



# Working conditions information system

Regular annual survey of wage and working conditions

**2008**

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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 2008 selected data about wage and working conditions were analyzed from 1,808 collective agreements from 25 different trade unions, of which:

- 1,448 collective agreements agreed in the entrepreneurial area
- 360 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 from Tables Nos. B5a-b and B6a-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** (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 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 their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated:

- ✓ detailed conditions governing the working hours accounts
- ✓ permanent wage in the amount of 80%, 90% or some other amount of average earnings, or determined in some other way, as the case may be
- ✓ use of wage by task or procedures for implementing labour consumption standards, as the case may be.

#### **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.)
- ✓ authorization for the issuance of internal regulations under Section 305 LC.

**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 average length of the compensatory period, for which the possibility of work time account application has been negotiated
- ✓ 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, people with disabilities and juveniles
- ✓ rules of part-time employment
- ✓ conditions and rules of training during 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 was negotiated
- ✓ the average amount of allowance for transport to and from work paid
  - ✓ from costs in CZK per month
  - ✓ from profit in CZK per month
  - ✓ without distinguishing funds 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 of transport provided by the employer 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:

- ✓ 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 "distance work", "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:**

**The average** is defined as the **weighted average**.

**D1** first decile - wage scale in the place of the **first decimal** of the variation series of incrementally arranged values

**D9** ninth decile - wage scale in the place of the **ninth decimal** of the variation series of incrementally arranged values

*The difference between the first and ninth deciles shows in effect the dispersion of the average and the hourly wage scale.*

**Q1** first quartile - wage scale in the place of the **first quarter** of the variation series of incrementally arranged values

**Q3** third quartile - wage scale in the place of the **third quarter** of the variation series of incrementally arranged values

**Median** - wage scale lying **in half** of the variation series of incrementally arranged 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 (02/01, 03/02, 04/03, 05/04, 06/05, 07/06, 08/07) 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 (02/01, 03/02, 04/03, 05/04, 06/05, 07/06, 08/07) 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 (02/01, 03/02, 04/03, 05/04, 06/05, 07/06, 08/07) 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 (02/01, 03/02, 04/03, 05/04, 06/05, 07/06, 08/07) 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:

3.1 - year-on-year growth of the average earnings in %

3.2 - more detailed conditions for the provision of a personal supplementary charge

3.3 - more detailed conditions for the provision of bonuses



- 3.4 - proportion between provided non-claimable parts of the wage (personal supplementary charges, bonuses)
- 3.5 - creation of a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.) by municipality or regional authorities
- 3.6 - rules governing the allotment of resources to the reward funds and rules of granting rewards
- 3.7 - detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results
- 3.8 - extent and detailed rules of granting rewards from the reward funds in the case of allowance organizations
- 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 mentioned in Section 6, Par. 1. a), No. 564/2006 Coll. included in wage classes one up to five
- 3.10 - rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees mentioned in Section 6, Par. 1), b), No. 564/2006 Coll., included in wage classes six and higher
- 3.11 - rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees working in a health-care facility under Section 6, Par. 2, No. 564/2006 Coll., included in wage classes six and higher
- 3.12 - regular term of the wage payment
- 3.13 - wage payment outside the work site or outside working hours.

## **2. Conditions governing the activities of trade union organizations** (Tables Nos. B2a, B2b)

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
- ✓ authorization for the issuance of internal regulations under Section 305 LC.

## **3. Plurality of trade unions, providing information and discussing** (Tables Nos. B3a, B3b)

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.

#### **4. Employment rate** (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 of which was negotiated:

- ✓ specific conditions (programmes)
  - ✓ for employment of people over 50
  - ✓ for employment of people with disabilities
  - ✓ for employment of juvenile persons
  - ✓ 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

#### **5. Fund for social and cultural requirements** (Tables Nos. B5a, B5b) - **without municipalities**

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.

## 6. Care for employees (Tables Nos. B6a, B6b) - without municipalities

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

## 7. Obstacles to work (Tables Nos. B7a, B7b)

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 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.

## **8. Personnel development, industrial safety and health protection at work (ISHPW) (Tables Nos. B8a, B8b)**

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 of which were agreed:

- ✓ conditions of employees' professional development consisting of improving employee qualifications
- ✓ specific programmes for employee training with the number of employees involved
- ✓ concrete measures limited by time (technical and organizational) to ensure ISHPW
- ✓ written evaluation of ISHPW status of employer.

## **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.

### **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 2008  
(based on the sample of 1,448 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 **9,329.00**/month

The average minimum hourly salary at a working hour fund of 40 hours/week has been agreed in the amount of..... CZK **54.15**/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>8,123.00</b>
2 <sup>nd</sup> tariff scale.....	CZK <b>8,651.00</b>
3 <sup>rd</sup> tariff scale.....	CZK <b>9,272.00</b>
4 <sup>th</sup> tariff scale.....	CZK <b>9,992.00</b>
5 <sup>th</sup> tariff scale.....	CZK <b>10,909.00</b>
6 <sup>th</sup> tariff scale.....	CZK <b>11,935.00</b>
7 <sup>th</sup> tariff scale.....	CZK <b>13,164.00</b>
8 <sup>th</sup> tariff scale.....	CZK <b>14,449.00</b>
9 <sup>th</sup> tariff scale.....	CZK <b>15,934.00</b>
10 <sup>th</sup> tariff scale.....	CZK <b>17,634.00</b>
11 <sup>th</sup> tariff scale.....	CZK <b>19,699.00</b>
12 <sup>th</sup> tariff scale.....	CZK <b>21,787.00</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>48.21</b>	CZK <b>50.57</b>
2 <sup>nd</sup> tariff scale.....	CZK <b>50.97</b>	CZK <b>53.44</b>
3 <sup>rd</sup> tariff scale.....	CZK <b>54.24</b>	CZK <b>57.01</b>
4 <sup>th</sup> tariff scale.....	CZK <b>58.35</b>	CZK <b>61.26</b>
5 <sup>th</sup> tariff scale.....	CZK <b>63.61</b>	CZK <b>66.34</b>
6 <sup>th</sup> tariff scale.....	CZK <b>69.54</b>	CZK <b>72.34</b>
7 <sup>th</sup> tariff scale.....	CZK <b>76.80</b>	CZK <b>79.55</b>
8 <sup>th</sup> tariff scale.....	CZK <b>82.46</b>	CZK <b>86.26</b>
9 <sup>th</sup> tariff scale.....	CZK <b>86.82</b>	CZK <b>91.31</b>
10 <sup>th</sup> tariff scale.....	CZK <b>96.97</b>	CZK <b>101.76</b>
11 <sup>th</sup> tariff scale.....	CZK <b>101.23</b>	CZK <b>112.30</b>
12 <sup>th</sup> tariff scale.....	CZK <b>113.41</b>	CZK <b>125.13</b>

Wage development

Number of collective agreements focused on earning growth.....	<b>1,071 (74.0%)</b>
- on increase of the wage scales .....	<b>5.5%</b>
- on increase of the average nominal wage.....	<b>5.4% AE</b>
- on increase of the average real wage .....	<b>2.4%</b>

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>47.6%</b> AE
overtime bonus for work undistinguished .....	<b>27.0%</b> AE
overtime bonus for work on public holidays .....	<b>102.3%</b> AE
bonus for night work .....	CZK <b>12.08</b> /hour
.....	<b>11.2%</b> AE
bonus for work in difficult conditions .....	CZK <b>7.19</b> /hour
.....	<b>10.6%</b> AE
.....	<b>10.3%</b> MM
bonus for work on Saturdays and Sundays .....	CZK <b>18,15</b> /hour
.....	<b>24.6%</b> AE
bonus for afternoon work .....	CZK <b>5.91</b> /hour
.....	<b>7.7%</b> AE
bonus for working in shift operation.....	CZK <b>87.55</b> /shift
.....	<b>12.6%</b> AE
bonus for team management .....	CZK <b>5.35</b> /hour
.....	<b>9.2%</b> AE
bonus for working at heights .....	CZK <b>5.17</b> /hour
bonus for working in hazardous conditions .....	CZK <b>15.62</b> /hour
bonus for the knowledge of foreign languages .....	CZK <b>550.00</b> /month
bonus for substitution .....	CZK <b>1849.74</b> /month
.....	<b>30.6%</b> AE
bonus for training other people .....	CZK <b>852.35</b> /month
.....	<b>10.9%</b> AE
remuneration for standby duty.....	CZK <b>14.92</b> /hour
.....	<b>18.0%</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>1.3 days</b>
birth of a child to the wife of an employee.....	<b>1.2 days</b>
death of a direct relative .....	<b>2.0 days</b>
escorting a disabled child to a health or social care provider...	<b>6.4 days</b>
moving house.....	<b>1.2 days</b>
looking for a new job .....	<b>3.4 days</b>
for mothers caring for a child (per year).....	<b>3.9 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>32.89</b>
.....	<b>54.6%</b> of the price of a meal
profit, social fund, FSCR.....	CZK <b>10.37</b>
.....	<b>24.6%</b> of the price of a meal
without distinguishing sources .....	CZK <b>34.30</b>
.....	<b>55.2%</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.:

.....	CZK <b>369.01</b> /month
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### Life insurance

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

.....	CZK <b>435.94</b> /month
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Evaluation of collective agreements  
 Recapitulation of agreements  
 Classification based on: Trade unions

<b>WCIS Recapitulation of agreements 2008</b>				
TRADE UNION	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
<b>Total</b>	<b>1808</b>	<b>1448</b>	<b>360</b>	<b>167</b>
Agriculture and Nutrition	46	34	12	
Banking and Insurance	13	13		
Catering, Hotels and Tourism	19	18	1	
Civilian Employees of the Army	1	1		
Commerce	1	1		
Culture and Nature Preservation	19		19	
Education	20		20	
ECHO	52	52		
Fire Fighters	9		9	
Food Industry and Allied Trade	85	85		
Glass, Ceramic, Jewellery & Porcelain	33	33		
Health Service and Social Care	129	30	99	1
KOVO	626	616	10	
Mines, Geology and Oil Industry	12	11	1	
Postal, Telecom. and Newspaper Services	6	6		
Railway Trade Unions	22	19	3	
Science and Research	17	17		
State Bodies and Organisations	165		165	165
STAVBA	130	126	4	
Textile, Clothing and Leather Industry	47	47		
Transport	82	81	1	
Transport, Road Economy and Repair Vehicles	13	13		
UNIOS	130	116	14	1
Universities Trade Union	40	40		
Wood.Industry, Forestry and Manag.of Water	91	89	2	

Evaluation of collective agreements

Recapitulation of agreements

Classification based on: Higher administrative territorial units - regions

<b>WCIS</b>		<b>Recapitulation of agreements</b>		<b>2008</b>	
REGION	Number of collective agreements				
	Total	Corporate area	Public services and administration		
			total	from this municipalities	
<b>Total</b>	<b>1808</b>	<b>1448</b>	<b>360</b>	<b>167</b>	
<b>CZ010 City of Prague</b>	<b>247</b>	<b>218</b>	<b>29</b>	<b>7</b>	
<b>CZ020 Central Bohemia</b>	<b>139</b>	<b>98</b>	<b>41</b>	<b>20</b>	
<b>CZ031 South Bohemia</b>	<b>119</b>	<b>96</b>	<b>23</b>	<b>8</b>	
<b>CZ032 Pilsen</b>	<b>111</b>	<b>83</b>	<b>28</b>	<b>16</b>	
<b>CZ041 Karlovy Vary</b>	<b>56</b>	<b>42</b>	<b>14</b>	<b>9</b>	
<b>CZ042 Ústí</b>	<b>127</b>	<b>96</b>	<b>31</b>	<b>16</b>	
<b>CZ051 Liberec</b>	<b>71</b>	<b>54</b>	<b>17</b>	<b>8</b>	
<b>CZ052 Hradec Králové</b>	<b>111</b>	<b>92</b>	<b>19</b>	<b>14</b>	
<b>CZ053 Pardubice</b>	<b>101</b>	<b>75</b>	<b>26</b>	<b>9</b>	
<b>CZ061 Vysočina</b>	<b>115</b>	<b>91</b>	<b>24</b>	<b>11</b>	
<b>CZ062 South Moravia</b>	<b>170</b>	<b>134</b>	<b>36</b>	<b>15</b>	
<b>CZ071 Olomouc</b>	<b>119</b>	<b>97</b>	<b>22</b>	<b>13</b>	
<b>CZ072 Zlín</b>	<b>115</b>	<b>100</b>	<b>15</b>	<b>9</b>	
<b>CZ080 Moravia-Silesia</b>	<b>207</b>	<b>172</b>	<b>35</b>	<b>12</b>	



# Table section A

Corporate area



Table NO. A1a

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

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

WCIS Minimum wage and wage scales 2008																					
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)			
	12-grade TS		Other TS	12-grade TS		Other TS	12-grade TS		Other TS	12-grade TS		Other TS	12-grade TS		Other TS	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
<b>Total</b>	82	5,7	9 329	8	0,6	54,15	29	2,0	56,47	433	29,9	418	28,9	90	6,2	112	7,7	221	15,3	228	15,7
Agriculture and Nutrition										5	14,7	8	23,5	2	5,9	7	20,6	2	5,9	2	5,9
Banking and Insurance	2	15,4								1	7,7	1	7,7							1	7,7
Catering, Hotels and Tourism										1	5,6	7	38,9								
Civilian Employees of the Army																					
Commerce																					
ECHO	10	19,2	8 611							30	57,7	15	28,8					6	11,5	4	7,7
Food Industry and Allied Trade	1	1,2								11	12,9	36	42,4	4	4,7	10	11,8	8	9,4	11	12,9
Glass, Ceramic, Jewellery & Porcelain	1	3,0					1	3,0		21	63,6	8	24,2					20	60,6	5	15,2
Health Service and Social Care										16	53,3	7	23,3			1	3,3				
KOVO	57	9,3	9 509	8	1,3	54,15	25	4,1	56,99	190	30,8	195	31,7	22	3,6	43	7,0	126	20,5	135	21,9
Mines, Geology and Oil Industry	1	9,1								2	18,2	3	27,3					1	9,1	4	36,4
Postal, Telecom. and Newspaper Services												2	33,3								
Railway Trade Unions	2	10,5								5	26,3	7	36,8								
Science and Research																					
STAVBA	1	0,8								60	47,6	23	18,3	37	29,4	23	18,3	17	13,5	8	6,3
Textile, Clothing and Leather Industry										11	23,4	12	25,5	1	2,1	3	6,4	10	21,3	18	38,3
Transport	1	1,2								24	29,6	20	24,7	12	14,8	8	9,9	6	7,4	9	11,1
Transport, Road Economy and Repair Vehicles										4	30,8	5	38,5	3	23,1	1	7,7			5	38,5
UNIOS	2	1,7								24	20,7	37	31,9	3	2,6	12	10,3	5	4,3	7	6,0
Universities Trade Union										2	5,0	7	17,5								
Wood, Industry, Forestry and Manag.of Water	4	4,5	8 133				3	3,4	51,40	26	29,2	25	28,1	6	6,7	4	4,5	20	22,5	19	21,3

Explanatory notes: NCA  
% CA  
CZK  
CZK/h  
TS

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

Table NO. A2a

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

in CZK/month/pers.

WCIS																								Monthly wage scales - 12-scale tariff system																								2008	
TRADE UNION		TARIFF SCALE																																															
		1		2		3		4		5		6		7		8		9		10		11		12																									
		NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK																								
<b>Total</b>		411	8 123	415	8 651	418	9 272	427	9 992	429	10 909	431	11 935	431	13 164	431	14 449	423	15 934	420	17 634	418	19 699	409	21 787																								
Agriculture and Nutrition		5	7 720	5	8 176	5	8 630	5	9 158	5	9 862	5	10 768	5	11 672	5	12 742	4	12 843	4	14 093	4	15 530	4	17 125																								
Banking and Insurance		1		1		1		1		1		1		1		1		1		1		1		1																									
Catering, Hotels and Tourism		1		1		1		1		1		1		1		1		1		1		1		1																									
Civilian Employees of the Army																																																	
Commerce																																																	
ECHO		29	8 749	30	9 488	30	10 346	30	11 377	30	12 639	30	14 064	30	15 862	30	17 594	30	19 623	30	21 827	30	24 271	30	27 159																								
Food Industry and Allied Trade		11	7 789	11	8 349	11	8 936	11	9 559	11	10 160	11	10 827	11	11 747	11	12 778	10	13 562	10	15 002	10	17 559	10	22 187																								
Glass, Ceramic, Jewellery & Porcelain		21	8 445	21	8 820	21	9 242	21	9 719	21	10 360	21	11 245	21	12 130	21	13 079	21	14 184	21	15 411	21	17 016	21	18 807																								
Health Service and Social Care		16	7 913	16	8 336	16	8 961	16	9 474	16	10 199	16	11 084	16	11 972	16	12 789	16	14 177	15	15 799	15	17 399	14	19 356																								
KOVO		177	7 965	180	8 436	183	9 011	188	9 634	189	10 453	189	11 392	189	12 493	189	13 726	187	15 135	185	16 606	185	18 428	185	20 554																								
Mines, Geology and Oil Industry		2		2		2		2		2		2		2		2		2		2		2		2																									
Postal, Telecom. and Newspaper Services																																																	
Railway Trade Unions		5	8 390	5	9 036	5	9 760	5	10 600	5	11 740	5	12 918	5	14 362	5	15 736	5	17 294	5	19 160	5	21 098	5	23 630																								
Science and Research																																																	
STAVBA		58	8 486	58	9 171	58	9 995	59	10 891	59	12 088	59	13 368	60	14 854	60	16 527	60	18 217	60	20 302	60	22 639	58	25 245																								
Textile, Clothing and Leather Industry		11	6 255	11	6 574	11	6 991	11	7 431	11	7 930	11	8 635	11	9 372	11	10 165	11	11 071	11	12 501	11	13 884	11	15 567																								
Transport		22	8 050	22	8 379	22	8 641	23	9 124	23	9 950	24	10 807	23	11 772	24	12 805	21	13 619	22	14 949	21	17 152	21	19 170																								
Transport, Road Economy and Repair Vehicles		3	8 372	3	8 623	3	9 118	4	10 387	4	11 292	4	12 411	4	13 666	4	15 067	3	16 064	3	17 811	3	19 799	3	21 822																								
UNIOS		24	9 075	24	9 951	24	10 968	24	12 565	24	14 283	24	15 918	24	18 028	23	19 827	23	22 378	23	25 892	23	29 821	18	30 710																								
Universities Trade Union		2		2		2		2		2		2		2		2		2		2		2		2																									
Wood Industry, Forestry and Manag. of Water		23	7 745	23	8 228	23	8 714	24	9 272	25	9 949	26	10 732	26	11 856	26	13 076	26	14 414	25	15 519	24	17 046	23	19 085																								

Explanatory notes: NCA  
 CZK

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



Table NO. A4a

Evaluation of collective agreements

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

Classification based on: Trade unions

in CZK/hour/pers.

WCIS	Hourly wage scales (40 hours/week) - 12-scale tariff system																						2008			
	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>	86	<b>48,21</b>	87	<b>50,97</b>	87	<b>54,24</b>	88	<b>58,35</b>	88	<b>63,61</b>	86	<b>69,54</b>	86	<b>76,80</b>	39	<b>82,46</b>	31	<b>86,82</b>	31	<b>96,07</b>	28	<b>101,23</b>	28	<b>113,41</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																										
ECHO																										
Food Industry and Allied Trade	4	<b>47,28</b>	4	<b>49,43</b>	4	<b>52,15</b>	4	<b>55,53</b>	4	<b>59,63</b>	4	<b>65,28</b>	4	<b>72,20</b>	4	<b>80,08</b>	4	<b>89,78</b>	4	<b>101,95</b>	4	<b>118,18</b>	4	<b>139,88</b>		
Glass, Ceramic, Jewellery & Porcelain																										
Health Service and Social Care																										
KOVO	21	<b>44,71</b>	21	<b>47,17</b>	21	<b>49,82</b>	21	<b>53,98</b>	20	<b>57,95</b>	20	<b>63,53</b>	20	<b>69,67</b>	12	<b>82,26</b>	11	<b>91,10</b>	11	<b>101,31</b>	10	<b>107,94</b>	10	<b>120,70</b>		
Mines, Geology and Oil Industry																										
Postal, Telecom. and Newspaper Services																										
Railway Trade Unions																										
Science and Research																										
STAVBA	37	<b>50,30</b>	37	<b>53,16</b>	37	<b>57,57</b>	37	<b>62,43</b>	37	<b>69,32</b>	37	<b>76,24</b>	37	<b>84,52</b>	9	<b>88,20</b>	3	<b>74,43</b>	3	<b>80,43</b>	3	<b>88,27</b>	3	<b>97,07</b>		
Textile, Clothing and Leather Industry	1		1		1		1		1		1		1		1		1		1		1		1			
Transport	11	<b>47,85</b>	11	<b>50,49</b>	11	<b>51,82</b>	11	<b>53,16</b>	12	<b>56,88</b>	11	<b>61,05</b>	11	<b>68,55</b>	2		2		2		2		2			
Transport, Road Economy and Repair Vehicles	1		2		2		3	<b>68,00</b>	3	<b>74,07</b>	2		2		2		1		1							
UNIOS	3	<b>55,03</b>	3	<b>59,47</b>	3	<b>64,87</b>	3	<b>70,63</b>	3	<b>78,40</b>	3	<b>87,13</b>	3	<b>95,53</b>	2		2		2		1		1			
Universities Trade Union																										
Wood Industry, Forestry and Manag. of Water	6	<b>46,45</b>	6	<b>48,50</b>	6	<b>50,18</b>	6	<b>52,58</b>	6	<b>55,30</b>	6	<b>59,32</b>	6	<b>64,27</b>	6	<b>68,30</b>	6	<b>74,77</b>	6	<b>81,13</b>	6	<b>88,32</b>	6	<b>97,45</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) - for a tariff other than 12-scale tariff system

in CZK/hour/pers.

