52	<b>5 421</b>	55	<b>6 743</b>	55	<b>8 171</b>	55	<b>9 386</b>	55	<b>10 629</b>			
CZ032 Plzeňský	31	<b>40,3</b>	3	<b>2 667</b>	16	<b>2 503</b>	28	<b>4 307</b>	28	<b>5 673</b>	30	<b>6 918</b>	31	<b>8 182</b>	31	<b>9 640</b>	31	<b>10 885</b>	31	<b>12 308</b>			
CZ041 Karlovarský	17	<b>51,5</b>	3	<b>1 317</b>	5	<b>1 620</b>	7	<b>2 271</b>	8	<b>2 563</b>	16	<b>3 469</b>	17	<b>4 518</b>	17	<b>5 382</b>	17	<b>6 165</b>	17	<b>7 035</b>			
CZ042 Ústecký	40	<b>53,3</b>	7	<b>1 186</b>	14	<b>2 593</b>	30	<b>3 570</b>	31	<b>4 469</b>	38	<b>5 558</b>	39	<b>6 350</b>	40	<b>7 268</b>	40	<b>8 116</b>	40	<b>9 303</b>			
CZ051 Liberecký	28	<b>58,3</b>	3	<b>1 667</b>	10	<b>3 402</b>	18	<b>3 699</b>	21	<b>4 338</b>	25	<b>5 348</b>	27	<b>6 046</b>	28	<b>7 101</b>	28	<b>8 216</b>	28	<b>9 623</b>			
CZ052 Královéhradecký	46	<b>51,7</b>	1		15	<b>2 410</b>	26	<b>3 875</b>	29	<b>4 802</b>	41	<b>5 510</b>	46	<b>6 591</b>	46	<b>7 940</b>	46	<b>8 988</b>	46	<b>9 859</b>			
CZ053 Pardubický	37	<b>49,3</b>	1		5	<b>1 900</b>	19	<b>3 489</b>	22	<b>4 732</b>	36	<b>4 886</b>	37	<b>5 572</b>	37	<b>6 741</b>	37	<b>7 531</b>	37	<b>8 478</b>			
CZ061 Vysočina	43	<b>53,1</b>	3	<b>3 333</b>	14	<b>3 761</b>	23	<b>4 278</b>	30	<b>5 190</b>	42	<b>5 276</b>	43	<b>6 365</b>	43	<b>7 362</b>	43	<b>8 265</b>	43	<b>9 250</b>			
CZ062 Jihomoravský	63	<b>55,3</b>			8	<b>2 038</b>	29	<b>3 151</b>	35	<b>4 119</b>	50	<b>5 146</b>	63	<b>5 833</b>	63	<b>7 141</b>	63	<b>8 250</b>	63	<b>9 460</b>			
CZ071 Olomoucký	50	<b>53,8</b>			12	<b>1 896</b>	21	<b>3 174</b>	31	<b>3 789</b>	43	<b>4 921</b>	49	<b>6 042</b>	50	<b>7 502</b>	50	<b>9 065</b>	50	<b>10 640</b>			
CZ072 Zlínský	38	<b>41,8</b>	4	<b>3 650</b>	11	<b>3 109</b>	26	<b>3 638</b>	28	<b>4 761</b>	33	<b>5 806</b>	38	<b>6 666</b>	38	<b>8 000</b>	38	<b>9 337</b>	38	<b>11 192</b>			
CZ080 Moravskoslezský	80	<b>53,7</b>	3	<b>2 833</b>	33	<b>2 597</b>	60	<b>3 647</b>	77	<b>4 249</b>	79	<b>5 321</b>	80	<b>5 846</b>	80	<b>6 585</b>	80	<b>7 126</b>	80	<b>7 686</b>			

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

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

CZK average value of remuneration in CZK

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

in CZK

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	765	<b>58,1</b>	344	<b>3 555</b>	712	<b>3 894</b>	749	<b>4 892</b>	762	<b>5 715</b>	765	<b>6 589</b>	765	<b>7 062</b>
CZ010 Capital Prague	129	<b>55,1</b>	78	<b>3 987</b>	122	<b>4 894</b>	127	<b>6 025</b>	128	<b>6 900</b>	129	<b>7 908</b>	129	<b>8 297</b>
CZ020 Středočeský	29	<b>45,3</b>	13	<b>2 746</b>	28	<b>3 114</b>	29	<b>3 983</b>	29	<b>4 590</b>	29	<b>5 069</b>	29	<b>5 500</b>
CZ031 Jihočeský	55	<b>59,1</b>	30	<b>4 033</b>	55	<b>4 268</b>	55	<b>4 739</b>	55	<b>5 167</b>	55	<b>5 681</b>	55	<b>6 338</b>
CZ032 Plzeňský	50	<b>64,9</b>	22	<b>2 334</b>	40	<b>3 465</b>	44	<b>4 990</b>	50	<b>6 623</b>	50	<b>7 282</b>	50	<b>8 333</b>
CZ041 Karlovarský	21	<b>63,6</b>	8	<b>2 800</b>	18	<b>3 617</b>	21	<b>4 195</b>	21	<b>4 814</b>	21	<b>5 629</b>	21	<b>5 890</b>
CZ042 Ústecký	42	<b>56,0</b>	13	<b>3 115</b>	42	<b>4 071</b>	42	<b>5 760</b>	42	<b>7 179</b>	42	<b>8 537</b>	42	<b>8 983</b>
CZ051 Liberecký	31	<b>64,6</b>	9	<b>2 211</b>	29	<b>3 099</b>	30	<b>3 819</b>	31	<b>4 677</b>	31	<b>5 485</b>	31	<b>6 049</b>
CZ052 Královéhradecký	57	<b>64,0</b>	25	<b>3 676</b>	52	<b>4 206</b>	57	<b>5 434</b>	57	<b>6 395</b>	57	<b>7 484</b>	57	<b>7 631</b>
CZ053 Pardubický	38	<b>50,7</b>	13	<b>3 585</b>	35	<b>3 259</b>	38	<b>4 097</b>	38	<b>4 657</b>	38	<b>5 189</b>	38	<b>5 588</b>
CZ061 Vysočina	51	<b>63,0</b>	22	<b>2 923</b>	46	<b>2 886</b>	50	<b>3 842</b>	50	<b>4 411</b>	51	<b>4 980</b>	51	<b>5 380</b>
CZ062 Jihomoravský	70	<b>61,4</b>	32	<b>4 043</b>	65	<b>3 873</b>	70	<b>4 600</b>	70	<b>5 185</b>	70	<b>6 039</b>	70	<b>6 455</b>
CZ071 Olomoucký	53	<b>57,0</b>	20	<b>3 050</b>	51	<b>3 047</b>	52	<b>3 881</b>	53	<b>4 603</b>	53	<b>5 410</b>	53	<b>5 965</b>
CZ072 Zlínský	53	<b>58,2</b>	22	<b>2 468</b>	51	<b>3 339</b>	52	<b>4 700</b>	52	<b>5 337</b>	53	<b>6 700</b>	53	<b>7 603</b>
CZ080 Moravskoslezský	86	<b>57,7</b>	37	<b>4 696</b>	78	<b>4 436</b>	82	<b>5 282</b>	86	<b>6 155</b>	86	<b>7 065</b>	86	<b>7 280</b>

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



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

in CZK

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	848	<b>64,4</b>	335	<b>4 870</b>	771	<b>5 328</b>	827	<b>6 637</b>	843	<b>8 026</b>	846	<b>9 386</b>	848	<b>10 292</b>	848	<b>11 228</b>	848	<b>11 763</b>	848	<b>12 188</b>
CZ010 Capital Prague	145	<b>62,0</b>	74	<b>4 378</b>	134	<b>6 151</b>	143	<b>7 668</b>	143	<b>9 022</b>	145	<b>10 800</b>	145	<b>11 663</b>	145	<b>12 618</b>	145	<b>13 308</b>	145	<b>14 011</b>
CZ020 Středočeský	39	<b>60,9</b>	12	<b>2 875</b>	35	<b>4 410</b>	37	<b>6 943</b>	38	<b>7 967</b>	38	<b>10 726</b>	39	<b>11 299</b>	39	<b>14 600</b>	39	<b>14 850</b>	39	<b>14 997</b>
CZ031 Jihočeský	70	<b>75,3</b>	34	<b>5 321</b>	68	<b>7 519</b>	70	<b>8 083</b>	70	<b>8 800</b>	70	<b>9 808</b>	70	<b>10 527</b>	70	<b>11 099</b>	70	<b>11 645</b>	70	<b>12 149</b>
CZ032 Plzeňský	54	<b>70,1</b>	18	<b>4 778</b>	43	<b>6 077</b>	46	<b>8 293</b>	53	<b>13 812</b>	54	<b>15 185</b>	54	<b>16 309</b>	54	<b>17 381</b>	54	<b>17 957</b>	54	<b>18 431</b>
CZ041 Karlovarský	20	<b>60,6</b>	6	<b>5 567</b>	18	<b>3 989</b>	20	<b>5 233</b>	20	<b>6 498</b>	20	<b>7 730</b>	20	<b>8 873</b>	20	<b>9 150</b>	20	<b>9 278</b>	20	<b>9 380</b>
CZ042 Ústecký	45	<b>60,0</b>	13	<b>5 115</b>	42	<b>6 314</b>	45	<b>8 127</b>	45	<b>9 969</b>	45	<b>11 244</b>	45	<b>12 407</b>	45	<b>13 173</b>	45	<b>13 662</b>	45	<b>14 018</b>
CZ051 Liberecký	36	<b>75,0</b>	9	<b>7 056</b>	31	<b>4 732</b>	35	<b>6 073</b>	36	<b>7 054</b>	36	<b>8 518</b>	36	<b>9 526</b>	36	<b>9 972</b>	36	<b>10 288</b>	36	<b>10 566</b>
CZ052 Královéhradecký	57	<b>64,0</b>	21	<b>3 305</b>	48	<b>4 557</b>	55	<b>5 658</b>	56	<b>6 547</b>	56	<b>7 816</b>	57	<b>8 243</b>	57	<b>9 093</b>	57	<b>9 371</b>	57	<b>9 612</b>
CZ053 Pardubický	52	<b>69,3</b>	18	<b>3 578</b>	48	<b>4 235</b>	52	<b>5 755</b>	52	<b>6 818</b>	52	<b>7 830</b>	52	<b>8 586</b>	52	<b>9 440</b>	52	<b>9 848</b>	52	<b>10 169</b>
CZ061 Vysočina	55	<b>67,9</b>	26	<b>3 435</b>	49	<b>3 459</b>	55	<b>4 247</b>	55	<b>4 760</b>	55	<b>5 384</b>	55	<b>5 877</b>	55	<b>6 360</b>	55	<b>6 437</b>	55	<b>6 496</b>
CZ062 Jihomoravský	66	<b>57,9</b>	25	<b>9 237</b>	63	<b>6 192</b>	66	<b>7 705</b>	66	<b>9 110</b>	66	<b>10 627</b>	66	<b>12 066</b>	66	<b>13 426</b>	66	<b>14 390</b>	66	<b>14 839</b>
CZ071 Olomoucký	70	<b>75,3</b>	17	<b>3 869</b>	65	<b>3 477</b>	67	<b>4 647</b>	70	<b>6 151</b>	70	<b>7 412</b>	70	<b>8 623</b>	70	<b>9 875</b>	70	<b>11 062</b>	70	<b>11 730</b>
CZ072 Zlínský	55	<b>60,4</b>	26	<b>2 927</b>	53	<b>3 929</b>	55	<b>5 199</b>	55	<b>6 469</b>	55	<b>8 140</b>	55	<b>9 620</b>	55	<b>10 299</b>	55	<b>10 772</b>	55	<b>10 990</b>
CZ080 Moravskoslezský	84	<b>56,4</b>	36	<b>6 854</b>	74	<b>6 180</b>	81	<b>6 851</b>	84	<b>7 407</b>	84	<b>8 144</b>	84	<b>8 704</b>	84	<b>9 155</b>	84	<b>9 452</b>	84	<b>9 948</b>

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

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

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

Region NUTS 3	Wage development contracted																												Number of CA where wage development is bound to economic indicators			
	NCA	% CA	of this																													
			by increasing wage scales						by incr. total volume of wage funds				by increasing the average nominal wage						by increasing the average real wage						by keeping real wage			by combination of given issues				
			NCA	% CA	fixed amount		by incr. in %		NCA	% CA	without manag.		NCA	% CA	by incr. in %		by abs. amount		without manag.		NCA	% CA	by incr. in %		without manag.		NCA	% CA		without manag.	NCA	% CA
NCA	aver.CZK	NCA			aver.%	NCA	% CA	NCA			% CA	NCA			aver.%	NCA	aver.CZK	NCA	aver.%	NCA			aver.CZK	NCA	aver.%	NCA			aver.%			
<b>Total</b>	558	42,4	176	13,4	11	374	165	2,9	57	4,3	6	0,5	207	15,7	205	3,1	2	10	3,5	19	1,4	19	2,2	1	170	12,9	15	1,1	66	5,0	140	10,6
CZ010 Capital Prague	109	46,6	39	16,7	1	38	2,9	10	4,3				43	18,4	42	3,7	1	3	5,0	2	0,9	2			30	12,8			14	6,0	21	9,0
CZ020 Středočeský	26	40,6	8	12,5	1	7	3,1	3	4,7	1	1,6	11	17,2	11	2,2				1	1,6	1				5	7,8			2	3,1	8	12,5
CZ031 Jihočeský	38	40,9	14	15,1	1	13	3,0	5	5,4			11	11,8	10	3,4	1	1	3	3,2	3	2,2				9	9,7			3	3,2	3	3,2
CZ032 Plzeňský	46	59,7	9	11,7		9	2,8	10	13,0	2	2,6	17	22,1	17	2,3			1	1,3	1					20	26,0	4	5,2	9	11,7	25	32,5
CZ041 Karlovarský	14	42,4	5	15,2		5	4,0	4	12,1	1	3,0	4	12,1	4	2,5			1	3,0	1		1			2	6,1			2	6,1	4	12,1
CZ042 Ústecký	34	45,3	9	12,0	1	8	1,8	2	2,7			19	25,3	19	3,9			1							10	13,3	4	5,3	6	8,0	7	9,3
CZ051 Liberecký	19	39,6	5	10,4		5	2,9	1	2,1			10	20,8	10	2,7			1	2,1	1					3	6,3			1	2,1	5	10,4
CZ052 Královéhradecký	35	39,3	11	12,4		11	2,8	9	10,1	1	1,1	9	10,1	9	2,7			1	1,1	1					9	10,1	1	1,1	4	4,5	7	7,9
CZ053 Pardubický	24	32,0	5	6,7	2	3	3,7	4	5,3			11	14,7	11	3,3			1	2,7	2					5	6,7	1	1,3	3	4,0	5	6,7
CZ061 Vysočina	33	40,7	11	13,6	2	9	4,6	2	2,5			16	19,8	16	3,4			1	1,2	1					7	8,6	1	1,2	4	4,9	4	4,9
CZ062 Jihomoravský	50	43,9	20	17,5	1	19	2,4					17	14,9	17	3,1			3	2,6	3	2,7				16	14,0	1	0,9	6	5,3	17	14,9
CZ071 Olomoucký	39	41,9	13	14,0	1	12	2,1	3	3,2			9	9,7	9	2,8			1							19	20,4	2	2,2	5	5,4	8	8,6
CZ072 Zlínský	37	40,7	2	2,2		2	2,2	1	1,1			16	17,6	16	2,8			2	2,2	2					16	17,6			1	1,1	13	14,3
CZ080 Moravskoslezský	54	36,2	25	16,8	1	24	3,0	2	1,3			14	9,4	14	2,6			1	0,7	1					19	12,8	1	0,7	6	4,0	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  
 aver.% average percentage  
 aver.CZK average value in CZK

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

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

Region NUTS 3	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue											
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
<b>Total</b>	794	<b>60,3</b>	152	<b>11,6</b>	59	<b>4,5</b>	655	<b>49,8</b>	283	<b>21,5</b>	<b>96,5</b>	243	<b>18,5</b>	<b>86,4</b>	348	<b>26,4</b>	<b>17,7</b>	<b>13,89</b>
CZ010 Capital Prague	123	<b>52,6</b>	16	<b>6,8</b>	2	<b>0,9</b>	110	<b>47,0</b>	55	<b>23,5</b>	<b>97,6</b>	52	<b>22,2</b>	<b>86,8</b>	53	<b>22,6</b>	<b>17,8</b>	<b>16,61</b>
CZ020 Středočeský	31	<b>48,4</b>	4	<b>6,3</b>	1	<b>1,6</b>	27	<b>42,2</b>	9	<b>14,1</b>	<b>95,0</b>	7	<b>10,9</b>	<b>78,6</b>	14	<b>21,9</b>	<b>19,4</b>	<b>12,10</b>
CZ031 Jihočeský	69	<b>74,2</b>	11	<b>11,8</b>	2	<b>2,2</b>	61	<b>65,6</b>	24	<b>25,8</b>	<b>97,1</b>	22	<b>23,7</b>	<b>90,9</b>	41	<b>44,1</b>	<b>20,6</b>	<b>14,36</b>
CZ032 Plzeňský	50	<b>64,9</b>	7	<b>9,1</b>	14	<b>18,2</b>	31	<b>40,3</b>	22	<b>28,6</b>	<b>95,7</b>	22	<b>28,6</b>	<b>87,0</b>	18	<b>23,4</b>	<b>18,0</b>	<b>18,55</b>
CZ041 Karlovarský	20	<b>60,6</b>	8	<b>24,2</b>	3	<b>9,1</b>	14	<b>42,4</b>	9	<b>27,3</b>	<b>98,9</b>	6	<b>18,2</b>	<b>95,0</b>	14	<b>42,4</b>	<b>19,3</b>	<b>16,00</b>
CZ042 Ústecký	47	<b>62,7</b>	9	<b>12,0</b>	1	<b>1,3</b>	37	<b>49,3</b>	18	<b>24,0</b>	<b>96,1</b>	21	<b>28,0</b>	<b>85,7</b>	25	<b>33,3</b>	<b>25,3</b>	<b>10,12</b>
CZ051 Liberecký	24	<b>50,0</b>	6	<b>12,5</b>	1	<b>2,1</b>	20	<b>41,7</b>	10	<b>20,8</b>	<b>97,5</b>	8	<b>16,7</b>	<b>95,0</b>	8	<b>16,7</b>	<b>14,2</b>	<b>24,00</b>
CZ052 Královéhradecký	50	<b>56,2</b>	8	<b>9,0</b>	2	<b>2,2</b>	42	<b>47,2</b>	21	<b>23,6</b>	<b>96,2</b>	13	<b>14,6</b>	<b>77,3</b>	29	<b>32,6</b>	<b>16,3</b>	<b>13,21</b>
CZ053 Pardubický	40	<b>53,3</b>	8	<b>10,7</b>	3	<b>4,0</b>	33	<b>44,0</b>	14	<b>18,7</b>	<b>95,7</b>	8	<b>10,7</b>	<b>85,6</b>	11	<b>14,7</b>	<b>15,0</b>	<b>13,67</b>
CZ061 Vysočina	51	<b>63,0</b>	4	<b>4,9</b>	3	<b>3,7</b>	50	<b>61,7</b>	22	<b>27,2</b>	<b>95,0</b>	17	<b>21,0</b>	<b>87,1</b>	24	<b>29,6</b>	<b>16,5</b>	<b>16,11</b>
CZ062 Jihomoravský	76	<b>66,7</b>	19	<b>16,7</b>	4	<b>3,5</b>	61	<b>53,5</b>	18	<b>15,8</b>	<b>98,1</b>	11	<b>9,6</b>	<b>86,4</b>	27	<b>23,7</b>	<b>16,4</b>	<b>12,66</b>
CZ071 Olomoucký	59	<b>63,4</b>	26	<b>28,0</b>	15	<b>16,1</b>	35	<b>37,6</b>	10	<b>10,8</b>	<b>94,0</b>	11	<b>11,8</b>	<b>86,4</b>	28	<b>30,1</b>	<b>15,1</b>	<b>14,54</b>
CZ072 Zlínský	53	<b>58,2</b>	13	<b>14,3</b>	3	<b>3,3</b>	41	<b>45,1</b>	18	<b>19,8</b>	<b>96,1</b>	16	<b>17,6</b>	<b>82,5</b>	27	<b>29,7</b>	<b>18,2</b>	<b>13,77</b>
CZ080 Moravskoslezský	101	<b>67,8</b>	13	<b>8,7</b>	5	<b>3,4</b>	93	<b>62,4</b>	33	<b>22,1</b>	<b>95,8</b>	29	<b>19,5</b>	<b>85,9</b>	29	<b>19,5</b>	<b>15,2</b>	<b>11,51</b>

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

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

% of collective agreements, % of average earnings

Region NUTS 3	Applying the working hours account under Section 86 LC								Use of wage by the task			
	agreed in CA		compensatory period weeks	The amount of fixed wages beyond the scope of Section 120, clause 1, LC				agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		agreed in CA		% of average earnings % AE	other form		NCA	% CA	NCA	% CA
			NCA	% CA	NCA		% CA					
<b>Total</b>	94	<b>7,1</b>	<b>45,2</b>	13	<b>1,0</b>	<b>98,8</b>	1	<b>0,1</b>	206	<b>15,7</b>	90	<b>6,8</b>
CZ010 Capital Prague	22	<b>9,4</b>	<b>52,0</b>	3	<b>1,3</b>	<b>96,7</b>			17	<b>7,3</b>	12	<b>5,1</b>
CZ020 Středočeský	5	<b>7,8</b>	<b>52,0</b>						8	<b>12,5</b>	1	<b>1,6</b>
CZ031 Jihočeský	7	<b>7,5</b>	<b>46,4</b>						17	<b>18,3</b>	1	<b>1,1</b>
CZ032 Plzeňský	4	<b>5,2</b>	<b>38,0</b>	1	<b>1,3</b>		1	<b>1,3</b>	23	<b>29,9</b>	19	<b>24,7</b>
CZ041 Karlovarský	3	<b>9,1</b>	<b>52,0</b>						7	<b>21,2</b>	4	<b>12,1</b>
CZ042 Ústecký	6	<b>8,0</b>	<b>41,0</b>	2	<b>2,7</b>				6	<b>8,0</b>	4	<b>5,3</b>
CZ051 Liberecký	6	<b>12,5</b>	<b>41,2</b>	1	<b>2,1</b>				3	<b>6,3</b>	1	<b>2,1</b>
CZ052 Královéhradecký	4	<b>4,5</b>	<b>50,0</b>	1	<b>1,1</b>				9	<b>10,1</b>	2	<b>2,2</b>
CZ053 Pardubický	3	<b>4,0</b>	<b>52,0</b>	1	<b>1,3</b>				8	<b>10,7</b>	4	<b>5,3</b>
CZ061 Vysočina	2	<b>2,5</b>							7	<b>8,6</b>	2	<b>2,5</b>
CZ062 Jihomoravský	8	<b>7,0</b>	<b>52,0</b>	3	<b>2,6</b>	<b>100,0</b>			20	<b>17,5</b>	5	<b>4,4</b>
CZ071 Olomoucký	4	<b>4,3</b>	<b>39,0</b>	1	<b>1,1</b>				30	<b>32,3</b>	5	<b>5,4</b>
CZ072 Zlínský	3	<b>3,3</b>	<b>43,3</b>						32	<b>35,2</b>	16	<b>17,6</b>
CZ080 Moravskoslezský	17	<b>11,4</b>	<b>34,4</b>						19	<b>12,8</b>	14	<b>9,4</b>

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

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

% of collective agreements

Region NUTS 3	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	1265	<b>96,1</b>	1123	<b>85,3</b>	566	<b>43,0</b>	639	<b>48,6</b>	838	<b>63,7</b>
CZ010 Capital Prague	222	<b>94,9</b>	174	<b>74,4</b>	124	<b>53,0</b>	100	<b>42,7</b>	139	<b>59,4</b>
CZ020 Středočeský	61	<b>95,3</b>	53	<b>82,8</b>	22	<b>34,4</b>	18	<b>28,1</b>	27	<b>42,2</b>
CZ031 Jihočeský	90	<b>96,8</b>	89	<b>95,7</b>	26	<b>28,0</b>	53	<b>57,0</b>	59	<b>63,4</b>
CZ032 Plzeňský	76	<b>98,7</b>	65	<b>84,4</b>	57	<b>74,0</b>	19	<b>24,7</b>	58	<b>75,3</b>
CZ041 Karlovarský	31	<b>93,9</b>	29	<b>87,9</b>	17	<b>51,5</b>	11	<b>33,3</b>	22	<b>66,7</b>
CZ042 Ústecký	75	<b>100,0</b>	69	<b>92,0</b>	34	<b>45,3</b>	45	<b>60,0</b>	54	<b>72,0</b>
CZ051 Liberecký	43	<b>89,6</b>	41	<b>85,4</b>	18	<b>37,5</b>	21	<b>43,8</b>	26	<b>54,2</b>
CZ052 Královéhradecký	84	<b>94,4</b>	77	<b>86,5</b>	41	<b>46,1</b>	44	<b>49,4</b>	62	<b>69,7</b>
CZ053 Pardubický	67	<b>89,3</b>	59	<b>78,7</b>	30	<b>40,0</b>	41	<b>54,7</b>	49	<b>65,3</b>
CZ061 Vysočina	76	<b>93,8</b>	70	<b>86,4</b>	9	<b>11,1</b>	15	<b>18,5</b>	17	<b>21,0</b>
CZ062 Jihomoravský	111	<b>97,4</b>	98	<b>86,0</b>	68	<b>59,6</b>	76	<b>66,7</b>	85	<b>74,6</b>
CZ071 Olomoucký	92	<b>98,9</b>	83	<b>89,2</b>	29	<b>31,2</b>	66	<b>71,0</b>	77	<b>82,8</b>
CZ072 Zlínský	91	<b>100,0</b>	81	<b>89,0</b>	26	<b>28,6</b>	49	<b>53,8</b>	57	<b>62,6</b>
CZ080 Moravskoslezský	146	<b>98,0</b>	135	<b>90,6</b>	65	<b>43,6</b>	81	<b>54,4</b>	106	<b>71,1</b>