WCIS		Hourly wage scales (40 hours/week) - other tariff systems																												2008		
		TARIFF SCALE																														
		1		2		3		4		5		6		7		8		9		10		11		12		13		14				15
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	2		2		1																											
4 scale	12	55,69	12	61,59	12	65,25	12	75,08																								
5 scale	3	42,83	3	50,63	3	56,10	3	66,60	3	78,47																						
6 scale	5	64,00	6	66,60	6	75,28	6	84,80	2		2																					
7 scale	15	47,65	16	51,48	18	55,51	19	60,22	19	65,44	18	71,76	18	78,97																		
8 scale	32	49,50	32	54,26	32	59,58	31	64,58	31	71,35	29	78,56	29	86,77	27	95,26																
9 scale	13	47,68	13	48,78	14	51,73	14	55,81	14	60,43	14	66,07	14	73,03	12	80,98	12	88,88														
10 scale	10	46,47	10	50,47	10	51,65	10	56,36	10	62,18	9	68,16	6	66,47	4	67,50	1		1													
11 scale	1		1		1		1		1		1		1		1		1		1		1											
13 scale	3	51,83	3	55,67	3	59,30	4	60,50	4	65,15	4	70,10	4	76,35	3	88,93	2		2		2		1		1							
14 scale	1		1		1		2		2		2		2		2		2		1		1		1		1		1					
15 scale																																
16 scale	4	47,93	4	51,80	4	56,68	4	60,18	4	65,30	4	69,25	3	71,87	2		2		2		2		2		2		2		2		2	
17 scale	1		1		1		1		1		1		1		1		1		1		1											
18 scale																																
19 scale																																
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 (at hours other than 40 hour working hours - calculated for a working hour fund of 37.5 hours/week) - 12-scale tariff system

Classification based on: Trade unions

in CZK/hour/pers.

WCIS																							Hourly wage scales (37,5 hours/week) - 12-scale tariff system																							2008																						
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>		210	<b>50,57</b>	216	<b>53,44</b>	217	<b>57,01</b>	220	<b>61,26</b>	218	<b>66,34</b>	215	<b>72,34</b>	206	<b>79,55</b>	110	<b>86,26</b>	85	<b>91,31</b>	69	<b>101,76</b>	67	<b>112,30</b>	65	<b>125,13</b>																																											
Agriculture and Nutrition		2		2		2		2		2		2		2		1																																																				
Banking and Insurance																																																																				
Catering, Hotels and Tourism																																																																				
Civilian Employees of the Army																																																																				
Commerce																																																																				
ECHO		6	<b>51,92</b>	6	<b>56,60</b>	6	<b>61,03</b>	6	<b>66,33</b>	6	<b>72,01</b>	6	<b>80,09</b>	6	<b>89,57</b>	2		2		2		2		2																																												
Food Industry and Allied Trade		8	<b>49,81</b>	8	<b>52,30</b>	8	<b>54,76</b>	8	<b>59,03</b>	8	<b>63,48</b>	8	<b>70,08</b>	4	<b>73,43</b>	4	<b>80,40</b>	2		2		2		2																																												
Glass, Ceramic, Jewellery & Porcelain		20	<b>52,53</b>	20	<b>55,00</b>	20	<b>57,68</b>	20	<b>60,93</b>	20	<b>64,99</b>	20	<b>70,91</b>	20	<b>76,67</b>	19	<b>81,90</b>	19	<b>88,75</b>	19	<b>96,33</b>	19	<b>106,38</b>	19	<b>117,71</b>																																											
Health Service and Social Care																																																																				
KOVO		117	<b>51,15</b>	122	<b>54,01</b>	123	<b>57,54</b>	125	<b>61,72</b>	125	<b>66,68</b>	124	<b>72,38</b>	122	<b>80,03</b>	62	<b>89,03</b>	47	<b>94,26</b>	32	<b>108,36</b>	30	<b>120,18</b>	29	<b>133,80</b>																																											
Mines, Geology and Oil Industry		1		1		1		1		1		1		1																																																						
Postal, Telecom. and Newspaper Services																																																																				
Railway Trade Unions																																																																				
Science and Research																																																																				
STAVBA		17	<b>54,82</b>	17	<b>59,01</b>	17	<b>65,07</b>	17	<b>71,39</b>	17	<b>79,72</b>	17	<b>89,09</b>	16	<b>99,14</b>	3	<b>94,47</b>																																																			
Textile, Clothing and Leather Industry		10	<b>37,33</b>	10	<b>39,59</b>	10	<b>42,68</b>	10	<b>45,66</b>	9	<b>47,18</b>	9	<b>51,07</b>	9	<b>55,21</b>	4	<b>62,65</b>	2		2		2		2																																												
Transport		5	<b>49,74</b>	5	<b>52,28</b>	5	<b>55,14</b>	6	<b>61,60</b>	5	<b>65,88</b>	5	<b>69,76</b>	4	<b>71,93</b>	3	<b>70,40</b>	2		2		2		1																																												
Transport, Road Economy and Repair Vehicles																																																																				
UNIOS		5	<b>47,46</b>	5	<b>49,68</b>	5	<b>54,26</b>	5	<b>59,96</b>	5	<b>66,96</b>	3	<b>71,63</b>	2		1		1		1		1		1																																												
Universities Trade Union																																																																				
Wood, Industry, Forestry and Manag. of Water		19	<b>49,78</b>	20	<b>51,97</b>	20	<b>54,88</b>	20	<b>58,23</b>	20	<b>62,91</b>	20	<b>68,72</b>	20	<b>75,49</b>	11	<b>87,35</b>	10	<b>87,47</b>	9	<b>96,76</b>	9	<b>107,04</b>	9	<b>118,82</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 (37,5 hours/week) - for a tariff other than 12-scale tariff system

in CZK/hour/pers.

SCALE SYSTEM		Hourly wage scales (37,5 hours/week) - other tariff systems																												2008				
		TARIFF SCALE																																
		1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		
		NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	
2 scale	1			1																														
3 scale	5	51,72		4	56,90	4	68,13																											
4 scale	3	51,93		3	54,60	3	60,93	2																										
5 scale	5	57,26		6	62,13	6	68,73	6	77,48	6	89,40																							
6 scale	12	52,03		12	57,09	13	60,58	12	65,09	11	72,48	11	79,85																					
7 scale	23	50,74		27	54,98	29	59,43	28	64,61	28	71,84	26	76,94	25	87,23																			
8 scale	30	51,51		29	55,74	30	60,09	31	66,40	31	72,83	31	80,03	27	88,27	26	96,43																	
9 scale	24	50,23		26	53,16	27	57,22	28	62,59	28	70,62	23	78,89	21	85,99	16	91,97	14	101,13															
10 scale	24	49,66		26	52,78	27	56,46	27	60,67	27	65,64	26	70,72	25	76,42	16	80,07	13	83,75	12	87,38													
11 scale	10	50,60		12	53,73	12	57,21	13	62,14	13	68,17	13	74,34	12	82,46	4	78,65	2		2		2												
13 scale	13	48,84		13	50,60	16	57,44	16	61,14	15	63,57	15	69,60	15	79,27	13	86,85	6	88,46	6	95,55	5	104,40	5	115,99	5	128,36							
14 scale	9	53,71		9	57,67	13	61,72	14	67,24	14	72,01	14	77,58	13	83,85	10	92,03	10	99,62	10	109,90	9	115,14	9	131,95	7	147,91	7	165,33					
15 scale	5	54,34		6	55,52	6	59,87	7	62,36	7	69,24	7	75,80	6	79,78	5	89,88	5	97,96	3	99,07	2		2		2		2		2				
16 scale	7	54,19		7	55,90	7	58,43	8	60,49	8	65,34	8	71,14	8	78,84	8	84,98	7	86,44	5	99,08	5	105,98	5	113,30	5	122,14	5	132,62	5	142,18	4	165,13	
17 scale	18	50,21		18	51,25	20	52,40	21	54,64	22	58,63	22	64,41	22	71,50	21	81,50	20	93,57	1		1												
18 scale							1		1		1		1		1		1		1															
19 scale	1			1		1		1		1		1		1		1		1																
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

Table NO. A8a

Evaluation of collective agreements  
Wage supplementary charges according to LC  
Classification based on: Trade unions

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

WCIS Wage supplementary charges according to LC 2008																					
TRADE UNION	Type of supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)				for work on Saturdays and Sundays (Section 118 LC)				
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE	% AE																
<b>Total</b>	1278	88,3	26,0	47,6	27,0	1102	76,1	102,3	1234	85,2	12,08	11,2	918	63,4	7,19	10,6	10,3	1151	79,5	18,15	24,6
Agriculture and Nutrition	23	67,6	25,6	45,4	25,6	20	58,8	100,0	21	61,8	8,57	11,4	18	52,9	7,07		11,3	20	58,8	17,70	22,1
Banking and Insurance	9	69,2	27,9	50,0	30,0	8	61,5	106,9	5	38,5	20,00	11,3					4	30,8		25,0	
Catering, Hotels and Tourism	18	100,0	25,0	50,0	32,9	18	100,0	100,0	18	100,0	7,75	10,0	2	11,1			18	100,0		10,0	
Civilian Employees of the Army																					
Commerce																					
ECHO	50	96,2	26,5	50,9	28,6	50	96,2	105,3	48	92,3	14,63	11,3	42	80,8	7,16	10,0	10,8	45	86,5	17,48	25,0
Food Industry and Allied Trade	79	92,9	25,2	44,9	27,1	70	82,4	109,9	76	89,4	10,01	10,3	52	61,2	6,60	10,0	10,0	73	85,9	12,00	22,2
Glass, Ceramic, Jewellery & Porcelain	32	97,0	28,3	45,0	30,7	27	81,8	101,1	33	100,0	10,35	13,7	30	90,9	7,72		10,0	19	57,6		23,7
Health Service and Social Care	27	90,0	25,4	50,0	25,0	20	66,7	100,0	26	86,7	10,40	17,3	11	36,7	5,45	10,0	10,0	27	90,0	14,00	22,3
KOVO	558	90,6	26,0	46,3	26,3	461	74,8	101,8	545	88,5	13,41	11,0	411	66,7	6,84	10,8	10,2	504	81,8	23,48	28,7
Mines, Geology and Oil Industry	8	72,7	25,0	60,0	27,0	6	54,5	100,0	8	72,7	12,00	10,0	7	63,6	6,25		20,0	8	72,7	15,00	18,6
Postal, Telecom. and Newspaper Services	5	83,3	25,0	30,0	25,0	5	83,3	100,0	4	66,7	12,00	10,0	4	66,7	8,33	25,0		4	66,7	14,00	10,0
Railway Trade Unions	13	68,4	25,0	50,0	26,6	10	52,6	102,5	13	68,4	10,00	10,1	10	52,6	7,67	10,0	10,0	13	68,4		19,4
Science and Research	3	17,6	25,0		25,0	2	11,8		3	17,6		13,3	1	5,9				3	17,6		15,0
STAVBA	110	87,3	25,9	50,9	25,0	104	82,5	102,2	104	82,5	10,50	10,7	92	73,0	8,17	10,0	10,0	100	79,4	29,53	16,0
Textile, Clothing and Leather Industry	43	91,5	25,8	45,7	26,3	32	68,1	102,3	45	95,7	11,48	11,1	22	46,8	6,81	10,0	10,0	34	72,3	9,96	14,7
Transport	80	98,8	28,0	35,0	29,7	74	91,4	100,0	81	100,0	7,81	10,0	56	69,1	10,09	10,0	10,0	81	100,0		32,8
Transport, Road Economy and Repair Vehicles	12	92,3	25,8			11	84,6	100,0	12	92,3	8,00	10,0	10	76,9	6,61	10,0		12	92,3		31,9
UNIOS	87	75,0	25,9	47,7		62	53,4	104,8	80	69,0	9,41	11,5	52	44,8	7,37	10,7	10,0	70	60,3	9,50	16,7
Universities Trade Union	40	100,0	25,0	50,0	25,0	40	100,0	100,0	31	77,5	8,00	10,3	35	87,5	6,42		10,0	39	97,5		17,8
Wood, Industry, Forestry and Manag. of Water	81	91,0	26,1	46,8	25,0	82	92,1	100,6	81	91,0	10,00	12,8	63	70,8	6,90	11,7	11,2	77	86,5	12,72	21,5

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

number of collective agreements, in which the appropriate indicator has been agreed  
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file  
average value of the supplementary charge specified as a percentage of the average earnings  
average value of the supplementary charge in CZK per hour  
average value of the supplementary charge specified as a percentage of the basic tariff of minimum wage

Table NO. A9a

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

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

WCIS	Other supplementary charges I																					2008			
	TRADE UNION	Type of supplementary charge																							
		for afternoon work						for working in shift operation						for team management						for working at heights					
		% of average earnings			paid by the hour			% of average earnings			paid by the shift			% of average earnings			paid by the hour			% of average earnings			paid by the hour		
NCA	% CA	% AE	NCA	% CA	CZK/h	NCA	% CA	% AE	NCA	% CA	CZK/shift	NCA	% CA	% AE	NCA	% CA	CZK/h	NCA	% CA	% AE	NCA	% CA	CZK/h		
<b>Total</b>	25	1,7	7,7	734	50,7	5,91	10	0,7	12,6	79	5,5	87,55	5	0,3	9,2	186	12,8	5,35	2	0,1		200	13,8	5,17	
Agriculture and Nutrition	1	2,9		9	26,5	4,89							1	2,9		1	2,9						1	2,9	
Banking and Insurance				1	7,7					1	7,7														
Catering, Hotels and Tourism																1	5,6								
Civilian Employees of the Army																									
Commerce																									
ECHO				36	69,2	6,43	1	1,9		1	1,9					3	5,8	3,37					23	44,2	8,45
Food Industry and Allied Trade				65	76,5	5,24	1	1,2		2	2,4		1	1,2		5	5,9	4,80					1	1,2	
Glass, Ceramic, Jewellery & Porcelain	2	6,1		32	97,0	6,34										5	15,2	3,30					2	6,1	
Health Service and Social Care				1	3,3																				
KOVO	18	2,9	8,0	413	67,0	6,42	3	0,5	22,7	45	7,3	59,87	2	0,3		106	17,2	5,29	2	0,3		120	19,5	4,53	
Mines, Geology and Oil Industry				6	54,5	3,15										2	18,2						2	18,2	
Postal, Telecom. and Newspaper Services																							1	16,7	
Railway Trade Unions				6	31,6	5,17				5	26,3	70,80				4	21,1	7,00					4	21,1	6,13
Science and Research																									
STAVBA	1	0,8		45	35,7	3,95										19	15,1	4,57					23	18,3	4,91
Textile, Clothing and Leather Industry	1	2,1		39	83,0	5,89										1	2,1						2	4,3	
Transport				18	22,2	5,00										8	9,9	5,75							
Transport, Road Economy and Repair Vehicles				4	30,8	2,28										5	38,5	3,62					1	7,7	
UNIOS				29	25,0	4,91	5	4,3	7,5	5	4,3	112,00				21	18,1	7,06					8	6,9	5,06
Universities Trade Union										19	47,5	96,32													
Wood, Industry, Forestry and Manag. of Water	2	2,2		30	33,7	4,73				1	1,1		1	1,1		5	5,6	4,40					12	13,5	6,32

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

Table NO. A10a

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

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

WCIS		Other supplementary charges II																							2008				
		Type of supplementary charge																											
		for working in hazardous conditions (where respirat. or other protective equip. is necessary)						for the knowledge of foreign languages						for substitution						for training other people							Other supplementary charge		
		% of average earnings			paid by the hour			% of average earnings			paid by the month			% of average earnings			paid by the month			% of average earnings			paid by the month				NCA	% CA	
NCA	% CA	% AE	NCA	% CA	CZK/h	NCA	% CA	% AE	NCA	% CA	CZK/month	NCA	% CA	% AE	NCA	% CA	CZK/month	NCA	% CA	% AE	NCA	% CA	CZK/month	NCA	% CA				
<b>Total</b>		2	0,1		178	12,3	15,62	1	0,1		18	1,2	550	47	3,2	30,6	19	1,3	1 850	26	1,8	10,9	20	1,4	852	606	41,9		
Agriculture and Nutrition									1	2,9		1	2,9		2	5,9										14	41,2		
Banking and Insurance												1	7,7													6	46,2		
Catering, Hotels and Tourism									1	5,6		3	16,7	10,0												5	27,8		
Civilian Employees of the Army																													
Commerce																													
ECHO					11	21,2	44,15					2	3,8		10	19,2	2 000	1	1,9							38	73,1		
Food Industry and Allied Trade												2	2,4		2	2,4					2	2,4				36	42,4		
Glass, Ceramic, Jewellery & Porcelain					17	51,5	7,65																			13	39,4		
Health Service and Social Care									1	3,3		5	16,7	48,0												18	60,0		
KOVO		2	0,3		105	17,0	8,45	1	0,2		11	1,8	536	11	1,8	36,4	1	0,2		9	1,5	14,0	15	2,4	846	310	50,3		
Mines, Geology and Oil Industry																										5	45,5		
Postal, Telecom. and Newspaper Services														1	16,7											2	33,3		
Railway Trade Unions					3	15,8	16,67				2	10,5				1	5,3		3	15,8	5,7	1	5,3			4	21,1		
Science and Research																													
STAVBA					25	19,8	36,80												1	0,8						23	18,3		
Textile, Clothing and Leather Industry									2	4,3		1	2,1													23	48,9		
Transport																			5	6,2	10,0					13	16,0		
Transport, Road Economy and Repair Vehicles					1	7,7	2,00								1	7,7										12	92,3		
UNIOS					10	8,6	19,00							19	16,4	28,7	2	1,7		7	6,0	10,0	1	0,9		38	32,8		
Universities Trade Union																										21	52,5		
Wood Industry, Forestry and Manag. of Water					6	6,7	19,17					1	1,1									1	1,1			25	28,1		

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

Table NO. A11a

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

in % of collective agreements

WCIS		Other wage components														2008		
TRADE UNION	Provision of the 13th pay		Provision of the 14th pay		The conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	510	<b>35,2</b>	256	<b>17,7</b>	297	<b>20,5</b>	171	<b>11,8</b>	112	<b>7,7</b>	107	<b>7,4</b>	101	<b>7,0</b>	95	<b>6,6</b>	719	<b>49,7</b>
Agriculture and Nutrition	8	<b>23,5</b>	2	<b>5,9</b>	4	<b>11,8</b>	6	<b>17,6</b>	1	<b>2,9</b>							9	<b>26,5</b>
Banking and Insurance	1	<b>7,7</b>	1	<b>7,7</b>	2	<b>15,4</b>			2	<b>15,4</b>					2	<b>15,4</b>	2	<b>15,4</b>
Catering, Hotels and Tourism	8	<b>44,4</b>	2	<b>11,1</b>	5	<b>27,8</b>	1	<b>5,6</b>	1	<b>5,6</b>	4	<b>22,2</b>	2	<b>11,1</b>	2	<b>11,1</b>	16	<b>88,9</b>
Civilian Employees of the Army																		
Commerce																		
ECHO	27	<b>51,9</b>	11	<b>21,2</b>	19	<b>36,5</b>	2	<b>3,8</b>	21	<b>40,4</b>	3	<b>5,8</b>	13	<b>25,0</b>	4	<b>7,7</b>	34	<b>65,4</b>
Food Industry and Allied Trade	46	<b>54,1</b>	14	<b>16,5</b>	32	<b>37,6</b>	16	<b>18,8</b>	5	<b>5,9</b>	26	<b>30,6</b>	8	<b>9,4</b>	4	<b>4,7</b>	60	<b>70,6</b>
Glass, Ceramic, Jewellery & Porcelain	10	<b>30,3</b>	7	<b>21,2</b>	4	<b>12,1</b>			3	<b>9,1</b>	1	<b>3,0</b>	1	<b>3,0</b>	3	<b>9,1</b>	13	<b>39,4</b>
Health Service and Social Care					11	<b>36,7</b>	3	<b>10,0</b>	8	<b>26,7</b>	1	<b>3,3</b>	1	<b>3,3</b>	1	<b>3,3</b>	15	<b>50,0</b>
KOVO	202	<b>32,8</b>	104	<b>16,9</b>	132	<b>21,4</b>	65	<b>10,6</b>	28	<b>4,5</b>	38	<b>6,2</b>	44	<b>7,1</b>	40	<b>6,5</b>	302	<b>49,0</b>
Mines, Geology and Oil Industry	7	<b>63,6</b>	5	<b>45,5</b>	2	<b>18,2</b>			2	<b>18,2</b>			1	<b>9,1</b>			2	<b>18,2</b>
Postal, Telecom. and Newspaper Services	2	<b>33,3</b>	2	<b>33,3</b>							1	<b>16,7</b>					4	<b>66,7</b>
Railway Trade Unions	3	<b>15,8</b>	1	<b>5,3</b>	2	<b>10,5</b>					1	<b>5,3</b>	1	<b>5,3</b>			11	<b>57,9</b>
Science and Research					1	<b>5,9</b>			3	<b>17,6</b>								
STAVBA	50	<b>39,7</b>	25	<b>19,8</b>	16	<b>12,7</b>	3	<b>2,4</b>	19	<b>15,1</b>			1	<b>0,8</b>	1	<b>0,8</b>	26	<b>20,6</b>
Textile, Clothing and Leather Industry	18	<b>38,3</b>	3	<b>6,4</b>	7	<b>14,9</b>	5	<b>10,6</b>	1	<b>2,1</b>			5	<b>10,6</b>	2	<b>4,3</b>	8	<b>17,0</b>
Transport	3	<b>3,7</b>	2	<b>2,5</b>	4	<b>4,9</b>	1	<b>1,2</b>					4	<b>4,9</b>			66	<b>81,5</b>
Transport, Road Economy and Repair Vehicles	3	<b>23,1</b>	1	<b>7,7</b>	5	<b>38,5</b>	6	<b>46,2</b>			2	<b>15,4</b>	2	<b>15,4</b>	1	<b>7,7</b>	10	<b>76,9</b>
UNIOS	49	<b>42,2</b>	24	<b>20,7</b>	19	<b>16,4</b>	26	<b>22,4</b>			19	<b>16,4</b>	12	<b>10,3</b>	4	<b>3,4</b>	74	<b>63,8</b>
Universities Trade Union	22	<b>55,0</b>	22	<b>55,0</b>	8	<b>20,0</b>	22	<b>55,0</b>	12	<b>30,0</b>					16	<b>40,0</b>	30	<b>75,0</b>
Wood, Industry, Forestry and Manag. of Water	51	<b>57,3</b>	30	<b>33,7</b>	24	<b>27,0</b>	15	<b>16,9</b>	6	<b>6,7</b>	11	<b>12,4</b>	6	<b>6,7</b>	15	<b>16,9</b>	37	<b>41,6</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  
Incentive components - bonuses, performance rewards, team rewards etc.

Table NO. A12a

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

in CZK

WCIS																						Remunerations at work anniversaries and assistance in natural disasters												2008	
TRADE UNION	agreed in CA		length of work in the organization																Remuneration for assistance in natural disasters																
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years		NCA	% CA	CZK												
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK																	
<b>Total</b>	667	46,1	45	1 946	205	2 343	394	3 413	469	4 385	605	5 098	661	6 008	667	7 043	667	8 062	667	9 124	1	0,1													
Agriculture and Nutrition	12	35,3			1		6	3 750	7	5 214	10	5 970	12	6 792	12	8 067	12	9 083	12	10 042															
Banking and Insurance	6	46,2			3	3 667	6	8 667	6	10 667	6	12 167	6	13 667	6	15 167	6	17 333	6	18 167															
Catering, Hotels and Tourism	11	61,1	2		5	5 000	11	5 909	11	6 227	11	7 273	11	8 727	11	9 545	11	10 000	11	10 000															
Civilian Employees of the Army																																			
Commerce																																			
ECHO	21	40,4			5	2 520	12	3 083	16	4 053	20	4 903	21	5 840	21	6 960	21	8 214	21	9 802															
Food Industry and Allied Trade	54	63,5	3	1 067	21	2 005	43	2 963	47	3 941	53	4 961	54	5 827	54	6 843	54	7 602	54	8 650															
Glass, Ceramic, Jewellery & Porcelain	19	57,6	3	1 333	3	2 167	10	3 430	12	4 917	18	5 850	18	7 939	19	9 555	19	11 634	19	13 642															
Health Service and Social Care	8	26,7	1		1		2		3	4 667	7	3 071	8	4 375	8	5 063	8	6 063	8	6 625															
KOVO	306	49,7	19	1 835	98	2 178	187	3 189	227	4 219	270	5 168	305	6 088	306	7 251	306	8 447	306	9 767	1	0,2													
Mines, Geology and Oil Industry	6	54,5			5	2 540	5	3 800	5	5 200	6	5 750	6	5 917	6	6 333	6	6 333	6	6 667															
Postal, Telecom. and Newspaper Services																																			
Railway Trade Unions	8	42,1	1		2		6	3 333	6	5 083	7	6 143	7	7 643	8	8 250	8	10 438	8	11 000															
Science and Research																																			
STAVBA	58	46,0	2		10	2 865	32	4 033	34	5 221	53	5 721	55	6 595	58	7 548	58	8 547	58	9 484															
Textile, Clothing and Leather Industry	17	36,2	2		5	1 260	10	1 700	11	2 473	15	2 767	17	3 253	17	3 953	17	4 506	17	5 200															
Transport	30	37,0	4	1 125	6	1 500	7	2 057	16	3 919	29	3 400	30	3 867	30	4 323	30	4 707	30	4 973															
Transport, Road Economy and Repair Vehicles	10	76,9	1		4	3 000	5	3 100	8	3 313	10	4 325	10	5 250	10	6 150	10	6 600	10	7 150															
UNIOS	50	43,1	7	2 214	20	2 550	26	3 965	30	4 877	45	5 311	50	6 042	50	6 766	50	7 338	50	7 818															
Universities Trade Union	8	20,0							1		8	3 563	8	4 500	8	5 375	8	6 125	8	6 875															
Wood Industry, Forestry and Manag.of Water	43	48,3			16	2 619	26	3 119	29	3 767	37	4 241	43	5 257	43	6 203	43	6 985	43	7 884															

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

WCIS		Remuneration at life anniversaries I												2008	
TRADE UNION	Remuneration at reaching of the age of 50														
	agreed in CA		length of work in the organization												
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	
<b>Total</b>	871	<b>60,2</b>	405	<b>3 250</b>	820	<b>3 603</b>	860	<b>4 550</b>	870	<b>5 350</b>	871	<b>6 146</b>	871	<b>6 512</b>	
<b>Agriculture and Nutrition</b>	21	<b>61,8</b>	9	<b>3 028</b>	21	<b>4 017</b>	21	<b>5 100</b>	21	<b>5 860</b>	21	<b>6 548</b>	21	<b>6 926</b>	
<b>Banking and Insurance</b>	5	<b>38,5</b>	4	<b>7 625</b>	5	<b>7 800</b>	5	<b>7 800</b>	5	<b>7 800</b>	5	<b>7 800</b>	5	<b>7 800</b>	
<b>Catering, Hotels and Tourism</b>	17	<b>94,4</b>	16	<b>4 531</b>	17	<b>5 500</b>	17	<b>6 059</b>	17	<b>6 382</b>	17	<b>6 618</b>	17	<b>6 676</b>	
<b>Civilian Employees of the Army</b>															
<b>Commerce</b>	1	<b>100,0</b>			1		1		1		1		1		
<b>ECHO</b>	34	<b>65,4</b>	6	<b>2 750</b>	33	<b>5 635</b>	34	<b>9 901</b>	34	<b>14 085</b>	34	<b>18 238</b>	34	<b>18 687</b>	
<b>Food Industry and Allied Trade</b>	54	<b>63,5</b>	13	<b>2 846</b>	49	<b>2 831</b>	54	<b>3 964</b>	54	<b>4 670</b>	54	<b>6 040</b>	54	<b>6 541</b>	
<b>Glass, Ceramic, Jewellery &amp; Porcelain</b>	23	<b>69,7</b>	12	<b>2 917</b>	21	<b>3 933</b>	23	<b>4 283</b>	23	<b>4 809</b>	23	<b>5 278</b>	23	<b>6 070</b>	
<b>Health Service and Social Care</b>	21	<b>70,0</b>	9	<b>3 556</b>	20	<b>4 225</b>	21	<b>4 571</b>	21	<b>5 000</b>	21	<b>5 286</b>	21	<b>5 381</b>	
<b>KOVO</b>	306	<b>49,7</b>	123	<b>3 121</b>	273	<b>3 372</b>	296	<b>4 268</b>	305	<b>4 986</b>	306	<b>5 731</b>	306	<b>6 269</b>	
<b>Mines, Geology and Oil Industry</b>	9	<b>81,8</b>	4	<b>3 375</b>	9	<b>3 400</b>	9	<b>4 322</b>	9	<b>5 133</b>	9	<b>5 889</b>	9	<b>6 011</b>	
<b>Postal, Telecom. and Newspaper Services</b>	3	<b>50,0</b>			3	<b>5 833</b>	3	<b>6 667</b>	3	<b>6 667</b>	3	<b>6 667</b>	3	<b>6 667</b>	
<b>Railway Trade Unions</b>	16	<b>84,2</b>	10	<b>4 375</b>	16	<b>4 922</b>	16	<b>5 881</b>	16	<b>6 269</b>	16	<b>7 081</b>	16	<b>7 225</b>	
<b>Science and Research</b>	7	<b>41,2</b>	4	<b>2 625</b>	7	<b>2 957</b>	7	<b>3 671</b>	7	<b>3 857</b>	7	<b>4 286</b>	7	<b>4 286</b>	
<b>STAVBA</b>	89	<b>70,6</b>	39	<b>3 397</b>	88	<b>3 662</b>	89	<b>4 744</b>	89	<b>5 744</b>	89	<b>6 398</b>	89	<b>6 711</b>	
<b>Textile, Clothing and Leather Industry</b>	34	<b>72,3</b>	18	<b>2 578</b>	32	<b>2 536</b>	34	<b>2 941</b>	34	<b>3 278</b>	34	<b>3 703</b>	34	<b>3 966</b>	
<b>Transport</b>	66	<b>81,5</b>	40	<b>2 065</b>	65	<b>2 739</b>	65	<b>3 112</b>	66	<b>3 563</b>	66	<b>3 779</b>	66	<b>3 912</b>	
<b>Transport, Road Economy and Repair Vehicles</b>	9	<b>69,2</b>	3	<b>3 000</b>	9	<b>2 833</b>	9	<b>3 167</b>	9	<b>3 556</b>	9	<b>4 000</b>	9	<b>4 222</b>	
<b>UNIOS</b>	84	<b>72,4</b>	66	<b>4 124</b>	84	<b>4 213</b>	84	<b>4 723</b>	84	<b>5 131</b>	84	<b>5 542</b>	84	<b>5 637</b>	
<b>Universities Trade Union</b>	21	<b>52,5</b>	7	<b>2 429</b>	21	<b>3 619</b>	21	<b>5 333</b>	21	<b>6 524</b>	21	<b>6 571</b>	21	<b>6 619</b>	
<b>Wood Industry, Forestry and Manag.of Water</b>	51	<b>57,3</b>	22	<b>2 466</b>	46	<b>3 016</b>	51	<b>4 160</b>	51	<b>5 149</b>	51	<b>6 419</b>	51	<b>6 847</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

Table NO. A14a

Evaluation of collective agreements

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

Classification based on: Trade unions

in CZK

WCIS																						Remuneration at life anniversaries II										2008	
TRADE UNION		Remuneration at 1st quitting of the working relation following the granting of disability pension or the old-age pension																															
		agreed in CA		length of work in the organization																													
				less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years													
NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK												
<b>Total</b>		896	61,9	384	4 098	820	4 491	880	5 756	895	7 021	895	8 036	896	8 778	896	9 400	896	9 854	896	10 212												
Agriculture and Nutrition		21	61,8	8	3 531	21	4 090	21	5 052	21	5 829	21	6 495	21	6 890	21	7 174	21	7 448	21	7 721												
Banking and Insurance		4	30,8	2		4	6 000	4	7 250	4	8 500	4	9 750	4	11 000	4	12 250	4	13 500	4	14 750												
Catering, Hotels and Tourism		17	94,4	16	4 438	17	5 471	17	6 088	17	6 412	17	6 647	17	6 706	17	6 706	17	6 706	17	6 706												
Civilian Employees of the Army																																	
Commerce		1	100,0			1		1		1		1		1		1		1		1													
ECHO		30	57,7	15	3 200	29	4 817	30	7 365	30	9 962	30	12 558	30	14 692	30	16 312	30	17 582	30	18 918												
Food Industry and Allied Trade		61	71,8	13	4 123	56	4 505	61	6 572	61	7 662	61	9 625	61	10 562	61	11 744	61	12 015	61	12 744												
Glass, Ceramic, Jewellery & Porcelain		23	69,7	7	3 643	19	5 474	22	6 736	23	8 017	23	9 300	23	10 922	23	11 639	23	12 596	23	13 465												
Health Service and Social Care		24	80,0	10	4 250	22	4 670	24	5 021	24	5 719	24	6 248	24	6 488	24	6 685	24	6 758	24	6 831												
KOVO		310	50,3	109	4 548	265	4 360	298	5 525	310	7 311	310	8 396	310	9 404	310	10 354	310	11 101	310	11 553												
Mines, Geology and Oil Industry		8	72,7	3	4 000	8	4 225	8	5 275	8	6 550	8	7 813	8	7 950	8	8 575	8	8 575	8	8 575												
Postal, Telecom. and Newspaper Services		3	50,0	1		3	10 833	3	13 667	3	15 333	3	17 000	3	17 000	3	17 000	3	17 000	3	17 000												
Railway Trade Unions		17	89,5	8	5 438	16	8 563	16	11 569	16	12 331	16	13 913	17	14 224	17	14 476	17	14 965	17	14 982												
Science and Research		7	41,2	3	3 167	7	3 286	7	3 714	7	4 214	7	4 500	7	4 500	7	4 643	7	4 643	7	4 643												
STAVBA		94	74,6	33	5 859	90	5 562	93	7 606	94	9 027	94	9 879	94	10 460	94	10 735	94	11 193	94	11 503												
Textile, Clothing and Leather Industry		38	80,9	21	2 481	35	2 656	38	3 071	38	3 388	38	3 732	38	4 041	38	4 159	38	4 186	38	4 186												
Transport		69	85,2	38	2 634	65	3 382	68	4 132	69	4 743	69	5 203	69	5 457	69	5 717	69	5 920	69	6 123												
Transport, Road Economy and Repair Vehicles		9	69,2	2		8	3 000	9	4 222	9	4 833	9	5 611	9	6 056	9	6 444	9	6 778	9	7 111												
UNIOS		87	75,0	66	4 727	85	4 862	87	5 569	87	6 145	87	6 697	87	6 955	87	7 059	87	7 093	87	7 128												
Universities Trade Union		21	52,5	7	2 571	21	3 714	21	5 381	21	6 524	21	6 571	21	6 619	21	6 619	21	6 619	21	6 619												
Wood Industry, Forestry and Manag. of Water		52	58,4	22	2 477	48	3 496	52	4 814	52	6 070	52	7 692	52	8 647	52	9 388	52	9 652	52	9 936												

Explanatory notes: NCA  
% CA  
CZK

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

Table NO. A15a

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

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

WCIS		Wage development																								2008												
TRADE UNION	NCA	% CA	Has wage development been contracted in the CA?																												Number of CA where wage development is bound to economic indicators							
			of this																																			
			by increasing wage scales						by incr. total volume of wage funds				by increasing the average nominal wage						by increasing the average real wage						by keeping real wage				by 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	by incr. in %	without manag.	NCA	% CA	without manag.	NCA	% CA	without manag.	NCA	% CA		NCA	% CA					
		aver.CZK	aver.%							aver.CZK																												
<b>Total</b>	1071	74,0	407	28,1	31	663,7	376	5,5	98	6,8	5	0,3	598	41,3	586	5,4	12	832,5	31	5,2	2		58	4,0	58	2,4	6	2,2	143	9,9	8	0,6	200	13,8	249	17,2		
Agriculture and Nutrition	12	35,3											10	29,4	10	6,4														2	5,9					5	14,7	
Banking and Insurance	11	84,6	5	38,5			5	5,3	5	38,5			2	15,4	2														4	30,8			4	30,8	2	15,4		
Catering, Hotels and Tourism	18	100,0	6	33,3			6	4,8	2	11,1			12	66,7	12	3,8				4	3,7										2	11,1			6	33,3		
Civilian Employees of the Army	1	100,0											1	100,0	1																				1	100,0		
Commerce	1	100,0																											1	100,0					1	100,0		
ECHO	44	84,6	19	36,5	1		18	6,7	1	1,9			14	26,9	14	6,0				4	6,9			4	7,7	4	1,8	1		13	25,0	1	1,9	7	13,5	8	15,4	
Food Industry and Allied Trade	64	75,3	16	18,8			16	4,0	18	21,2	1	1,2	38	44,7	33	5,5	5	874,0	5	6,0					5	5,9	5	1,6		3	3,5			14	16,5	17	20,0	
Glass, Ceramic, Jewellery & Porcelain	15	45,5	1	3,0			1		2	6,1			12	36,4	12	4,9																				2	6,1	
Health Service and Social Care	17	56,7	5	16,7			5	4,7	2	6,7			7	23,3	7	3,9													3	10,0					3	10,0		
KOVO	509	82,6	245	39,8	24	688,6	221	5,0	43	7,0	3	0,5	272	44,2	266	5,8	6	770,0	9	4,7	1		31	5,0	31	2,8	1		66	10,7	4	0,6	122	19,8	128	20,8		
Mines, Geology and Oil Industry	7	63,6	4	36,4			4	5,0					4	36,4	4	6,1																	1	9,1				
Postal, Telecom. and Newspaper Services	2	33,3							1	16,7			2	33,3	2														1	16,7	1	16,7	2	33,3	1	16,7		
Railway Trade Unions	16	84,2	10	52,6	2		8	5,8	2	10,5			5	26,3	5	5,4				1				2	10,5	2			2	10,5			4	21,1	7	36,8		
Science and Research	3	17,6	1	5,9			1						1	5,9	1														1	5,9					1	5,9		
STAVBA	72	57,1	16	12,7			16	8,1					56	44,4	56	5,2								5	4,0	5	1,6			6	4,8	1	0,8	11	8,7	29	23,0	
Textile, Clothing and Leather Industry	38	80,9	2	4,3	1		1						34	72,3	34	3,9				3	4,2							2	4,3					7	14,9			
Transport	53	65,4	42	51,9			42	7,5	5	6,2			7	8,6	7	4,9								1	1,2	1			6	7,4			8	9,9	1	1,2		
Transport, Road Economy and Repair Vehicles	12	92,3	8	61,5			8	7,0					4	30,8	4	8,1													3	23,1			2	15,4	1	7,7		
UNIOS	98	84,5	15	12,9	2		13	4,5	7	6,0			63	54,3	63	4,7													21	18,1			8	6,9	5	4,3		
Universities Trade Union																																						
Wood, Industry, Forestry and Manag. of Water	78	87,6	12	13,5	1		11	4,6	10	11,2	1	1,1	54	60,7	53	6,0	1			5	5,2	1		10	11,2	10	2,2	4	2,1	9	10,1	1	1,1	15	16,9	24	27,0	