Explanatory notes: NCA  
% CA  
\*

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

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

% of collective agreements

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly					Establishment of commission for the interpretation and fulfilment of obligations entailed in CA			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
<b>Total</b>	1175	<b>89,3</b>	272	<b>20,7</b>	651	<b>49,5</b>	1119	<b>85,0</b>	967	415	603	511	227	451	<b>34,3</b>
CZ010 Capital Prague	201	<b>85,9</b>	35	<b>15,0</b>	91	<b>38,9</b>	207	<b>88,5</b>	174	91	113	85	45	56	<b>23,9</b>
CZ020 Středočeský	50	<b>78,1</b>	12	<b>18,8</b>	32	<b>50,0</b>	47	<b>73,4</b>	45	10	26	15	12	17	<b>26,6</b>
CZ031 Jihočeský	87	<b>93,5</b>	21	<b>22,6</b>	56	<b>60,2</b>	82	<b>88,2</b>	69	34	49	50	24	40	<b>43,0</b>
CZ032 Plzeňský	68	<b>88,3</b>	15	<b>19,5</b>	38	<b>49,4</b>	63	<b>81,8</b>	57	19	27	39	10	27	<b>35,1</b>
CZ041 Karlovarský	31	<b>93,9</b>	5	<b>15,2</b>	19	<b>57,6</b>	26	<b>78,8</b>	21	5	11	10	5	8	<b>24,2</b>
CZ042 Ústecký	67	<b>89,3</b>	17	<b>22,7</b>	32	<b>42,7</b>	57	<b>76,0</b>	55	23	35	31	12	22	<b>29,3</b>
CZ051 Liberecký	40	<b>83,3</b>	12	<b>25,0</b>	13	<b>27,1</b>	35	<b>72,9</b>	27	11	17	14	4	15	<b>31,3</b>
CZ052 Královéhradecký	83	<b>93,3</b>	13	<b>14,6</b>	45	<b>50,6</b>	78	<b>87,6</b>	65	29	49	35	22	36	<b>40,4</b>
CZ053 Pardubický	63	<b>84,0</b>	16	<b>21,3</b>	34	<b>45,3</b>	60	<b>80,0</b>	51	20	33	24	12	26	<b>34,7</b>
CZ061 Vysočina	78	<b>96,3</b>	11	<b>13,6</b>	40	<b>49,4</b>	78	<b>96,3</b>	73	18	43	39	4	10	<b>12,3</b>
CZ062 Jihomoravský	99	<b>86,8</b>	21	<b>18,4</b>	40	<b>35,1</b>	94	<b>82,5</b>	85	26	44	43	20	23	<b>20,2</b>
CZ071 Olomoucký	85	<b>91,4</b>	32	<b>34,4</b>	69	<b>74,2</b>	79	<b>84,9</b>	68	22	43	25	6	48	<b>51,6</b>
CZ072 Zlínský	83	<b>91,2</b>	25	<b>27,5</b>	62	<b>68,1</b>	78	<b>85,7</b>	57	35	33	20	25	42	<b>46,2</b>
CZ080 Moravskoslezský	140	<b>94,0</b>	37	<b>24,8</b>	80	<b>53,7</b>	135	<b>90,6</b>	120	72	80	81	26	81	<b>54,4</b>

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

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

% of collective agreements

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company		Detailed conditions governing the provision of information to TU	Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated				
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly	other procedures according to Section 24, subsection 2 of LC		NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA									% CA
<b>Total</b>	1033	<b>78,5</b>	109	<b>8,3</b>	68	<b>5,2</b>	27	<b>2,1</b>	79	<b>6,0</b>	273	<b>96,5</b>	10	<b>3,5</b>	963	<b>73,2</b>	308	<b>23,4</b>	823	<b>62,5</b>	221	<b>16,8</b>
CZ010 Capital Prague	148	<b>63,2</b>	22	<b>9,4</b>	18	<b>7,7</b>	5	<b>2,1</b>	41	<b>17,5</b>	81	<b>94,2</b>	5	<b>5,8</b>	182	<b>77,8</b>	52	<b>22,2</b>	150	<b>64,1</b>	40	<b>17,1</b>
CZ020 Středočeský	44	<b>68,8</b>	11	<b>17,2</b>	3	<b>4,7</b>	4	<b>6,3</b>	2	<b>3,1</b>	20	<b>100,0</b>			39	<b>60,9</b>	9	<b>14,1</b>	27	<b>42,2</b>	10	<b>15,6</b>
CZ031 Jihočeský	67	<b>72,0</b>	6	<b>6,5</b>	9	<b>9,7</b>			11	<b>11,8</b>	24	<b>92,3</b>	2	<b>7,7</b>	51	<b>54,8</b>	28	<b>30,1</b>	38	<b>40,9</b>	22	<b>23,7</b>
CZ032 Plzeňský	62	<b>80,5</b>	6	<b>7,8</b>	5	<b>6,5</b>			4	<b>5,2</b>	15	<b>100,0</b>			63	<b>81,8</b>	33	<b>42,9</b>	56	<b>72,7</b>	31	<b>40,3</b>
CZ041 Karlovarský	31	<b>93,9</b>			1	<b>3,0</b>			1	<b>3,0</b>	2	<b>100,0</b>			23	<b>69,7</b>	10	<b>30,3</b>	17	<b>51,5</b>	6	<b>18,2</b>
CZ042 Ústecký	61	<b>81,3</b>	8	<b>10,7</b>	2	<b>2,7</b>	1	<b>1,3</b>	3	<b>4,0</b>	13	<b>92,9</b>	1	<b>7,1</b>	50	<b>66,7</b>	20	<b>26,7</b>	35	<b>46,7</b>	22	<b>29,3</b>
CZ051 Liberecký	45	<b>93,8</b>					1	<b>2,1</b>	2	<b>4,2</b>	3	<b>100,0</b>			32	<b>66,7</b>	6	<b>12,5</b>	24	<b>50,0</b>	3	<b>6,3</b>
CZ052 Královéhradecký	64	<b>71,9</b>	12	<b>13,5</b>	8	<b>9,0</b>	2	<b>2,2</b>	3	<b>3,4</b>	25	<b>100,0</b>			78	<b>87,6</b>	13	<b>14,6</b>	72	<b>80,9</b>	6	<b>6,7</b>
CZ053 Pardubický	58	<b>77,3</b>	12	<b>16,0</b>	4	<b>5,3</b>	1	<b>1,3</b>			17	<b>100,0</b>			53	<b>70,7</b>	14	<b>18,7</b>	48	<b>64,0</b>	4	<b>5,3</b>
CZ061 Vysočina	71	<b>87,7</b>	3	<b>3,7</b>	3	<b>3,7</b>	4	<b>4,9</b>			10	<b>100,0</b>			18	<b>22,2</b>	5	<b>6,2</b>	13	<b>16,0</b>	3	<b>3,7</b>
CZ062 Jihomoravský	89	<b>78,1</b>	10	<b>8,8</b>	6	<b>5,3</b>	3	<b>2,6</b>	6	<b>5,3</b>	23	<b>92,0</b>	2	<b>8,0</b>	88	<b>77,2</b>	45	<b>39,5</b>	83	<b>72,8</b>	12	<b>10,5</b>
CZ071 Olomoucký	83	<b>89,2</b>	2	<b>2,2</b>	3	<b>3,2</b>	2	<b>2,2</b>	3	<b>3,2</b>	10	<b>100,0</b>			78	<b>83,9</b>	39	<b>41,9</b>	73	<b>78,5</b>	30	<b>32,3</b>
CZ072 Zlínský	81	<b>89,0</b>	6	<b>6,6</b>	2	<b>2,2</b>	2	<b>2,2</b>			10	<b>100,0</b>			78	<b>85,7</b>	21	<b>23,1</b>	65	<b>71,4</b>	21	<b>23,1</b>
CZ080 Moravskoslezský	129	<b>86,6</b>	11	<b>7,4</b>	4	<b>2,7</b>	2	<b>1,3</b>	3	<b>2,0</b>	20	<b>100,0</b>			130	<b>87,2</b>	13	<b>8,7</b>	122	<b>81,9</b>	11	<b>7,4</b>

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

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

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

Region NUTS 3	Increase of compensation money beyond the framework of Section 67 of the LC																	
	dismissal relating to Section 52 a) – c)				dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences	
	NCA	% CA	min.	max	NCA	% CA	min.	max	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	681	<b>51,7</b>	<b>1,3</b>	<b>4,1</b>	66	<b>5,0</b>	<b>1,3</b>	<b>3,0</b>	637	<b>48,4</b>	411	<b>31,2</b>	408	<b>31,0</b>	73	<b>5,5</b>	109	<b>8,3</b>
CZ010 Capital Prague	151	<b>64,5</b>	<b>1,4</b>	<b>4,2</b>	14	<b>6,0</b>	<b>1,2</b>	<b>2,9</b>	140	<b>59,8</b>	88	<b>37,6</b>	93	<b>39,7</b>	21	<b>9,0</b>	21	<b>9,0</b>
CZ020 Středočeský	26	<b>40,6</b>	<b>1,4</b>	<b>4,2</b>	4	<b>6,3</b>	<b>1,0</b>	<b>2,0</b>	24	<b>37,5</b>	22	<b>34,4</b>	9	<b>14,1</b>	1	<b>1,6</b>	1	<b>1,6</b>
CZ031 Jihočeský	45	<b>48,4</b>	<b>1,5</b>	<b>5,0</b>	4	<b>4,3</b>	<b>1,5</b>	<b>6,7</b>	44	<b>47,3</b>	29	<b>31,2</b>	22	<b>23,7</b>	5	<b>5,4</b>	7	<b>7,5</b>
CZ032 Plzeňský	47	<b>61,0</b>	<b>1,3</b>	<b>3,7</b>	2	<b>2,6</b>			41	<b>53,2</b>	28	<b>36,4</b>	34	<b>44,2</b>	10	<b>13,0</b>	4	<b>5,2</b>
CZ041 Karlovarský	20	<b>60,6</b>	<b>1,4</b>	<b>3,1</b>	1	<b>3,0</b>			16	<b>48,5</b>	11	<b>33,3</b>	7	<b>21,2</b>	2	<b>6,1</b>	2	<b>6,1</b>
CZ042 Ústecký	49	<b>65,3</b>	<b>1,4</b>	<b>4,6</b>	8	<b>10,7</b>	<b>1,0</b>	<b>2,1</b>	46	<b>61,3</b>	32	<b>42,7</b>	26	<b>34,7</b>	4	<b>5,3</b>	11	<b>14,7</b>
CZ051 Liberecký	19	<b>39,6</b>	<b>1,1</b>	<b>3,4</b>					17	<b>35,4</b>	15	<b>31,3</b>	8	<b>16,7</b>	1	<b>2,1</b>	4	<b>8,3</b>
CZ052 Královéhradecký	50	<b>56,2</b>	<b>1,0</b>	<b>4,0</b>	2	<b>2,2</b>			48	<b>53,9</b>	25	<b>28,1</b>	31	<b>34,8</b>	11	<b>12,4</b>	5	<b>5,6</b>
CZ053 Pardubický	24	<b>32,0</b>	<b>1,3</b>	<b>3,5</b>	2	<b>2,7</b>			23	<b>30,7</b>	14	<b>18,7</b>	14	<b>18,7</b>	1	<b>1,3</b>	1	<b>1,3</b>
CZ061 Vysočina	22	<b>27,2</b>	<b>1,4</b>	<b>2,6</b>	1	<b>1,2</b>			15	<b>18,5</b>	7	<b>8,6</b>	8	<b>9,9</b>			2	<b>2,5</b>
CZ062 Jihomoravský	45	<b>39,5</b>	<b>1,2</b>	<b>4,9</b>	10	<b>8,8</b>	<b>1,4</b>	<b>3,5</b>	47	<b>41,2</b>	37	<b>32,5</b>	26	<b>22,8</b>	5	<b>4,4</b>	5	<b>4,4</b>
CZ071 Olomoucký	61	<b>65,6</b>	<b>1,1</b>	<b>2,5</b>	8	<b>8,6</b>	<b>1,3</b>	<b>3,0</b>	59	<b>63,4</b>	33	<b>35,5</b>	37	<b>39,8</b>			8	<b>8,6</b>
CZ072 Zlínský	30	<b>33,0</b>	<b>1,0</b>	<b>4,2</b>	1	<b>1,1</b>			30	<b>33,0</b>	13	<b>14,3</b>	27	<b>29,7</b>	2	<b>2,2</b>	3	<b>3,3</b>
CZ080 Moravskoslezský	92	<b>61,7</b>	<b>1,3</b>	<b>4,7</b>	9	<b>6,0</b>	<b>1,2</b>	<b>2,4</b>	87	<b>58,4</b>	57	<b>38,3</b>	66	<b>44,3</b>	10	<b>6,7</b>	35	<b>23,5</b>

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



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

in hours per week, in days

Region NUTS 3	Length of working hours												Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished		in working modes										agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks
			NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	% CA	days	% CA			% CA	% CA			
	hours/week	hours/week						hours/week	hours/week	NCA	% CA				NCA	% CA			% CA		
<b>Total</b>	1247	<b>94,8</b>	855	<b>65,0</b>	<b>38,0</b>	392	<b>29,8</b>	<b>39,6</b>	<b>38,30</b>	<b>37,4</b>	<b>37,3</b>	301	<b>22,9</b>	1096	<b>83,3</b>	<b>6,0</b>	<b>3,8</b>	<b>76,3</b>	<b>1,3</b>		
CZ010 Capital Prague	212	<b>90,6</b>	103	<b>44,0</b>	<b>38,4</b>	109	<b>46,6</b>	<b>39,5</b>	<b>38,19</b>	<b>37,3</b>	<b>37,1</b>	67	<b>28,6</b>	205	<b>87,6</b>	<b>3,8</b>	<b>4,3</b>	<b>82,1</b>	<b>2,1</b>		
CZ020 Středočeský	60	<b>93,8</b>	40	<b>62,5</b>	<b>38,0</b>	20	<b>31,3</b>	<b>39,9</b>	<b>38,44</b>	<b>37,5</b>	<b>37,4</b>	6	<b>9,4</b>	50	<b>78,1</b>	<b>7,8</b>	<b>5,6</b>	<b>70,3</b>			
CZ031 Jihočeský	89	<b>95,7</b>	47	<b>50,5</b>	<b>38,2</b>	42	<b>45,2</b>	<b>39,5</b>	<b>38,26</b>	<b>37,3</b>	<b>37,1</b>	28	<b>30,1</b>	68	<b>73,1</b>	<b>6,5</b>	<b>4,3</b>	<b>67,7</b>			
CZ032 Plzeňský	71	<b>92,2</b>	55	<b>71,4</b>	<b>37,8</b>	16	<b>20,8</b>	<b>39,8</b>	<b>38,28</b>	<b>37,5</b>	<b>37,5</b>	15	<b>19,5</b>	69	<b>89,6</b>	<b>7,8</b>	<b>3,5</b>	<b>80,5</b>	<b>1,3</b>		
CZ041 Karlovarský	28	<b>84,8</b>	22	<b>66,7</b>	<b>38,2</b>	6	<b>18,2</b>	<b>40,0</b>	<b>38,50</b>	<b>37,5</b>	<b>37,5</b>	2	<b>6,1</b>	26	<b>78,8</b>	<b>3,0</b>	<b>5,0</b>	<b>75,8</b>			
CZ042 Ústecký	72	<b>96,0</b>	53	<b>70,7</b>	<b>37,7</b>	19	<b>25,3</b>	<b>39,4</b>	<b>38,25</b>	<b>37,3</b>	<b>37,7</b>	16	<b>21,3</b>	66	<b>88,0</b>	<b>9,3</b>	<b>4,3</b>	<b>74,7</b>	<b>5,3</b>		
CZ051 Liberecký	44	<b>91,7</b>	34	<b>70,8</b>	<b>37,8</b>	10	<b>20,8</b>	<b>39,5</b>	<b>38,00</b>	<b>37,5</b>	<b>37,5</b>	9	<b>18,8</b>	38	<b>79,2</b>			<b>77,1</b>	<b>2,1</b>		
CZ052 Královéhradecký	86	<b>96,6</b>	61	<b>68,5</b>	<b>37,7</b>	25	<b>28,1</b>	<b>39,6</b>	<b>38,26</b>	<b>37,5</b>	<b>37,4</b>	25	<b>28,1</b>	75	<b>84,3</b>	<b>4,5</b>	<b>3,0</b>	<b>77,5</b>	<b>2,2</b>		
CZ053 Pardubický	71	<b>94,7</b>	45	<b>60,0</b>	<b>38,0</b>	26	<b>34,7</b>	<b>40,0</b>	<b>38,56</b>	<b>37,5</b>	<b>37,5</b>	9	<b>12,0</b>	59	<b>78,7</b>	<b>5,3</b>	<b>4,0</b>	<b>73,3</b>			
CZ061 Vysočina	80	<b>98,8</b>	58	<b>71,6</b>	<b>38,3</b>	22	<b>27,2</b>	<b>39,6</b>	<b>38,33</b>	<b>37,3</b>	<b>37,8</b>	9	<b>11,1</b>	67	<b>82,7</b>	<b>7,4</b>	<b>1,7</b>	<b>75,3</b>			
CZ062 Jihomoravský	110	<b>96,5</b>	86	<b>75,4</b>	<b>38,0</b>	24	<b>21,1</b>	<b>39,8</b>	<b>38,38</b>	<b>37,5</b>	<b>37,4</b>	17	<b>14,9</b>	97	<b>85,1</b>	<b>5,3</b>	<b>3,3</b>	<b>78,1</b>	<b>2,6</b>		
CZ071 Olomoucký	91	<b>97,8</b>	78	<b>83,9</b>	<b>37,8</b>	13	<b>14,0</b>	<b>39,2</b>	<b>37,88</b>	<b>37,1</b>	<b>37,1</b>	30	<b>32,3</b>	69	<b>74,2</b>	<b>7,5</b>	<b>3,0</b>	<b>65,6</b>	<b>1,1</b>		
CZ072 Zlínský	87	<b>95,6</b>	55	<b>60,4</b>	<b>37,7</b>	32	<b>35,2</b>	<b>39,8</b>	<b>38,63</b>	<b>37,5</b>	<b>37,7</b>	13	<b>14,3</b>	74	<b>81,3</b>	<b>1,1</b>	<b>5,0</b>	<b>80,2</b>			
CZ080 Moravskoslezský	146	<b>98,0</b>	118	<b>79,2</b>	<b>37,9</b>	28	<b>18,8</b>	<b>39,4</b>	<b>38,23</b>	<b>37,4</b>	<b>37,3</b>	55	<b>36,9</b>	133	<b>89,3</b>	<b>11,4</b>	<b>4,1</b>	<b>77,9</b>			

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

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

in hours per year, in weeks

Region NUTS 3	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
<b>Total</b>	<b>6</b>	<b>0,5</b>	<b>87</b>	884	<b>67,2</b>	<b>49,9</b>	472	<b>35,9</b>	<b>47,4</b>
CZ010 Capital Prague	1	<b>0,4</b>		150	<b>64,1</b>	<b>47,8</b>	107	<b>45,7</b>	<b>45,0</b>
CZ020 Středočeský				44	<b>68,8</b>	<b>50,8</b>	19	<b>29,7</b>	<b>46,7</b>
CZ031 Jihočeský				76	<b>81,7</b>	<b>50,6</b>	46	<b>49,5</b>	<b>44,5</b>
CZ032 Plzeňský	2	<b>2,6</b>		62	<b>80,5</b>	<b>52,0</b>	17	<b>22,1</b>	<b>48,1</b>
CZ041 Karlovarský				28	<b>84,8</b>	<b>51,1</b>	13	<b>39,4</b>	<b>47,2</b>
CZ042 Ústecký				45	<b>60,0</b>	<b>48,4</b>	36	<b>48,0</b>	<b>49,7</b>
CZ051 Liberecký				25	<b>52,1</b>	<b>45,2</b>	12	<b>25,0</b>	<b>45,5</b>
CZ052 Královéhradecký				57	<b>64,0</b>	<b>50,2</b>	25	<b>28,1</b>	<b>48,4</b>
CZ053 Pardubický	1	<b>1,3</b>		42	<b>56,0</b>	<b>50,8</b>	21	<b>28,0</b>	<b>48,9</b>
CZ061 Vysočina				48	<b>59,3</b>	<b>50,9</b>	9	<b>11,1</b>	<b>49,1</b>
CZ062 Jihomoravský	2	<b>1,8</b>		68	<b>59,6</b>	<b>51,2</b>	30	<b>26,3</b>	<b>49,5</b>
CZ071 Olomoucký				74	<b>79,6</b>	<b>50,6</b>	41	<b>44,1</b>	<b>48,3</b>
CZ072 Zlínský				64	<b>70,3</b>	<b>51,2</b>	21	<b>23,1</b>	<b>48,3</b>
CZ080 Moravskoslezský				101	<b>67,8</b>	<b>49,3</b>	75	<b>50,3</b>	<b>49,4</b>

Explanatory notes: NCA

% CA

hours/year

weeks

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

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

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

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

% of collective agreements

Region NUTS 3	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	27	<b>2,1</b>	26	<b>2,0</b>	51	<b>3,9</b>	112	<b>8,5</b>
CZ010 Capital Prague	3	<b>1,3</b>	2	<b>0,9</b>	8	<b>3,4</b>	28	<b>12,0</b>
CZ020 Středočeský	3	<b>4,7</b>	1	<b>1,6</b>	1	<b>1,6</b>	5	<b>7,8</b>
CZ031 Jihočeský	2	<b>2,2</b>	5	<b>5,4</b>	2	<b>2,2</b>	17	<b>18,3</b>
CZ032 Plzeňský	3	<b>3,9</b>	5	<b>6,5</b>	3	<b>3,9</b>	4	<b>5,2</b>
CZ041 Karlovarský	1	<b>3,0</b>	1	<b>3,0</b>			2	<b>6,1</b>
CZ042 Ústecký	2	<b>2,7</b>	4	<b>5,3</b>	7	<b>9,3</b>	6	<b>8,0</b>
CZ051 Liberecký	3	<b>6,3</b>	1	<b>2,1</b>	2	<b>4,2</b>	2	<b>4,2</b>
CZ052 Královéhradecký	1	<b>1,1</b>	2	<b>2,2</b>	3	<b>3,4</b>		
CZ053 Pardubický					2	<b>2,7</b>	1	<b>1,3</b>
CZ061 Vysočina	1	<b>1,2</b>	1	<b>1,2</b>	2	<b>2,5</b>	2	<b>2,5</b>
CZ062 Jihomoravský			1	<b>0,9</b>	7	<b>6,1</b>	3	<b>2,6</b>
CZ071 Olomoucký	1	<b>1,1</b>	1	<b>1,1</b>	6	<b>6,5</b>	31	<b>33,3</b>
CZ072 Zlínský	1	<b>1,1</b>			2	<b>2,2</b>	6	<b>6,6</b>
CZ080 Moravskoslezský	6	<b>4,0</b>	2	<b>1,3</b>	6	<b>4,0</b>	5	<b>3,4</b>

Explanatory notes: NCA  
% CA

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

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

% of collective agreements

Region NUTS 3	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work									
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"		other forms of work and modes of work	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
<b>Total</b>	425	<b>32,3</b>	15	<b>1,1</b>	417	<b>31,7</b>	10	<b>0,8</b>	6	<b>0,5</b>	4	<b>0,3</b>							2	<b>0,2</b>
CZ010 Capital Prague	89	<b>38,0</b>	5	<b>2,1</b>	87	<b>37,2</b>	4	<b>1,7</b>	1	<b>0,4</b>	1	<b>0,4</b>								
CZ020 Středočeský	26	<b>40,6</b>	2	<b>3,1</b>	23	<b>35,9</b>	1	<b>1,6</b>	1	<b>1,6</b>	1	<b>1,6</b>								
CZ031 Jihočeský	37	<b>39,8</b>			37	<b>39,8</b>														
CZ032 Plzeňský	28	<b>36,4</b>			28	<b>36,4</b>	1	<b>1,3</b>	1	<b>1,3</b>									1	<b>1,3</b>
CZ041 Karlovarský	5	<b>15,2</b>			5	<b>15,2</b>														
CZ042 Ústecký	21	<b>28,0</b>	3	<b>4,0</b>	19	<b>25,3</b>														
CZ051 Liberecký	5	<b>10,4</b>			5	<b>10,4</b>			1	<b>2,1</b>	1	<b>2,1</b>								
CZ052 Královéhradecký	18	<b>20,2</b>			18	<b>20,2</b>														
CZ053 Pardubický	14	<b>18,7</b>	1	<b>1,3</b>	14	<b>18,7</b>														
CZ061 Vysočina	36	<b>44,4</b>	1	<b>1,2</b>	36	<b>44,4</b>			1	<b>1,2</b>									1	<b>1,2</b>
CZ062 Jihomoravský	21	<b>18,4</b>	1	<b>0,9</b>	21	<b>18,4</b>	2	<b>1,8</b>	1	<b>0,9</b>	1	<b>0,9</b>								
CZ071 Olomoucký	41	<b>44,1</b>			41	<b>44,1</b>														
CZ072 Zlínský	31	<b>34,1</b>			31	<b>34,1</b>														
CZ080 Moravskoslezský	53	<b>35,6</b>	2	<b>1,3</b>	52	<b>34,9</b>	2	<b>1,3</b>												