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

Table NO. A16a

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

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

WCIS																		Remuneration of employees I																		2008			
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>	941	<b>65,0</b>	168	<b>11,6</b>	64	<b>4,4</b>	789	<b>54,5</b>	375	<b>25,9</b>	<b>97,2</b>	285	<b>19,7</b>	<b>87,7</b>	446	<b>30,8</b>	<b>18,0</b>	<b>14,92</b>																					
Agriculture and Nutrition	12	<b>35,3</b>	2	<b>5,9</b>			11	<b>32,4</b>	8	<b>23,5</b>	<b>98,8</b>	3	<b>8,8</b>	<b>83,3</b>	6	<b>17,6</b>	<b>16,7</b>																						
Banking and Insurance	8	<b>61,5</b>	3	<b>23,1</b>			6	<b>46,2</b>				2	<b>15,4</b>																										
Catering, Hotels and Tourism	10	<b>55,6</b>	2	<b>11,1</b>			8	<b>44,4</b>	12	<b>66,7</b>	<b>100,0</b>	12	<b>66,7</b>	<b>96,7</b>	12	<b>66,7</b>	<b>18,3</b>																						
Civilian Employees of the Army																																							
Commerce																																							
ECHO	43	<b>82,7</b>	3	<b>5,8</b>	3	<b>5,8</b>	37	<b>71,2</b>	33	<b>63,5</b>	<b>90,8</b>	35	<b>67,3</b>	<b>76,4</b>	19	<b>36,5</b>	<b>15,0</b>	<b>9,72</b>																					
Food Industry and Allied Trade	42	<b>49,4</b>					42	<b>49,4</b>	8	<b>9,4</b>	<b>100,0</b>	10	<b>11,8</b>	<b>77,5</b>	19	<b>22,4</b>	<b>17,5</b>	<b>25,56</b>																					
Glass, Ceramic, Jewellery & Porcelain	23	<b>69,7</b>	6	<b>18,2</b>	4	<b>12,1</b>	20	<b>60,6</b>	6	<b>18,2</b>	<b>95,8</b>	11	<b>33,3</b>	<b>84,1</b>	8	<b>24,2</b>	<b>20,0</b>	<b>8,70</b>																					
Health Service and Social Care	24	<b>80,0</b>	1	<b>3,3</b>	1	<b>3,3</b>	22	<b>73,3</b>							11	<b>36,7</b>	<b>16,0</b>	<b>30,00</b>																					
KOVO	403	<b>65,4</b>	72	<b>11,7</b>	30	<b>4,9</b>	330	<b>53,6</b>	172	<b>27,9</b>	<b>96,8</b>	116	<b>18,8</b>	<b>90,9</b>	157	<b>25,5</b>	<b>19,3</b>	<b>14,25</b>																					
Mines, Geology and Oil Industry	6	<b>54,5</b>	2	<b>18,2</b>			6	<b>54,5</b>	5	<b>45,5</b>	<b>100,0</b>	6	<b>54,5</b>	<b>96,7</b>	4	<b>36,4</b>		<b>10,25</b>																					
Postal, Telecom. and Newspaper Services	3	<b>50,0</b>					3	<b>50,0</b>	1	<b>16,7</b>		1	<b>16,7</b>		1	<b>16,7</b>																							
Railway Trade Unions	8	<b>42,1</b>	1	<b>5,3</b>	1	<b>5,3</b>	7	<b>36,8</b>	5	<b>26,3</b>	<b>96,0</b>	5	<b>26,3</b>	<b>96,0</b>	4	<b>21,1</b>	<b>18,3</b>	<b>15,00</b>																					
Science and Research									2	<b>11,8</b>		2	<b>11,8</b>																										
STAVBA	93	<b>73,8</b>	48	<b>38,1</b>	11	<b>8,7</b>	58	<b>46,0</b>	58	<b>46,0</b>	<b>100,0</b>	10	<b>7,9</b>	<b>85,0</b>	70	<b>55,6</b>	<b>16,1</b>	<b>22,33</b>																					
Textile, Clothing and Leather Industry	24	<b>51,1</b>	7	<b>14,9</b>	5	<b>10,6</b>	17	<b>36,2</b>	3	<b>6,4</b>	<b>96,7</b>	5	<b>10,6</b>	<b>86,0</b>	14	<b>29,8</b>		<b>10,86</b>																					
Transport	79	<b>97,5</b>					79	<b>97,5</b>	35	<b>43,2</b>	<b>97,7</b>	30	<b>37,0</b>	<b>91,3</b>	61	<b>75,3</b>	<b>20,5</b>	<b>24,60</b>																					
Transport, Road Economy and Repair Vehicles	13	<b>100,0</b>					13	<b>100,0</b>	4	<b>30,8</b>	<b>97,5</b>	2	<b>15,4</b>		2	<b>15,4</b>																							
UNIOS	60	<b>51,7</b>	3	<b>2,6</b>	3	<b>2,6</b>	56	<b>48,3</b>	10	<b>8,6</b>	<b>97,5</b>	15	<b>12,9</b>	<b>84,7</b>	28	<b>24,1</b>	<b>16,7</b>	<b>10,13</b>																					
Universities Trade Union	40	<b>100,0</b>	1	<b>2,5</b>			39	<b>97,5</b>							10	<b>25,0</b>	<b>19,5</b>																						
Wood Industry, Forestry and Manag. of Water	50	<b>56,2</b>	17	<b>19,1</b>	6	<b>6,7</b>	35	<b>39,3</b>	13	<b>14,6</b>	<b>98,5</b>	20	<b>22,5</b>	<b>82,8</b>	20	<b>22,5</b>	<b>15,9</b>	<b>16,02</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

WCIS															Remuneration of employees II				2008	
TRADE UNION	Detailed conditions governing the working hours accounts										Use of wage by the task									
	agreed in CA		Permanent wage under Section 120 LC is agreed in the amount of								agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)							
	NCA	% CA	80% of average earnings		90% of average earnings		other amounts of average earnings		other form		NCA	% CA	NCA	% CA	NCA	% CA				
<b>Total</b>	11	0,8	12	0,8			7	0,5	100,0	1	0,1	176	12,2	124	8,6					
Agriculture and Nutrition																				
Banking and Insurance	1	7,7																		
Catering, Hotels and Tourism												2	11,1	2	11,1					
Civilian Employees of the Army																				
Commerce																				
ECHO												2	3,8							
Food Industry and Allied Trade			1	1,2			1	1,2				17	20,0	8	9,4					
Glass, Ceramic, Jewellery & Porcelain												6	18,2	4	12,1					
Health Service and Social Care																				
KOVO	9	1,5	6	1,0			5	0,8	100,0	1	0,2	82	13,3	73	11,9					
Mines, Geology and Oil Industry												3	27,3	1	9,1					
Postal, Telecom. and Newspaper Services												1	16,7	1	16,7					
Railway Trade Unions			1	5,3								4	21,1	4	21,1					
Science and Research																				
STAVBA			1	0,8			1	0,8				20	15,9	15	11,9					
Textile, Clothing and Leather Industry												6	12,8	6	12,8					
Transport												13	16,0	3	3,7					
Transport, Road Economy and Repair Vehicles												4	30,8	1	7,7					
UNIOS																				
Universities Trade Union												1	2,5							
Wood.Industry, Forestry and Manag.of Water	1	1,1	3	3,4								15	16,9	6	6,7					

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

Table NO. A18a

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

% of collective agreements

WCIS		Remuneration of employees III								2008	
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>	1389	<b>95,9</b>	1222	<b>84,4</b>	572	<b>39,5</b>	601	<b>41,5</b>	826	<b>57,0</b>	
Agriculture and Nutrition	33	<b>97,1</b>	20	<b>58,8</b>	18	<b>52,9</b>	3	<b>8,8</b>	7	<b>20,6</b>	
Banking and Insurance	12	<b>92,3</b>	10	<b>76,9</b>	11	<b>84,6</b>	1	<b>7,7</b>	9	<b>69,2</b>	
Catering, Hotels and Tourism	18	<b>100,0</b>	18	<b>100,0</b>	1	<b>5,6</b>	9	<b>50,0</b>	9	<b>50,0</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>					
ECHO	52	<b>100,0</b>	47	<b>90,4</b>	25	<b>48,1</b>	18	<b>34,6</b>	35	<b>67,3</b>	
Food Industry and Allied Trade	78	<b>91,8</b>	63	<b>74,1</b>	14	<b>16,5</b>	15	<b>17,6</b>	14	<b>16,5</b>	
Glass, Ceramic, Jewellery & Porcelain	33	<b>100,0</b>	31	<b>93,9</b>	22	<b>66,7</b>	29	<b>87,9</b>	32	<b>97,0</b>	
Health Service and Social Care	29	<b>96,7</b>	18	<b>60,0</b>	16	<b>53,3</b>	6	<b>20,0</b>	9	<b>30,0</b>	
KOVO	587	<b>95,3</b>	543	<b>88,1</b>	244	<b>39,6</b>	322	<b>52,3</b>	406	<b>65,9</b>	
Mines, Geology and Oil Industry	11	<b>100,0</b>	8	<b>72,7</b>	3	<b>27,3</b>	3	<b>27,3</b>	3	<b>27,3</b>	
Postal, Telecom. and Newspaper Services	6	<b>100,0</b>	3	<b>50,0</b>	5	<b>83,3</b>	2	<b>33,3</b>	3	<b>50,0</b>	
Railway Trade Unions	18	<b>94,7</b>	10	<b>52,6</b>	13	<b>68,4</b>	7	<b>36,8</b>	10	<b>52,6</b>	
Science and Research	16	<b>94,1</b>			16	<b>94,1</b>					
STAVBA	122	<b>96,8</b>	102	<b>81,0</b>	59	<b>46,8</b>	20	<b>15,9</b>	53	<b>42,1</b>	
Textile, Clothing and Leather Industry	43	<b>91,5</b>	43	<b>91,5</b>	8	<b>17,0</b>	23	<b>48,9</b>	29	<b>61,7</b>	
Transport	81	<b>100,0</b>	81	<b>100,0</b>	1	<b>1,2</b>			1	<b>1,2</b>	
Transport, Road Economy and Repair Vehicles	13	<b>100,0</b>	12	<b>92,3</b>	1	<b>7,7</b>	9	<b>69,2</b>	9	<b>69,2</b>	
UNIOS	114	<b>98,3</b>	113	<b>97,4</b>	25	<b>21,6</b>	86	<b>74,1</b>	100	<b>86,2</b>	
Universities Trade Union	40	<b>100,0</b>	36	<b>90,0</b>	40	<b>100,0</b>			36	<b>90,0</b>	
Wood, Industry, Forestry and Manag. of Water	81	<b>91,0</b>	64	<b>71,9</b>	48	<b>53,9</b>	48	<b>53,9</b>	61	<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  
agreements combining more methods of contracting remunerations are included even in the sum total for individual contracting methods

Table NO. A19a

Evaluation of collective agreements  
 Conditions governing the activities of trade union organizations  
 Classification based on: Trade unions

% of collective agreements

WCIS																	
Conditions governing the activities of trade union organizations																	
2008																	
TRADE UNION	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						Establishment of commission for the interpretation and fulfilment of obligations entailed in CA		Authorization for the issuance of internal regulations under Section 305 LC*		
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA	NCA	% CA
	<b>Total</b>	1268	<b>87,6</b>	280	<b>19,3</b>	539	<b>37,2</b>	1165	<b>80,5</b>	1018	351	430	576	337	474	<b>32,7</b>	183
Agriculture and Nutrition	24	<b>70,6</b>	1	<b>2,9</b>	1	<b>2,9</b>	20	<b>58,8</b>	18	4	1	1	10	2	<b>5,9</b>	1	<b>2,9</b>
Banking and Insurance	11	<b>84,6</b>	2	<b>15,4</b>	3	<b>23,1</b>	12	<b>92,3</b>	12	3	10	8	6	1	<b>7,7</b>	2	<b>15,4</b>
Catering, Hotels and Tourism	17	<b>94,4</b>					17	<b>94,4</b>	16	12	5	13				9	<b>50,0</b>
Civilian Employees of the Army	1	<b>100,0</b>					1	<b>100,0</b>				1	1				
Commerce	1	<b>100,0</b>															
ECHO	47	<b>90,4</b>	13	<b>25,0</b>	8	<b>15,4</b>	44	<b>84,6</b>	41	12	17	17	34	10	<b>19,2</b>	15	<b>28,8</b>
Food Industry and Allied Trade	68	<b>80,0</b>	5	<b>5,9</b>	72	<b>84,7</b>	63	<b>74,1</b>	56	15	10	40	10	11	<b>12,9</b>	5	<b>5,9</b>
Glass, Ceramic, Jewellery & Porcelain	32	<b>97,0</b>	8	<b>24,2</b>	17	<b>51,5</b>	12	<b>36,4</b>	11	1	2	3	3	17	<b>51,5</b>	23	<b>69,7</b>
Health Service and Social Care	27	<b>90,0</b>			13	<b>43,3</b>	22	<b>73,3</b>	21	2	4		15				
KOVO	558	<b>90,6</b>	205	<b>33,3</b>	247	<b>40,1</b>	515	<b>83,6</b>	424	207	243	326	80	357	<b>58,0</b>	47	<b>7,6</b>
Mines, Geology and Oil Industry	10	<b>90,9</b>	3	<b>27,3</b>	1	<b>9,1</b>	5	<b>45,5</b>	5		1	1					
Postal, Telecom. and Newspaper Services	4	<b>66,7</b>	1	<b>16,7</b>	3	<b>50,0</b>	6	<b>100,0</b>	4	4	2	1	6			2	<b>33,3</b>
Railway Trade Unions	17	<b>89,5</b>	5	<b>26,3</b>	8	<b>42,1</b>	15	<b>78,9</b>	13	7	10	10	7	1	<b>5,3</b>	3	<b>15,8</b>
Science and Research	13	<b>76,5</b>					13	<b>76,5</b>	12	2	3	1	9	1	<b>5,9</b>	6	<b>35,3</b>
STAVBA	107	<b>84,9</b>	4	<b>3,2</b>	8	<b>6,3</b>	94	<b>74,6</b>	80	14		41	61				
Textile, Clothing and Leather Industry	42	<b>89,4</b>	7	<b>14,9</b>	5	<b>10,6</b>	29	<b>61,7</b>	24	9	5	10	2	7	<b>14,9</b>		
Transport	70	<b>86,4</b>	15	<b>18,5</b>			71	<b>87,7</b>	71	29	45	70		10	<b>12,3</b>		<b>2,5</b>
Transport, Road Economy and Repair Vehicles	9	<b>69,2</b>	6	<b>46,2</b>	7	<b>53,8</b>	12	<b>92,3</b>	11	4	4	7		8	<b>61,5</b>	3	<b>23,1</b>
UNIOS	108	<b>93,1</b>	1	<b>0,9</b>	99	<b>85,3</b>	96	<b>82,8</b>	83	14	20	18	17	6	<b>5,2</b>	17	<b>14,7</b>
Universities Trade Union	21	<b>52,5</b>			14	<b>35,0</b>	39	<b>97,5</b>	39		39	1	7	1	<b>2,5</b>	40	<b>100,0</b>
Wood, Industry, Forestry and Manag. of Water	81	<b>91,0</b>	4	<b>4,5</b>	33	<b>37,1</b>	79	<b>88,8</b>	77	12	9	7	69	42	<b>47,2</b>	8	<b>9,0</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  
 \* effective 1 April 2008 cancelled on the basis of a decision of the Constitutional Court  
 A use of employer's rooms  
 B employer's allowances for the activities of trade unions  
 C internet connection  
 D costs of necessary materials  
 E other conditions

Table NO. A20a

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

% of collective agreements

WCIS		Plurality of trade unions, providing information and discussing																				2008			
		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	
												CA is concluded jointly		CA is concluded with the TU with the highest number of members		other procedures									
		1 TU		2 TU		3 TU		4 TU		5 and more TU		NCA	% CA*	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	1151	79,5	118	8,1	49	3,4	27	1,9	103	7,1	244	82,2	14	4,7	39	13,1	953	65,8	300	20,7	800	55,2	202	14,0	
Agriculture and Nutrition	31	91,2	3	8,8							3	100,0					2	5,9							
Banking and Insurance	10	76,9	1	7,7					2	15,4	3	100,0					11	84,6	4	30,8	9	69,2	2	15,4	
Catering, Hotels and Tourism	13	72,2							5	27,8	5	100,0					16	88,9			16	88,9			
Civilian Employees of the Army	1	100,0															1	100,0							
Commerce	1	100,0															1	100,0					1	100,0	
ECHO	32	61,5	7	13,5					13	25,0	20	100,0					31	59,6	32	61,5	17	32,7	38	73,1	
Food Industry and Allied Trade	46	54,1	15	17,6	11	12,9	8	9,4	5	5,9	39	100,0					59	69,4	49	57,6	52	61,2	1	1,2	
Glass, Ceramic, Jewellery & Porcelain	23	69,7	5	15,2	3	9,1	1	3,0	1	3,0	8	80,0			2	20,0	32	97,0	26	78,8	5	15,2	21	63,6	
Health Service and Social Care	15	50,0	7	23,3	3	10,0	2	6,7	3	10,0	15	100,0					23	76,7	7	23,3	9	30,0	4	13,3	
KOVO	548	89,0	39	6,3	17	2,8	9	1,5	3	0,5	60	88,2	1	1,5	7	10,3	444	72,1	147	23,9	421	68,3	90	14,6	
Mines, Geology and Oil Industry	7	63,6	2	18,2	1	9,1			1	9,1	4	100,0					6	54,5	2	18,2	6	54,5	4	36,4	
Postal, Telecom. and Newspaper Services	6	100,0															4	66,7	3	50,0	3	50,0	1	16,7	
Railway Trade Unions	8	42,1	3	15,8	2	10,5	2	10,5	4	21,1	11	100,0					14	73,7	1	5,3	6	31,6			
Science and Research	17	100,0															8	47,1	1	5,9	1	5,9	6	35,3	
STAVBA	98	77,8	14	11,1	2	1,6			12	9,5	28	100,0					9	7,1			2	1,6			
Textile, Clothing and Leather Industry	47	100,0															10	21,3	1	2,1	4	8,5	1	2,1	
Transport	56	69,1	2	2,5	7	8,6	1	1,2	15	18,5	17	68,0	8	32,0			70	86,4			70	86,4			
Transport, Road Economy and Repair Vehicles	10	76,9	1	7,7			1	7,7	1	7,7	3	100,0					11	84,6	1	7,7	11	84,6	7	53,8	
UNIOS	105	90,5	4	3,4	1	0,9			6	5,2	11	100,0					114	98,3	2	1,7	110	94,8	1	0,9	
Universities Trade Union	10	25,0	2	5,0			1	2,5	27	67,5					30	100,0	29	72,5			28	70,0	2	5,0	
Wood Industry, Forestry and Manag. of Water	67	75,3	13	14,6	2	2,2	2	2,2	5	5,6	17	77,3	5	22,7			58	65,2	24	27,0	30	33,7	23	25,8	

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



Table NO. A21a

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

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

WCIS Compensation money 2008																		
TRADE UNION	Increase of compensation money beyond the framework of Section 67 of the LC																	
	dismissal relating to Section 52 a) – c)				dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on the length of the notice period		depending on the number of years to go before the person is entitled to claim old-age pension		other dependences	
	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	688	47,5	1,5	4,1	48	3,3	1,9	4,5	629	43,4	397	27,4	361	24,9	45	3,1	148	10,2
Agriculture and Nutrition	3	8,8	1,3	2,5					3	8,8			3	8,8				
Banking and Insurance	10	76,9	2,0	5,6	1	7,7			8	61,5	6	46,2	6	46,2			1	7,7
Catering, Hotels and Tourism	14	77,8	1,1	2,1					14	77,8	4	22,2	13	72,2	1	5,6		
Civilian Employees of the Army	1	100,0			1	100,0			1	100,0	1	100,0	1	100,0				
Commerce																		
ECHO	47	90,4	1,4	7,5	6	11,5	1,7	7,0	45	86,5	43	82,7	32	61,5	1	1,9	11	21,2
Food Industry and Allied Trade	47	55,3	1,3	4,0					47	55,3	34	40,0	15	17,6	9	10,6	7	8,2
Glass, Ceramic, Jewellery & Porcelain	28	84,8	1,1	3,2					27	81,8	27	81,8					8	24,2
Health Service and Social Care	4	13,3	3,0	3,0	2	6,7			4	13,3	2	6,7	3	10,0				
KOVO	250	40,6	1,8	3,9	19	3,1	2,3	4,7	231	37,5	139	22,6	128	20,8	19	3,1	76	12,3
Mines, Geology and Oil Industry	7	63,6	1,6	4,4					6	54,5	4	36,4	3	27,3			3	27,3
Postal, Telecom. and Newspaper Services	5	83,3	1,4	4,0					5	83,3	3	50,0	5	83,3	1	16,7	1	16,7
Railway Trade Unions	8	42,1	0,9	3,5	3	15,8	1,0	2,7	8	42,1	6	31,6	5	26,3	2	10,5	3	15,8
Science and Research	3	17,6	1,7	3,0					1	5,9			1	5,9				
STAVBA	90	71,4	1,1	2,8	6	4,8	1,2	2,0	88	69,8	29	23,0	77	61,1			22	17,5
Textile, Clothing and Leather Industry	5	10,6	1,2	1,7					5	10,6	3	6,4	1	2,1			1	2,1
Transport	29	35,8	1,6						14	17,3	11	13,6						
Transport, Road Economy and Repair Vehicles	7	53,8	1,1	2,4	3	23,1	1,0	2,0	7	53,8	1	7,7	6	46,2				
UNIOS	64	55,2	1,5	5,4	3	2,6	2,3	2,7	56	48,3	41	35,3	29	25,0	2	1,7	13	11,2
Universities Trade Union	9	22,5	3,2	5,9					8	20,0	6	15,0	1	2,5	1	2,5		
Wood.Industry, Forestry and Manag.of Water	57	64,0	1,2	3,6	4	4,5	1,0	3,5	51	57,3	37	41,6	32	36,0	9	10,1	2	2,2

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

Table NO. A22a

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

in hours per week, in days

WCIS Working hours and holidays 2008																							
TRADE UNION	Length of working hours											Applying the working hours account under Section 86 LC			Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes						NCA	% CA	com. period	NCA	% CA	agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted						hours/week	hours/week	hours/week	hours/week	NCA	% CA	% CA
								hours/week	hours/week	hours/week	hours/week			weeks									
<b>Total</b>	1379	95,2	983	67,9	38,0	396	27,3	39,5	38,3	37,4	37,3	59	4,1	44,2	257	17,7	1203	83,1	4,3	3,7	78,0	1,0	0,1
Agriculture and Nutrition	27	79,4	21	61,8	38,6	6	17,6	40,0	38,3	37,5	37,5				1	2,9	22	64,7			64,7		
Banking and Insurance	12	92,3	7	53,8	40,0	5	38,5	39,7	38,1	37,5	37,2				8	61,5	11	84,6			84,6		
Catering, Hotels and Tourism	18	100,0	1	5,6		17	94,4	40,0	38,8	37,5	37,5				2	11,1	8	44,4			44,4		
Civilian Employees of the Army	1	100,0				1	100,0										1	100,0			100,0		
Commerce	1	100,0	1	100,0																			
ECHO	52	100,0	44	84,6	37,6	8	15,4	37,5	37,2	37,5	35,9	3	5,8	52,0	12	23,1	52	100,0			100,0		
Food Industry and Allied Trade	82	96,5	49	57,6	37,8	33	38,8	39,8	38,6	37,4	37,4	3	3,5	43,3	11	12,9	73	85,9	7,1	4,5	77,6	1,2	
Glass, Ceramic, Jewellery & Porcelain	33	100,0	29	87,9	37,7	4	12,1	40,0	38,4	37,5	37,5				4	12,1	30	90,9			90,9		
Health Service and Social Care	26	86,7	6	20,0	38,3	20	66,7	39,9	38,6	37,5	37,5				1	3,3	28	93,3			93,3		
KOVO	597	96,9	452	73,4	37,7	145	23,5	39,6	38,2	37,3	37,0	30	4,9	40,3	107	17,4	497	80,7	6,2	3,7	74,7	0,2	
Mines, Geology and Oil Industry	10	90,9	9	81,8	38,0	1	9,1					1	9,1		5	45,5	8	72,7			63,6	9,1	
Postal, Telecom. and Newspaper Services	6	100,0	2	33,3		4	66,7	38,1	36,5	35,5	36,0				3	50,0	6	100,0			100,0		
Railway Trade Unions	19	100,0	10	52,6	38,8	9	47,4	38,9	38,2	37,3	36,8	2	10,5		12	63,2	17	89,5			68,4	21,1	
Science and Research	8	47,1	8	47,1	40,0							1	5,9		8	47,1	13	76,5	5,9	8,0	70,6		
STAVBA	119	94,4	63	50,0	38,7	56	44,4	40,0	38,5	37,5	37,5	12	9,5	49,8	9	7,1	107	84,9	3,2	4,0	82,5		
Textile, Clothing and Leather Industry	47	100,0	43	91,5	37,5	4	8,5	39,1	37,8	37,5	37,1	1	2,1		4	8,5	33	70,2	4,3	5,0	59,6	2,1	4,3
Transport	80	98,8	69	85,2	39,0	11	13,6	39,5	38,3	37,5	37,3				9	11,1	59	72,8	1,2	3,0	71,6		
Transport, Road Economy and Repair Vehicles	12	92,3	1	7,7		11	84,6	37,5	37,5	37,5	39,8				4	30,8	13	100,0			100,0		
UNIOS	109	94,0	78	67,2	38,3	31	26,7	39,5	38,3	37,5	36,5	1	0,9		13	11,2	111	95,7	1,7	4,5	94,0	0,9	
Universities Trade Union	34	85,0	19	47,5	39,9	15	37,5	40,0	38,8	37,5	37,5				26	65,0	38	95,0			82,5	12,5	
Wood.Industry, Forestry and Manag.of Water	86	96,6	71	79,8	38,1	15	16,9	38,5	37,7	37,3	37,0	5	5,6	41,6	18	20,2	76	85,4	9,0	1,8	76,4		

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

Table NO. A23a

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

in hours per year, in weeks

<b>WCIS Overtime, organization of working hours 2008</b>									
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>5</b>	<b>0,3</b>	<b>104</b>	<b>890</b>	<b>61,5</b>	<b>49,7</b>	<b>443</b>	<b>30,6</b>	<b>46,2</b>
<b>Agriculture and Nutrition</b>				13	<b>38,2</b>	<b>50,0</b>	5	<b>14,7</b>	<b>52,0</b>
<b>Banking and Insurance</b>				5	<b>38,5</b>	<b>44,6</b>	3	<b>23,1</b>	<b>52,0</b>
<b>Catering, Hotels and Tourism</b>				17	<b>94,4</b>	<b>35,2</b>	16	<b>88,9</b>	<b>37,1</b>
<b>Civilian Employees of the Army</b>				1	<b>100,0</b>		1	<b>100,0</b>	
<b>Commerce</b>									
<b>ECHO</b>				43	<b>82,7</b>	<b>52,0</b>	32	<b>61,5</b>	<b>52,0</b>
<b>Food Industry and Allied Trade</b>	2	<b>2,4</b>		66	<b>77,6</b>	<b>50,0</b>	30	<b>35,3</b>	<b>44,2</b>
<b>Glass, Ceramic, Jewellery &amp; Porcelain</b>				25	<b>75,8</b>	<b>43,3</b>	23	<b>69,7</b>	<b>48,9</b>
<b>Health Service and Social Care</b>				24	<b>80,0</b>	<b>50,9</b>	12	<b>40,0</b>	<b>48,0</b>
<b>KOVO</b>	1	<b>0,2</b>		315	<b>51,1</b>	<b>50,4</b>	118	<b>19,2</b>	<b>49,0</b>
<b>Mines, Geology and Oil Industry</b>				6	<b>54,5</b>	<b>47,7</b>	6	<b>54,5</b>	<b>36,3</b>
<b>Postal, Telecom. and Newspaper Services</b>				4	<b>66,7</b>	<b>52,0</b>	2	<b>33,3</b>	
<b>Railway Trade Unions</b>				10	<b>52,6</b>	<b>52,0</b>	11	<b>57,9</b>	<b>37,1</b>
<b>Science and Research</b>	1	<b>5,9</b>		2	<b>11,8</b>		2	<b>11,8</b>	
<b>STAVBA</b>				106	<b>84,1</b>	<b>48,8</b>	62	<b>49,2</b>	<b>49,1</b>
<b>Textile, Clothing and Leather Industry</b>				25	<b>53,2</b>	<b>46,4</b>	2	<b>4,3</b>	
<b>Transport</b>				62	<b>76,5</b>	<b>52,0</b>	31	<b>38,3</b>	<b>50,3</b>
<b>Transport, Road Economy and Repair Vehicles</b>				11	<b>84,6</b>	<b>49,6</b>	11	<b>84,6</b>	<b>24,4</b>
<b>UNIOS</b>	1	<b>0,9</b>		66	<b>56,9</b>	<b>50,1</b>	22	<b>19,0</b>	<b>44,9</b>
<b>Universities Trade Union</b>				26	<b>65,0</b>	<b>52,0</b>	25	<b>62,5</b>	<b>29,0</b>
<b>Wood.Industry, Forestry and Manag.of Water</b>				63	<b>70,8</b>	<b>49,9</b>	29	<b>32,6</b>	<b>48,4</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  
hours/year average value of the stipulated decrease of overtime limit  
weeks average length of the compensatory period in weeks

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

% of collective agreements

WCIS												Employment rate I		2008	
TRADE UNION	Limitations of the scope of agency employment		CA contains specific conditions (programmes)						Rules of part-time employment		Conditions and rules of training attended on parental leave				
			employment of people over 50		employment of people with disabilities		employment of juvenile persons								
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA			
<b>Total</b>	25	1,7	29	2,0	39	2,7	15	1,0	87	6,0					
<b>Agriculture and Nutrition</b>									1	2,9					
<b>Banking and Insurance</b>									2	15,4					
<b>Catering, Hotels and Tourism</b>									10	55,6					
<b>Civilian Employees of the Army</b>															
<b>Commerce</b>															
<b>ECHO</b>			4	7,7	4	7,7	1	1,9	3	5,8					
<b>Food Industry and Allied Trade</b>	2	2,4	2	2,4					15	17,6					
<b>Glass, Ceramic, Jewellery &amp; Porcelain</b>			1	3,0											
<b>Health Service and Social Care</b>															
<b>KOVO</b>	19	3,1	18	2,9	10	1,6	8	1,3	25	4,1					
<b>Mines, Geology and Oil Industry</b>															
<b>Postal, Telecom. and Newspaper Services</b>															
<b>Railway Trade Unions</b>									2	10,5					
<b>Science and Research</b>									1	5,9					
<b>STAVBA</b>					10	7,9			10	7,9					
<b>Textile, Clothing and Leather Industry</b>							1	2,1							
<b>Transport</b>															
<b>Transport, Road Economy and Repair Vehicles</b>			1	7,7	1	7,7	1	7,7	3	23,1					
<b>UNIOS</b>	1	0,9	1	0,9	12	10,3	4	3,4	1	0,9					
<b>Universities Trade Union</b>					1	2,5									
<b>Wood.Industry, Forestry and Manag.of Water</b>	3	3,4	2	2,2	1	1,1			14	15,7					

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

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

% of collective agreements

WCIS																					Employment rate II										2008	
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>	366	<b>25,3</b>	21	<b>1,5</b>	356	<b>24,6</b>	1	<b>0,1</b>	6	<b>0,4</b>	4	<b>0,3</b>	1	<b>0,1</b>					1	<b>0,1</b>												
Agriculture and Nutrition	5	<b>14,7</b>			5	<b>14,7</b>																										
Banking and Insurance	6	<b>46,2</b>			6	<b>46,2</b>																										
Catering, Hotels and Tourism																																
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>																										
ECHO	30	<b>57,7</b>	5	<b>9,6</b>	30	<b>57,7</b>																										
Food Industry and Allied Trade	19	<b>22,4</b>	4	<b>4,7</b>	19	<b>22,4</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>			1	<b>3,0</b>	1	<b>3,0</b>																				
Health Service and Social Care																																
KOVO	123	<b>20,0</b>	8	<b>1,3</b>	118	<b>19,2</b>			2	<b>0,3</b>	1	<b>0,2</b>							1	<b>0,2</b>												
Mines, Geology and Oil Industry																																
Postal, Telecom. and Newspaper Services	2	<b>33,3</b>			2	<b>33,3</b>																										
Railway Trade Unions	5	<b>26,3</b>			5	<b>26,3</b>																										
Science and Research	1	<b>5,9</b>			1	<b>5,9</b>																										
STAVBA	37	<b>29,4</b>			37	<b>29,4</b>																										
Textile, Clothing and Leather Industry	1	<b>2,1</b>			1	<b>2,1</b>																										
Transport	11	<b>13,6</b>	2	<b>2,5</b>	9	<b>11,1</b>																										
Transport, Road Economy and Repair Vehicles	6	<b>46,2</b>			6	<b>46,2</b>																										
UNIOS	66	<b>56,9</b>	2	<b>1,7</b>	63	<b>54,3</b>	1	<b>0,9</b>																								
Universities Trade Union	3	<b>7,5</b>			3	<b>7,5</b>																										
Wood.Industry, Forestry and Manag.of Water	48	<b>53,9</b>			48	<b>53,9</b>			2	<b>2,2</b>	1	<b>1,1</b>	1	<b>1,1</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

Table NO. A26a

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

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

WCIS Working conditions and benefits I 2008															
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>	1327	91,6	32,89	54,6	10,37	24,6	34,30	55,2	258	198	13,7	31	2,1	21	1,5
Agriculture and Nutrition	25	73,5	34,09	54,6	9,84		30,00	57,5		2	5,9	1	2,9	1	2,9
Banking and Insurance	10	76,9		55,0	11,33		63,00		6	1	7,7				
Catering, Hotels and Tourism	18	100,0	26,00	55,0	12,33			100,0		2	11,1	2	11,1		
Civilian Employees of the Army	1	100,0													
Commerce	1	100,0													
ECHO	47	90,4	34,21	55,0	6,86	32,5	39,49	56,9	11	22	42,3	1	1,9	2	3,8
Food Industry and Allied Trade	83	97,6	27,83	54,6	7,75	15,0			39	7	8,2				
Glass, Ceramic, Jewellery & Porcelain	33	100,0	29,00	55,0	6,17	40,0	29,00		9	17	51,5				
Health Service and Social Care	21	70,0	19,50		9,33		25,33	53,0	11	6	20,0	2	6,7	2	6,7
KOVO	576	93,5	36,20	54,5	7,40	50,0	32,23	55,2	143	93	15,1	18	2,9	7	1,1
Mines, Geology and Oil Industry	9	81,8		55,0	20,00		44,00	53,8	1	1	9,1				
Postal, Telecom. and Newspaper Services	6	100,0		55,0	9,13		46,00			1	16,7				
Railway Trade Unions	18	94,7	30,25	52,3	7,50		65,00	55,0	2	5	26,3	1	5,3	1	5,3
Science and Research	14	82,4	24,17	55,0	20,04				5	3	17,6				
STAVBA	103	81,7	29,10	55,0	7,71	22,5	36,04	54,1	1	4	3,2	2	1,6	2	1,6
Textile, Clothing and Leather Industry	40	85,1	22,00	53,0	8,00		22,57	53,6	5	5	10,6	2	4,3	1	2,1
Transport	80	98,8	32,15	54,9	8,25	13,0									
Transport, Road Economy and Repair Vehicles	11	84,6	27,59	54,3	8,38				1	5	38,5	1	7,7	1	7,7
UNIOS	112	96,6	36,54	54,6	11,02	13,8	47,75		8	7	6,0	1	0,9	3	2,6
Universities Trade Union	35	87,5					45,50	55,0	1	1	2,5				
Wood, Industry, Forestry and Manag. of Water	84	94,4	32,45	54,3	14,81	35,0	43,48	55,0	15	16	18,0			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  
 aver. CZK average contribution in CZK  
 aver.% of price average contribution specified as a percentage of the price of a meal

Table NO. A27a

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

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

WCIS Working conditions and benefits II 2008																				
TRADE UNION	Temporary accommodation allowance		Allowance for transport to and from work					Conditions of transport provided by the employer		Contribution to pension insurance				Contribution to life insurance						
			agreed in CA		amount allowed					agreed in CA		amount allowed		conditions for his provision		agreed in CA		amount allowed		conditions for his provision
	NCA	% CA	NCA	% CA	CZK/month	CZK/month	CZK/month	NCA	% CA	NCA	% CA	CZK/month	average % MBA	NCA	% CA	NCA	% CA	CZK/month	NCA	% CA
	<b>Total</b>	16	1,1	25	1,7	380,00	375,00	737,50	34	2,3	796	55,0	369,01	2,8	561	38,7	226	15,6	435,94	149
Agriculture and Nutrition										17	50,0	365,38	2,9	15	44,1	3	8,8	433,33	1	2,9
Banking and Insurance	3	23,1								6	46,2	216,67	3,3	5	38,5	7	53,8	485,71	5	38,5
Catering, Hotels and Tourism	1	5,6								15	83,3	382,14	3,0	13	72,2	2	11,1		2	11,1
Civilian Employees of the Army																				
Commerce																				
ECHO	1	1,9	1	1,9						44	84,6	456,76	3,2	37	71,2	17	32,7	615,24	12	23,1
Food Industry and Allied Trade			1	1,2				1	1,2	40	47,1	402,42	2,9	35	41,2	11	12,9	428,36	7	8,2
Glass, Ceramic, Jewellery & Porcelain										28	84,8	275,56	4,0	22	66,7	8	24,2	285,38	5	15,2
Health Service and Social Care			1	3,3						12	40,0	268,18	1,5	10	33,3	4	13,3	387,50	3	10,0
KOVO	6	1,0	14	2,3	550,00	550,00	357,00	25	4,1	350	56,8	354,26	2,8	251	40,7	74	12,0	380,43	50	8,1
Mines, Geology and Oil Industry										5	45,5	450,00	3,0	4	36,4	1	9,1			
Postal, Telecom. and Newspaper Services										3	50,0	366,67		3	50,0	1	16,7		1	16,7
Railway Trade Unions			1	5,3				1	5,3	12	63,2	480,00	2,5	8	42,1	10	52,6	536,60	5	26,3
Science and Research										6	35,3	330,50		4	23,5					
STAVBA	1	0,8								55	43,7	414,52	2,8	44	34,9	21	16,7	455,05	18	14,3
Textile, Clothing and Leather Industry			2	4,3				1	2,1	14	29,8	175,00	2,9	5	10,6	2	4,3		1	2,1
Transport	2	2,5								50	61,7	380,00	2,9	19	23,5	11	13,6	436,36		
Transport, Road Economy and Repair Vehicles										9	69,2	312,50	2,6	6	46,2	1	7,7		1	7,7
UNIOS			1	0,9				1	0,9	73	62,9	424,30	3,2	37	31,9	38	32,8	517,87	27	23,3
Universities Trade Union										1	2,5			1	2,5					
Wood, Industry, Forestry and Manag. of Water	2	2,2	4	4,5	170,00			5	5,6	56	62,9	313,75	2,3	42	47,2	15	16,9	338,40	11	12,4

Explanatory notes: NCA  
% CA  
CZK/month  
average % MBA

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

Table NO. A28a

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

average %, average CZK

WCIS Social fund (FSCR, stimulation fund) - creation 2008																				
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>	445	30,7	78	2,2	42	1 745	77	2,1	217	176	3 712	137	9	27	1 578	8	1,8	74	49	3 829
Agriculture and Nutrition	8	23,5	4	1,8	1		1		1	2		1	3						1	
Banking and Insurance	6	46,2	2				3	2,2		3	50 186									
Catering, Hotels and Tourism	5	27,8	1				2		2	2		1	6					1		
Civilian Employees of the Army	1	100,0					1													
Commerce																				
ECHO	12	23,1			1		4	2,5	5	10	3 065	7	13						7	4 609
Food Industry and Allied Trade	40	47,1	3	1,8	7	1 967	14	2,1	17	5	1 986	3	4	3	2 233					
Glass, Ceramic, Jewellery & Porcelain	23	69,7	17	2,7	2				4	2		7	21			4	2,0	3		
Health Service and Social Care	9	30,0	1						7	2										
KOVO	131	21,3	4	2,6	13	1 000	16	2,8	84	66	1 791	91	15	19	1 311	3	1,8	55	30	2 282
Mines, Geology and Oil Industry	2	18,2	1							1										
Postal, Telecom. and Newspaper Services	2	33,3	1							2										
Railway Trade Unions	9	47,4			1		4	1,9	3	5	2 975	2	11					2		
Science and Research	13	76,5	2				10	2,0	1	7	1 586									
STAVBA	18	14,3	4	1,8	1		6	1,0	4	8	1 110	1	1						1	
Textile, Clothing and Leather Industry	6	12,8	1		2		1			2		2	4	1				1	1	
Transport	29	35,8	14	2,0					14	2		1	1					1		
Transport, Road Economy and Repair Vehicles	7	53,8	3	2,1			1		1	4	993	1	8						1	
UNIOS	57	49,1	14	2,3	3	3 703	2		39	27	569	10	9	2				8	2	
Universities Trade Union	19	47,5							19											
Wood, Industry, Forestry and Manag.of Water	48	53,9	6	1,6	11	2 277	12	2,2	16	26	2 575	10	11	2		1		3	6	8 314

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



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

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

WCIS														Social fund (FSCR, stimulation fund) - use				2008	
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>7,8</b>	<b>3,6</b>	<b>2,9</b>	<b>20,0</b>	<b>1,6</b>	<b>2,9</b>	<b>1,5</b>	<b>2,3</b>	<b>28,4</b>	<b>29,0</b>	<b>390</b>	<b>26,9</b>	<b>91</b>	<b>6,3</b>					
Agriculture and Nutrition	2,3	7,9	21,5	24,1	2,8	10,8		0,6	11,0	19,0	3	8,8							
Banking and Insurance	0,8	5,1	0,8	23,8	0,3	1,3		0,5	49,0	18,3	5	38,5	2	15,4					
Catering, Hotels and Tourism	14,4		2,9	15,8	1,1	5,7			16,1	44,0	2	11,1							
Civilian Employees of the Army											1	100,0							
Commerce																			
ECHO	7,7	6,6	0,2	32,1	2,2	6,0	1,0	2,4	32,6	9,2	15	28,8	22	42,3					
Food Industry and Allied Trade	22,0		6,3	14,1	1,2	3,1	0,4		24,7	28,2	22	25,9	13	15,3					
Glass, Ceramic, Jewellery & Porcelain	17,3	3,1	4,3	16,8	0,5				58,0		29	87,9	4	12,1					
Health Service and Social Care	1,4	37,8		54,2	0,8	2,9			2,7	0,2	3	10,0							
KOVO	11,6	6,5	6,4	29,5	3,6	3,6	4,2	6,0	24,5	4,1	154	25,0	13	2,1					
Mines, Geology and Oil Industry											1	9,1							
Postal, Telecom. and Newspaper Services											1	16,7							
Railway Trade Unions	24,0	2,0	1,3	23,8	1,2	4,2		0,8	15,6	27,0	5	26,3	1	5,3					
Science and Research	5,7	0,5	9,6	32,2	3,4	4,1			40,6	3,9	12	70,6	2	11,8					
STAVBA	1,1	1,1	2,3	8,8	1,2	5,9	0,3	0,6	76,9	1,6	25	19,8	10	7,9					
Textile, Clothing and Leather Industry	2,0	6,0		37,0		12,0	38,3	0,7	3,9	0,2	9	19,1							
Transport	9,9	10,3		24,6		5,4			49,8		1	1,2							
Transport, Road Economy and Repair Vehicles	34,3	4,5		31,9	0,1	19,6			9,1	0,5	9	69,2							
UNIOS	15,2	2,2	15,6	21,7	3,9	7,4			12,5	21,3	58	50,0	17	14,7					
Universities Trade Union											11	27,5							
Wood Industry, Forestry and Manag.of Water	4,4	1,6	4,4	26,5	2,3	3,4		1,3	33,5	22,5	24	27,0	7	7,9					