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

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

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

Region NUTS 3	Employer's contribution to corporate catering									Provision of supported catering services						
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work		
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA	
<b>Total</b>	1248	<b>94,8</b>	<b>32,45</b>	<b>54,6</b>	<b>11,26</b>	<b>30,6</b>	<b>33,89</b>	<b>55,7</b>		273	210	<b>16,0</b>	35	<b>2,7</b>	25	<b>1,9</b>
CZ010 Capital Prague	227	<b>97,0</b>	<b>32,84</b>	<b>54,8</b>	<b>12,77</b>	<b>18,2</b>	<b>37,79</b>	<b>59,5</b>		42	37	<b>15,8</b>	3	<b>1,3</b>	1	<b>0,4</b>
CZ020 Středočeský	58	<b>90,6</b>	<b>35,93</b>	<b>54,5</b>	<b>12,81</b>	<b>15,0</b>	<b>27,67</b>	<b>55,0</b>		22	9	<b>14,1</b>	1	<b>1,6</b>	1	<b>1,6</b>
CZ031 Jihočeský	92	<b>98,9</b>	<b>29,65</b>	<b>54,4</b>	<b>11,10</b>	<b>49,3</b>	<b>33,06</b>	<b>55,0</b>		27	25	<b>26,9</b>	4	<b>4,3</b>	10	<b>10,8</b>
CZ032 Plzeňský	70	<b>90,9</b>	<b>31,00</b>	<b>54,4</b>	<b>11,18</b>	<b>55,0</b>	<b>28,33</b>	<b>54,6</b>		25	4	<b>5,2</b>				
CZ041 Karlovarský	31	<b>93,9</b>	<b>28,63</b>	<b>55,0</b>	<b>8,00</b>	<b>5,0</b>	<b>33,14</b>	<b>55,0</b>		13	5	<b>15,2</b>	1	<b>3,0</b>	1	<b>3,0</b>
CZ042 Ústecký	67	<b>89,3</b>	<b>39,75</b>	<b>54,9</b>	<b>11,06</b>	<b>47,5</b>	<b>32,70</b>	<b>57,8</b>		12	20	<b>26,7</b>	4	<b>5,3</b>	2	<b>2,7</b>
CZ051 Liberecký	48	<b>100,0</b>	<b>32,38</b>	<b>54,4</b>	<b>8,50</b>	<b>34,0</b>	<b>30,13</b>	<b>57,0</b>		15	12	<b>25,0</b>	3	<b>6,3</b>	1	<b>2,1</b>
CZ052 Královéhradecký	86	<b>96,6</b>	<b>40,77</b>	<b>54,1</b>	<b>16,35</b>		<b>32,00</b>	<b>55,0</b>		24	18	<b>20,2</b>	2	<b>2,2</b>	1	<b>1,1</b>
CZ053 Pardubický	71	<b>94,7</b>	<b>33,06</b>	<b>54,2</b>	<b>7,09</b>		<b>28,83</b>	<b>53,0</b>		27	15	<b>20,0</b>	1	<b>1,3</b>	1	<b>1,3</b>
CZ061 Vysočina	78	<b>96,3</b>	<b>31,00</b>	<b>54,6</b>	<b>9,38</b>		<b>16,27</b>	<b>54,8</b>		9	10	<b>12,3</b>				
CZ062 Jihomoravský	108	<b>94,7</b>	<b>26,30</b>	<b>54,6</b>	<b>12,54</b>	<b>5,0</b>	<b>37,13</b>	<b>55,8</b>		9	21	<b>18,4</b>	5	<b>4,4</b>	4	<b>3,5</b>
CZ071 Olomoucký	85	<b>91,4</b>	<b>27,77</b>	<b>54,4</b>	<b>4,16</b>	<b>17,3</b>	<b>37,11</b>	<b>52,9</b>		28	9	<b>9,7</b>				
CZ072 Zlínský	87	<b>95,6</b>	<b>37,50</b>	<b>54,8</b>	<b>5,78</b>		<b>29,05</b>	<b>55,0</b>		10	10	<b>11,0</b>	10	<b>11,0</b>	1	<b>1,1</b>
CZ080 Moravskoslezský	140	<b>94,0</b>	<b>34,00</b>	<b>54,9</b>	<b>10,82</b>	<b>11,0</b>	<b>36,88</b>	<b>54,9</b>		10	15	<b>10,1</b>	1	<b>0,7</b>	2	<b>1,3</b>

Explanatory notes: NCA

% CA

aver. CZK

aver.% of price

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

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

average contribution in CZK

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

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

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

Region NUTS 3	Temporary accommodation allowance		Allowance for transport to and				Providing products and services for prices that are lower than the standard prices	Contribution to pension insurance					Contribution to life insurance									
			agreed in CA		amount allowed			agreed in CA		amount allowed			conditions for his provision	agreed in CA		amount allowed		conditions for his provision				
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price		NCA	% CA	NCA	% CA	CZK/month		max. CZK/month	average % MBA	NCA	% CA		NCA	% CA	CZK/month	max. CZK/month
	<b>Total</b>	26	2,0	46	3,5	393		56,8	224	17,0	757	57,5	389	531	2,9	559	42,5	250	19,0	430	532	195
CZ010 Capital Prague	16	6,8	10	4,3	463	62,5	46	19,7	136	58,1	419	632	2,9	104	44,4	66	28,2	444	538	53	22,6	
CZ020 Středočeský	2	3,1	1	1,6			12	18,8	37	57,8	376	574	2,7	23	35,9	10	15,6	523	565	5	7,8	
CZ031 Jihočeský	1	1,1	10	10,8	306	44,5	22	23,7	66	71,0	326	527	2,8	58	62,4	15	16,1	367	500	12	12,9	
CZ032 Plzeňský			5	6,5	523		23	29,9	49	63,6	422	520	2,9	43	55,8	14	18,2	438	489	12	15,6	
CZ041 Karlovarský			1	3,0			4	12,1	19	57,6	299	386	2,2	15	45,5	6	18,2	720	753	4	12,1	
CZ042 Ústecký	2	2,7	1	1,3			6	8,0	56	74,7	424	556	2,7	40	53,3	13	17,3	464	552	10	13,3	
CZ051 Liberecký			2	4,2			7	14,6	24	50,0	373	378	2,8	18	37,5	9	18,8	308	599	9	18,8	
CZ052 Královéhradecký	1	1,1	2	2,2			13	14,6	55	61,8	414	545	3,0	41	46,1	11	12,4	486	560	10	11,2	
CZ053 Pardubický	1	1,3	1	1,3			9	12,0	42	56,0	384	526	2,9	32	42,7	14	18,7	374	499	11	14,7	
CZ061 Vysočina			1	1,2			6	7,4	46	56,8	324	381	2,7	27	33,3	6	7,4	353	453	3	3,7	
CZ062 Jihomoravský	1	0,9	2	1,8			15	13,2	55	48,2	477	526	3,0	38	33,3	26	22,8	458	558	20	17,5	
CZ071 Olomoucký	1	1,1	5	5,4	411	30,0	10	10,8	53	57,0	401	543	3,0	30	32,3	18	19,4	307	542	13	14,0	
CZ072 Zlínský	1	1,1	4	4,4	300		15	16,5	37	40,7	295	504	3,2	27	29,7	9	9,9	340	417	7	7,7	
CZ080 Moravskoslezský			1	0,7			36	24,2	82	55,0	375	502	2,8	63	42,3	33	22,1	444	510	26	17,4	

Explanatory notes: NCA

% CA

CZK/month

aver. % of price

average % MBA

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

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

average contribution in CZK per month

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

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

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

average %, average CZK

Region NUTS 3	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)								
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances	
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK
<b>Total</b>	408	<b>31,0</b>	59	<b>2,3</b>	32	<b>1 857</b>	83	<b>1,9</b>	215	157	<b>3 166</b>	198	<b>15,0</b>	48	<b>4 687</b>	9	<b>1,5</b>	104	85	<b>3 809</b>
CZ010 Capital Prague	75	<b>32,1</b>	16	<b>2,1</b>	4	<b>2 200</b>	34	<b>2,1</b>	19	27	<b>6 460</b>	34	<b>14,5</b>	14	<b>6 768</b>			14	13	<b>11 755</b>
CZ020 Středočeský	20	<b>31,3</b>	2		6	<b>2 117</b>	1		9	6	<b>3 467</b>	8	<b>12,5</b>	2				6	1	
CZ031 Jihočeský	39	<b>41,9</b>	5	<b>2,0</b>	2		17	<b>1,7</b>	15	11	<b>999</b>	25	<b>26,9</b>	2		4	<b>0,5</b>	16	9	<b>338</b>
CZ032 Plzeňský	28	<b>36,4</b>	2		1		4	<b>2,0</b>	21	7	<b>6 447</b>	3	<b>3,9</b>					1	2	
CZ041 Karlovarský	13	<b>39,4</b>	6	<b>2,2</b>					6	5	<b>8 833</b>	4	<b>12,1</b>	1				2	1	
CZ042 Ústecký	29	<b>38,7</b>	12	<b>2,6</b>	3	<b>917</b>	1		12	10	<b>2 721</b>	13	<b>17,3</b>	7	<b>4 629</b>			2	7	<b>891</b>
CZ051 Liberecký	10	<b>20,8</b>							10	6	<b>1 939</b>	10	<b>20,8</b>	1		2		7	4	<b>6 252</b>
CZ052 Královéhradecký	19	<b>21,3</b>	4	<b>2,1</b>	2		3	<b>2,5</b>	8	6	<b>1 249</b>	11	<b>12,4</b>	2		1		5	7	<b>871</b>
CZ053 Pardubický	18	<b>24,0</b>	3	<b>2,5</b>	2		2		10	10	<b>3 154</b>	5	<b>6,7</b>	1				4	3	<b>4 060</b>
CZ061 Vysočina	19	<b>23,5</b>	1		6	<b>1 583</b>	2		8	7	<b>2 554</b>	7	<b>8,6</b>	3	<b>700</b>			1	4	<b>1 420</b>
CZ062 Jihomoravský	33	<b>28,9</b>	3	<b>2,3</b>	2		6	<b>2,1</b>	20	14	<b>830</b>	20	<b>17,5</b>	1		1		14	14	<b>4 366</b>
CZ071 Olomoucký	25	<b>26,9</b>	2		1		4	<b>1,9</b>	14	10	<b>1 442</b>	12	<b>12,9</b>	1				5	7	<b>2 439</b>
CZ072 Zlínský	23	<b>25,3</b>	2		3	<b>1 650</b>	4	<b>2,0</b>	13	9	<b>3 435</b>	32	<b>35,2</b>	9	<b>944</b>	1		21	7	<b>1 342</b>
CZ080 Moravskoslezský	57	<b>38,3</b>	1				5	<b>1,6</b>	50	29	<b>1 681</b>	14	<b>9,4</b>	4	<b>14 088</b>			6	6	<b>3 747</b>

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

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

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

Region NUTS 3	Structure of planned use of the fund										Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
<b>Total</b>	<b>8,9</b>	<b>3,1</b>	<b>1,6</b>	<b>14,7</b>	<b>1,5</b>	<b>2,6</b>	<b>0,7</b>	<b>5,8</b>	<b>52,5</b>	<b>8,7</b>	383	<b>29,1</b>	127	<b>9,7</b>
CZ010 Capital Prague	5,4	2,0	1,1	12,2	1,2	0,5	0,7	1,7	71,4	3,8	79	33,8	42	17,9
CZ020 Středočeský	2,0	1,2	4,4	20,4	1,4	6,0	2,3	0,1	39,7	22,5	14	21,9	2	3,1
CZ031 Jihočeský	7,7	0,8	7,9	16,0	0,7	3,6		22,2	26,7	14,4	39	41,9	10	10,8
CZ032 Plzeňský	6,7			1,5	0,2	0,5	1,3	43,8	43,9	2,0	22	28,6	6	7,8
CZ041 Karlovarský	8,9	0,3		1,7	6,1	0,3		0,3	67,9	14,4	12	36,4	2	6,1
CZ042 Ústecký	12,5	1,8	2,5	11,0	1,8	5,3	1,0	3,6	38,3	22,1	32	42,7	17	22,7
CZ051 Liberecký	4,5	1,8	2,3	9,5	2,3	1,8		3,1	61,2	13,5	18	37,5	1	2,1
CZ052 Královéhradecký	7,2	5,1	2,1	19,5	2,1	4,4		14,1	27,1	18,4	15	16,9	9	10,1
CZ053 Pardubický	5,3	0,7	1,8	21,9	2,1	5,2	0,1	1,9	52,2	8,8	12	16,0		
CZ061 Vysočina	5,5	9,4	2,2	26,6	0,7	9,4	7,8	5,0	10,9	22,5	24	29,6	1	1,2
CZ062 Jihomoravský	32,9	1,3	0,4	12,2	0,2	4,3		1,5	40,8	6,4	41	36,0	13	11,4
CZ071 Olomoucký	3,4	5,4		38,0	0,5	5,7	0,1	6,7	37,4	2,7	21	22,6	5	5,4
CZ072 Zlínský	17,1	16,0	1,7	32,2	3,1	5,1		2,0	20,0	2,8	21	23,1	4	4,4
CZ080 Moravskoslezský	5,9	7,4	5,1	17,6	0,8	3,7		11,8	28,5	19,3	33	22,1	15	10,1

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 use for this purpose of the total creation of the fund

<b>A</b>	recreation - contribution to employees and family members	<b>F</b>	remunerations for work and life anniversaries
<b>B</b>	medical services - spas, rehabilitation	<b>G</b>	contribution to transport to and from work
<b>C</b>	loans to employees to cover their housing needs	<b>H</b>	contribution to trade union organization
<b>D</b>	contribution to corporate catering	<b>I</b>	other use
<b>E</b>	social assistance, social loans	<b>J</b>	balance



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

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

Region NUTS 3	Employee's inability to work									Average number of days of leave with compensation for wage above the requirement of the LC																										
	wage compensation for the first 3 days of the inability						wage compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																										
	agreed in CA		compensation amount		other form of compensation		agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I		
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days
<b>Total</b>	83	6,3	58,9	224	29	2,2	6	0,5	73,3	543	41,3	1,2	500	38,0	1,3	736	55,9	2,1	306	23,3	6,5	400	30,4	1,2	137	10,4	3,7	279	21,2	3,8	80	6,1	2,3	583	44,3	
CZ010 Capital Prague	41	17,5	60,6	270	15	6,4				84	35,9	1,2	81	34,6	1,5	118	50,4	2,0	80	34,2	6,2	51	21,8	1,3	36	15,4	3,4	72	30,8	4,4	31	13,2	2,6	112	47,9	
CZ020 Středočeský	1	1,6			1	1,6	1	1,6		23	35,9	1,2	20	31,3	1,2	26	40,6	2,1	13	20,3	8,0	13	20,3	1,2	3	4,7	4,0	10	15,6	4,9	4	6,3	1,3	23	35,9	
CZ031 Jihočeský	5	5,4	100,0	160						58	62,4	1,3	51	54,8	1,1	58	62,4	2,2	34	36,6	5,7	32	34,4	1,3	10	10,8	4,3	31	33,3	3,6	2	2,2		46	49,5	
CZ032 Plzeňský	5	6,5	42,5	217	2	2,6				31	40,3	1,1	36	46,8	1,2	39	50,6	2,6	14	18,2	5,9	27	35,1	1,0	7	9,1	3,7	12	15,6	4,9	1	1,3		29	37,7	
CZ041 Karlovarský	1	3,0								11	33,3	1,5	9	27,3	1,1	17	51,5	1,8	13	39,4	9,0	11	33,3	1,4	4	12,1	4,0	6	18,2	4,8	7	21,2	1,4	13	39,4	
CZ042 Ústecký	5	6,7	75,0	233	1	1,3				30	40,0	1,3	31	41,3	1,2	47	62,7	1,7	32	42,7	9,0	31	41,3	1,4	14	18,7	4,0	12	16,0	3,0	10	13,3	1,9	34	45,3	
CZ051 Liberecký	1	2,1								14	29,2	1,4	13	27,1	1,4	24	50,0	2,2	10	20,8	8,7	10	20,8	1,1	4	8,3	2,5	6	12,5	2,2	6	12,5	2,0	14	29,2	
CZ052 Královéhradecký	5	5,6	55,0	187						24	27,0	1,1	30	33,7	1,4	46	51,7	1,9	14	15,7	6,0	21	23,6	1,2	6	6,7	3,8	8	9,0	4,8	1	1,1		34	38,2	
CZ053 Pardubický	3	4,0	45,0		2	2,7	1	1,3		26	34,7	1,1	23	30,7	1,1	39	52,0	1,9	12	16,0	6,5	20	26,7	1,0	4	5,3	4,0	5	6,7	4,2	2	2,7		25	33,3	
CZ061 Vysočina	3	3,7	64,3		2	2,5				35	43,2	1,6	33	40,7	1,4	46	56,8	2,7	8	9,9	3,8	23	28,4	1,1				13	16,0	2,7				29	35,8	
CZ062 Jihomoravský	4	3,5	40,0		3	2,6	1	0,9		40	35,1	1,4	44	38,6	1,3	61	53,5	2,1	19	16,7	5,7	40	35,1	1,2	7	6,1	3,4	23	20,2	3,0	4	3,5	1,5	31	27,2	
CZ071 Olomoucký	2	2,2			2	2,2				46	49,5	1,4	30	32,3	1,2	57	61,3	2,5	11	11,8	4,7	33	35,5	1,1	7	7,5	4,0	7	7,5	3,0	1	1,1		57	61,3	
CZ072 Zlínský	1	1,1					2	2,2		56	61,5	1,2	43	47,3	1,2	62	68,1	2,8	9	9,9	7,9	34	37,4	1,1	7	7,7	2,9	18	19,8	4,3	1	1,1		60	65,9	
CZ080 Moravskoslezský	6	4,0	60,0	200	1	0,7	1	0,7		65	43,6	1,1	56	37,6	1,2	96	64,4	1,7	37	24,8	5,2	54	36,2	1,4	28	18,8	3,8	56	37,6	3,1	10	6,7	3,7	76	51,0	

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

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

% of collective agreements

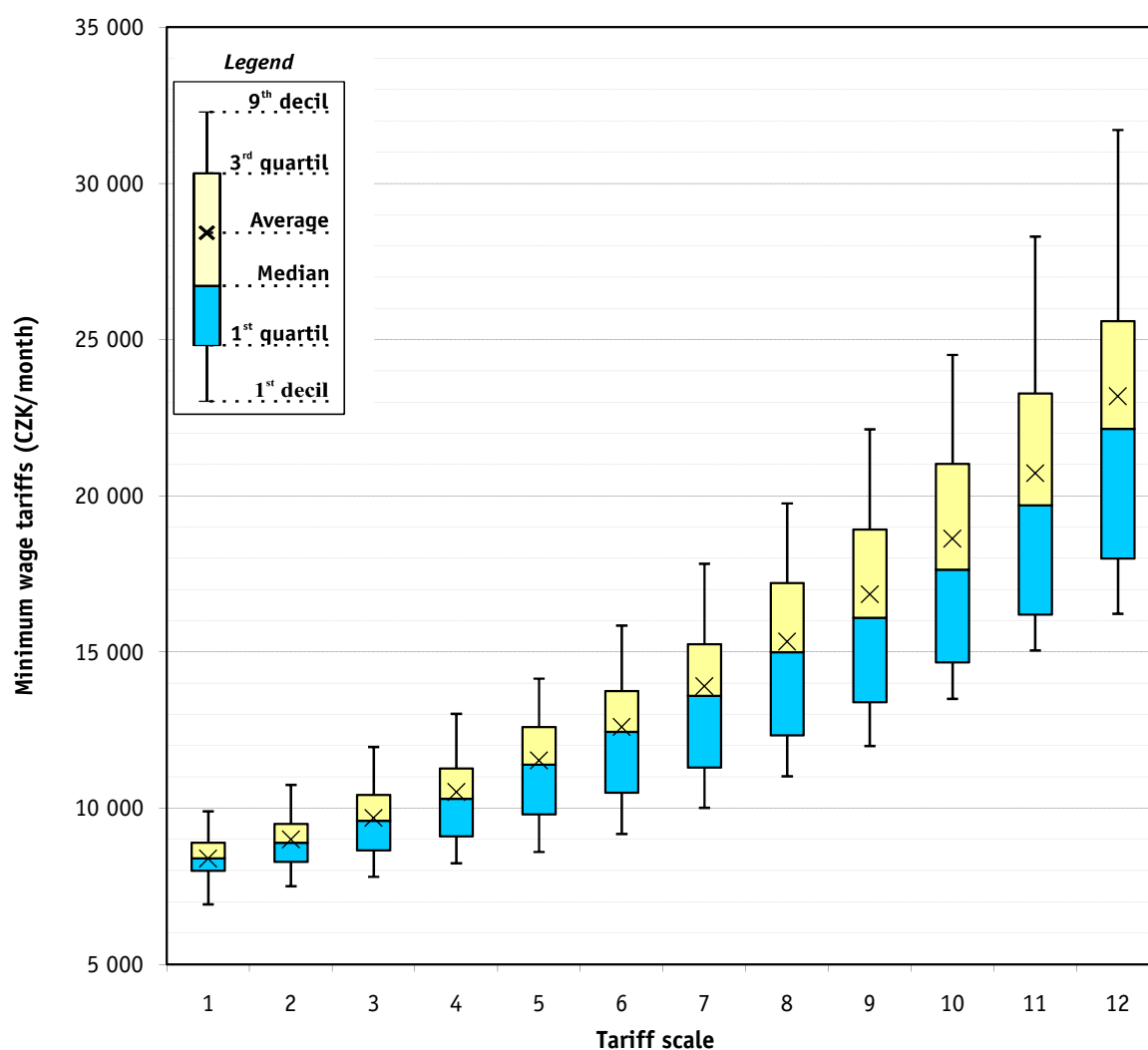
Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	430	<b>32,7</b>	24	<b>1,8</b>	379	<b>28,8</b>	1012	<b>76,9</b>	699	<b>53,1</b>	1	<b>0,1</b>	15	<b>1,1</b>
CZ010 Capital Prague	86	<b>36,8</b>	3	<b>1,3</b>	67	<b>28,6</b>	186	<b>79,5</b>	95	<b>40,6</b>	1	<b>0,4</b>	4	<b>1,7</b>
CZ020 Středočeský	18	<b>28,1</b>	2	<b>3,1</b>	8	<b>12,5</b>	53	<b>82,8</b>	21	<b>32,8</b>				
CZ031 Jihočeský	37	<b>39,8</b>	5	<b>5,4</b>	11	<b>11,8</b>	74	<b>79,6</b>	68	<b>73,1</b>				
CZ032 Plzeňský	19	<b>24,7</b>	2	<b>2,6</b>	23	<b>29,9</b>	71	<b>92,2</b>	41	<b>53,2</b>			2	<b>2,6</b>
CZ041 Karlovarský	10	<b>30,3</b>	2	<b>6,1</b>	4	<b>12,1</b>	27	<b>81,8</b>	18	<b>54,5</b>				
CZ042 Ústecký	23	<b>30,7</b>			21	<b>28,0</b>	65	<b>86,7</b>	41	<b>54,7</b>				
CZ051 Liberecký	3	<b>6,3</b>			7	<b>14,6</b>	34	<b>70,8</b>	29	<b>60,4</b>				
CZ052 Královéhradecký	18	<b>20,2</b>	1	<b>1,1</b>	9	<b>10,1</b>	41	<b>46,1</b>	45	<b>50,6</b>				
CZ053 Pardubický	14	<b>18,7</b>	1	<b>1,3</b>	9	<b>12,0</b>	38	<b>50,7</b>	37	<b>49,3</b>				
CZ061 Vysočina	13	<b>16,0</b>	1	<b>1,2</b>	12	<b>14,8</b>	30	<b>37,0</b>	59	<b>72,8</b>			1	<b>1,2</b>
CZ062 Jihomoravský	33	<b>28,9</b>			28	<b>24,6</b>	85	<b>74,6</b>	53	<b>46,5</b>				
CZ071 Olomoucký	47	<b>50,5</b>	3	<b>3,2</b>	44	<b>47,3</b>	85	<b>91,4</b>	53	<b>57,0</b>			1	<b>1,1</b>
CZ072 Zlínský	36	<b>39,6</b>	4	<b>4,4</b>	63	<b>69,2</b>	84	<b>92,3</b>	37	<b>40,7</b>			7	<b>7,7</b>
CZ080 Moravskoslezský	73	<b>49,0</b>			73	<b>49,0</b>	139	<b>93,3</b>	102	<b>68,5</b>				