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

Table NO. A30a

Evaluation of collective agreements

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

Classification based on: Trade unions

in days, % of collective agreements

WCIS		Obstacles to work																						2008		
TRADE UNION		Average number of days of leave with compensation for wage above the requirement of the LC																								
		Type of personal obstacle																								
		A			B			C			D			E			F			G			H			I
NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	
<b>Total</b>	523	36,1	1,3	525	36,3	1,2	791	54,6	2,0	318	22,0	6,4	441	30,5	1,2	144	9,9	3,4	276	19,1	3,9	93	6,4	2,3	519	35,8
<b>Agriculture and Nutrition</b>	5	14,7	1,0	8	23,5	1,4	12	35,3	1,1	4	11,8	6,0	2	5,9		1	2,9		5	14,7	6,8	1	2,9		6	17,6
<b>Banking and Insurance</b>										1	7,7		1	7,7					6	46,2	3,3				7	53,8
<b>Catering, Hotels and Tourism</b>	3	16,7	1,0	14	77,8	1,0	15	83,3	1,7	9	50,0	5,2										7	38,9	1,0	8	44,4
<b>Civilian Employees of the Army</b>																			1	100,0					1	100,0
<b>Commerce</b>																			1	100,0						
<b>ECHO</b>	17	32,7	1,6	17	32,7	1,9	37	71,2	1,9	29	55,8	6,0	8	15,4	1,5	20	38,5	3,7	29	55,8	3,1	3	5,8	2,3	22	42,3
<b>Food Industry and Allied Trade</b>	9	10,6	1,1	23	27,1	1,1	16	18,8	1,5	14	16,5	7,5	20	23,5	1,3										41	48,2
<b>Glass, Ceramic, Jewellery &amp; Porcelain</b>	29	87,9	1,9	2	6,1		33	100,0	2,1	33	100,0	13,5	10	30,3	2,0				6	18,2	1,8	29	87,9	1,4	20	60,6
<b>Health Service and Social Care</b>	1	3,3		1	3,3		6	20,0	1,7	3	10,0	3,3				3	10,0	2,3	2	6,7					6	20,0
<b>KOVO</b>	328	53,2	1,4	313	50,8	1,2	395	64,1	2,6	31	5,0	5,0	281	45,6	1,2	20	3,2	2,0	121	19,6	3,0	16	2,6	2,6	249	40,4
<b>Mines, Geology and Oil Industry</b>	1	9,1		7	63,6	1,0	9	81,8	1,0	2	18,2		5	45,5	1,8	5	45,5	2,2	6	54,5	4,0	4	36,4	3,3	2	18,2
<b>Postal, Telecom. and Newspaper Services</b>				2	33,3		2	33,3		1	16,7					1	16,7		5	83,3	4,0	5	83,3	4,0	4	66,7
<b>Railway Trade Unions</b>	6	31,6	2,2	6	31,6	2,0	10	52,6	1,9	5	26,3	7,2	4	21,1	1,5	2	10,5		3	15,8	9,3	1	5,3		3	15,8
<b>Science and Research</b>	1	5,9					1	5,9																	2	11,8
<b>STAVBA</b>	38	30,2	1,1	50	39,7	1,2	97	77,0	1,2	91	72,2	3,8	38	30,2	1,3	83	65,9	4,0	30	23,8	6,1				35	27,8
<b>Textile, Clothing and Leather Industry</b>	5	10,6	1,2	4	8,5	1,0	13	27,7	1,5	1	2,1		2	4,3					2	4,3					2	4,3
<b>Transport</b>	6	7,4	1,3	41	50,6	1,0	22	27,2	1,4	41	50,6	8,9	31	38,3	1,0	7	8,6	1,0	1	1,2		1	1,2			
<b>Transport, Road Economy and Repair Vehicles</b>	3	23,1	1,7	3	23,1	4,0	10	76,9	1,2	9	69,2	8,3	3	23,1	1,0				3	23,1	5,7				2	15,4
<b>UNIOS</b>	37	31,9	1,1	8	6,9	1,1	73	62,9	1,2	40	34,5	5,2	17	14,7	1,1	1	0,9		30	25,9	1,6	18	15,5	1,4	66	56,9
<b>Universities Trade Union</b>	4	10,0	1,0	5	12,5	1,8	5	12,5	1,0				4	10,0	1,0				4	10,0	14,0				2	5,0
<b>Wood, Industry, Forestry and Manag. of Water</b>	30	33,7	1,1	21	23,6	1,2	35	39,3	1,5	4	4,5	4,5	15	16,9	1,2	1	1,1		21	23,6	6,5	8	9,0	3,5	41	46,1

Explanatory notes: NCA  
% CA  
days

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 extent of time off (in days)

A one's own wedding

B birth of a child to the wife of an employee

C death of a direct relative

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

E moving house

F looking for a new job

G for mothers caring for a child (per year)

H care for a family member (per year)

I other obstacles

Table NO. A31a

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

WCIS Personnel development, fair treatment, ISHPW, general agreements of European social partners 2008																
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		distance work		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>	413	28,5	16	1,1	345	23,8	1017	70,2	772	53,3	1	0,1	1	0,1	19	1,3
Agriculture and Nutrition	3	8,8			14	41,2	23	67,6	1	2,9						
Banking and Insurance	7	53,8			5	38,5	8	61,5	2	15,4						
Catering, Hotels and Tourism	7	38,9			5	27,8	17	94,4	14	77,8						
Civilian Employees of the Army							1	100,0								
Commerce	1	100,0			1	100,0	1	100,0								
ECHO	25	48,1			16	30,8	48	92,3	10	19,2					1	1,9
Food Industry and Allied Trade	42	49,4			1	1,2	76	89,4	56	65,9						
Glass, Ceramic, Jewellery & Porcelain	1	3,0					30	90,9	27	81,8						
Health Service and Social Care	19	63,3	3	10,0			23	76,7	5	16,7						
KOVO	154	25,0	6	1,0	169	27,4	359	58,3	403	65,4					8	1,3
Mines, Geology and Oil Industry	1	9,1					3	27,3	1	9,1						
Postal, Telecom. and Newspaper Services	4	66,7			3	50,0	6	100,0	1	16,7						
Railway Trade Unions	6	31,6	1	5,3	1	5,3	17	89,5	14	73,7			1	5,3	1	5,3
Science and Research	11	64,7					12	70,6	1	5,9						
STAVBA	14	11,1			69	54,8	97	77,0	61	48,4	1	0,8			6	4,8
Textile, Clothing and Leather Industry	2	4,3	1	2,1	1	2,1	40	85,1	18	38,3						
Transport	2	2,5					27	33,3	41	50,6						
Transport, Road Economy and Repair Vehicles	4	30,8					10	76,9	10	76,9						
UNIOS	34	29,3	5	4,3	9	7,8	109	94,0	79	68,1					3	2,6
Universities Trade Union	32	80,0					33	82,5	16	40,0						
Wood, Industry, Forestry and Manag. of Water	44	49,4			51	57,3	77	86,5	12	13,5						

Explanatory notes: NCA  
% CA

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



## Evaluation of collective agreements

## Minimum wage and wage scales

Classification based on: Higher administrative territorial units - regions

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

WCIS Minimum wage and wage scales 2008																					
REGION	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
										NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	82	5,7	9 329	8	0,6	54,15	29	2,0	56,47	433	29,9	418	28,9	90	6,2	112	7,7	221	15,3	228	15,7
CZ010 City of Prague	10	4,6	9 134	1	0,5					42	19,3	66	30,3	20	9,2	18	8,3	3	1,4	8	3,7
CZ020 Central Bohemia	4	4,1	8 346							24	24,5	34	34,7	5	5,1	10	10,2	12	12,2	10	10,2
CZ031 South Bohemia	11	11,5	8 852	5	5,2	53,44	1	1,0		24	25,0	23	24,0	12	12,5	9	9,4	10	10,4	15	15,6
CZ032 Pilsen	19	22,9	9 590	1	1,2		14	16,9	56,73	26	31,3	39	47,0	1	1,2	8	9,6	18	21,7	29	34,9
CZ041 Karlovy Vary	2	4,8					2	4,8		12	28,6	11	26,2	1	2,4	1	2,4	9	21,4	7	16,7
CZ042 Ústí	6	6,3	10 430				2	2,1		34	35,4	33	34,4	5	5,2	3	3,1	9	9,4	16	16,7
CZ051 Liberec	2	3,7								20	37,0	11	20,4	4	7,4	5	9,3	12	22,2	10	18,5
CZ052 Hradec Králové										27	29,3	31	33,7	1	1,1	4	4,3	17	18,5	24	26,1
CZ053 Pardubice	2	2,7								21	28,0	23	30,7	6	8,0	6	8,0	13	17,3	12	16,0
CZ061 Vysočina	3	3,3	10 283				1	1,1		23	25,3	21	23,1	10	11,0	8	8,8	15	16,5	20	22,0
CZ062 South Moravia	6	4,5	9 926				3	2,2	66,00	41	30,6	34	25,4	6	4,5	11	8,2	25	18,7	14	10,4
CZ071 Olomouc	2	2,1					1	1,0		40	41,2	24	24,7	5	5,2	9	9,3	25	25,8	17	17,5
CZ072 Zlín	9	9,0	9 039	1	1,0		5	5,0	51,64	39	39,0	17	17,0	4	4,0	12	12,0	30	30,0	17	17,0
CZ080 Moravia-Silesia	6	3,5	8 675							60	34,9	51	29,7	10	5,8	8	4,7	23	13,4	29	16,9

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

Evaluation of collective agreements

Monthly wage scales - 12-scale tariff system

Classification based on: Higher administrative territorial units - regions

in CZK/month/pers.

WCIS Monthly wage scales - 12-scale tariff system 2008																								
REGION	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	411	<b>8 123</b>	415	<b>8 651</b>	418	<b>9 272</b>	427	<b>9 992</b>	429	<b>10 909</b>	431	<b>11 935</b>	431	<b>13 164</b>	431	<b>14 449</b>	423	<b>15 934</b>	420	<b>17 634</b>	418	<b>19 699</b>	409	<b>21 787</b>
<b>CZ010 City of Prague</b>	40	<b>8 336</b>	40	<b>8 908</b>	40	<b>9 658</b>	42	<b>10 398</b>	42	<b>11 670</b>	42	<b>12 918</b>	42	<b>14 474</b>	42	<b>16 212</b>	42	<b>18 134</b>	41	<b>20 314</b>	41	<b>23 126</b>	39	<b>26 779</b>
<b>CZ020 Central Bohemia</b>	22	<b>8 572</b>	23	<b>9 171</b>	23	<b>9 762</b>	23	<b>10 498</b>	24	<b>11 402</b>	24	<b>12 447</b>	24	<b>13 613</b>	24	<b>14 856</b>	24	<b>16 344</b>	24	<b>18 329</b>	24	<b>20 469</b>	22	<b>22 688</b>
<b>CZ031 South Bohemia</b>	23	<b>7 224</b>	24	<b>7 627</b>	24	<b>8 125</b>	24	<b>8 864</b>	24	<b>9 634</b>	24	<b>10 572</b>	24	<b>11 791</b>	24	<b>12 914</b>	24	<b>14 149</b>	24	<b>15 572</b>	24	<b>17 130</b>	24	<b>18 912</b>
<b>CZ032 Pilsen</b>	26	<b>8 371</b>	26	<b>9 007</b>	26	<b>9 814</b>	26	<b>10 805</b>	26	<b>11 904</b>	26	<b>13 175</b>	26	<b>14 659</b>	26	<b>16 322</b>	26	<b>18 308</b>	26	<b>20 903</b>	26	<b>23 418</b>	25	<b>25 177</b>
<b>CZ041 Karlovy Vary</b>	11	<b>7 846</b>	11	<b>8 202</b>	11	<b>8 668</b>	12	<b>9 111</b>	12	<b>9 718</b>	12	<b>10 537</b>	12	<b>11 447</b>	12	<b>12 448</b>	12	<b>13 652</b>	12	<b>15 145</b>	12	<b>16 890</b>	10	<b>19 057</b>
<b>CZ042 Ústí</b>	33	<b>8 385</b>	33	<b>8 907</b>	33	<b>9 485</b>	34	<b>10 201</b>	34	<b>11 244</b>	34	<b>12 367</b>	34	<b>13 638</b>	34	<b>15 059</b>	32	<b>16 315</b>	32	<b>18 020</b>	32	<b>20 180</b>	31	<b>21 519</b>
<b>CZ051 Liberec</b>	19	<b>7 497</b>	19	<b>7 873</b>	19	<b>8 345</b>	20	<b>8 980</b>	20	<b>9 712</b>	20	<b>10 629</b>	20	<b>11 667</b>	20	<b>12 729</b>	20	<b>13 994</b>	20	<b>15 507</b>	20	<b>17 343</b>	20	<b>19 382</b>
<b>CZ052 Hradec Králové</b>	25	<b>8 106</b>	26	<b>8 804</b>	27	<b>9 459</b>	27	<b>10 343</b>	27	<b>11 334</b>	27	<b>12 397</b>	27	<b>13 748</b>	26	<b>14 449</b>	26	<b>15 933</b>	26	<b>17 810</b>	26	<b>19 802</b>	25	<b>20 926</b>
<b>CZ053 Pardubice</b>	20	<b>7 713</b>	20	<b>8 189</b>	20	<b>8 708</b>	21	<b>9 246</b>	20	<b>9 926</b>	21	<b>10 675</b>	20	<b>11 681</b>	21	<b>12 690</b>	20	<b>14 033</b>	21	<b>15 620</b>	20	<b>17 868</b>	21	<b>21 059</b>
<b>CZ061 Vysočina</b>	21	<b>7 978</b>	21	<b>8 413</b>	22	<b>8 959</b>	22	<b>9 608</b>	22	<b>10 432</b>	22	<b>11 392</b>	22	<b>12 460</b>	22	<b>13 638</b>	22	<b>14 940</b>	22	<b>16 016</b>	22	<b>17 853</b>	22	<b>20 139</b>
<b>CZ062 South Moravia</b>	39	<b>8 339</b>	39	<b>9 012</b>	39	<b>9 698</b>	40	<b>10 463</b>	41	<b>11 336</b>	41	<b>12 416</b>	41	<b>13 703</b>	41	<b>15 168</b>	40	<b>16 879</b>	38	<b>18 406</b>	38	<b>20 546</b>	37	<b>22 073</b>
<b>CZ071 Olomouc</b>	39	<b>8 011</b>	39	<b>8 402</b>	39	<b>8 902</b>	39	<b>9 406</b>	39	<b>10 095</b>	39	<b>10 856</b>	40	<b>11 756</b>	40	<b>13 080</b>	38	<b>14 332</b>	37	<b>15 741</b>	36	<b>17 359</b>	36	<b>19 555</b>
<b>CZ072 Zlín</b>	37	<b>8 125</b>	37	<b>8 523</b>	37	<b>9 044</b>	38	<b>9 672</b>	38	<b>10 518</b>	39	<b>11 451</b>	39	<b>12 658</b>	39	<b>13 780</b>	39	<b>15 177</b>	39	<b>16 801</b>	39	<b>18 679</b>	39	<b>20 830</b>
<b>CZ080 Moravia-Silesia</b>	56	<b>8 292</b>	57	<b>8 914</b>	58	<b>9 672</b>	59	<b>10 527</b>	60	<b>11 505</b>	60	<b>12 637</b>	60	<b>13 930</b>	60	<b>15 252</b>	58	<b>16 718</b>	58	<b>18 402</b>	58	<b>20 349</b>	58	<b>22 368</b>

Explanatory notes: NCA  
CZK

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

Evaluation of collective agreements

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

Classification based on: Higher administrative territorial units - regions

in CZK/hour/pers.

WCIS																								Hourly wage scales (40 hours/week) - 12-scale tariff system																								2008																							
REGION		TARIFF SCALE																																																																					
		1		2		3		4		5		6		7		8		9		10		11		12																																															
		NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h																																														
<b>Total</b>		86	48,21	87	50,97	87	54,24	88	58,35	88	63,61	86	69,54	86	76,80	39	82,46	31	86,82	31	96,07	28	101,23	28	113,41																																														
CZ010 City of Prague		20	51,17	20	53,86	20	57,99	20	62,89	20	69,35	20	76,18	20	84,17	4	81,18	4	87,68	4	94,20	4	102,10	4	110,50																																														
CZ020 Central Bohemia		4	49,30	4	51,73	4	55,68	4	59,90	5	64,78	4	72,55	4	80,20	1		1		1		1		1																																															
CZ031 South Bohemia		11	48,65	11	51,26	11	53,22	11	55,70	11	60,03	11	65,17	11	73,95	2		2		2		1		1																																															
CZ032 Pilsen		1		1		1		1		1		1		1																																																									
CZ041 Karlovy Vary		1		1		1		1		1		1		1		1		1		1		1		1																																															
CZ042 Ústí		5	43,94	5	46,46	5	49,90	5	53,54	5	58,90	5	65,28	5	71,40	4	89,90	4	100,75	4	114,20	3	98,80	3	109,73																																														
CZ051 Liberec		4	42,78	4	44,30	4	46,48	4	49,13	4	52,30	4	56,50	4	60,55	2		2		2		2		2																																															
CZ052 Hradec Králové		1		1		1		1		1		1		1		1		1		1		1		1																																															
CZ053 Pardubice		6	47,77	6	50,18	6	52,82	6	56,78	6	61,02	6	66,60	6	71,98	5	78,60	4	84,93	4	91,75	3	101,63	3	113,03																																														
CZ061 Vysočina		10	46,30	10	49,66	10	53,14	10	57,58	9	62,62	9	69,00	9	76,17	3	78,40	3	89,03	3	102,73	3	120,10	3	144,27																																														
CZ062 South Moravia		6	47,32	6	49,25	6	51,53	6	54,40	6	58,27	6	63,20	6	68,52	4	73,58	4	81,13	4	87,08	4	95,03	4	105,45																																														
CZ071 Olomouc		4	46,38	4	49,33	4	52,88	5	59,44	5	64,34	4	66,30	4	72,63	1		1		1		1		1																																															
CZ072 Zlín		4	48,41	4	51,18	4	53,47	4	57,50	4	62,54	4	68,46	4	75,27	3	83,09	3	92,43	3	103,47	3	116,43	3	131,36																																														
CZ080 Moravia-Silesia		9	51,03	10	54,60	10	59,00	10	63,76	10	70,64	10	77,92	10	86,74	8	96,00	1		1		1		1																																															

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

## Evaluation of collective agreements

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

Classification based on: Higher administrative territorial units - regions

in CZK/hour/pers.

WCIS																								Hourly wage scales (37,5 hours/week) - 12-scale tariff system																								2008	
REGION		TARIFF SCALE																																															
		1		2		3		4		5		6		7		8		9		10		11		12																									
		NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h																								
<b>Total</b>		210	<b>50,57</b>	216	<b>53,44</b>	217	<b>57,01</b>	220	<b>61,26</b>	218	<b>66,34</b>	215	<b>72,34</b>	206	<b>79,55</b>	110	<b>86,26</b>	85	<b>91,31</b>	69	<b>101,76</b>	67	<b>112,30</b>	65	<b>125,13</b>																								
CZ010 City of Prague		3	<b>41,00</b>	3	<b>42,60</b>	3	<b>44,83</b>	3	<b>47,53</b>	3	<b>51,57</b>	3	<b>56,57</b>	3	<b>62,50</b>	1		1		1		1		1																									
CZ020 Central Bohemia		12	<b>54,26</b>	12	<b>56,55</b>	12	<b>59,35</b>	12	<b>63,35</b>	12	<b>68,38</b>	12	<b>74,00</b>	12	<b>80,73</b>	7	<b>88,84</b>	6	<b>95,55</b>	6	<b>104,62</b>	6	<b>115,23</b>	6	<b>128,12</b>																								
CZ031 South Bohemia		10	<b>38,22</b>	10	<b>40,98</b>	10	<b>45,24</b>	10	<b>50,04</b>	10	<b>55,75</b>	10	<b>62,48</b>	10	<b>70,17</b>	3	<b>73,30</b>	3	<b>81,07</b>	3	<b>91,17</b>	3	<b>99,80</b>	3	<b>111,00</b>																								
CZ032 Pilsen		18	<b>52,03</b>	18	<b>56,03</b>	18	<b>61,31</b>	18	<b>67,45</b>	18	<b>74,38</b>	18	<b>82,28</b>	18	<b>91,19</b>	9	<b>90,78</b>	8	<b>98,76</b>	8	<b>108,95</b>	8	<b>120,60</b>	7	<b>138,71</b>																								
CZ041 Karlovy Vary		9	<b>48,37</b>	9	<b>50,73</b>	9	<b>53,46</b>	9	<b>56,56</b>	9	<b>60,46</b>	9	<b>65,79</b>	9	<b>71,12</b>	7	<b>80,19</b>	7	<b>87,19</b>	7	<b>95,40</b>	7	<b>104,70</b>	7	<b>115,81</b>																								
CZ042 Ústí		9	<b>48,56</b>	9	<b>51,62</b>	9	<b>54,98</b>	9	<b>61,57</b>	9	<b>67,74</b>	9	<b>74,16</b>	8	<b>80,88</b>	2		1		1		1		1																									
CZ051 Liberec		12	<b>46,18</b>	12	<b>48,28</b>	12	<b>51,24</b>	12	<b>54,71</b>	12	<b>59,37</b>	12	<b>65,24</b>	12	<b>71,77</b>	7	<b>78,91</b>	7	<b>85,85</b>	7	<b>94,18</b>	7	<b>104,22</b>	7	<b>116,93</b>																								
CZ052 Hradec Králové		15	<b>49,48</b>	16	<b>52,85</b>	17	<b>56,66</b>	17	<b>60,94</b>	17	<b>66,07</b>	17	<b>71,92</b>	15	<b>78,41</b>	9	<b>88,28</b>	5	<b>94,10</b>	4	<b>106,10</b>	4	<b>117,08</b>	4	<b>129,50</b>																								
CZ053 Pardubice		12	<b>48,93</b>	12	<b>50,71</b>	12	<b>53,02</b>	13	<b>56,83</b>	12	<b>60,38</b>	12	<b>66,21</b>	9	<b>70,14</b>	5	<b>82,08</b>	2		2		2		2																									
CZ061 Vysočina		14	<b>54,83</b>	14	<b>58,31</b>	14	<b>62,21</b>	14	<b>67,28</b>	13	<b>73,58</b>	13	<b>78,18</b>	12	<b>85,15</b>	10	<b>92,30</b>	9	<b>100,36</b>	8	<b>107,14</b>	7	<b>116,49</b>	7	<b>128,73</b>																								
CZ062 South Moravia		23	<b>52,24</b>	24	<b>56,25</b>	24	<b>60,94</b>	25	<b>65,21</b>	25	<b>70,71</b>	24	<b>77,03</b>	24	<b>87,90</b>	12	<b>93,06</b>	8	<b>95,36</b>	6	<b>106,85</b>	6	<b>120,40</b>	6	<b>134,22</b>																								
CZ071 Olomouc		25	<b>55,11</b>	25	<b>56,65</b>	25	<b>58,85</b>	25	<b>61,43</b>	25	<b>64,45</b>	25	<b>68,74</b>	24	<b>73,95</b>	15	<b>83,67</b>	12	<b>82,77</b>	2		2		2																									
CZ072 Zlín		29	<b>51,06</b>	29	<b>53,59</b>	29	<b>57,06</b>	30	<b>60,85</b>	30	<b>66,00</b>	30	<b>72,77</b>	30	<b>80,30</b>	11	<b>80,95</b>	9	<b>87,07</b>	7	<b>95,29</b>	6	<b>106,27</b>	6	<b>117,70</b>																								
CZ080 Moravia-Silesia		19	<b>49,68</b>	23	<b>53,35</b>	23	<b>57,33</b>	23	<b>62,28</b>	23	<b>67,87</b>	21	<b>74,42</b>	20	<b>80,82</b>	12	<b>89,88</b>	7	<b>98,02</b>	7	<b>107,62</b>	7	<b>118,64</b>	6	<b>133,23</b>																								

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



Table NO. A8b

Evaluation of collective agreements

Wage supplementary charges according to LC

Classification based on: Higher administrative territorial units - regions

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

WCIS																					Wage supplementary charges according to LC										2008	
REGION	Type of supplementary charge																															
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)														
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE											
			% AE	% AE	% AE																											
<b>Total</b>	1278	<b>88,3</b>	<b>26,0</b>	<b>47,6</b>	<b>27,0</b>	1102	<b>76,1</b>	<b>102,3</b>	1234	<b>85,2</b>	<b>12,08</b>	<b>11,2</b>	918	<b>63,4</b>	<b>7,19</b>	<b>10,6</b>	<b>10,3</b>	1151	<b>79,5</b>	<b>18,15</b>	<b>24,6</b>											
<b>CZ010 City of Prague</b>	173	<b>79,4</b>	<b>26,2</b>	<b>50,8</b>	<b>27,2</b>	150	<b>68,8</b>	<b>104,2</b>	160	<b>73,4</b>	<b>11,18</b>	<b>10,6</b>	120	<b>55,0</b>	<b>7,15</b>	<b>11,5</b>	<b>10,0</b>	150	<b>68,8</b>	<b>17,00</b>	<b>20,8</b>											
<b>CZ020 Central Bohemia</b>	82	<b>83,7</b>	<b>26,0</b>	<b>46,9</b>	<b>27,9</b>	65	<b>66,3</b>	<b>101,4</b>	78	<b>79,6</b>	<b>11,94</b>	<b>10,6</b>	59	<b>60,2</b>	<b>7,51</b>	<b>10,0</b>	<b>10,5</b>	73	<b>74,5</b>	<b>18,56</b>	<b>20,8</b>											
<b>CZ031 South Bohemia</b>	88	<b>91,7</b>	<b>26,3</b>	<b>50,1</b>	<b>26,2</b>	67	<b>69,8</b>	<b>104,7</b>	88	<b>91,7</b>	<b>10,83</b>	<b>11,1</b>	61	<b>63,5</b>	<b>6,93</b>	<b>10,0</b>	<b>10,0</b>	84	<b>87,5</b>	<b>17,33</b>	<b>26,0</b>											
<b>CZ032 Pilsen</b>	76	<b>91,6</b>	<b>26,2</b>	<b>48,4</b>	<b>25,8</b>	70	<b>84,3</b>	<b>105,7</b>	74	<b>89,2</b>	<b>15,08</b>	<b>13,0</b>	59	<b>71,1</b>	<b>7,62</b>	<b>12,5</b>	<b>10,0</b>	74	<b>89,2</b>		<b>28,0</b>											
<b>CZ041 Karlovy Vary</b>	39	<b>92,9</b>	<b>26,5</b>	<b>47,3</b>	<b>28,8</b>	28	<b>66,7</b>	<b>100,0</b>	35	<b>83,3</b>	<b>8,95</b>	<b>11,6</b>	23	<b>54,8</b>	<b>7,09</b>	<b>10,0</b>	<b>10,0</b>	28	<b>66,7</b>	<b>8,67</b>	<b>20,5</b>											
<b>CZ042 Ústí</b>	86	<b>89,6</b>	<b>26,0</b>	<b>46,1</b>	<b>27,2</b>	75	<b>78,1</b>	<b>100,1</b>	83	<b>86,5</b>	<b>11,01</b>	<b>14,2</b>	66	<b>68,8</b>	<b>7,18</b>	<b>10,0</b>	<b>10,4</b>	77	<b>80,2</b>	<b>19,63</b>	<b>23,6</b>											
<b>CZ051 Liberec</b>	51	<b>94,4</b>	<b>25,6</b>	<b>50,0</b>	<b>27,2</b>	46	<b>85,2</b>	<b>101,1</b>	52	<b>96,3</b>	<b>13,09</b>	<b>10,0</b>	36	<b>66,7</b>	<b>7,89</b>	<b>10,0</b>	<b>12,9</b>	48	<b>88,9</b>	<b>11,00</b>	<b>26,3</b>											
<b>CZ052 Hradec Králové</b>	83	<b>90,2</b>	<b>25,1</b>	<b>44,6</b>	<b>26,3</b>	54	<b>58,7</b>	<b>102,0</b>	80	<b>87,0</b>	<b>13,16</b>	<b>11,4</b>	48	<b>52,2</b>	<b>6,83</b>	<b>10,0</b>	<b>10,4</b>	71	<b>77,2</b>	<b>27,57</b>	<b>23,1</b>											
<b>CZ053 Pardubice</b>	67	<b>89,3</b>	<b>26,1</b>	<b>49,0</b>	<b>27,0</b>	56	<b>74,7</b>	<b>103,6</b>	65	<b>86,7</b>	<b>11,07</b>	<b>11,4</b>	41	<b>54,7</b>	<b>7,40</b>	<b>10,0</b>	<b>10,0</b>	56	<b>74,7</b>	<b>14,40</b>	<b>18,5</b>											
<b>CZ061 Vysočina</b>	84	<b>92,3</b>	<b>26,6</b>	<b>50,7</b>	<b>27,0</b>	81	<b>89,0</b>	<b>100,3</b>	82	<b>90,1</b>	<b>13,99</b>	<b>10,0</b>	57	<b>62,6</b>	<b>6,81</b>	<b>10,3</b>	<b>10,0</b>	76	<b>83,5</b>	<b>11,25</b>	<b>28,1</b>											
<b>CZ062 South Moravia</b>	123	<b>91,8</b>	<b>25,4</b>	<b>47,0</b>	<b>28,1</b>	113	<b>84,3</b>	<b>101,3</b>	114	<b>85,1</b>	<b>11,22</b>	<b>11,2</b>	96	<b>71,6</b>	<b>7,45</b>	<b>10,7</b>	<b>10,4</b>	114	<b>85,1</b>	<b>16,10</b>	<b>26,2</b>											
<b>CZ071 Olomouc</b>	87	<b>89,7</b>	<b>25,3</b>	<b>47,7</b>	<b>26,1</b>	78	<b>80,4</b>	<b>101,6</b>	87	<b>89,7</b>	<b>11,91</b>	<b>10,7</b>	67	<b>69,1</b>	<b>6,92</b>	<b>11,5</b>	<b>10,3</b>	85	<b>87,6</b>	<b>15,00</b>	<b>27,6</b>											
<b>CZ072 Zlín</b>	87	<b>87,0</b>	<b>26,9</b>	<b>46,8</b>	<b>27,2</b>	85	<b>85,0</b>	<b>101,2</b>	85	<b>85,0</b>	<b>10,66</b>	<b>11,7</b>	72	<b>72,0</b>	<b>6,74</b>	<b>10,0</b>	<b>10,0</b>	82	<b>82,0</b>	<b>15,08</b>	<b>26,7</b>											
<b>CZ080 Moravia-Silesia</b>	152	<b>88,4</b>	<b>26,4</b>	<b>42,0</b>	<b>29,3</b>	134	<b>77,9</b>	<b>102,4</b>	151	<b>87,8</b>	<b>13,15</b>	<b>10,7</b>	113	<b>65,7</b>	<b>7,37</b>	<b>10,0</b>	<b>10,0</b>	133	<b>77,3</b>	<b>24,16</b>	<b>25,0</b>											

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

number of collective agreements, in which the appropriate indicator has been agreed  
 share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file  
 average value of the supplementary charge specified as a percentage of the average earnings  
 average value of the supplementary charge in CZK per hour  
 average value of the supplementary charge specified as a percentage of the basic tariff of minimum wage

Table NO. A9b

Evaluation of collective agreements

Other supplementary charges I

Classification based on: Higher administrative territorial units - regions

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

WCIS																									Other supplementary charges I																									2008																								
REGION	Type of supplementary charge																																																																									
	for afternoon work						for working in shift operation						for team management						for working at heights																																																							
	% of average earnings			paid by the hour			% of average earnings			paid by the shift			% of average earnings			paid by the hour			% of average earnings			paid by the hour																																																				
	NCA	% CA	% AE	NCA	% CA	CZK/h	NCA	% CA	% AE	NCA	% CA	CZK/shift	NCA	% CA	% AE	NCA	% CA	CZK/h	NCA	% CA	% AE	NCA	% CA	CZK/h																																																		
<b>Total</b>	25	1,7	7,7	734	50,7	5,91	10	0,7	12,6	79	5,5	87,55	5	0,3	9,2	186	12,8	5,35	2	0,1		200	13,8	5,17																																																		
<b>CZ010 City of Prague</b>				63	28,9	5,38	5	2,3	7,5	14	6,4	97,59				13	6,0	5,87				29	13,3	5,98																																																		
<b>CZ020 Central Bohemia</b>	2	2,0		42	42,9	5,67				6	6,1	42,25				14	14,3	6,15				9	9,2	2,50																																																		
<b>CZ031 South Bohemia</b>	3	3,1	6,7	70	72,9	5,76				14	14,6	93,43				9	9,4	3,36				17	17,7	4,95																																																		
<b>CZ032 Pilsen</b>	2	2,4		46	55,4	6,46				3	3,6	66,67	1	1,2		4	4,8	3,93				12	14,5	7,92																																																		
<b>CZ041 Karlovy Vary</b>				20	47,6	5,14										7	16,7	2,79				4	9,5	2,88																																																		
<b>CZ042 Ústí</b>	3	3,1	6,6	52	54,2	5,03	1	1,0		4	4,2	302,38	1	1,0		6	6,3	5,25				13	13,5	5,65																																																		
<b>CZ051 Liberec</b>	1	1,9		33	61,1	7,01	1	1,9		1	1,9					8	14,8	5,19				2	3,7																																																			
<b>CZ052 Hradec Králové</b>	3	3,3	10,0	49	53,3	7,01				3	3,3	262,67				15	16,3	6,18				11	12,0	5,15																																																		
<b>CZ053 Pardubice</b>	2	2,7		44	58,7	6,18				1	1,3					10	13,3	3,29	1	1,3		8	10,7	4,09																																																		
<b>CZ061 Vysočina</b>	1	1,1		57	62,6	7,12	1	1,1		9	9,9	71,94	1	1,1		24	26,4	7,61				11	12,1	3,42																																																		
<b>CZ062 South Moravia</b>	2	1,5		63	47,0	5,78	1	0,7		10	7,5	19,30	2	1,5		16	11,9	4,91				20	14,9	4,60																																																		
<b>CZ071 Olomouc</b>	1	1,0		53	54,6	5,94				3	3,1	101,67				32	33,0	4,49				19	19,6	5,22																																																		
<b>CZ072 Zlín</b>	2	2,0		55	55,0	6,01	1	1,0		10	10,0	36,55				12	12,0	6,77	1	1,0		10	10,0	6,35																																																		
<b>CZ080 Moravia-Silesia</b>	3	1,7	6,2	87	50,6	5,02				1	0,6					16	9,3	5,12				35	20,3	5,30																																																		

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

Table NO. A10b

Evaluation of collective agreements

Other supplementary charges II

Classification based on: Higher administrative territorial units - regions

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

WCIS																										Other supplementary charges II										2008				
REGION	Type of supplementary charge																																							
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)						for the knowledge of foreign languages						for substitution						for training other people						Other supplementary charge															
	% of average earnings			paid by the hour			% of average earnings			paid by the month			% of average earnings			paid by the month			% of average earnings			paid by the month			NCA	% CA														
	NCA	% CA	% AE	NCA	% CA	CZK/h	NCA	% CA	% AE	NCA	% CA	CZK/month	NCA	% CA	% AE	NCA	% CA	CZK/month	NCA	% CA	% AE	NCA	% CA	CZK/month			NCA	% CA												
<b>Total</b>	2	0,1		178	12,3	15,62	1	0,1		18	1,2	550	47	3,2	30,6	19	1,3	1 850	26	1,8	10,9	20	1,4	852	606	41,9														
CZ010 City of Prague	1	0,5		22	10,1	30,57				2	0,9		16	7,3	27,5	4	1,8	2 875	8	3,7	8,9	1	0,5		73	33,5														
CZ020 Central Bohemia				6	6,1	22,72				1	1,0		3	3,1	23,3	2	2,0		2	2,0		1	1,0		14	14,3														
CZ031 South Bohemia				16	16,7	6,14				1	1,0					1	1,0								48	50,0														
CZ032 Pilsen				7	8,4	9,00				2	2,4		4	4,8	47,5	3	3,6	1 367	5	6,0	10,0				28	33,7														
CZ041 Karlovy Vary				8	19,0	5,64				1	2,4		2	4,8								1	2,4		14	33,3														
CZ042 Ústí				18	18,8	13,79				2	2,1		6	6,3	40,0	2	2,1								41	42,7														
CZ051 Liberec				4	7,4	7,85																2	3,7		24	44,4														
CZ052 Hradec Králové				7	7,6	6,10				2	2,2		1	1,1		2	2,2		2	2,2		2	2,2		45	48,9														
CZ053 Pardubice				5	6,7	7,70							1	1,3								1	1,3		35	46,7														
CZ061 Vysočina				11	12,1	8,42				1	1,1		2	2,2		1	1,1					1	1,1		31	34,1														
CZ062 South Moravia				9	6,7	21,64				3	2,2	1 100	3	2,2	26,7				2	1,5		2	1,5		62	46,3														
CZ071 Olomouc				16	16,5	7,04																2	2,1		48	49,5														
CZ072 Zlín	1	1,0		17	17,0	21,25	1	1,0		2	2,0		5	5,0	24,0				1	1,0		6	6,0	392	48	48,0														
CZ080 Moravia-Silesia				32	18,6	20,09				1	0,6		4	2,3	37,5	4	2,3	1 725	6	3,5	10,3	1	0,6		95	55,2														

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

Evaluation of collective agreements

Other wage components - 13th and 14th pay

Classification based on: Higher administrative territorial units - regions

in % of collective agreements

WCIS																		Other wage components																		2008	
REGION	Provision of the 13th pay		Provision of the 14th pay		The conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*																				
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions																						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA																			
<b>Total</b>	510	<b>35,2</b>	256	<b>17,7</b>	297	<b>20,5</b>	171	<b>11,8</b>	112	<b>7,7</b>	107	<b>7,4</b>	101	<b>7,0</b>	95	<b>6,6</b>	719	<b>49,7</b>																			
<b>CZ010 City of Prague</b>	69	<b>31,7</b>	38	<b>17,4</b>	32	<b>14,7</b>	22	<b>10,1</b>	28	<b>12,8</b>	11	<b>5,0</b>	8	<b>3,7</b>	20	<b>9,2</b>	103	<b>47,2</b>																			
<b>CZ020 Central Bohemia</b>	21	<b>21,4</b>	12	<b>12,2</b>	15	<b>15,3</b>	11	<b>11,2</b>	5	<b>5,1</b>	4	<b>4,1</b>	4	<b>4,1</b>	3	<b>3,1</b>	34	<b>34,7</b>																			
<b>CZ031 South Bohemia</b>	51	<b>53,1</b>	33	<b>34,4</b>	28	<b>29,2</b>	26	<b>27,1</b>	6	<b>6,3</b>	15	<b>15,6</b>	12	<b>12,5</b>	14	<b>14,6</b>	58	<b>60,4</b>																			
<b>CZ032 Pilsen</b>	23	<b>27,7</b>	16	<b>19,3</b>	19	<b>22,9</b>	10	<b>12,0</b>	8	<b>9,6</b>	6	<b>7,2</b>	10	<b>12,0</b>	4	<b>4,8</b>	53	<b>63,9</b>																			
<b>CZ041 Karlovy Vary</b>	8	<b>19,0</b>	4	<b>9,5</b>	4	<b>9,5</b>	3	<b>7,1</b>	5	<b>11,9</b>	3	<b>7,1</b>	1	<b>2,4</b>	5	<b>11,9</b>	24	<b>57,1</b>																			
<b>CZ042 Ústí</b>	37	<b>38,5</b>	16	<b>16,7</b>	20	<b>20,8</b>	13	<b>13,5</b>	7	<b>7,3</b>	10	<b>10,4</b>	12	<b>12,5</b>	8	<b>8,3</b>	54	<b>56,3</b>																			
<b>CZ051 Liberec</b>	14	<b>25,9</b>	4	<b>7,4</b>	9	<b>16,7</b>	3	<b>5,6</b>	7	<b>13,0</b>	3	<b>5,6</b>	3	<b>5,6</b>	3	<b>5,6</b>	27	<b>50,0</b>																			
<b>CZ052 Hradec Králové</b>	32	<b>34,8</b>	14	<b>15,2</b>	19	<b>20,7</b>	9	<b>9,8</b>	1	<b>1,1</b>	5	<b>5,4</b>	6	<b>6,5</b>	5	<b>5,4</b>	45	<b>48,9</b>																			
<b>CZ053 Pardubice</b>	26	<b>34,7</b>	11	<b>14,7</b>	16	<b>21,3</b>	12	<b>16,0</b>	9	<b>12,0</b>	7	<b>9,3</b>	3	<b>4,0</b>	5	<b>6,7</b>	30	<b>40,0</b>																			
<b>CZ061 Vysočina</b>	38	<b>41,8</b>	16	<b>17,6</b>	35	<b>38,5</b>	18	<b>19,8</b>	3	<b>3,3</b>	12	<b>13,2</b>	22	<b>24,2</b>	1	<b>1,1</b>	36	<b>39,6</b>																			
<b>CZ062 South Moravia</b>	49	<b>36,6</b>	19	<b>14,2</b>	24	<b>17,9</b>	20	<b>14,9</b>	6	<b>4,5</b>	8	<b>6,0</b>	8	<b>6,0</b>	6	<b>4,5</b>	67	<b>50,0</b>																			
<b>CZ071 Olomouc</b>	23	<b>23,7</b>	10	<b>10,3</b>	14	<b>14,4</b>	7	<b>7,2</b>	10	<b>10,3</b>	5	<b>5,2</b>	2	<b>2,1</b>	4	<b>4,1</b>	43	<b>44,3</b>																			
<b>CZ072 Zlín</b>	31	<b>31,0</b>	10	<b>10,0</b>	34	<b>34,0</b>	2	<b>2,0</b>	15	<b>15,0</b>	9	<b>9,0</b>	2	<b>2,0</b>	11	<b>11,0</b>	46	<b>46,0</b>																			
<b>CZ080 Moravia-Silesia</b>	88	<b>51,2</b>	53	<b>30,8</b>	28	<b>16,3</b>	15	<b>8,7</b>	2	<b>1,2</b>	9	<b>5,2</b>	8	<b>4,7</b>	6	<b>3,5</b>	99	<b>57,6</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  
Incentive components - bonuses, performance rewards, team rewards etc.