Explanatory notes: NCA  
% CA

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

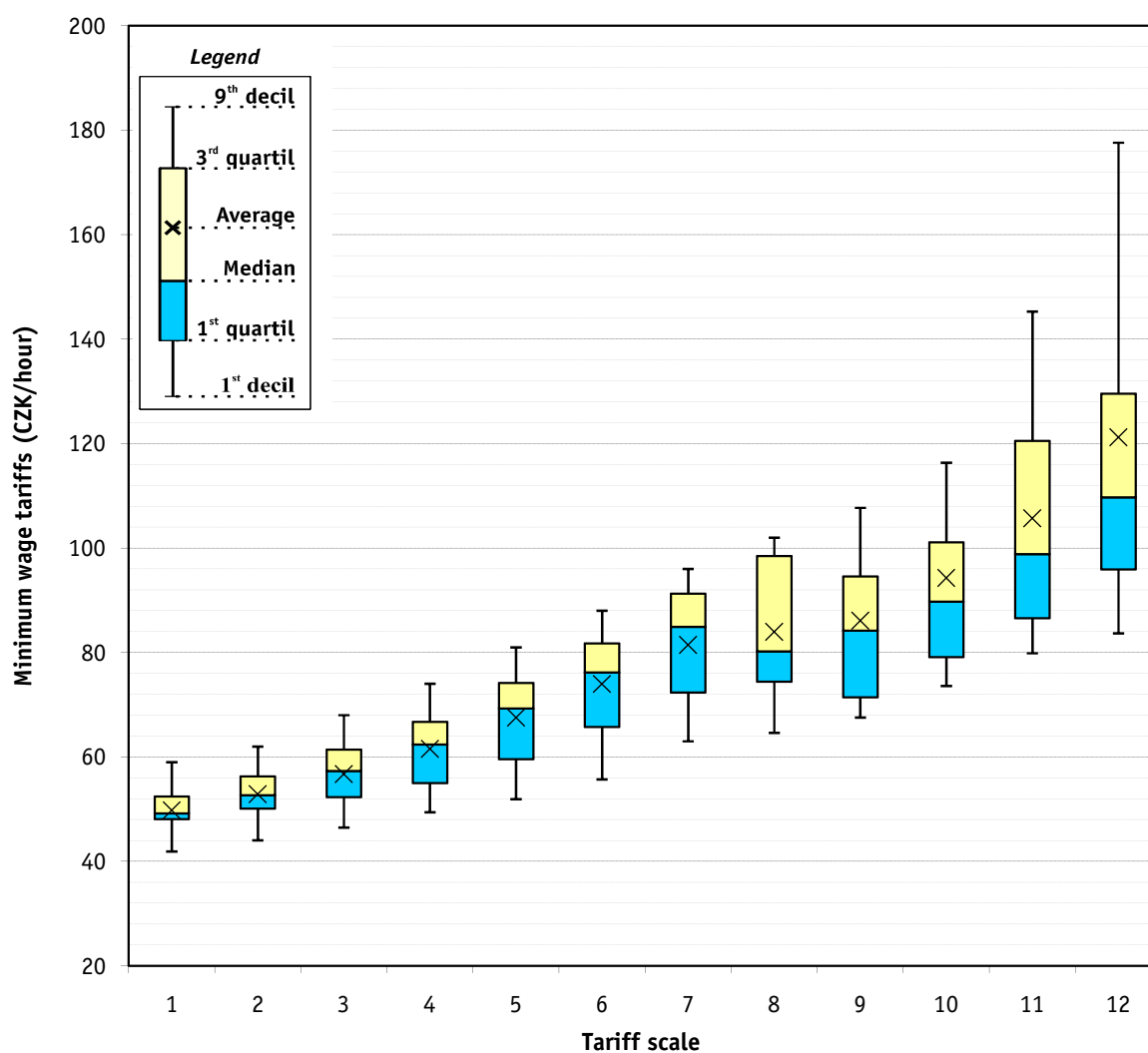
**Evaluation of collective agreements  
Comprehensive characteristics - minimum wage and monthly wage scales**

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	106	9 716	8 400	8 525	9 318	10 000	12 000
Tariff scale 1	339	8 390	6 925	8 000	8 400	8 900	9 900
Tariff scale 2	341	9 001	7 500	8 280	8 900	9 500	10 750
Tariff scale 3	348	9 688	7 805	8 650	9 600	10 425	11 965
Tariff scale 4	352	10 516	8 240	9 100	10 305	11 275	13 025
Tariff scale 5	355	11 530	8 600	9 800	11 400	12 600	14 150
Tariff scale 6	354	12 597	9 180	10 495	12 450	13 750	15 850
Tariff scale 7	355	13 907	10 015	11 300	13 600	15 250	17 825
Tariff scale 8	354	15 331	11 020	12 335	15 000	17 213	19 760
Tariff scale 9	342	16 847	11 990	13 400	16 100	18 925	22 130
Tariff scale 10	342	18 628	13 500	14 665	17 643	21 020	24 514
Tariff scale 11	341	20 723	15 050	16 200	19 695	23 275	28 300
Tariff scale 12	338	23 184	16 225	18 000	22 150	25 590	31 715



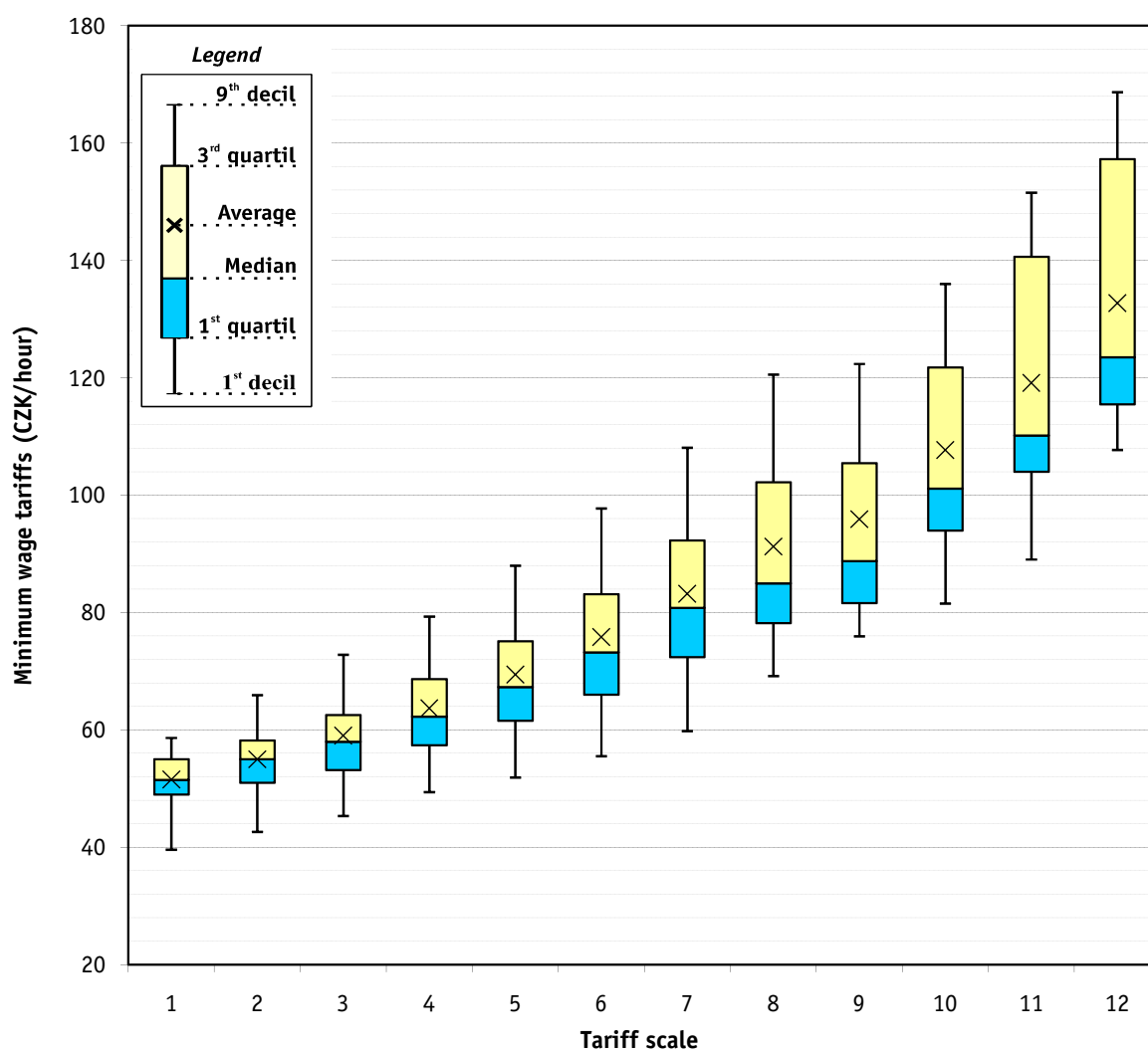
**Evaluation of collective agreements**  
**Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week**

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	22	56,35	49,75	51,25	58,11	60,00	60,00
Tariff scale 1	83	49,77	41,90	48,10	49,20	52,45	59,00
Tariff scale 2	85	52,85	44,05	50,10	52,70	56,30	62,00
Tariff scale 3	84	56,69	46,50	52,30	57,30	61,40	68,00
Tariff scale 4	85	61,53	49,40	55,00	62,40	66,70	74,00
Tariff scale 5	84	67,51	51,90	59,60	69,30	74,20	81,00
Tariff scale 6	83	73,96	55,70	65,75	76,20	81,75	88,00
Tariff scale 7	81	81,43	63,00	72,35	84,90	91,30	96,00
Tariff scale 8	38	83,94	64,60	74,45	80,20	98,50	101,98
Tariff scale 9	23	86,09	67,55	71,45	84,20	94,60	107,70
Tariff scale 10	22	94,28	73,60	79,15	89,75	101,10	116,35
Tariff scale 11	21	105,69	79,85	86,60	98,85	120,55	145,30
Tariff scale 12	20	121,22	83,65	95,90	109,75	129,55	177,64



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

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	33	59,69	52,45	53,50	55,15	63,70	68,67
Tariff scale 1	157	51,55	39,60	49,00	51,50	55,00	58,65
Tariff scale 2	161	54,99	42,65	51,00	55,00	58,20	65,92
Tariff scale 3	169	59,02	45,35	53,20	58,00	62,55	72,84
Tariff scale 4	170	63,71	49,40	57,40	62,30	68,70	79,33
Tariff scale 5	170	69,45	51,90	61,60	67,30	75,15	88,00
Tariff scale 6	167	75,85	55,55	66,00	73,20	83,15	97,75
Tariff scale 7	159	83,22	59,80	72,40	80,80	92,30	108,12
Tariff scale 8	88	91,25	69,20	78,20	85,00	102,20	120,55
Tariff scale 9	67	95,91	75,95	81,60	88,80	105,50	122,38
Tariff scale 10	53	107,71	81,55	94,00	101,15	121,80	136,01
Tariff scale 11	44	119,12	89,05	104,00	110,19	140,65	151,55
Tariff scale 12	41	132,72	107,70	115,50	123,50	157,28	168,70



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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	04/03	05/04	06/05	07/06	08/07	09/08	10/09	04/03	05/04	06/05	07/06	08/07	09/08	10/09
Tariff scale 1	107,6	106,1	107,0	104,8	105,8	102,3	100,9	104,5	104,1	104,3	101,8	99,2	101,3	100,0
Tariff scale 2	107,3	105,8	106,7	105,3	106,4	102,7	101,3	104,3	103,8	104,0	102,3	99,7	101,7	100,4
Tariff scale 3	105,8	105,6	106,3	105,9	106,7	102,9	101,6	102,9	103,6	103,6	103,0	100,0	101,8	100,7
Tariff scale 4	105,3	105,1	105,3	106,5	106,7	102,9	102,3	102,4	103,1	102,7	103,5	99,9	101,8	101,4
Tariff scale 5	104,8	105,1	105,0	106,7	106,7	103,5	102,1	101,9	103,1	102,4	103,7	100,0	102,4	101,2
Tariff scale 6	104,3	104,1	105,8	106,7	106,9	103,1	102,4	101,4	102,1	103,2	103,7	100,2	102,1	101,4
Tariff scale 7	104,1	103,8	105,9	106,6	107,5	103,1	102,4	101,2	101,8	103,2	103,6	100,7	102,1	101,5
Tariff scale 8	104,2	103,6	106,3	106,1	107,4	103,6	102,4	101,3	101,7	103,6	103,1	100,6	102,6	101,5
Tariff scale 9	104,2	103,1	106,6	104,8	108,5	103,5	102,2	101,3	101,1	103,9	101,9	101,7	102,4	101,3
Tariff scale 10	104,6	102,5	106,7	104,0	109,3	103,4	102,2	101,7	100,6	104,0	101,0	102,4	102,3	101,3
Tariff scale 11	104,9	101,8	107,3	103,1	110,1	103,9	101,3	102,0	99,9	104,6	100,2	103,2	102,8	100,4
Tariff scale 12	105,2	101,3	107,8	102,4	109,2	105,6	100,8	102,2	99,3	105,1	99,5	102,3	104,5	99,9

Inflation rate per individual year	2003	2004	2005	2006	2007	2008	2009	2010
	0,1	2,8	1,9	2,5	2,8	6,3	1,0	0,9*

\* Year-on-year inflation rate - data from January 2010

source: ČSÚ

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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	04/03	05/04	06/05	07/06	08/07	09/08	10/09	04/03	05/04	06/05	07/06	08/07	09/08	10/09
Tariff scale 1	108,5	106,3	106,3	107,4	104,9	102,1	101,1	105,5	104,3	103,6	104,4	98,3	101,1	100,2
Tariff scale 2	108,8	106,4	106,8	107,5	104,7	102,9	100,7	105,7	104,4	104,1	104,5	98,1	101,9	99,8
Tariff scale 3	108,5	105,5	106,8	107,8	104,9	103,2	101,2	105,4	103,5	104,1	104,8	98,2	102,2	100,3
Tariff scale 4	108,2	104,6	106,0	108,7	104,5	103,6	101,8	105,1	102,6	103,3	105,7	97,9	102,6	100,9
Tariff scale 5	107,4	102,9	106,4	109,8	104,3	103,8	102,2	104,4	101,0	103,8	106,7	97,8	102,8	101,3
Tariff scale 6	106,7	102,0	107,4	109,7	103,9	103,9	102,4	103,7	100,0	104,7	106,6	97,3	102,8	101,5
Tariff scale 7	107,3	101,0	107,6	110,2	104,1	104,4	101,5	104,3	99,1	104,9	107,1	97,5	103,4	100,6
Tariff scale 8	106,8	100,8	109,8	108,0	104,9	103,2	98,6	103,8	98,8	107,1	105,0	98,3	102,2	97,7
Tariff scale 9	108,5	98,2	111,6	105,8	104,1	106,0	93,5	105,4	96,3	108,8	102,9	97,5	105,0	92,7
Tariff scale 10	107,9	98,9	112,9	104,3	104,5	107,5	91,3	104,8	97,0	110,1	101,4	97,9	106,4	90,5
Tariff scale 11	107,6	96,1	117,4	95,8	104,4	113,0	92,4	104,6	94,2	114,5	93,2	97,8	111,9	91,5
Tariff scale 12	107,3	93,5	120,9	92,3	106,0	113,3	94,3	104,3	91,8	117,8	89,7	99,3	112,2	93,5

Inflation rate per individual year	2003	2004	2005	2006	2007	2008	2009	2010
	0,1	2,8	1,9	2,5	2,8	6,3	1,0	0,9*

\* Year-on-year inflation rate - data from January 2010

source: ČSÚ

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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	04/03	05/04	06/05	07/06	08/07	09/08	10/09	04/03	05/04	06/05	07/06	08/07	09/08	10/09
Tariff scale 1	107,8	104,7	108,4	104,3	106,6	101,1	100,8	104,8	102,7	105,7	101,4	99,9	100,1	99,9
Tariff scale 2	106,8	104,8	108,3	104,9	106,4	101,5	101,4	103,8	102,8	105,6	102,0	99,7	100,5	100,5
Tariff scale 3	105,6	108,0	104,5	105,4	106,2	102,5	101,0	102,6	106,0	101,9	102,5	99,5	101,4	100,1
Tariff scale 4	104,6	104,7	107,6	105,5	105,8	103,2	100,8	101,7	102,7	104,9	102,6	99,1	102,1	99,9
Tariff scale 5	104,2	104,3	107,9	104,5	106,2	104,1	100,6	101,3	102,3	105,2	101,6	99,5	103,0	99,7
Tariff scale 6	104,2	103,7	108,2	104,0	106,3	103,1	101,7	101,3	101,8	105,5	101,1	99,6	102,1	100,8
Tariff scale 7	103,9	103,9	108,2	103,1	107,3	103,3	101,3	101,0	101,9	105,5	100,2	100,5	102,2	100,4
Tariff scale 8	104,5	106,2	108,5	102,8	106,3	103,7	102,1	101,5	104,1	105,8	100,0	99,6	102,6	101,1
Tariff scale 9	106,7	105,9	109,4	100,0	106,9	102,8	102,2	103,7	103,9	106,7	97,2	100,1	101,8	101,2
Tariff scale 10	106,8	106,2	109,4	101,7	107,0	102,2	103,5	103,8	104,2	106,7	98,8	100,3	101,2	102,6
Tariff scale 11	106,6	105,8	111,7	98,9	108,2	101,7	104,3	103,6	103,8	108,9	96,1	101,4	100,7	103,4
Tariff scale 12	105,7	106,2	113,1	96,9	108,5	101,3	104,7	102,8	104,2	110,2	94,2	101,7	100,3	103,8

Inflation rate per individual year	2003	2004	2005	2006	2007	2008	2009	2010
	0,1	2,8	1,9	2,5	2,8	6,3	1,0	0,9*

\* Year-on-year inflation rate - data from January 2010

source: ČSÚ

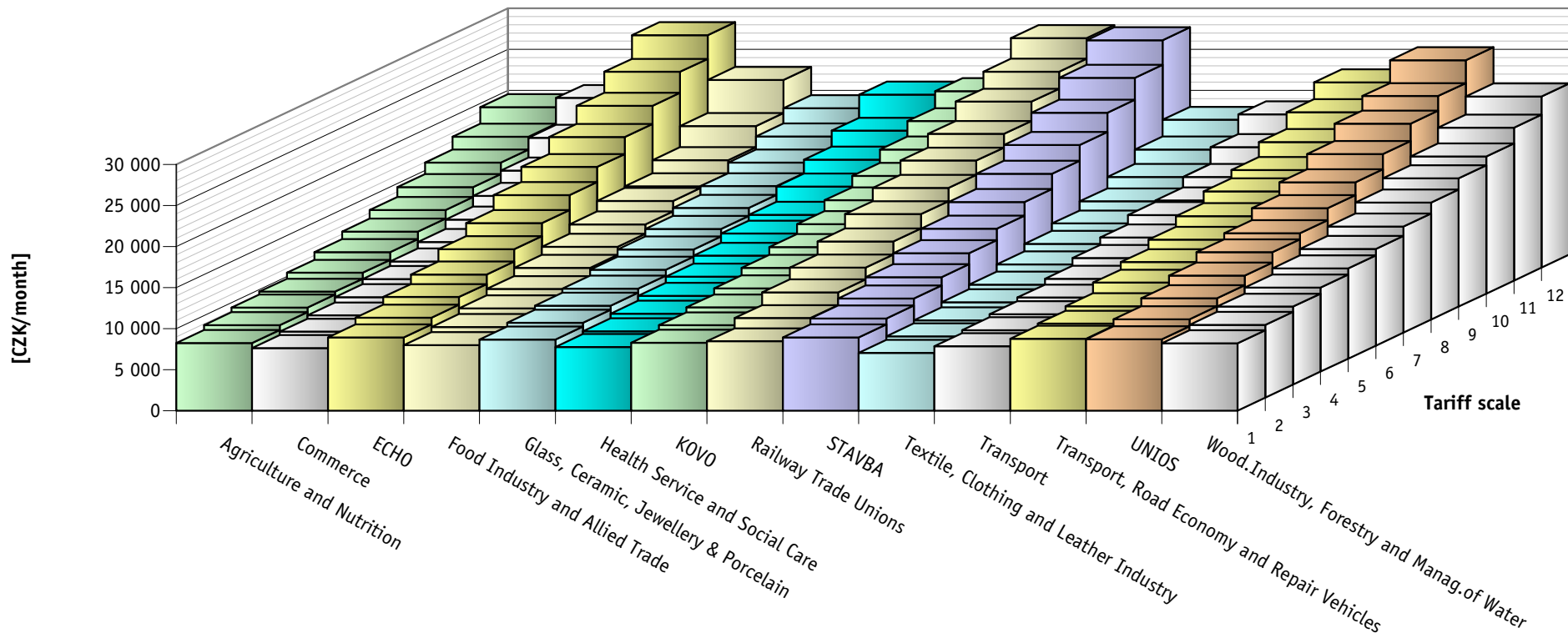


**Evaluation of collective agreements  
Year-on-year comparison - wage supplementary charges and bonuses**

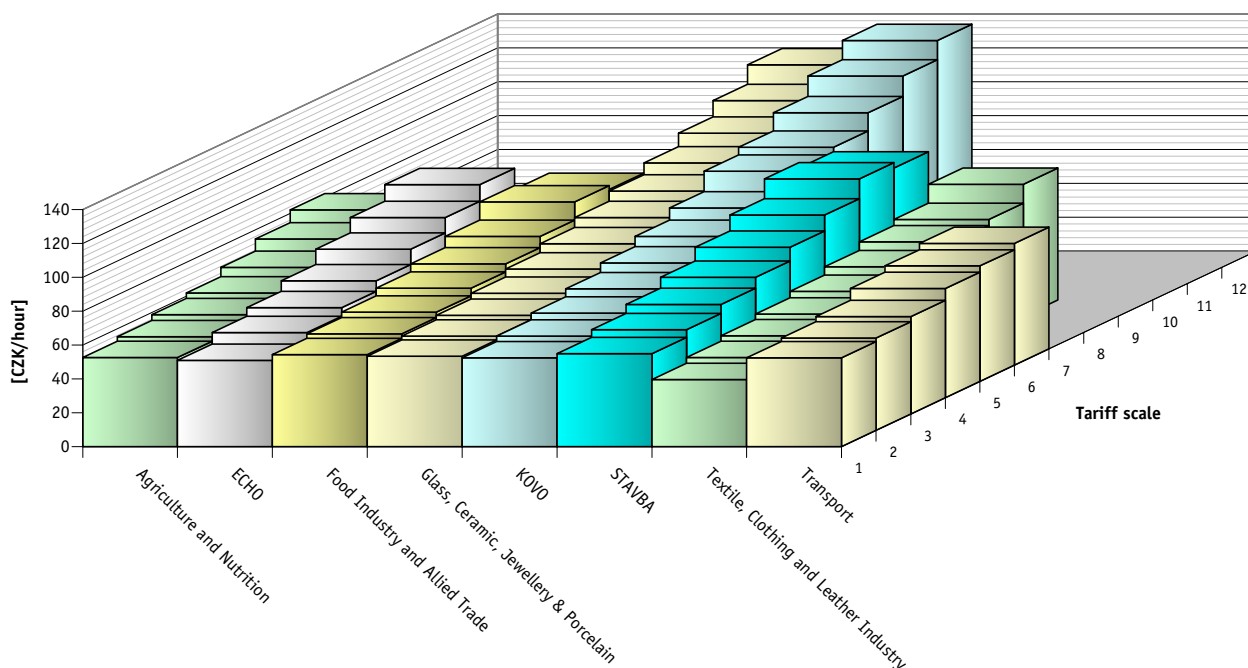
	unit of measure	2003	2004	2005	2006	2007	2008	2009	2010	index 04/03	index 05/04	index 06/05	index 07/06	index 08/07	index 09/08	index 10/09
For overtime work on working days	% AE	26,6	26,6	26,5	26,7	26,4	26,0	26,0	26,0	100,2	99,6	100,6	98,8	98,5	100,0	99,8
For overtime work on Saturdays and Sundays	% AE	47,2	47,6	46,8	49,0	47,1	47,6	47,9	48,7	101,0	98,2	104,8	96,1	101,0	100,7	101,5
For overtime work undistinguished	% AE	*	*	*	*	26,8	27,0	26,9	26,7	*	*	*	*	100,7	99,5	99,6
For working on public holidays	% AE	*	*	*	*	102,3	102,3	102,4	102,3	*	*	*	*	100,0	100,1	99,9
For night work	CZK/hour	8,98	9,11	9,36	9,93	11,07	12,08	12,64	13,04	101,4	102,8	106,1	111,5	109,1	104,7	103,1
	% AE	30,8	20,2	19,8	21,6	11,0	11,2	11,2	11,3	65,6	98,0	109,1	51,1	101,4	99,8	101,2
For work on Saturdays and Sundays	% AE	37,6	37,0	36,1	35,9	24,6	24,6	24,5	23,5	98,4	97,5	99,4	68,5	100,1	99,7	96,0
For work in difficult conditions	CZK/hour	5,88	6,13	6,25	6,44	6,73	7,19	7,33	7,21	104,2	102,0	103,1	104,6	106,8	101,9	98,5
	% MM	*	*	*	*	10,6	10,3	10,5	10,6	*	*	*	*	*	101,8	101,5
For afternoon work	CZK/hour	5,27	5,21	5,33	5,61	5,66	5,91	6,28	6,41	98,9	102,2	105,3	100,8	104,4	106,2	102,1
For standby duty	CZK/hour	8,08	8,90	8,37	8,91	11,71	14,92	13,73	13,89	110,1	94,0	106,5	131,4	127,4	92,0	101,2
	% AE	12,9	12,5	12,8	12,6	12,4	18,0	17,3	17,7	97,0	103,0	98,0	98,3	145,5	96,3	102,1

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

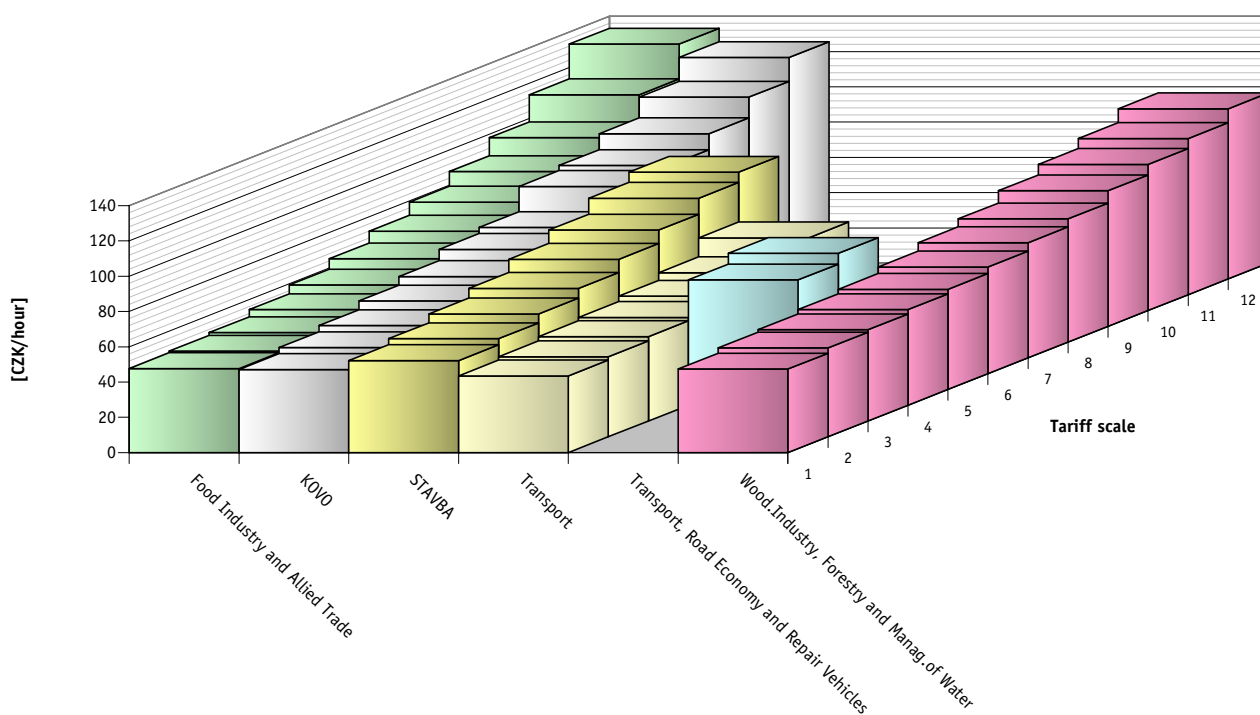
Evaluation of collective agreements  
Monthly wage scales - 12-scale tariff system



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

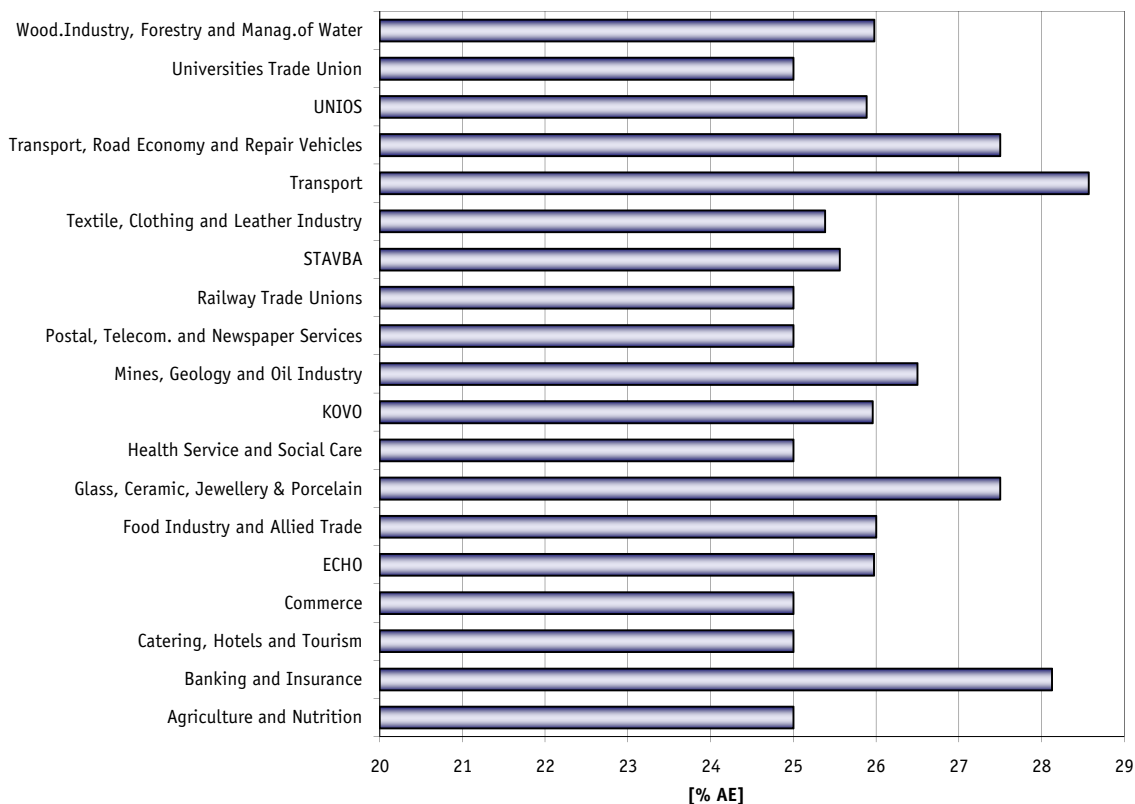


**Evaluation of collective agreements  
Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)**

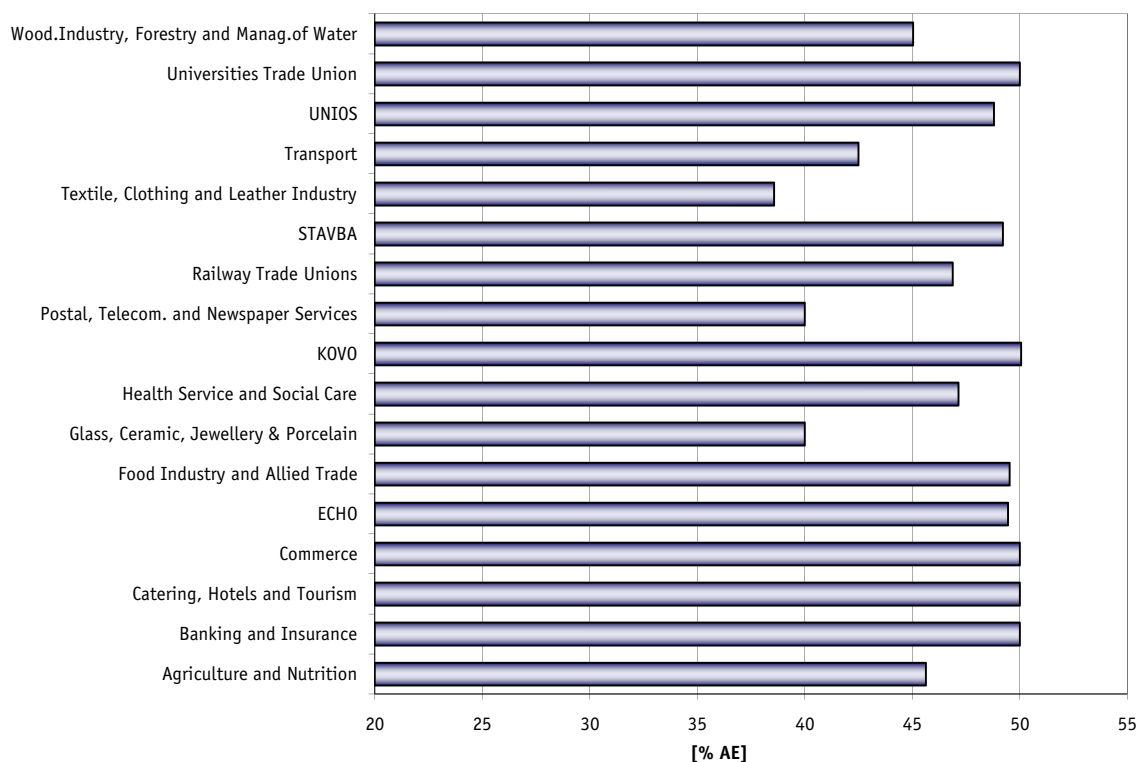


Evaluation of collective agreements  
Wage supplementary charges

A - for overtime work on working day

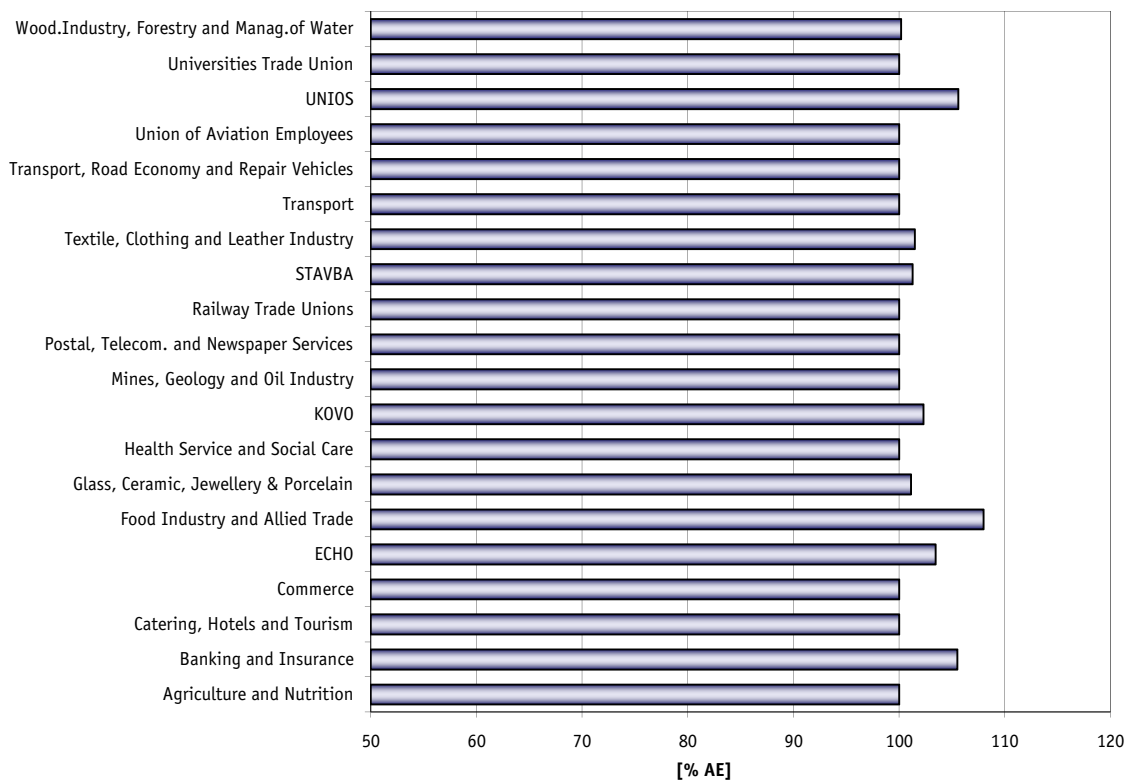


B - for overtime work on Saturdays and Sundays

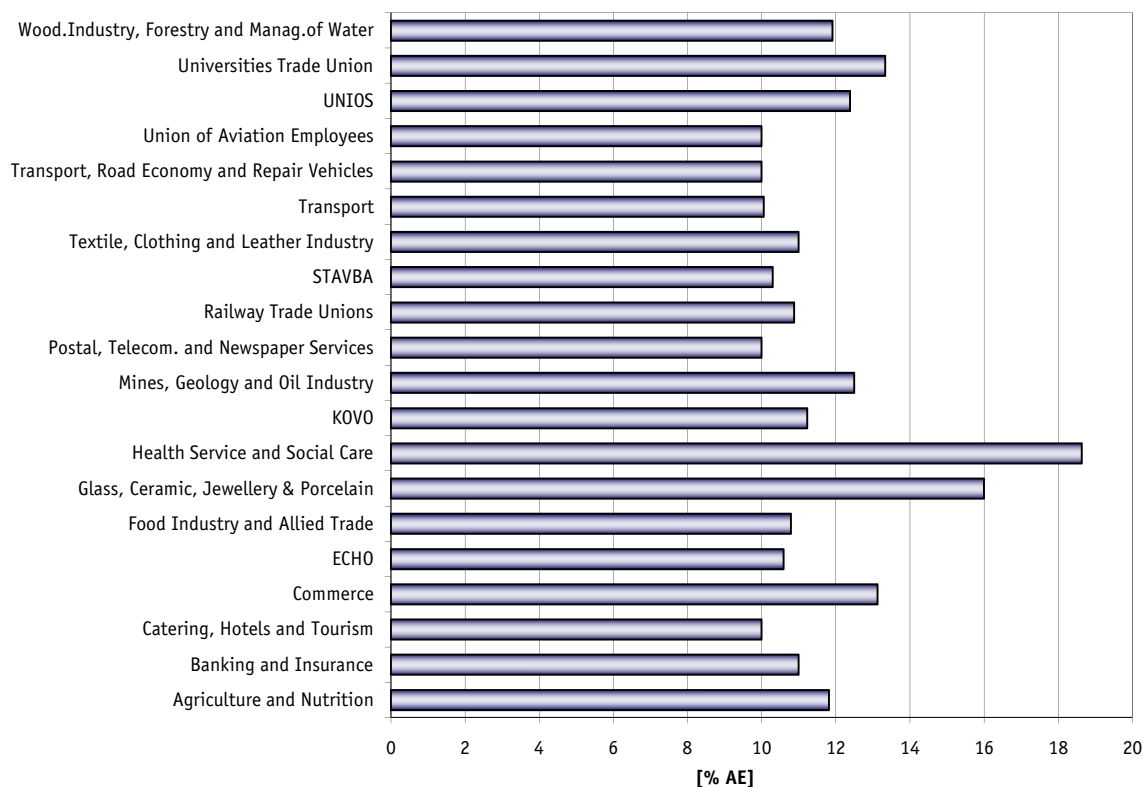


Evaluation of collective agreements  
Wage supplementary charges

C - for working on public holidays

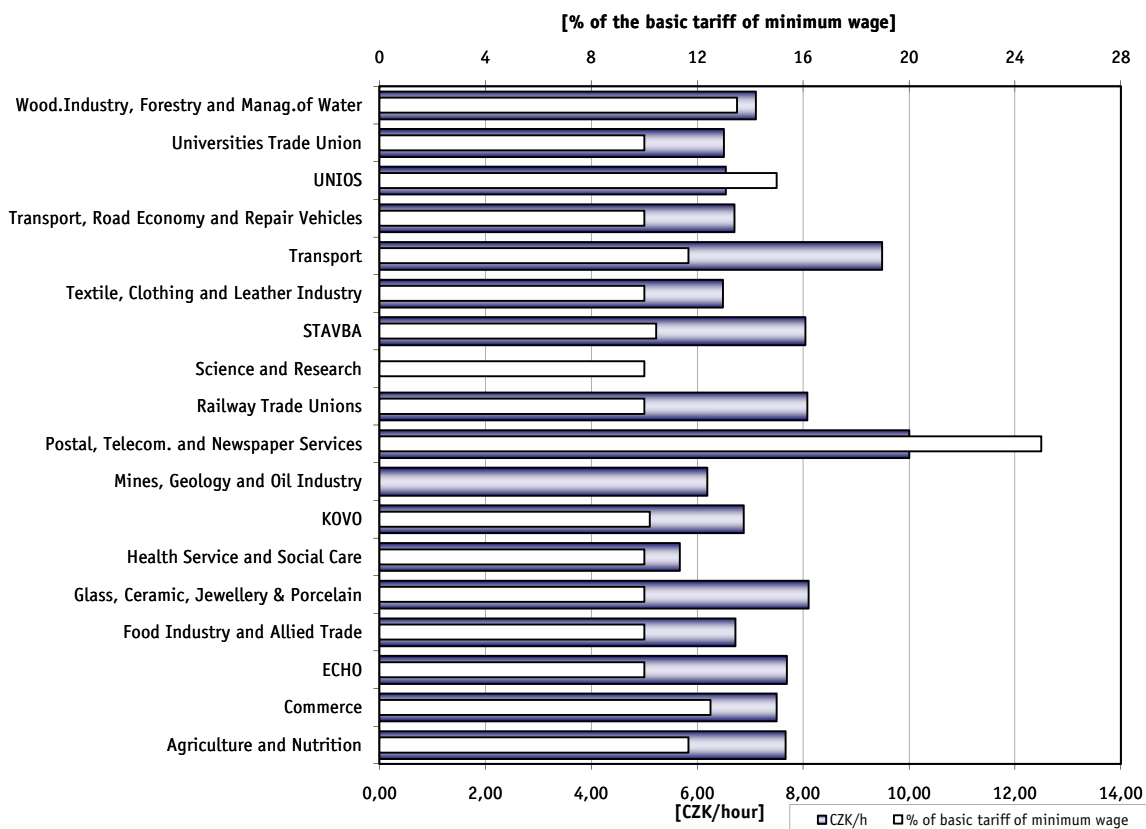


D - for night work

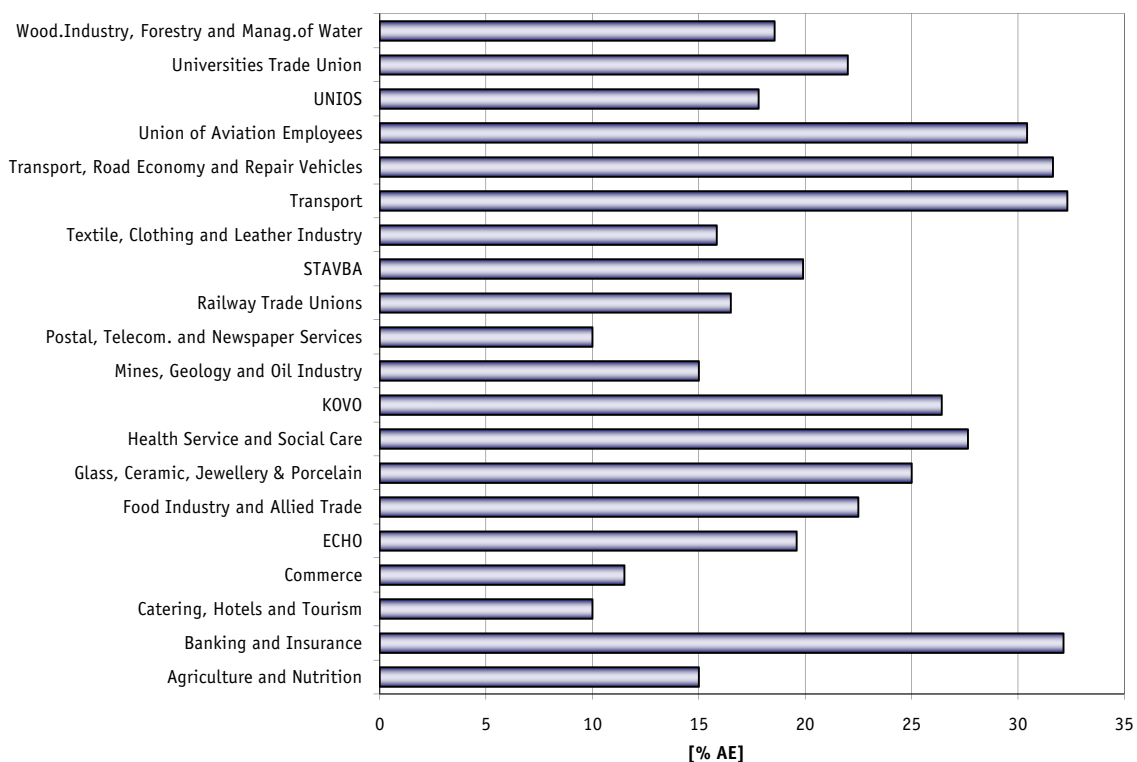


Evaluation of collective agreements  
Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays





# Table section B

Public service and administration





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

% of collective agreements

Trade union	Year-on-year growth of the average pay				3.1		3.2		3.3		3.4*		3.5*		3.6**		3.7		3.8		3.9**		3.10		3.11	
	increase of TAPF		increase in %																							
	NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	3	5,3	11	3,3	136	32,5	97	23,2	41	9,8	176	42,1	112	26,8	5	1,2	102	24,4	17	4,1	1	0,2	340	81,3	37	8,9
Agriculture and Nutrition					1	33,3											1	33,3					3	100,0		
Banking and Insurance			1				1	100,0															1	100,0		
Civilian Employees of the Army																										
Commerce																	1	100,0					1	100,0		
Culture and Nature Preservation					10	35,7	7	25,0	1	3,6					3	10,7	8	28,6	5	17,9			24	85,7	3	10,7
Education					25	34,7	11	15,3	19	26,4							21	29,2					64	88,9		
Fire Fighters																							9	90,0		
Health Service and Social Care	2		5	2,0	44	56,4	28	35,9	5	6,4	1	1,3			1	1,3	33	42,3			1	1,3	68	87,2	5	6,4
KOVO					5	41,7	3	25,0	3	25,0							1	8,3	1	8,3			7	58,3		
Railway Trade Unions					3	100,0	2	66,7	1	33,3							2	66,7					3	100,0	1	33,3
State Bodies and Organisations	1		4	4,2	41	21,9	42	22,5	12	6,4	175	93,6	112	59,9	1	0,5	33	17,6	11	5,9			141	75,4	27	14,4
STAVBA					1	16,7																	5	83,3		
Transport			1																				3	100,0		
UNIOS					4	40,0	3	30,0									1	10,0					10	100,0	1	10,0
Wood, Industry, Forestry and Manag. of Water					1	33,3											1	33,3					1	33,3		

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
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 of employees mentioned in Section 6, Par. 1. a), No. 564/2006 Coll. included in wage classes one up to five?
3.8	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees mentioned in Section 6, Par. 1), b), No. 564/2006 Coll., included in wage classes six and higher?
3.9	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees working in a health-care facility under Section 6, Par. 2, No. 564/2006 Coll., included in wage classes six and higher?
3.10	Does the CA agree on a regular term of wage payment?
3.11	Does the CA agree on the payment of wages outside the worksite or outside working hours?
*	Item observed only in the case of municipalities and regions
**	Item observed only in the case of allowance organizations

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

in CZK

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	98	<b>42,8</b>	82	<b>3 085</b>	96	<b>3 280</b>	97	<b>3 556</b>	97	<b>3 714</b>	98	<b>3 847</b>	98	<b>3 890</b>
Agriculture and Nutrition	3	<b>100,0</b>	2		3	<b>2 000</b>	3	<b>2 333</b>	3	<b>2 667</b>	3	<b>3 000</b>	3	<b>3 333</b>
Banking and Insurance														
Civilian Employees of the Army														
Commerce														
Culture and Nature Preservation	15	<b>53,6</b>	12	<b>2 750</b>	14	<b>2 893</b>	14	<b>3 250</b>	14	<b>3 464</b>	15	<b>3 533</b>	15	<b>3 533</b>
Education	43	<b>59,7</b>	39	<b>3 359</b>	42	<b>3 495</b>	43	<b>3 509</b>	43	<b>3 577</b>	43	<b>3 633</b>	43	<b>3 656</b>
Fire Fighters	8	<b>80,0</b>	7	<b>3 207</b>	8	<b>3 806</b>	8	<b>4 425</b>	8	<b>4 581</b>	8	<b>4 975</b>	8	<b>5 131</b>
Health Service and Social Care	16	<b>20,8</b>	11	<b>3 591</b>	16	<b>3 656</b>	16	<b>4 250</b>	16	<b>4 481</b>	16	<b>4 744</b>	16	<b>4 775</b>
KOVO	3	<b>25,0</b>	2		3	<b>3 000</b>	3	<b>3 667</b>	3	<b>4 333</b>	3	<b>4 667</b>	3	<b>4 667</b>
Railway Trade Unions	2	<b>66,7</b>	2		2		2		2		2		2	
STAVBA	5	<b>83,3</b>	4	<b>1 625</b>	5	<b>1 920</b>	5	<b>2 220</b>	5	<b>2 520</b>	5	<b>2 620</b>	5	<b>2 720</b>
Transport														
UNIOS	2	<b>22,2</b>	2		2		2		2		2		2	
Wood.Industry, Forestry and Manag.of Water	1	<b>33,3</b>	1		1		1		1		1		1	

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

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

in CZK

Trade union	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	95	<b>41,5</b>	76	<b>3 864</b>	92	<b>3 879</b>	95	<b>4 146</b>	95	<b>4 306</b>	95	<b>4 541</b>	95	<b>4 628</b>	95	<b>4 665</b>	95	<b>4 692</b>	95	<b>4 718</b>
Agriculture and Nutrition	3	<b>100,0</b>	2		3	<b>2 500</b>	3	<b>2 833</b>	3	<b>3 167</b>	3	<b>3 500</b>	3	<b>3 833</b>	3	<b>3 833</b>	3	<b>3 833</b>	3	<b>3 833</b>
Banking and Insurance																				
Civilian Employees of the Army																				
Commerce																				
Culture and Nature Preservation	13	<b>46,4</b>	10	<b>3 600</b>	13	<b>3 462</b>	13	<b>3 731</b>	13	<b>3 731</b>	13	<b>3 962</b>	13	<b>3 962</b>	13	<b>3 962</b>	13	<b>3 962</b>	13	<b>3 962</b>
Education	43	<b>59,7</b>	40	<b>4 425</b>	42	<b>4 529</b>	43	<b>4 558</b>	43	<b>4 663</b>	43	<b>4 830</b>	43	<b>4 919</b>	43	<b>4 930</b>	43	<b>4 930</b>	43	<b>4 930</b>
Fire Fighters	6	<b>60,0</b>	5	<b>3 640</b>	6	<b>4 200</b>	6	<b>4 483</b>	6	<b>4 483</b>	6	<b>4 800</b>	6	<b>4 800</b>	6	<b>4 800</b>	6	<b>4 800</b>	6	<b>4 800</b>
Health Service and Social Care	15	<b>19,5</b>	10	<b>3 400</b>	15	<b>3 433</b>	15	<b>4 233</b>	15	<b>4 680</b>	15	<b>5 127</b>	15	<b>5 327</b>	15	<b>5 493</b>	15	<b>5 660</b>	15	<b>5 827</b>
KOVO	4	<b>33,3</b>	3	<b>3 500</b>	4	<b>3 500</b>	4	<b>4 000</b>	4	<b>4 500</b>	4	<b>4 750</b>	4	<b>4 750</b>	4	<b>4 750</b>	4	<b>4 750</b>	4	<b>4 750</b>
Railway Trade Unions	3	<b>100,0</b>	2		2		3	<b>4 333</b>	3	<b>4 333</b>	3	<b>4 333</b>	3	<b>4 333</b>	3	<b>4 333</b>	3	<b>4 333</b>	3	<b>4 333</b>
STAVBA	5	<b>83,3</b>	2		5	<b>2 300</b>	5	<b>2 500</b>	5	<b>2 700</b>	5	<b>3 000</b>	5	<b>3 100</b>	5	<b>3 200</b>	5	<b>3 200</b>	5	<b>3 200</b>
Transport																				
UNIOS	2	<b>22,2</b>	1		1		2		2		2		2		2		2		2	
Wood.Industry, Forestry and Manag.of Water	1	<b>33,3</b>	1		1		1		1		1		1		1		1		1	

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

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

% of collective agreements

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
<b>Total</b>	313	<b>74,9</b>	23	<b>5,5</b>	129	<b>30,9</b>	333	<b>79,7</b>	314	112	250	110	53
Agriculture and Nutrition	3	<b>100,0</b>	1	<b>33,3</b>	1	<b>33,3</b>	3	<b>100,0</b>	3		1	1	
Banking and Insurance													
Civilian Employees of the Army	1	<b>100,0</b>	1	<b>100,0</b>			1	<b>100,0</b>	1		1		
Commerce							1	<b>100,0</b>	1				
Culture and Nature Preservation	21	<b>75,0</b>			14	<b>50,0</b>	21	<b>75,0</b>	20	4	21	16	1
Education	27	<b>37,5</b>			6	<b>8,3</b>	65	<b>90,3</b>	61	13	58		3
Fire Fighters	10	<b>100,0</b>					9	<b>90,0</b>	8	1	8		6
Health Service and Social Care	64	<b>82,1</b>	3	<b>3,8</b>	21	<b>26,9</b>	69	<b>88,5</b>	64	36	40	7	24
KOVO	10	<b>83,3</b>	1	<b>8,3</b>	4	<b>33,3</b>	10	<b>83,3</b>	10	1	5	8	
Railway Trade Unions	3	<b>100,0</b>			1	<b>33,3</b>	2	<b>66,7</b>	2	1	2	2	
State Bodies and Organisations	156	<b>83,4</b>	17	<b>9,1</b>	73	<b>39,0</b>	133	<b>71,1</b>	125	53	104	68	16
STAVBA	6	<b>100,0</b>			1	<b>16,7</b>	5	<b>83,3</b>	5	1	1	2	3
Transport	2	<b>66,7</b>					3	<b>100,0</b>	3	2	2	3	
UNIOS	9	<b>90,0</b>			8	<b>80,0</b>	9	<b>90,0</b>	9		5	3	
Wood.Industry, Forestry and Manag.of Water	1	<b>33,3</b>					2	<b>66,7</b>	2		2		

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

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

% of collective agreements

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		NCA		NCA		NCA		NCA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	349	<b>83,5</b>	43	<b>10,3</b>	8	<b>1,9</b>	5	<b>1,2</b>	13	<b>3,1</b>	62	<b>89,9</b>	7	<b>10,1</b>	268	<b>64,1</b>	45	<b>10,8</b>	131	<b>31,3</b>	76	<b>18,2</b>
Agriculture and Nutrition	1	<b>33,3</b>	2	<b>66,7</b>							2	<b>100,0</b>			2	<b>66,7</b>			1	<b>33,3</b>		
Banking and Insurance	1	<b>100,0</b>													1	<b>100,0</b>			1	<b>100,0</b>		
Civilian Employees of the Army	1	<b>100,0</b>													1	<b>100,0</b>						
Commerce	1	<b>100,0</b>													1	<b>100,0</b>						
Culture and Nature Preservation	23	<b>82,1</b>	1	<b>3,6</b>					4	<b>14,3</b>	3	<b>60,0</b>	2	<b>40,0</b>	22	<b>78,6</b>	5	<b>17,9</b>	13	<b>46,4</b>	8	<b>28,6</b>
Education	66	<b>91,7</b>	5	<b>6,9</b>	1	<b>1,4</b>					6	<b>100,0</b>			51	<b>70,8</b>	6	<b>8,3</b>	32	<b>44,4</b>	37	<b>51,4</b>
Fire Fighters	2	<b>20,0</b>			1	<b>10,0</b>	1	<b>10,0</b>	6	<b>60,0</b>	5	<b>62,5</b>	3	<b>37,5</b>	5	<b>50,0</b>			1	<b>10,0</b>	5	<b>50,0</b>
Health Service and Social Care	52	<b>66,7</b>	16	<b>20,5</b>	4	<b>5,1</b>	4	<b>5,1</b>	2	<b>2,6</b>	25	<b>96,2</b>	1	<b>3,8</b>	59	<b>75,6</b>	16	<b>20,5</b>	17	<b>21,8</b>	5	<b>6,4</b>
KOVO	5	<b>41,7</b>	7	<b>58,3</b>							7	<b>100,0</b>			8	<b>66,7</b>	1	<b>8,3</b>	7	<b>58,3</b>	1	<b>8,3</b>
Railway Trade Unions			3	<b>100,0</b>							3	<b>100,0</b>			3	<b>100,0</b>			1	<b>33,3</b>		
State Bodies and Organisations	178	<b>95,2</b>	6	<b>3,2</b>	2	<b>1,1</b>			1	<b>0,5</b>	9	<b>100,0</b>			99	<b>52,9</b>	17	<b>9,1</b>	45	<b>24,1</b>	19	<b>10,2</b>
STAVBA	4	<b>66,7</b>	2	<b>33,3</b>							1	<b>50,0</b>	1	<b>50,0</b>	3	<b>50,0</b>			1	<b>16,7</b>		
Transport	3	<b>100,0</b>													2	<b>66,7</b>			2	<b>66,7</b>		
UNIOS	9	<b>90,0</b>	1	<b>10,0</b>							1	<b>100,0</b>			10	<b>100,0</b>			10	<b>100,0</b>		
Wood.Industry, Forestry and Manag.of Water	3	<b>100,0</b>													1	<b>33,3</b>					1	<b>33,3</b>

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

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

% of collective agreements

Trade union	CA contains specific conditions						Increase of compensation money beyond the framework of Section 67 of the LC											
	employment of people over 50		employment of people with disabilities		return to work after parental leave		agreed in CA		increase in multiples of AE		conditions for provision of the compensation money							
											agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	7	1,7	5	1,2	20	4,8	85	20,3	2,0	3,3	60	14,4	30	7,2	30	7,2	5	1,2
Agriculture and Nutrition							1	33,3			1	33,3			1	33,3		
Banking and Insurance																		
Civilian Employees of the Army																		
Commerce																		
Culture and Nature Preservation					1	3,6	8	28,6	1,4	2,1	4	14,3	2	7,1	2	7,1	1	3,6
Education	3	4,2	1	1,4	4	5,6	15	20,8	1,0	2,0	15	20,8	2	2,8	13	18,1		
Fire Fighters																		
Health Service and Social Care	3	3,8	2	2,6			18	23,1	1,3	2,1	14	17,9	6	7,7	8	10,3	4	5,1
KOVO							2	16,7			1	8,3			1	8,3		
Railway Trade Unions					2	66,7	1	33,3			1	33,3	1	33,3				
State Bodies and Organisations	1	0,5	2	1,1	13	7,0	35	18,7	2,9	4,6	20	10,7	16	8,6	4	2,1		
STAVBA																		
Transport							1	33,3										
UNIOS							4	40,0	1,5	2,8	4	40,0	3	30,0	1	10,0		
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

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

average % of total creation

Trade union	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund																
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
					aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	
<b>Total</b>	188	<b>82,1</b>	114	<b>49,8</b>	<b>2 847</b>	<b>3,00</b>	<b>0,88</b>	<b>0,03</b>	<b>8,75</b>	<b>0,29</b>	<b>2,42</b>	<b>7,33</b>	<b>22,23</b>	<b>11,43</b>	<b>4,08</b>	<b>15,94</b>	<b>0,19</b>	<b>0,19</b>	<b>4,77</b>	<b>3,85</b>	<b>14,62</b>	
Agriculture and Nutrition	3	<b>100,0</b>	1	<b>33,3</b>																		
Banking and Insurance	1	<b>100,0</b>																				
Civilian Employees of the Army																						
Commerce	1	<b>100,0</b>	1	<b>100,0</b>																		
Culture and Nature Preservation	23	<b>82,1</b>	18	<b>64,3</b>	<b>1 111</b>	<b>6,89</b>	<b>0,08</b>	<b>0,01</b>	<b>2,06</b>		<b>0,02</b>	<b>7,75</b>	<b>33,29</b>	<b>6,75</b>	<b>1,05</b>	<b>5,90</b>		<b>0,03</b>	<b>5,72</b>	<b>1,73</b>	<b>28,71</b>	
Education	62	<b>86,1</b>	30	<b>41,7</b>	<b>456</b>	<b>1,19</b>	<b>1,31</b>	<b>0,02</b>	<b>14,05</b>	<b>0,37</b>	<b>0,90</b>	<b>6,26</b>	<b>19,15</b>	<b>24,01</b>	<b>1,68</b>	<b>3,93</b>	<b>0,94</b>	<b>0,32</b>	<b>6,27</b>	<b>7,57</b>	<b>12,04</b>	
Fire Fighters	9	<b>90,0</b>	6	<b>60,0</b>	<b>7 129</b>	<b>3,37</b>	<b>0,35</b>		<b>14,13</b>		<b>1,20</b>	<b>3,46</b>	<b>37,11</b>	<b>3,66</b>	<b>0,67</b>	<b>11,01</b>		<b>0,02</b>	<b>4,71</b>		<b>20,30</b>	
Health Service and Social Care	62	<b>80,5</b>	39	<b>50,6</b>	<b>5 945</b>	<b>2,80</b>	<b>1,07</b>		<b>7,86</b>	<b>0,37</b>	<b>2,88</b>	<b>8,21</b>	<b>18,75</b>	<b>12,16</b>	<b>5,26</b>	<b>19,09</b>	<b>0,22</b>	<b>0,23</b>	<b>4,64</b>	<b>4,23</b>	<b>12,24</b>	
KOVO	6	<b>50,0</b>	5	<b>41,7</b>	<b>748</b>	<b>0,99</b>	<b>0,11</b>		<b>11,20</b>				<b>27,09</b>	<b>20,88</b>	<b>1,12</b>	<b>7,65</b>		<b>0,03</b>	<b>7,17</b>	<b>15,59</b>	<b>8,18</b>	
Railway Trade Unions	3	<b>100,0</b>	2	<b>66,7</b>																		
STAVBA	6	<b>100,0</b>	5	<b>83,3</b>	<b>1 300</b>	<b>3,57</b>	<b>0,77</b>	<b>0,77</b>	<b>7,88</b>	<b>0,31</b>	<b>4,00</b>	<b>12,31</b>	<b>14,68</b>	<b>13,40</b>	<b>2,15</b>	<b>0,46</b>		<b>0,20</b>	<b>3,14</b>	<b>0,54</b>	<b>35,81</b>	
Transport	1	<b>33,3</b>																				
UNIOS	9	<b>100,0</b>	5	<b>55,6</b>	<b>494</b>				<b>26,55</b>				<b>31,00</b>	<b>18,24</b>	<b>10,05</b>				<b>2,67</b>	<b>3,73</b>	<b>7,76</b>	
Wood.Industry, Forestry and Manag.of Water	2	<b>66,7</b>	2	<b>66,7</b>																		

Explanatory notes: NCA

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

% CA

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

aver.%

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

A

contribution for operation costs of cultural, recreational and sporting facilities

B

contribution for equipment to improve working environment

C

contribution for physical education and sport equipment

D

contributions to sporting and cultural events

E

contribution for the procurement of working clothes, footwear or uniforms

F

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

G

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

H

contribution to corporate catering

I

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

J

social assistance and social loans

K

contribution to contributory pension scheme

L

contribution to life insurance

M

contribution to trade union organization

N

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

O

other uses

P

fund balance

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

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

Trade union	Employer's contribution to corporate catering							There is an agreed contribution to corporate catering for pensioners		Contribution to pension insurance					Contribution to life insurance							
	arranged in CA		amount of contribution				without specification of the amount of allowance	NCA	% CA	agreed in CA		amount of contribution of FSCR		conditions for his provision	agreed in CA		amount of contribution of FSCR		conditions for his provision			
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price				NCA	% CA	min. CZK	max. CZK		NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA
<b>Total</b>	197	86,0	24,52	50,9	13,64	36,3	40	74	32,3	84	36,7	220	258	55	24,0	10	4,4	215	294	7	3,1	
Agriculture and Nutrition	3	100,0		50,0	11,33				1	33,3	1	33,3										
Banking and Insurance	1	100,0																				
Civilian Employees of the Army	1	100,0					1	1	100,0													
Commerce	1	100,0																				
Culture and Nature Preservation	23	82,1	27,82	45,6	15,69	26,4	2	3	10,7	6	21,4	247	260	4	14,3	1	3,6			1	3,6	
Education	56	77,8	23,42		10,94	50,0	16	22	30,6	20	27,8	151	201	10	13,9	3	4,2	133	250	1	1,4	
Fire Fighters	9	90,0	16,20		26,07		2	1	10,0	7	70,0	182	196	5	50,0							
Health Service and Social Care	68	88,3	25,16	55,0	14,03	49,7	14	33	42,9	33	42,9	285	337	28	36,4	4	5,2	288	338	3	3,9	
KOVO	11	91,7	14,83	54,0	16,00	55,0	3	6	50,0	5	41,7	172	255	1	8,3	1	8,3			1	8,3	
Railway Trade Unions	3	100,0	18,33		13,67					2	66,7			2	66,7							
STAVBA	6	100,0	31,60	52,5	11,78			4	66,7	2	33,3			2	33,3	1	16,7			1	16,7	
Transport	3	100,0		55,0	12,50					2	66,7											
UNIOS	9	100,0	32,50	52,5	12,87	20,0	2	2	22,2	4	44,4	180	180	3	33,3							
Wood.Industry, Forestry and Manag.of Water	3	100,0			11,08			1	33,3	2	66,7											

Explanatory notes: NCA

% CA

aver. CZK

aver. % of price

CZK

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

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

average contribution in CZK

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

average contribution in CZK per month



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

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

Trade union	Employee's inability to work									Average number of days of leave without compensation of pay above the requirement of the LC																											Activity of guides in children's and youth camps		
	pay compensation for the first 3 days of the inability						pay compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																													
	agreed in CA		compensation amount		other form of compensation		agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I					
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days			
<b>Total</b>	23	5,5	56,9	400	4	1,0	3	0,7	83,3	26	6,2	1,6	42	10,0	1,5	49	11,7	2,0	16	3,8	3,4	36	8,6	1,6	18	4,3	3,5	55	13,2	7,6	41	9,8	4,3	67	16,0	27	13,6		
Agriculture and Nutrition																																							
Banking and Insurance																																					1	100,0	
Civilian Employees of the Army																																						1	100,0
Commerce																																							
Culture and Nature Preservation																																						3	11,7
Education																																							
Fire Fighters																																							
Health Service and Social Care																																							
KOVO																																							
Railway Trade Unions																																							
State Bodies and Organisations	22	11,8	56,8	400	4	2,1	3	1,6	83,3	16	8,6	1,8	11	5,9	1,3	17	9,1	1,9	5	2,7	2,0	11	5,9	1,7	6	3,2	2,5	33	17,6	8,2	11	5,9	6,5	24	12,8	14	14,2		
STAVBA																																							
Transport	1	33,3																																					
UNIOS																																							
Wood.Industry, Forestry and Manag.of Water																																							

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

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

% of collective agreements

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	252	<b>60,3</b>	24	<b>5,7</b>	79	<b>18,9</b>	366	<b>87,6</b>	180	<b>43,1</b>	3	<b>0,7</b>	3	<b>0,7</b>
Agriculture and Nutrition	2	<b>66,7</b>			2	<b>66,7</b>	3	<b>100,0</b>	1	<b>33,3</b>				
Banking and Insurance	1	<b>100,0</b>					1	<b>100,0</b>	1	<b>100,0</b>				
Civilian Employees of the Army					1	<b>100,0</b>	1	<b>100,0</b>	1	<b>100,0</b>				
Commerce														
Culture and Nature Preservation	17	<b>60,7</b>			9	<b>32,1</b>	26	<b>92,9</b>	17	<b>60,7</b>			1	<b>3,6</b>
Education	53	<b>73,6</b>	5	<b>6,9</b>	12	<b>16,7</b>	70	<b>97,2</b>	40	<b>55,6</b>				
Fire Fighters	3	<b>30,0</b>			3	<b>30,0</b>	9	<b>90,0</b>	5	<b>50,0</b>				
Health Service and Social Care	54	<b>69,2</b>	5	<b>6,4</b>	17	<b>21,8</b>	76	<b>97,4</b>	25	<b>32,1</b>				
KOVO	2	<b>16,7</b>	2	<b>16,7</b>	2	<b>16,7</b>	8	<b>66,7</b>	9	<b>75,0</b>				
Railway Trade Unions	3	<b>100,0</b>					3	<b>100,0</b>	3	<b>100,0</b>				
State Bodies and Organisations	109	<b>58,3</b>	11	<b>5,9</b>	32	<b>17,1</b>	148	<b>79,1</b>	69	<b>36,9</b>	3	<b>1,6</b>	2	<b>1,1</b>
STAVBA	1	<b>16,7</b>	1	<b>16,7</b>	1	<b>16,7</b>	6	<b>100,0</b>	2	<b>33,3</b>				
Transport	2	<b>66,7</b>					2	<b>66,7</b>	1	<b>33,3</b>				
UNIOS	2	<b>20,0</b>					10	<b>100,0</b>	6	<b>60,0</b>				
Wood.Industry, Forestry and Manag.of Water	3	<b>100,0</b>					3	<b>100,0</b>						

Explanatory notes: NCA  
% CA

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

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

% of collective agreements

Region NUTS 3	Year-on-year growth of the average pay				3.1		3.2		3.3		3.4*		3.5*		3.6**		3.7		3.8		3.9**		3.10		3.11	
	increase of TAPF		increase in %																							
	NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	3	<b>5,3</b>	11	<b>3,3</b>	136	<b>32,5</b>	97	<b>23,2</b>	41	<b>9,8</b>	176	<b>42,1</b>	112	<b>26,8</b>	5	<b>1,2</b>	102	<b>24,4</b>	17	<b>4,1</b>	1	<b>0,2</b>	340	<b>81,3</b>	37	<b>8,9</b>
CZ010 Capital Prague			3	<b>3,8</b>	14	<b>43,8</b>	13	<b>40,6</b>	2	<b>6,3</b>	7	<b>21,9</b>	3	<b>9,4</b>	3	<b>9,4</b>	9	<b>28,1</b>	3	<b>9,4</b>			27	<b>84,4</b>	4	<b>12,5</b>
CZ020 Středočeský			2		16	<b>30,2</b>	11	<b>20,8</b>	6	<b>11,3</b>	29	<b>54,7</b>	22	<b>41,5</b>	1	<b>1,9</b>	18	<b>34,0</b>	1	<b>1,9</b>			42	<b>79,2</b>	7	<b>13,2</b>
CZ031 Jihočeský					10	<b>33,3</b>	6	<b>20,0</b>	4	<b>13,3</b>	12	<b>40,0</b>	6	<b>20,0</b>			5	<b>16,7</b>	1	<b>3,3</b>			25	<b>83,3</b>	3	<b>10,0</b>
CZ032 Plzeňský			1		16	<b>48,5</b>	10	<b>30,3</b>	5	<b>15,2</b>	14	<b>42,4</b>	8	<b>24,2</b>			6	<b>18,2</b>	2	<b>6,1</b>			24	<b>72,7</b>	3	<b>9,1</b>
CZ041 Karlovarský			1		6	<b>40,0</b>	2	<b>13,3</b>	3	<b>20,0</b>	4	<b>26,7</b>	1	<b>6,7</b>			4	<b>26,7</b>	1	<b>6,7</b>	1	<b>6,7</b>	15	<b>100,0</b>		
CZ042 Ústecký					16	<b>48,5</b>	9	<b>27,3</b>	4	<b>12,1</b>	15	<b>45,5</b>	11	<b>33,3</b>			10	<b>30,3</b>	2	<b>6,1</b>			28	<b>84,8</b>	3	<b>9,1</b>
CZ051 Liberecký	1				4	<b>22,2</b>	3	<b>16,7</b>			8	<b>44,4</b>	4	<b>22,2</b>			3	<b>16,7</b>	1	<b>5,6</b>			16	<b>88,9</b>		
CZ052 Královéhradecký					4	<b>13,8</b>	6	<b>20,7</b>	1	<b>3,4</b>	18	<b>62,1</b>	12	<b>41,4</b>			4	<b>13,8</b>					23	<b>79,3</b>	1	<b>3,4</b>
CZ053 Pardubický					7	<b>29,2</b>	3	<b>12,5</b>			10	<b>41,7</b>	6	<b>25,0</b>			2	<b>8,3</b>					21	<b>87,5</b>	4	<b>16,7</b>
CZ061 Vysočina					8	<b>34,8</b>	4	<b>17,4</b>	3	<b>13,0</b>	8	<b>34,8</b>	7	<b>30,4</b>			7	<b>30,4</b>	1	<b>4,3</b>			18	<b>78,3</b>		
CZ062 Jihomoravský	1				11	<b>23,4</b>	12	<b>25,5</b>	2	<b>4,3</b>	14	<b>29,8</b>	10	<b>21,3</b>	1	<b>2,1</b>	14	<b>29,8</b>	1	<b>2,1</b>			35	<b>74,5</b>	4	<b>8,5</b>
CZ071 Olomoucký			1		9	<b>31,0</b>	5	<b>17,2</b>	5	<b>17,2</b>	15	<b>51,7</b>	9	<b>31,0</b>			7	<b>24,1</b>	1	<b>3,4</b>			24	<b>82,8</b>	5	<b>17,2</b>
CZ072 Zlínský					8	<b>40,0</b>	6	<b>30,0</b>	2	<b>10,0</b>	8	<b>40,0</b>	5	<b>25,0</b>			7	<b>35,0</b>	3	<b>15,0</b>			18	<b>90,0</b>	1	<b>5,0</b>
CZ080 Moravskoslezský	1		3	<b>2,3</b>	7	<b>21,9</b>	7	<b>21,9</b>	4	<b>12,5</b>	14	<b>43,8</b>	8	<b>25,0</b>			6	<b>18,8</b>					24	<b>75,0</b>	2	<b>6,3</b>

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 of employees mentioned in Section 6, Par. 1. a), No. 564/2006 Coll. included in wage classes one up to five?
3.8	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees mentioned in Section 6, Par. 1), b), No. 564/2006 Coll., included in wage classes six and higher?
3.9	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees working in a health-care facility under Section 6, Par. 2, No. 564/2006 Coll., included in wage classes six and higher?
3.10	Does the CA agree on a regular term of wage payment?
3.11	Does the CA agree on the payment of wages outside the worksite or outside working hours?
*	Item observed only in the case of municipalities and regions
**	Item observed only in the case of allowance organizations

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

in CZK

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	98	<b>42,8</b>	82	<b>3 085</b>	96	<b>3 280</b>	97	<b>3 556</b>	97	<b>3 714</b>	98	<b>3 847</b>	98	<b>3 890</b>
CZ010 Capital Prague	8	<b>32,0</b>	8	<b>4 375</b>	8	<b>4 900</b>	8	<b>5 150</b>	8	<b>5 213</b>	8	<b>5 213</b>	8	<b>5 213</b>
CZ020 Středočeský	12	<b>57,1</b>	12	<b>3 375</b>	12	<b>3 375</b>	12	<b>3 375</b>	12	<b>3 458</b>	12	<b>3 542</b>	12	<b>3 542</b>
CZ031 Jihočeský	10	<b>58,8</b>	9	<b>2 911</b>	10	<b>3 120</b>	10	<b>3 190</b>	10	<b>3 190</b>	10	<b>3 280</b>	10	<b>3 280</b>
CZ032 Plzeňský	4	<b>23,5</b>	3	<b>4 333</b>	4	<b>3 825</b>	4	<b>4 225</b>	4	<b>4 575</b>	4	<b>4 675</b>	4	<b>4 800</b>
CZ041 Karlovarský	7	<b>63,6</b>	7	<b>2 571</b>	7	<b>2 643</b>	7	<b>3 286</b>	7	<b>3 357</b>	7	<b>3 429</b>	7	<b>3 500</b>
CZ042 Ústecký	10	<b>58,8</b>	9	<b>2 778</b>	10	<b>3 250</b>	10	<b>3 500</b>	10	<b>3 800</b>	10	<b>3 800</b>	10	<b>3 800</b>
CZ051 Liberecký	4	<b>40,0</b>	1		4	<b>3 050</b>	4	<b>3 500</b>	4	<b>3 975</b>	4	<b>4 225</b>	4	<b>4 225</b>
CZ052 Královéhradecký	4	<b>40,0</b>	4	<b>2 875</b>	4	<b>3 000</b>	4	<b>4 000</b>	4	<b>4 250</b>	4	<b>5 000</b>	4	<b>5 000</b>
CZ053 Pardubický	7	<b>50,0</b>	4	<b>3 875</b>	7	<b>2 700</b>	7	<b>2 986</b>	7	<b>3 271</b>	7	<b>3 414</b>	7	<b>3 486</b>
CZ061 Vysočina	4	<b>30,8</b>	3	<b>1 083</b>	4	<b>2 138</b>	4	<b>2 625</b>	4	<b>3 138</b>	4	<b>3 625</b>	4	<b>3 938</b>
CZ062 Jihomoravský	18	<b>56,3</b>	14	<b>3 036</b>	16	<b>3 375</b>	17	<b>3 559</b>	17	<b>3 676</b>	18	<b>3 806</b>	18	<b>3 861</b>
CZ071 Olomoucký	1	<b>7,1</b>	1		1		1		1		1		1	
CZ072 Zlínský	2	<b>18,2</b>	2		2		2		2		2		2	
CZ080 Moravskoslezský	7	<b>41,2</b>	7	<b>2 857</b>	7	<b>3 143</b>	7	<b>3 214</b>	7	<b>3 214</b>	7	<b>3 357</b>	7	<b>3 429</b>

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

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

in CZK

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	95	<b>41,5</b>	76	<b>3 864</b>	92	<b>3 879</b>	95	<b>4 146</b>	95	<b>4 306</b>	95	<b>4 541</b>	95	<b>4 628</b>	95	<b>4 665</b>	95	<b>4 692</b>	95	<b>4 718</b>
CZ010 Capital Prague	7	<b>28,0</b>	6	<b>5 833</b>	7	<b>5 643</b>	7	<b>6 143</b>	7	<b>6 571</b>	7	<b>7 071</b>	7	<b>7 429</b>	7	<b>7 786</b>	7	<b>8 143</b>	7	<b>8 500</b>
CZ020 Středočeský	12	<b>57,1</b>	11	<b>4 409</b>	11	<b>4 409</b>	12	<b>4 458</b>	12	<b>4 542</b>	12	<b>4 625</b>	12	<b>4 625</b>	12	<b>4 625</b>	12	<b>4 625</b>	12	<b>4 625</b>
CZ031 Jihočeský	10	<b>58,8</b>	9	<b>3 967</b>	10	<b>4 070</b>	10	<b>4 140</b>	10	<b>4 140</b>	10	<b>4 230</b>	10	<b>4 230</b>	10	<b>4 230</b>	10	<b>4 230</b>	10	<b>4 230</b>
CZ032 Plzeňský	4	<b>23,5</b>	3	<b>4 333</b>	4	<b>3 925</b>	4	<b>4 300</b>	4	<b>4 675</b>	4	<b>4 800</b>	4	<b>4 875</b>	4	<b>5 000</b>	4	<b>5 000</b>	4	<b>5 000</b>
CZ041 Karlovarský	6	<b>54,5</b>	6	<b>3 417</b>	6	<b>3 500</b>	6	<b>4 000</b>	6	<b>4 083</b>	6	<b>4 167</b>	6	<b>4 250</b>	6	<b>4 250</b>	6	<b>4 250</b>	6	<b>4 250</b>
CZ042 Ústecký	9	<b>52,9</b>	8	<b>3 438</b>	9	<b>3 944</b>	9	<b>4 333</b>	9	<b>4 500</b>	9	<b>5 056</b>	9	<b>5 278</b>	9	<b>5 278</b>	9	<b>5 278</b>	9	<b>5 278</b>
CZ051 Liberecký	4	<b>40,0</b>			4	<b>3 300</b>	4	<b>3 625</b>	4	<b>3 975</b>	4	<b>4 225</b>	4	<b>4 225</b>	4	<b>4 225</b>	4	<b>4 225</b>	4	<b>4 225</b>
CZ052 Královéhradecký	4	<b>40,0</b>	4	<b>2 875</b>	4	<b>3 000</b>	4	<b>4 000</b>	4	<b>4 250</b>	4	<b>5 000</b>	4	<b>5 000</b>	4	<b>5 000</b>	4	<b>5 000</b>	4	<b>5 000</b>
CZ053 Pardubický	7	<b>50,0</b>	4	<b>4 000</b>	7	<b>2 786</b>	7	<b>3 000</b>	7	<b>3 357</b>	7	<b>3 500</b>	7	<b>3 571</b>	7	<b>3 643</b>	7	<b>3 643</b>	7	<b>3 643</b>
CZ061 Vysočina	3	<b>23,1</b>	2		3	<b>2 600</b>	3	<b>2 833</b>	3	<b>3 100</b>	3	<b>3 333</b>	3	<b>3 333</b>	3	<b>3 333</b>	3	<b>3 333</b>	3	<b>3 333</b>
CZ062 Jihomoravský	18	<b>56,3</b>	14	<b>3 643</b>	17	<b>3 824</b>	18	<b>3 989</b>	18	<b>4 100</b>	18	<b>4 333</b>	18	<b>4 444</b>	18	<b>4 444</b>	18	<b>4 444</b>	18	<b>4 444</b>
CZ071 Olomoucký	2	<b>14,3</b>	1		1		2		2		2		2		2		2		2	
CZ072 Zlínský	3	<b>27,3</b>	2		3	<b>4 333</b>	3	<b>4 333</b>	3	<b>4 333</b>	3	<b>4 333</b>	3	<b>4 333</b>	3	<b>4 333</b>	3	<b>4 333</b>	3	<b>4 333</b>
CZ080 Moravskoslezský	6	<b>35,3</b>	6	<b>3 417</b>	6	<b>3 750</b>	6	<b>3 833</b>	6	<b>3 833</b>	6	<b>4 000</b>	6	<b>4 083</b>	6	<b>4 083</b>	6	<b>4 083</b>	6	<b>4 083</b>

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

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

% of collective agreements

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
<b>Total</b>	313	<b>74,9</b>	23	<b>5,5</b>	129	<b>30,9</b>	333	<b>79,7</b>	314	112	250	110	53
CZ010 Capital Prague	25	<b>78,1</b>	4	<b>12,5</b>	10	<b>31,3</b>	27	<b>84,4</b>	24	12	19	9	5
CZ020 Středočeský	39	<b>73,6</b>	5	<b>9,4</b>	17	<b>32,1</b>	40	<b>75,5</b>	39	9	33	17	7
CZ031 Jihočeský	21	<b>70,0</b>	2	<b>6,7</b>	8	<b>26,7</b>	23	<b>76,7</b>	23	9	21	8	4
CZ032 Plzeňský	24	<b>72,7</b>	1	<b>3,0</b>	11	<b>33,3</b>	27	<b>81,8</b>	27	10	16	10	7
CZ041 Karlovarský	12	<b>80,0</b>			3	<b>20,0</b>	14	<b>93,3</b>	14	3	9	2	3
CZ042 Ústecký	28	<b>84,8</b>			13	<b>39,4</b>	27	<b>81,8</b>	24	13	22	8	4
CZ051 Liberecký	15	<b>83,3</b>			7	<b>38,9</b>	16	<b>88,9</b>	15	6	14	8	5
CZ052 Královéhradecký	22	<b>75,9</b>	2	<b>6,9</b>	11	<b>37,9</b>	21	<b>72,4</b>	20	4	18	8	2
CZ053 Pardubický	19	<b>79,2</b>	2	<b>8,3</b>	10	<b>41,7</b>	22	<b>91,7</b>	20	7	13	10	3
CZ061 Vysočina	18	<b>78,3</b>			6	<b>26,1</b>	17	<b>73,9</b>	16	9	10	8	2
CZ062 Jihomoravský	29	<b>61,7</b>	3	<b>6,4</b>	13	<b>27,7</b>	41	<b>87,2</b>	37	10	34	7	4
CZ071 Olomoucký	21	<b>72,4</b>	1	<b>3,4</b>	8	<b>27,6</b>	21	<b>72,4</b>	20	6	17	5	3
CZ072 Zlínský	14	<b>70,0</b>			4	<b>20,0</b>	15	<b>75,0</b>	15	6	10	6	3
CZ080 Moravskoslezský	26	<b>81,3</b>	3	<b>9,4</b>	8	<b>25,0</b>	22	<b>68,8</b>	20	8	14	4	1

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

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

% of collective agreements

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company		Detailed conditions governing the provision of information to TU	Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated				
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly	other procedures according to Section 24, subsection 2 of LC		NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA									% CA*
<b>Total</b>	349	<b>83,5</b>	43	<b>10,3</b>	8	<b>1,9</b>	5	<b>1,2</b>	13	<b>3,1</b>	62	<b>89,9</b>	7	<b>10,1</b>	268	<b>64,1</b>	45	<b>10,8</b>	131	<b>31,3</b>	76	<b>18,2</b>
CZ010 Capital Prague	25	<b>78,1</b>	3	<b>9,4</b>	1	<b>3,1</b>			3	<b>9,4</b>	5	<b>71,4</b>	2	<b>28,6</b>	27	<b>84,4</b>	8	<b>25,0</b>	14	<b>43,8</b>	3	<b>9,4</b>
CZ020 Středočeský	47	<b>88,7</b>	4	<b>7,5</b>	1	<b>1,9</b>			1	<b>1,9</b>	5	<b>83,3</b>	1	<b>16,7</b>	35	<b>66,0</b>	6	<b>11,3</b>	13	<b>24,5</b>	10	<b>18,9</b>
CZ031 Jihočeský	28	<b>93,3</b>							2	<b>6,7</b>	1	<b>50,0</b>	1	<b>50,0</b>	20	<b>66,7</b>	2	<b>6,7</b>	15	<b>50,0</b>	9	<b>30,0</b>
CZ032 Plzeňský	27	<b>81,8</b>	3	<b>9,1</b>	2	<b>6,1</b>			1	<b>3,0</b>	6	<b>100,0</b>			20	<b>60,6</b>	6	<b>18,2</b>	12	<b>36,4</b>	6	<b>18,2</b>
CZ041 Karlovarský	14	<b>93,3</b>			1	<b>6,7</b>							1	<b>100,0</b>	11	<b>73,3</b>	2	<b>13,3</b>	5	<b>33,3</b>	5	<b>33,3</b>
CZ042 Ústecký	29	<b>87,9</b>	3	<b>9,1</b>	1	<b>3,0</b>					4	<b>100,0</b>			23	<b>69,7</b>	4	<b>12,1</b>	12	<b>36,4</b>	8	<b>24,2</b>
CZ051 Liberecký	12	<b>66,7</b>	5	<b>27,8</b>			1	<b>5,6</b>			5	<b>83,3</b>	1	<b>16,7</b>	11	<b>61,1</b>	1	<b>5,6</b>	2	<b>11,1</b>	1	<b>5,6</b>
CZ052 Královéhradecký	27	<b>93,1</b>	1	<b>3,4</b>					1	<b>3,4</b>	2	<b>100,0</b>			15	<b>51,7</b>	2	<b>6,9</b>	9	<b>31,0</b>	6	<b>20,7</b>
CZ053 Pardubický	22	<b>91,7</b>	2	<b>8,3</b>							2	<b>100,0</b>			17	<b>70,8</b>			8	<b>33,3</b>	2	<b>8,3</b>
CZ061 Vysočina	18	<b>78,3</b>	3	<b>13,0</b>			1	<b>4,3</b>	1	<b>4,3</b>	5	<b>100,0</b>			11	<b>47,8</b>	4	<b>17,4</b>	5	<b>21,7</b>	3	<b>13,0</b>
CZ062 Jihomoravský	41	<b>87,2</b>	4	<b>8,5</b>					2	<b>4,3</b>	6	<b>100,0</b>			27	<b>57,4</b>	1	<b>2,1</b>	11	<b>23,4</b>	12	<b>25,5</b>
CZ071 Olomoucký	21	<b>72,4</b>	5	<b>17,2</b>	1	<b>3,4</b>	2	<b>6,9</b>			7	<b>87,5</b>	1	<b>12,5</b>	18	<b>62,1</b>	5	<b>17,2</b>	7	<b>24,1</b>	4	<b>13,8</b>
CZ072 Zlínský	14	<b>70,0</b>	6	<b>30,0</b>							6	<b>100,0</b>			14	<b>70,0</b>	1	<b>5,0</b>	6	<b>30,0</b>	2	<b>10,0</b>
CZ080 Moravskoslezský	24	<b>75,0</b>	4	<b>12,5</b>	1	<b>3,1</b>	1	<b>3,1</b>	2	<b>6,3</b>	8	<b>100,0</b>			19	<b>59,4</b>	3	<b>9,4</b>	12	<b>37,5</b>	5	<b>15,6</b>

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

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

% of collective agreements

Region NUTS 3	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC											
	employment of people over 50		employment of people with disabilities		return to work after parental leave		agreed in CA		increase in multiples of AE		conditions for provision of the compensation money							
											agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	7	1,7	5	1,2	20	4,8	85	20,3	2,0	3,3	60	14,4	30	7,2	30	7,2	5	1,2
CZ010 Capital Prague			1	3,1	1	3,1	13	40,6	1,5	2,6	9	28,1	4	12,5	4	12,5	2	6,3
CZ020 Středočeský	3	5,7			3	5,7	14	26,4	2,0	3,3	12	22,6	9	17,0	3	5,7	1	1,9
CZ031 Jihočeský			1	3,3	1	3,3	7	23,3	1,3	2,9	6	20,0	2	6,7	3	10,0		
CZ032 Plzeňský	1	3,0	1	3,0	3	9,1	6	18,2	2,2	3,2	4	12,1	2	6,1	4	12,1		
CZ041 Karlovarský					2	13,3	2	13,3			2	13,3	1	6,7	1	6,7		
CZ042 Ústecký					3	9,1	8	24,2	1,5	3,0	7	21,2	2	6,1	5	15,2		
CZ051 Liberecký					1	5,6	3	16,7	1,3	1,5	2	11,1	2	11,1	1	5,6	1	5,6
CZ052 Královéhradecký	1	3,4			1	3,4	6	20,7	1,4	2,5	5	17,2	3	10,3	2	6,9	1	3,4
CZ053 Pardubický					1	4,2	3	12,5	4,3	5,0	2	8,3	2	8,3				
CZ061 Vysočina	1	4,3					3	13,0	3,0	7,3								
CZ062 Jihomoravský			1	2,1	3	6,4	6	12,8	2,8	4,8	4	8,5	2	4,3	1	2,1		
CZ071 Olomoucký					1	3,4	6	20,7	2,2	3,3	3	10,3	1	3,4	2	6,9		
CZ072 Zlínský							3	15,0	1,0	2,7	2	10,0			2	10,0		
CZ080 Moravskoslezský	1	3,1	1	3,1			5	15,6	3,3	3,2	2	6,3			2	6,3		

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



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

average % of total creation

Region NUTS 3	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund															
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
					aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
<b>Total</b>	188	<b>82,1</b>	114	<b>49,8</b>	<b>2 847</b>	<b>3,00</b>	<b>0,88</b>	<b>0,03</b>	<b>8,75</b>	<b>0,29</b>	<b>2,42</b>	<b>7,33</b>	<b>22,23</b>	<b>11,43</b>	<b>4,08</b>	<b>15,94</b>	<b>0,19</b>	<b>0,19</b>	<b>4,77</b>	<b>3,85</b>	<b>14,62</b>
CZ010 Capital Prague	20	<b>80,0</b>	15	<b>60,0</b>	<b>8 362</b>	<b>5,40</b>	<b>0,66</b>	<b>0,04</b>	<b>11,16</b>			<b>3,00</b>	<b>21,30</b>	<b>8,15</b>	<b>2,59</b>	<b>18,59</b>		<b>0,19</b>	<b>5,73</b>	<b>5,14</b>	<b>18,07</b>
CZ020 Středočeský	18	<b>85,7</b>	7	<b>33,3</b>	<b>3 690</b>	<b>3,51</b>	<b>0,09</b>		<b>20,67</b>	<b>0,02</b>	<b>1,94</b>	<b>1,47</b>	<b>27,27</b>	<b>1,05</b>	<b>1,10</b>	<b>5,56</b>	<b>0,34</b>	<b>0,02</b>	<b>4,04</b>	<b>1,05</b>	<b>31,88</b>
CZ031 Jihočeský	16	<b>94,1</b>	9	<b>52,9</b>	<b>971</b>		<b>0,14</b>		<b>5,82</b>		<b>0,06</b>	<b>5,67</b>	<b>27,22</b>	<b>17,25</b>	<b>2,46</b>	<b>7,20</b>	<b>0,46</b>	<b>0,02</b>	<b>5,29</b>	<b>8,26</b>	<b>20,16</b>
CZ032 Plzeňský	13	<b>76,5</b>	6	<b>35,3</b>	<b>7 995</b>				<b>2,02</b>	<b>0,08</b>	<b>13,74</b>	<b>17,41</b>	<b>15,17</b>	<b>14,80</b>	<b>17,26</b>	<b>11,79</b>		<b>0,39</b>	<b>1,01</b>	<b>0,73</b>	<b>5,61</b>
CZ041 Karlovarský	10	<b>90,9</b>	4	<b>36,4</b>	<b>1 451</b>	<b>3,02</b>	<b>0,20</b>		<b>3,02</b>		<b>0,26</b>		<b>53,59</b>	<b>17,92</b>	<b>0,26</b>	<b>9,37</b>		<b>0,02</b>	<b>5,73</b>	<b>5,17</b>	<b>1,45</b>
CZ042 Ústecký	15	<b>88,2</b>	13	<b>76,5</b>	<b>649</b>	<b>1,45</b>	<b>0,78</b>		<b>8,09</b>	<b>0,14</b>	<b>3,91</b>	<b>22,47</b>	<b>15,55</b>	<b>21,79</b>	<b>3,20</b>	<b>7,28</b>		<b>0,12</b>	<b>3,94</b>	<b>4,99</b>	<b>6,29</b>
CZ051 Liberecký	10	<b>100,0</b>	8	<b>80,0</b>	<b>2 512</b>	<b>2,99</b>	<b>1,05</b>		<b>5,70</b>	<b>0,10</b>	<b>1,29</b>	<b>4,48</b>	<b>19,49</b>	<b>3,74</b>	<b>0,87</b>	<b>40,71</b>		<b>0,46</b>	<b>6,17</b>	<b>4,19</b>	<b>8,77</b>
CZ052 Královéhradecký	6	<b>60,0</b>	4	<b>40,0</b>	<b>461</b>	<b>9,76</b>			<b>6,78</b>			<b>7,05</b>	<b>22,77</b>	<b>26,35</b>		<b>13,72</b>		<b>0,03</b>	<b>5,15</b>	<b>1,36</b>	<b>7,03</b>
CZ053 Pardubický	10	<b>71,4</b>	11	<b>78,6</b>	<b>645</b>	<b>1,79</b>	<b>5,30</b>	<b>0,04</b>	<b>13,25</b>	<b>7,04</b>	<b>0,99</b>	<b>2,40</b>	<b>25,92</b>	<b>8,82</b>	<b>1,76</b>	<b>6,34</b>		<b>0,37</b>	<b>3,21</b>	<b>7,56</b>	<b>15,20</b>
CZ061 Vysočina	10	<b>76,9</b>	5	<b>38,5</b>	<b>4 392</b>	<b>3,82</b>	<b>0,01</b>		<b>6,62</b>		<b>0,04</b>	<b>7,97</b>	<b>25,49</b>	<b>23,31</b>	<b>1,00</b>	<b>5,40</b>		<b>0,05</b>	<b>5,32</b>	<b>1,30</b>	<b>19,67</b>
CZ062 Jihomoravský	25	<b>78,1</b>	10	<b>31,3</b>	<b>939</b>	<b>0,19</b>	<b>0,11</b>		<b>9,16</b>	<b>1,07</b>		<b>3,20</b>	<b>28,94</b>	<b>28,12</b>	<b>0,59</b>	<b>11,74</b>		<b>0,01</b>	<b>5,06</b>	<b>1,69</b>	<b>10,13</b>
CZ071 Olomoucký	10	<b>71,4</b>	4	<b>28,6</b>	<b>1 298</b>		<b>0,42</b>		<b>2,48</b>	<b>4,93</b>		<b>0,58</b>	<b>27,94</b>	<b>11,75</b>	<b>0,10</b>	<b>0,77</b>	<b>9,63</b>	<b>0,19</b>	<b>0,98</b>	<b>9,32</b>	<b>30,91</b>
CZ072 Zlínský	11	<b>100,0</b>	8	<b>72,7</b>	<b>2 457</b>	<b>0,08</b>	<b>0,03</b>	<b>0,15</b>	<b>7,58</b>		<b>0,25</b>	<b>26,46</b>	<b>20,56</b>	<b>7,81</b>	<b>1,04</b>	<b>19,51</b>			<b>7,15</b>	<b>2,74</b>	<b>6,63</b>
CZ080 Moravskoslezský	14	<b>82,4</b>	10	<b>58,8</b>	<b>1 714</b>		<b>7,62</b>		<b>3,50</b>		<b>0,06</b>	<b>2,42</b>	<b>25,40</b>	<b>19,56</b>	<b>0,79</b>	<b>26,32</b>		<b>0,11</b>	<b>5,71</b>	<b>6,62</b>	<b>1,90</b>

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)		

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

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

Region NUTS 3	Employer's contribution to corporate catering							There is an agreed contribution to corporate catering for pensioners			Contribution to pension insurance					Contribution to life insurance					
	arranged in CA		amount of contribution				without specification of the amount of allowance			agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price				NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK
<b>Total</b>	197	<b>86,0</b>	<b>24,52</b>	<b>50,9</b>	<b>13,64</b>	<b>36,3</b>	40	74	<b>32,3</b>	84	<b>36,7</b>	<b>220</b>	<b>258</b>	55	<b>24,0</b>	10	<b>4,4</b>	<b>215</b>	<b>294</b>	7	<b>3,1</b>
CZ010 Capital Prague	20	<b>80,0</b>	<b>28,60</b>	<b>55,0</b>	<b>13,55</b>	<b>20,0</b>	5	5	<b>20,0</b>	12	<b>48,0</b>	<b>255</b>	<b>328</b>	8	<b>32,0</b>	2	<b>8,0</b>			2	<b>8,0</b>
CZ020 Středočeský	18	<b>85,7</b>	<b>30,00</b>		<b>12,92</b>	<b>42,5</b>	4	8	<b>38,1</b>	5	<b>23,8</b>	<b>175</b>	<b>250</b>	4	<b>19,0</b>	3	<b>14,3</b>	<b>133</b>	<b>250</b>	1	<b>4,8</b>
CZ031 Jihočeský	16	<b>94,1</b>	<b>23,77</b>	<b>51,3</b>	<b>13,97</b>	<b>25,5</b>	3	6	<b>35,3</b>	10	<b>58,8</b>	<b>170</b>	<b>205</b>	4	<b>23,5</b>	1	<b>5,9</b>				
CZ032 Plzeňský	12	<b>70,6</b>	<b>25,67</b>	<b>55,0</b>	<b>10,74</b>	<b>55,0</b>	3	5	<b>29,4</b>	5	<b>29,4</b>	<b>250</b>	<b>250</b>	5	<b>29,4</b>	1	<b>5,9</b>			1	<b>5,9</b>
CZ041 Karlovarský	9	<b>81,8</b>	<b>17,75</b>		<b>11,57</b>		2	4	<b>36,4</b>	6	<b>54,5</b>	<b>158</b>	<b>190</b>	4	<b>36,4</b>	1	<b>9,1</b>			1	<b>9,1</b>
CZ042 Ústecký	17	<b>100,0</b>	<b>26,50</b>	<b>52,5</b>	<b>11,10</b>		2	7	<b>41,2</b>	5	<b>29,4</b>	<b>188</b>	<b>190</b>	3	<b>17,6</b>	1	<b>5,9</b>			1	<b>5,9</b>
CZ051 Liberecký	10	<b>100,0</b>	<b>22,38</b>		<b>14,43</b>		1	5	<b>50,0</b>	5	<b>50,0</b>	<b>290</b>	<b>310</b>	4	<b>40,0</b>						
CZ052 Královéhradecký	9	<b>90,0</b>	<b>25,50</b>	<b>40,0</b>	<b>15,55</b>	<b>30,0</b>	4	2	<b>20,0</b>	5	<b>50,0</b>	<b>240</b>	<b>275</b>	2	<b>20,0</b>						
CZ053 Pardubický	11	<b>78,6</b>	<b>24,00</b>	<b>55,0</b>	<b>18,83</b>		3	8	<b>57,1</b>	2	<b>14,3</b>			1	<b>7,1</b>						
CZ061 Vysočina	12	<b>92,3</b>	<b>20,00</b>	<b>55,0</b>	<b>15,79</b>			9	<b>69,2</b>	7	<b>53,8</b>	<b>210</b>	<b>244</b>	6	<b>46,2</b>						
CZ062 Jihomoravský	24	<b>75,0</b>	<b>27,48</b>	<b>55,0</b>	<b>12,88</b>	<b>23,8</b>	8	6	<b>18,8</b>	7	<b>21,9</b>	<b>154</b>	<b>224</b>	5	<b>15,6</b>						
CZ071 Olomoucký	13	<b>92,9</b>	<b>18,50</b>		<b>15,60</b>	<b>44,0</b>	2	4	<b>28,6</b>	6	<b>42,9</b>	<b>292</b>	<b>350</b>	4	<b>28,6</b>						
CZ072 Zlínský	11	<b>100,0</b>	<b>17,00</b>	<b>50,0</b>	<b>12,61</b>		2	3	<b>27,3</b>	2	<b>18,2</b>			1	<b>9,1</b>						
CZ080 Moravskoslezský	15	<b>88,2</b>	<b>23,22</b>	<b>46,3</b>	<b>13,30</b>	<b>42,5</b>	1	2	<b>11,8</b>	7	<b>41,2</b>	<b>260</b>	<b>324</b>	4	<b>23,5</b>	1	<b>5,9</b>			1	<b>5,9</b>

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

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

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

Region NUTS 3	Employee's inability to work									Average number of days of leave without compensation of pay above the requirement of the LC																		Activity of guides in children's and youth camps										
	pay compensation for the first 3 days of the inability						pay compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																												
	agreed in CA		compensation amount		other form of compensation		agreed in CA		compensation amount	A			B			C			D			E			F				G			H			I			
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days		NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	
<b>Total</b>	23	5,5	56,9	400	4	1,0	3	0,7	83,3	26	6,2	1,6	42	10,0	1,5	49	11,7	2,0	16	3,8	3,4	36	8,6	1,6	18	4,3	3,5	55	13,2	7,6	41	9,8	4,3	67	16,0	27	13,6	
CZ010 Capital Prague	2	6,3					1	3,1		1	3,1		3	9,4	1,7	7	21,9	1,6	2	6,3		2	6,3		1	3,1		8	25,0	8,9	4	12,5	6,0	12	37,5	8	15,1	
CZ020 Středočeský	7	13,2	59,0	400	1	1,9	2	3,8		2	3,8		6	11,3	1,7	5	9,4	1,8	5	9,4	5,0	6	11,3	1,3	2	3,8		7	13,2	6,3	7	13,2	2,6	9	17,0	3	13,7	
CZ031 Jihočeský	1	3,3								1	3,3		3	10,0	2,0	1	3,3					4	13,3	2,8	1	3,3		2	6,7		3	10,0	3,0	3	10,0		2	
CZ032 Plzeňský	3	9,1	55,0		1	3,0				4	12,1	1,5	4	12,1	1,5	6	18,2	3,3	2	6,1		1	3,0		3	9,1	5,0	5	15,2	9,6	4	12,1	7,3	5	15,2		2	
CZ041 Karlovarský																																						
CZ042 Ústecký	2	6,1								4	12,1	1,5	8	24,2	1,4	6	18,2	1,3	1	3,0		6	18,2	1,7	2	6,1		6	18,2	7,8	6	18,2	2,0	7	21,2		1	
CZ051 Liberecký	1	5,6								1	5,6		2	11,1		2	11,1		1	5,6		1	5,6				3	16,7	3,3				1	5,6		1		
CZ052 Královéhradecký	1	3,4								2	6,9		2	6,9		2	6,9					2	6,9				2	6,9		1	3,4		3	10,3	4	16,0		
CZ053 Pardubický	1	4,2								4	16,7	1,8	4	16,7	1,0	4	16,7	2,3	1	4,2		4	16,7	1,3	1	4,2		3	12,5	5,3	1	4,2		5	20,8		1	
CZ061 Vysočina										1	4,3		2	8,7		4	17,4	1,3				2	8,7		1	4,3		1	4,3		1	4,3		2	8,7		1	
CZ062 Jihomoravský	1	2,1			1	2,1				2	4,3		3	6,4	1,0	1	2,1		2	4,3		3	6,4	1,0	3	6,4	3,0	5	10,6	6,2	7	14,9	5,0	6	12,8		1	
CZ071 Olomoucký	2	6,9								2	6,9		1	3,4		6	20,7	2,2	1	3,4		1	3,4		2	6,9		7	24,1	7,1	2	6,9		3	10,3		2	
CZ072 Zlínský	1	5,0			1	5,0				1	5,0				3	15,0	3,0	1	5,0					1	5,0		1	5,0						3	15,0			
CZ080 Moravskoslezský	1	3,1								1	3,1		4	12,5	2,0	2	6,3					4	12,5	1,8	1	3,1		5	15,6	8,6	3	9,4	5,3	6	18,8		1	

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

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

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

% of collective agreements

Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	252	<b>60,3</b>	24	<b>5,7</b>	<b>79,0</b>	<b>18,9</b>	366	<b>87,6</b>	180	<b>43,1</b>	3	<b>0,7</b>	3	<b>0,7</b>
CZ010 Capital Prague	17	<b>53,1</b>	1	<b>3,1</b>	<b>9,0</b>	<b>28,1</b>	30	<b>93,8</b>	17	<b>53,1</b>			1	<b>3,1</b>
CZ020 Středočeský	34	<b>64,2</b>	4	<b>7,5</b>	<b>4,0</b>	<b>7,5</b>	46	<b>86,8</b>	24	<b>45,3</b>	1	<b>1,9</b>	1	<b>1,9</b>
CZ031 Jihočeský	17	<b>56,7</b>			<b>6,0</b>	<b>20,0</b>	27	<b>90,0</b>	16	<b>53,3</b>				
CZ032 Plzeňský	17	<b>51,5</b>	4	<b>12,1</b>	<b>10,0</b>	<b>30,3</b>	28	<b>84,8</b>	13	<b>39,4</b>	2	<b>6,1</b>	1	<b>3,0</b>
CZ041 Karlovarský	9	<b>60,0</b>	1	<b>6,7</b>	<b>1,0</b>	<b>6,7</b>	14	<b>93,3</b>	6	<b>40,0</b>				
CZ042 Ústecký	21	<b>63,6</b>			<b>5,0</b>	<b>15,2</b>	32	<b>97,0</b>	16	<b>48,5</b>				
CZ051 Liberecký	16	<b>88,9</b>	6	<b>33,3</b>	<b>4,0</b>	<b>22,2</b>	16	<b>88,9</b>	9	<b>50,0</b>				
CZ052 Královéhradecký	13	<b>44,8</b>	1	<b>3,4</b>	<b>6,0</b>	<b>20,7</b>	22	<b>75,9</b>	7	<b>24,1</b>				
CZ053 Pardubický	12	<b>50,0</b>	1	<b>4,2</b>	<b>2,0</b>	<b>8,3</b>	22	<b>91,7</b>	8	<b>33,3</b>				
CZ061 Vysočina	12	<b>52,2</b>	1	<b>4,3</b>	<b>6,0</b>	<b>26,1</b>	16	<b>69,6</b>	12	<b>52,2</b>				
CZ062 Jihomoravský	37	<b>78,7</b>	3	<b>6,4</b>	<b>9,0</b>	<b>19,1</b>	43	<b>91,5</b>	18	<b>38,3</b>				
CZ071 Olomoucký	20	<b>69,0</b>	2	<b>6,9</b>	<b>6,0</b>	<b>20,7</b>	26	<b>89,7</b>	10	<b>34,5</b>				
CZ072 Zlínský	12	<b>60,0</b>			<b>4,0</b>	<b>20,0</b>	16	<b>80,0</b>	10	<b>50,0</b>				
CZ080 Moravskoslezský	15	<b>46,9</b>			<b>7,0</b>	<b>21,9</b>	28	<b>87,5</b>	14	<b>43,8</b>				

Explanatory notes: NCA  
% CA

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



# Table section C

Municipalities and regions



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

average %, aver. CZK, in thousands CZK

Trade union	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
<b>Total</b>	174	<b>92,1</b>	91	<b>3,5</b>	8	<b>4 818</b>	50	<b>3,1</b>	21	<b>2 176</b>	77	<b>40,7</b>	73	<b>38,6</b>
Health Service and Social Care	1	<b>100,0</b>							1					
State Bodies and Organisations	173	<b>92,5</b>	91	<b>3,5</b>	8	<b>4 818</b>	50	<b>3,1</b>	20	<b>2 143</b>	77	<b>41,2</b>	73	<b>39,0</b>
UNIOS														

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

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

Trade union	Structure of planned use of the fund																average %	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Right of co-decision of BO TU for use of the fund	
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	NCA	% CA
<b>Total</b>	<b>0,04</b>	<b>0,32</b>	<b>3,99</b>	<b>0,04</b>	<b>5,43</b>	<b>0,50</b>	<b>3,31</b>	<b>26,73</b>	<b>19,54</b>	<b>0,69</b>	<b>14,95</b>	<b>2,42</b>	<b>0,71</b>	<b>3,30</b>	<b>6,74</b>	<b>11,28</b>	122	<b>64,6</b>
Health Service and Social Care																	1	<b>100,0</b>
State Bodies and Organisations	<b>0,04</b>	<b>0,32</b>	<b>3,85</b>	<b>0,04</b>	<b>5,56</b>	<b>0,51</b>	<b>3,39</b>	<b>26,65</b>	<b>19,81</b>	<b>0,69</b>	<b>14,82</b>	<b>2,48</b>	<b>0,73</b>	<b>3,32</b>	<b>6,60</b>	<b>11,17</b>	120	<b>64,2</b>
UNIOS																	1	<b>100,0</b>

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

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



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

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

Trade union	Employer contribution to corporate catering									Provision of supported catering services					
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	160	<b>84,7</b>	<b>26,91</b>	<b>46,2</b>	<b>18,92</b>	<b>30,5</b>	<b>34,70</b>	<b>55,0</b>	4	38	<b>20,1</b>	18	<b>9,5</b>	21	<b>11,1</b>
Health Service and Social Care	1	<b>100,0</b>													
State Bodies and Organisations	158	<b>84,5</b>	<b>27,08</b>	<b>46,2</b>	<b>18,89</b>	<b>30,5</b>	<b>34,70</b>	<b>55,0</b>	4	38	<b>20,3</b>	18	<b>9,6</b>	21	<b>11,2</b>
UNIOS	1	<b>100,0</b>													

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

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

aver. CZK/month, average % MBA

Trade union	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision	agreed in CA		amount of contribution			conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
<b>Total</b>	107	<b>56,6</b>	<b>273</b>	<b>352</b>	<b>3,3</b>	80	<b>42,3</b>	30	<b>15,9</b>	<b>297</b>	<b>375</b>	21	<b>11,1</b>
Health Service and Social Care	1	<b>100,0</b>				1	<b>100,0</b>						
State Bodies and Organisations	106	<b>56,7</b>	<b>273</b>	<b>353</b>	<b>3,3</b>	79	<b>42,2</b>	30	<b>16,0</b>	<b>297</b>	<b>375</b>	21	<b>11,2</b>
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

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

average %, aver. CZK, in thousands CZK

Region NUTS 3	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
<b>Total</b>	174	<b>92,1</b>	91	<b>3,5</b>	8	<b>4 818</b>	50	<b>3,1</b>	21	<b>2 176</b>	77	<b>40,7</b>	73	<b>38,6</b>
CZ010 Capital Prague	4	<b>57,1</b>	4	<b>4,5</b>						<b>3 840</b>	2	<b>28,6</b>	2	<b>28,6</b>
CZ020 Středočeský	30	<b>93,8</b>	13	<b>3,7</b>	4	<b>3 550</b>	10	<b>3,1</b>	3	<b>2 223</b>	16	<b>50,0</b>	16	<b>50,0</b>
CZ031 Jihočeský	12	<b>92,3</b>	9	<b>3,1</b>			1		1	<b>2 098</b>	5	<b>38,5</b>	5	<b>38,5</b>
CZ032 Plzeňský	15	<b>93,8</b>	10	<b>3,9</b>			4	<b>2,7</b>	1	<b>1 981</b>	4	<b>25,0</b>	4	<b>25,0</b>
CZ041 Karlovarský	4	<b>100,0</b>	3	<b>3,2</b>			1			<b>1 635</b>	2	<b>50,0</b>	2	<b>50,0</b>
CZ042 Ústecký	14	<b>87,5</b>	5	<b>3,3</b>	1		4	<b>2,8</b>	3	<b>1 322</b>	6	<b>37,5</b>	5	<b>31,3</b>
CZ051 Liberecký	8	<b>100,0</b>	5	<b>2,9</b>	1		1		2	<b>1 096</b>	4	<b>50,0</b>	4	<b>50,0</b>
CZ052 Královéhradecký	16	<b>84,2</b>	6	<b>3,3</b>			9	<b>3,5</b>	2	<b>1 836</b>	6	<b>31,6</b>	6	<b>31,6</b>
CZ053 Pardubický	10	<b>100,0</b>	7	<b>3,4</b>			2			<b>1 451</b>	4	<b>40,0</b>	4	<b>40,0</b>
CZ061 Vysočina	10	<b>100,0</b>	4	<b>3,7</b>			5	<b>3,2</b>	1	<b>2 653</b>	3	<b>30,0</b>	3	<b>30,0</b>
CZ062 Jihomoravský	15	<b>100,0</b>	7	<b>3,9</b>	1		6	<b>3,3</b>	1	<b>3 330</b>	8	<b>53,3</b>	6	<b>40,0</b>
CZ071 Olomoucký	14	<b>93,3</b>	6	<b>3,0</b>	1		3	<b>1,7</b>	3	<b>2 024</b>	7	<b>46,7</b>	7	<b>46,7</b>
CZ072 Zlínský	9	<b>100,0</b>	7	<b>3,1</b>			1		1	<b>3 601</b>	4	<b>44,4</b>	4	<b>44,4</b>
CZ080 Moravskoslezský	13	<b>86,7</b>	5	<b>3,9</b>			3	<b>3,3</b>	3	<b>2 122</b>	6	<b>40,0</b>	5	<b>33,3</b>

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

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

Region NUTS 3	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
<b>Total</b>	<b>0,04</b>	<b>0,32</b>	<b>3,99</b>	<b>0,04</b>	<b>5,43</b>	<b>0,50</b>	<b>3,31</b>	<b>26,73</b>	<b>19,54</b>	<b>0,69</b>	<b>14,95</b>	<b>2,42</b>	<b>0,71</b>	<b>3,30</b>	<b>6,74</b>	<b>11,28</b>	122	<b>64,6</b>
CZ010 Capital Prague		<b>0,09</b>	<b>0,42</b>		<b>0,87</b>	<b>13,33</b>	<b>1,30</b>	<b>37,64</b>	<b>6,96</b>	<b>0,56</b>	<b>23,67</b>			<b>1,57</b>	<b>6,25</b>	<b>7,34</b>	2	<b>28,6</b>
CZ020 Středočeský		<b>0,10</b>	<b>3,45</b>		<b>1,63</b>		<b>3,77</b>	<b>17,45</b>	<b>45,91</b>	<b>0,98</b>	<b>9,71</b>	<b>1,43</b>	<b>0,69</b>	<b>2,65</b>	<b>2,16</b>	<b>10,07</b>	24	<b>75,0</b>
CZ031 Jihočeský	<b>0,35</b>	<b>1,39</b>	<b>5,97</b>		<b>0,41</b>		<b>7,25</b>	<b>22,73</b>	<b>19,14</b>	<b>0,72</b>	<b>25,10</b>	<b>1,79</b>	<b>0,32</b>	<b>1,95</b>	<b>1,10</b>	<b>11,78</b>	9	<b>69,2</b>
CZ032 Plzeňský		<b>0,19</b>	<b>2,37</b>		<b>20,59</b>		<b>2,87</b>	<b>32,96</b>	<b>8,89</b>	<b>0,20</b>	<b>9,47</b>	<b>4,45</b>	<b>1,33</b>	<b>6,34</b>	<b>8,80</b>	<b>1,54</b>	10	<b>62,5</b>
CZ041 Karlovarský		<b>1,99</b>	<b>20,74</b>		<b>28,30</b>		<b>3,06</b>	<b>22,33</b>	<b>2,42</b>				<b>2,29</b>	<b>0,61</b>	<b>5,78</b>	<b>12,48</b>	3	<b>75,0</b>
CZ042 Ústecký		<b>0,10</b>	<b>2,65</b>	<b>0,02</b>	<b>4,69</b>		<b>1,84</b>	<b>33,01</b>	<b>8,53</b>	<b>2,86</b>	<b>25,41</b>	<b>0,22</b>	<b>0,30</b>	<b>3,31</b>	<b>4,64</b>	<b>12,41</b>	9	<b>56,3</b>
CZ051 Liberecký	<b>0,13</b>		<b>10,83</b>		<b>0,78</b>		<b>4,69</b>	<b>57,48</b>	<b>5,24</b>	<b>0,59</b>	<b>9,47</b>		<b>0,35</b>	<b>7,73</b>	<b>0,78</b>	<b>1,93</b>	7	<b>87,5</b>
CZ052 Královéhradecký			<b>5,79</b>	<b>0,54</b>	<b>0,02</b>		<b>2,90</b>	<b>20,42</b>	<b>13,82</b>	<b>0,80</b>	<b>13,50</b>	<b>5,08</b>	<b>0,42</b>	<b>7,04</b>	<b>24,24</b>	<b>5,44</b>	8	<b>42,1</b>
CZ053 Pardubický		<b>2,30</b>	<b>5,51</b>		<b>1,62</b>	<b>0,07</b>	<b>3,98</b>	<b>32,73</b>	<b>6,47</b>	<b>1,07</b>	<b>4,92</b>	<b>25,17</b>	<b>2,89</b>	<b>2,96</b>	<b>3,97</b>	<b>6,34</b>	8	<b>80,0</b>
CZ061 Vysočina		<b>0,46</b>	<b>1,27</b>		<b>0,82</b>		<b>0,90</b>	<b>19,75</b>	<b>14,93</b>	<b>0,63</b>	<b>10,66</b>	<b>0,04</b>	<b>1,22</b>	<b>1,52</b>	<b>7,03</b>	<b>40,76</b>	5	<b>50,0</b>
CZ062 Jihomoravský		<b>0,22</b>	<b>2,25</b>		<b>9,78</b>	<b>0,10</b>	<b>2,64</b>	<b>28,13</b>	<b>30,65</b>	<b>0,38</b>	<b>10,87</b>	<b>0,33</b>	<b>0,45</b>	<b>2,40</b>	<b>3,53</b>	<b>8,27</b>	12	<b>80,0</b>
CZ071 Olomoucký			<b>3,42</b>		<b>4,03</b>		<b>9,19</b>	<b>28,58</b>	<b>5,81</b>	<b>0,40</b>	<b>31,12</b>	<b>0,83</b>	<b>0,20</b>	<b>3,69</b>	<b>3,63</b>	<b>9,11</b>	12	<b>80,0</b>
CZ072 Zlínský		<b>0,04</b>	<b>8,69</b>		<b>0,15</b>		<b>0,21</b>	<b>31,67</b>	<b>3,85</b>	<b>0,32</b>	<b>19,63</b>	<b>0,30</b>	<b>0,42</b>	<b>1,93</b>	<b>18,73</b>	<b>14,07</b>	6	<b>66,7</b>
CZ080 Moravskoslezský	<b>0,20</b>	<b>0,04</b>	<b>2,90</b>	<b>0,02</b>	<b>13,65</b>	<b>0,31</b>	<b>0,95</b>	<b>25,78</b>	<b>18,79</b>	<b>0,22</b>	<b>10,62</b>	<b>2,92</b>	<b>1,10</b>	<b>3,63</b>	<b>6,06</b>	<b>12,82</b>	7	<b>46,7</b>

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

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

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

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

Region NUTS 3	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	160	<b>84,7</b>	<b>26,91</b>	<b>46,2</b>	<b>18,92</b>	<b>30,5</b>	<b>34,70</b>	<b>55,0</b>	4	38	<b>20,1</b>	18	<b>9,5</b>	21	<b>11,1</b>
CZ010 Capital Prague	5	<b>71,4</b>	<b>42,75</b>		<b>22,50</b>		<b>45,00</b>								
CZ020 Středočeský	28	<b>87,5</b>	<b>30,61</b>	<b>46,8</b>	<b>20,62</b>	<b>32,8</b>				8	<b>25,0</b>	5	<b>15,6</b>	5	<b>15,6</b>
CZ031 Jihočeský	12	<b>92,3</b>	<b>25,37</b>	<b>44,2</b>	<b>16,93</b>	<b>14,0</b>				3	<b>23,1</b>	1	<b>7,7</b>	1	<b>7,7</b>
CZ032 Plzeňský	12	<b>75,0</b>	<b>21,75</b>	<b>46,7</b>	<b>21,75</b>	<b>35,0</b>			1	2	<b>12,5</b>	1	<b>6,3</b>	1	<b>6,3</b>
CZ041 Karlovarský	4	<b>100,0</b>	<b>25,00</b>	<b>25,0</b>	<b>18,77</b>	<b>25,0</b>									
CZ042 Ústecký	12	<b>75,0</b>	<b>22,67</b>	<b>50,0</b>	<b>17,19</b>	<b>17,0</b>	<b>33,00</b>			5	<b>31,3</b>	1	<b>6,3</b>	1	<b>6,3</b>
CZ051 Liberecký	8	<b>100,0</b>	<b>22,56</b>	<b>40,0</b>	<b>17,06</b>	<b>8,0</b>						1	<b>12,5</b>	1	<b>12,5</b>
CZ052 Královéhradecký	16	<b>84,2</b>	<b>28,61</b>	<b>52,5</b>	<b>13,93</b>					6	<b>31,6</b>	5	<b>26,3</b>	5	<b>26,3</b>
CZ053 Pardubický	10	<b>100,0</b>	<b>20,22</b>	<b>40,0</b>	<b>16,83</b>	<b>30,0</b>			1	3	<b>30,0</b>	2	<b>20,0</b>	3	<b>30,0</b>
CZ061 Vysočina	7	<b>70,0</b>	<b>29,25</b>		<b>18,67</b>		<b>23,00</b>			2	<b>20,0</b>				
CZ062 Jihomoravský	15	<b>100,0</b>	<b>25,75</b>	<b>55,0</b>	<b>25,12</b>	<b>40,0</b>			1	2	<b>13,3</b>	2	<b>13,3</b>	2	<b>13,3</b>
CZ071 Olomoucký	14	<b>93,3</b>	<b>30,31</b>	<b>48,0</b>	<b>15,50</b>	<b>32,7</b>	<b>36,25</b>			3	<b>20,0</b>			2	<b>13,3</b>
CZ072 Zlínský	8	<b>88,9</b>	<b>29,50</b>		<b>22,25</b>	<b>50,0</b>		<b>55,0</b>		2	<b>22,2</b>				
CZ080 Moravskoslezský	9	<b>60,0</b>	<b>27,25</b>		<b>21,42</b>	<b>60,0</b>			1	2	<b>13,3</b>				

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

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

aver. CZK/month, average % MBA

Region NUTS 3	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
<b>Total</b>	107	<b>56,6</b>	<b>273</b>	<b>352</b>	<b>3,3</b>	80	<b>42,3</b>	30	<b>15,9</b>	<b>297</b>	<b>375</b>	21	<b>11,1</b>
CZ010 Capital Prague	4	<b>57,1</b>	<b>450</b>	<b>525</b>		3	<b>42,9</b>						
CZ020 Středočeský	19	<b>59,4</b>	<b>254</b>	<b>409</b>	<b>3,5</b>	13	<b>40,6</b>	3	<b>9,4</b>	<b>233</b>	<b>233</b>	2	<b>6,3</b>
CZ031 Jihočeský	7	<b>53,8</b>	<b>329</b>	<b>343</b>		6	<b>46,2</b>	2	<b>15,4</b>			1	<b>7,7</b>
CZ032 Plzeňský	9	<b>56,3</b>	<b>244</b>	<b>244</b>		5	<b>31,3</b>	3	<b>18,8</b>	<b>267</b>	<b>267</b>	1	<b>6,3</b>
CZ041 Karlovarský	1	<b>25,0</b>				1	<b>25,0</b>						
CZ042 Ústecký	11	<b>68,8</b>	<b>213</b>	<b>344</b>		8	<b>50,0</b>	1	<b>6,3</b>			1	<b>6,3</b>
CZ051 Liberecký	4	<b>50,0</b>	<b>200</b>	<b>288</b>		3	<b>37,5</b>						
CZ052 Královéhradecký	11	<b>57,9</b>	<b>278</b>	<b>382</b>		9	<b>47,4</b>	7	<b>36,8</b>	<b>283</b>	<b>414</b>	6	<b>31,6</b>
CZ053 Pardubický	5	<b>50,0</b>	<b>260</b>	<b>300</b>		5	<b>50,0</b>	2	<b>20,0</b>			1	<b>10,0</b>
CZ061 Vysočina	4	<b>40,0</b>	<b>383</b>	<b>338</b>		4	<b>40,0</b>	2	<b>20,0</b>			2	<b>20,0</b>
CZ062 Jihomoravský	8	<b>53,3</b>	<b>221</b>	<b>344</b>		5	<b>33,3</b>	2	<b>13,3</b>			2	<b>13,3</b>
CZ071 Olomoucký	8	<b>53,3</b>	<b>350</b>	<b>513</b>		7	<b>46,7</b>	2	<b>13,3</b>			1	<b>6,7</b>
CZ072 Zlínský	8	<b>88,9</b>	<b>257</b>	<b>271</b>	<b>3,0</b>	6	<b>66,7</b>	2	<b>22,2</b>			2	<b>22,2</b>
CZ080 Moravskoslezský	8	<b>53,3</b>	<b>207</b>	<b>219</b>		5	<b>33,3</b>	4	<b>26,7</b>	<b>233</b>	<b>300</b>	2	<b>13,3</b>

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