## Evaluation of collective agreements

Remunerations at work anniversaries and assistance in natural disasters

Classification based on: Higher administrative territorial units - regions

in CZK

WCIS																						Remunerations at work anniversaries and assistance in natural disasters			2008		
REGION	agreed in CA		length of work in the organization																		Remuneration for assistance in natural disasters						
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years		NCA	% CA	CZK				
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK									
<b>Total</b>	667	46,1	45	1 946	205	2 343	394	3 413	469	4 385	605	5 098	661	6 008	667	7 043	667	8 062	667	9 124	1	0,1					
CZ010 City of Prague	101	46,3	9	2 500	25	3 180	62	4 644	72	5 652	95	6 230	101	7 551	101	9 114	101	10 696	101	11 838	1	0,5					
CZ020 Central Bohemia	43	43,9	3	1 933	16	2 400	27	3 444	29	4 409	41	4 912	43	6 131	43	7 277	43	8 297	43	9 358							
CZ031 South Bohemia	52	54,2	4	1 175	20	2 140	32	3 148	36	4 368	47	5 366	52	6 213	52	7 267	52	8 327	52	10 141							
CZ032 Pilsen	31	37,3	2		11	2 877	24	4 258	24	5 785	30	6 355	31	7 650	31	8 956	31	10 489	31	12 037							
CZ041 Karlovy Vary	23	54,8	7	1 929	9	2 167	15	3 360	15	3 780	22	4 159	23	4 867	23	5 570	23	6 046	23	6 517							
CZ042 Ústí	49	51,0	3	1 333	13	3 115	32	3 547	37	4 666	46	5 622	49	6 562	49	7 612	49	8 609	49	9 759							
CZ051 Liberec	19	35,2	2		6	1 503	12	2 832	13	3 646	14	4 879	18	5 402	19	6 180	19	6 992	19	7 992							
CZ052 Hradec Králové	43	46,7	3	1 307	9	1 997	25	3 298	28	3 983	38	4 519	43	5 627	43	6 686	43	7 743	43	8 523							
CZ053 Pardubice	34	45,3	1		7	2 386	15	3 907	20	5 165	31	4 895	34	5 419	34	6 325	34	7 121	34	7 731							
CZ061 Vysočina	40	44,0	2		16	1 972	23	2 596	30	3 278	40	3 713	40	4 624	40	5 500	40	6 416	40	7 320							
CZ062 South Moravia	58	43,3	1		17	1 988	29	2 799	34	4 378	46	5 218	56	6 118	58	6 879	58	7 774	58	8 663							
CZ071 Olomouc	44	45,4	1		12	1 479	17	2 103	27	3 067	35	4 484	41	5 691	44	6 749	44	8 378	44	10 232							
CZ072 Zlín	46	46,0	3	1 500	7	1 857	25	2 608	29	3 200	40	4 068	46	4 654	46	6 052	46	6 776	46	8 048							
CZ080 Moravia-Silesia	84	48,8	4	2 750	37	2 381	56	3 216	75	4 154	80	4 977	84	5 390	84	5 873	84	6 260	84	6 690							

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

## Evaluation of collective agreements

## Remunerations at life anniversaries I - reaching the age of 50

Classification based on: Higher administrative territorial units - regions

in CZK

WCIS		Remuneration at life anniversaries I												2008	
REGION	Remuneration at reaching of the age of 50														
	agreed in CA		length of work in the organization												
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		
		NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>		871	<b>60,2</b>	405	<b>3 250</b>	820	<b>3 603</b>	860	<b>4 550</b>	870	<b>5 350</b>	871	<b>6 146</b>	871	<b>6 512</b>
<b>CZ010 City of Prague</b>		147	<b>67,4</b>	81	<b>4 083</b>	144	<b>4 404</b>	146	<b>5 626</b>	147	<b>6 595</b>	147	<b>7 581</b>	147	<b>7 956</b>
<b>CZ020 Central Bohemia</b>		52	<b>53,1</b>	26	<b>2 865</b>	51	<b>3 147</b>	52	<b>4 146</b>	52	<b>4 829</b>	52	<b>5 294</b>	52	<b>5 710</b>
<b>CZ031 South Bohemia</b>		53	<b>55,2</b>	28	<b>3 469</b>	52	<b>3 368</b>	53	<b>3 977</b>	53	<b>4 582</b>	53	<b>5 093</b>	53	<b>5 251</b>
<b>CZ032 Pilsen</b>		65	<b>78,3</b>	32	<b>2 302</b>	54	<b>3 591</b>	61	<b>4 984</b>	65	<b>6 489</b>	65	<b>7 395</b>	65	<b>8 165</b>
<b>CZ041 Karlovy Vary</b>		28	<b>66,7</b>	10	<b>3 855</b>	25	<b>3 772</b>	28	<b>4 423</b>	28	<b>5 146</b>	28	<b>5 888</b>	28	<b>5 977</b>
<b>CZ042 Ústí</b>		55	<b>57,3</b>	25	<b>2 560</b>	54	<b>3 954</b>	55	<b>5 382</b>	55	<b>6 461</b>	55	<b>7 512</b>	55	<b>7 993</b>
<b>CZ051 Liberec</b>		40	<b>74,1</b>	21	<b>2 452</b>	38	<b>2 927</b>	40	<b>3 507</b>	40	<b>4 118</b>	40	<b>4 598</b>	40	<b>5 028</b>
<b>CZ052 Hradec Králové</b>		56	<b>60,9</b>	25	<b>3 068</b>	53	<b>3 884</b>	56	<b>4 881</b>	56	<b>5 728</b>	56	<b>6 814</b>	56	<b>7 013</b>
<b>CZ053 Pardubice</b>		40	<b>53,3</b>	13	<b>2 992</b>	37	<b>3 215</b>	40	<b>3 870</b>	40	<b>4 421</b>	40	<b>4 910</b>	40	<b>5 266</b>
<b>CZ061 Vysočina</b>		51	<b>56,0</b>	27	<b>2 759</b>	46	<b>2 707</b>	50	<b>3 605</b>	50	<b>4 152</b>	51	<b>4 748</b>	51	<b>5 072</b>
<b>CZ062 South Moravia</b>		87	<b>64,9</b>	40	<b>3 508</b>	80	<b>3 554</b>	87	<b>4 188</b>	87	<b>4 826</b>	87	<b>5 596</b>	87	<b>5 977</b>
<b>CZ071 Olomouc</b>		52	<b>53,6</b>	17	<b>2 743</b>	49	<b>2 690</b>	51	<b>3 689</b>	52	<b>4 455</b>	52	<b>5 319</b>	52	<b>5 880</b>
<b>CZ072 Zlín</b>		54	<b>54,0</b>	27	<b>2 415</b>	53	<b>3 096</b>	54	<b>4 155</b>	54	<b>4 621</b>	54	<b>5 543</b>	54	<b>5 798</b>
<b>CZ080 Moravia-Silesia</b>		91	<b>52,9</b>	33	<b>4 367</b>	84	<b>4 074</b>	87	<b>4 783</b>	91	<b>5 485</b>	91	<b>6 241</b>	91	<b>6 459</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 or the old-age pension

Classification based on: Higher administrative territorial units - regions

in CZK

WCIS																					Remuneration at life anniversaries II										2008	
REGION		Remuneration at 1st quitting of the working relation following the granting of disability pension or the old-age pension																														
		agreed in CA		length of work in the organization																												
				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>		896	<b>61,9</b>	384	<b>4 098</b>	820	<b>4 491</b>	880	<b>5 756</b>	895	<b>7 021</b>	895	<b>8 036</b>	896	<b>8 778</b>	896	<b>9 400</b>	896	<b>9 854</b>	896	<b>10 212</b>											
CZ010 City of Prague		152	<b>69,7</b>	72	<b>4 100</b>	143	<b>5 341</b>	151	<b>7 122</b>	152	<b>8 330</b>	152	<b>9 425</b>	152	<b>10 074</b>	152	<b>10 797</b>	152	<b>11 215</b>	152	<b>11 751</b>											
CZ020 Central Bohemia		57	<b>58,2</b>	19	<b>3 868</b>	52	<b>4 170</b>	55	<b>4 976</b>	56	<b>5 990</b>	56	<b>6 616</b>	57	<b>7 471</b>	57	<b>7 825</b>	57	<b>8 017</b>	57	<b>8 223</b>											
CZ031 South Bohemia		60	<b>62,5</b>	29	<b>5 484</b>	58	<b>4 694</b>	60	<b>5 645</b>	60	<b>6 708</b>	60	<b>7 358</b>	60	<b>7 993</b>	60	<b>8 444</b>	60	<b>8 837</b>	60	<b>9 347</b>											
CZ032 Pilsen		66	<b>79,5</b>	28	<b>4 046</b>	53	<b>5 351</b>	60	<b>7 303</b>	66	<b>11 556</b>	66	<b>12 592</b>	66	<b>13 402</b>	66	<b>13 927</b>	66	<b>14 458</b>	66	<b>14 830</b>											
CZ041 Karlovy Vary		28	<b>66,7</b>	7	<b>4 929</b>	26	<b>3 644</b>	28	<b>5 066</b>	28	<b>6 407</b>	28	<b>7 470</b>	28	<b>8 241</b>	28	<b>8 591</b>	28	<b>8 780</b>	28	<b>8 916</b>											
CZ042 Ústí		63	<b>65,6</b>	26	<b>3 462</b>	60	<b>5 203</b>	63	<b>7 179</b>	63	<b>8 216</b>	63	<b>9 211</b>	63	<b>10 013</b>	63	<b>10 663</b>	63	<b>11 227</b>	63	<b>11 632</b>											
CZ051 Liberec		40	<b>74,1</b>	20	<b>3 450</b>	37	<b>3 909</b>	39	<b>4 848</b>	40	<b>5 655</b>	40	<b>6 828</b>	40	<b>7 633</b>	40	<b>8 275</b>	40	<b>8 862</b>	40	<b>9 425</b>											
CZ052 Hradec Králové		60	<b>65,2</b>	30	<b>2 780</b>	54	<b>3 836</b>	60	<b>4 973</b>	60	<b>5 891</b>	60	<b>6 965</b>	60	<b>7 672</b>	60	<b>8 570</b>	60	<b>8 747</b>	60	<b>8 938</b>											
CZ053 Pardubice		46	<b>61,3</b>	18	<b>3 172</b>	41	<b>3 805</b>	46	<b>4 827</b>	46	<b>6 005</b>	46	<b>6 820</b>	46	<b>7 583</b>	46	<b>8 464</b>	46	<b>8 877</b>	46	<b>9 191</b>											
CZ061 Vysočina		53	<b>58,2</b>	29	<b>3 286</b>	46	<b>3 230</b>	53	<b>3 921</b>	53	<b>4 394</b>	53	<b>5 126</b>	53	<b>5 580</b>	53	<b>6 045</b>	53	<b>6 163</b>	53	<b>6 234</b>											
CZ062 South Moravia		77	<b>57,5</b>	35	<b>6 095</b>	72	<b>5 170</b>	76	<b>6 493</b>	77	<b>7 981</b>	77	<b>9 365</b>	77	<b>10 615</b>	77	<b>11 321</b>	77	<b>11 886</b>	77	<b>12 195</b>											
CZ071 Olomouc		53	<b>54,6</b>	12	<b>3 917</b>	48	<b>3 345</b>	51	<b>4 641</b>	53	<b>5 588</b>	53	<b>7 181</b>	53	<b>8 173</b>	53	<b>9 368</b>	53	<b>10 666</b>	53	<b>11 094</b>											
CZ072 Zlín		62	<b>62,0</b>	29	<b>3 845</b>	57	<b>3 930</b>	62	<b>4 725</b>	62	<b>5 762</b>	62	<b>6 958</b>	62	<b>7 590</b>	62	<b>8 032</b>	62	<b>8 822</b>	62	<b>8 999</b>											
CZ080 Moravia-Silesia		79	<b>45,9</b>	30	<b>4 383</b>	73	<b>4 470</b>	76	<b>5 320</b>	79	<b>5 868</b>	79	<b>6 549</b>	79	<b>6 979</b>	79	<b>7 291</b>	79	<b>7 446</b>	79	<b>7 873</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

Table NO. A15b

Evaluation of collective agreements

Wage development

Classification based on: Higher administrative territorial units - regions

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

WCIS		Wage development																												2008						
REGION	NCA	% CA	Has wage development been contracted in the CA?																										Number of CA where wage development is bound to economic indicators							
			of this																																	
			by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage						by increasing the average real wage				by keeping real wage				by combination											
			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.		of given issues			
NCA	aver.CZK	NCA			aver.%	NCA	% CA	NCA			aver.%	NCA			aver.CZK	NCA	aver.%	NCA	aver.CZK	NCA			aver.%	NCA	aver.CZK	NCA			% CA	NCA	% CA	NCA	% CA	NCA	% CA	
<b>Total</b>	1071	74,0	407	28,1	31	663,7	376	5,5	98	6,8	5	0,3	598	41,3	586	5,4	12	832,5	31	5,2	2		58	4,0	58	2,4	6	2,2	143	9,9	8	0,6	200	13,8	249	17,2
CZ010 City of Prague	145	66,5	57	26,1	3	486,7	54	5,9	17	7,8			64	29,4	63	5,0	1		3	4,3	1		7	3,2	7	3,0	1		31	14,2	1	0,5	26	11,9	33	15,1
CZ020 Central Bohemia	59	60,2	21	21,4	1		20	5,9	4	4,1	1	1,0	25	25,5	21	5,3	4	950,0					5	5,1	5	1,8			11	11,2			7	7,1	6	6,1
CZ031 South Bohemia	76	79,2	35	36,5	1		34	5,5	13	13,5			33	34,4	33	4,8							5	5,2	5	1,7	1		7	7,3	1	1,0	15	15,6	20	20,8
CZ032 Pilsen	65	78,3	33	39,8	9	922,2	24	5,9	10	12,0	2	2,4	35	42,2	35	5,4			1				2	2,4	2			7	8,4	3	3,6	17	20,5	23	27,7	
CZ041 Karlovy Vary	30	71,4	11	26,2			11	4,4	3	7,1			19	45,2	19	4,4			2				2	4,8	2		1		4	9,5	7	16,7				
CZ042 Ústí	72	75,0	25	26,0	1		24	4,9	9	9,4			45	46,9	45	5,3			8	5,5			3	3,1	3	2,2			6	6,3	1	1,0	16	16,7	9	9,4
CZ051 Liberec	39	72,2	17	31,5			17	7,2	1	1,9			19	35,2	19	5,4			1				2	3,7	2			2	3,7			2	3,7	7	13,0	
CZ052 Hradec Králové	69	75,0	30	32,6	4	520,0	26	4,8	15	16,3			32	34,8	32	5,6			2				1	1,3	1			6	6,5			13	14,1	7	7,6	
CZ053 Pardubice	57	76,0	19	25,3			19	5,4	3	4,0			39	52,0	39	5,6			3	4,9			1	1,3	1			5	6,7	7	9,3					
CZ061 Vysočina	76	83,5	31	34,1	1		30	4,9	6	6,6			44	48,4	42	6,0	2						3	3,3	3	1,8			6	6,6	1	1,1	11	12,1	5	5,5
CZ062 South Moravia	92	68,7	25	18,7			25	6,1	5	3,7			60	44,8	59	5,6	1		6	4,4			4	3,0	4	1,9	2		18	13,4	1	0,7	19	14,2	31	23,1
CZ071 Olomouc	71	73,2	20	20,6	2		18	5,6	3	3,1	1	1,0	39	40,2	36	5,1	3	706,7	1		1		2	2,1	2			21	21,6			10	10,3	20	20,6	
CZ072 Zlín	87	87,0	37	37,0	3	451,9	34	4,2	4	4,0	1	1,0	55	55,0	54	6,3	1		2				12	12,0	12	2,9	1		11	11,0			27	27,0	18	18,0
CZ080 Moravia-Silesia	133	77,3	46	26,7	6	610,0	40	5,7	5	2,9			89	51,7	89	5,5			2				10	5,8	10	2,6			17	9,9			28	16,3	56	32,6

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



## Evaluation of collective agreements

## Remuneration of employees I

Classification based on: Higher administrative territorial units - regions

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

WCIS																		Remuneration of employees I																		2008			
REGION	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)																								
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences																											
			unified catalogue		occupational catalogue		own catalogue																																
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h																					
<b>Total</b>	941	<b>65,0</b>	168	<b>11,6</b>	64	<b>4,4</b>	789	<b>54,5</b>	375	<b>25,9</b>	<b>97,2</b>	285	<b>19,7</b>	<b>87,7</b>	446	<b>30,8</b>	<b>18,0</b>	<b>14,92</b>																					
<b>CZ010 City of Prague</b>	132	<b>60,6</b>	18	<b>8,3</b>	4	<b>1,8</b>	117	<b>53,7</b>	58	<b>26,6</b>	<b>98,4</b>	49	<b>22,5</b>	<b>87,8</b>	67	<b>30,7</b>	<b>17,1</b>	<b>11,11</b>																					
<b>CZ020 Central Bohemia</b>	50	<b>51,0</b>	5	<b>5,1</b>	3	<b>3,1</b>	44	<b>44,9</b>	10	<b>10,2</b>	<b>97,0</b>	7	<b>7,1</b>	<b>81,4</b>	18	<b>18,4</b>	<b>24,3</b>	<b>13,13</b>																					
<b>CZ031 South Bohemia</b>	69	<b>71,9</b>	8	<b>8,3</b>	4	<b>4,2</b>	61	<b>63,5</b>	40	<b>41,7</b>	<b>97,4</b>	35	<b>36,5</b>	<b>89,4</b>	43	<b>44,8</b>	<b>22,3</b>	<b>16,73</b>																					
<b>CZ032 Pilsen</b>	61	<b>73,5</b>	7	<b>8,4</b>	16	<b>19,3</b>	41	<b>49,4</b>	31	<b>37,3</b>	<b>96,8</b>	31	<b>37,3</b>	<b>91,6</b>	31	<b>37,3</b>	<b>19,4</b>	<b>16,40</b>																					
<b>CZ041 Karlovy Vary</b>	23	<b>54,8</b>	8	<b>19,0</b>	6	<b>14,3</b>	17	<b>40,5</b>	10	<b>23,8</b>	<b>99,0</b>	8	<b>19,0</b>	<b>96,3</b>	14	<b>33,3</b>	<b>20,0</b>	<b>31,67</b>																					
<b>CZ042 Ústí</b>	64	<b>66,7</b>	12	<b>12,5</b>	3	<b>3,1</b>	49	<b>51,0</b>	22	<b>22,9</b>	<b>94,8</b>	23	<b>24,0</b>	<b>82,4</b>	30	<b>31,3</b>	<b>17,9</b>	<b>9,24</b>																					
<b>CZ051 Liberec</b>	34	<b>63,0</b>	6	<b>11,1</b>	1	<b>1,9</b>	29	<b>53,7</b>	10	<b>18,5</b>	<b>97,5</b>	7	<b>13,0</b>	<b>90,7</b>	18	<b>33,3</b>	<b>14,6</b>	<b>14,14</b>																					
<b>CZ052 Hradec Králové</b>	52	<b>56,5</b>	8	<b>8,7</b>	2	<b>2,2</b>	43	<b>46,7</b>	22	<b>23,9</b>	<b>97,3</b>	13	<b>14,1</b>	<b>79,6</b>	27	<b>29,3</b>	<b>16,4</b>	<b>13,46</b>																					
<b>CZ053 Pardubice</b>	38	<b>50,7</b>	6	<b>8,0</b>	2	<b>2,7</b>	32	<b>42,7</b>	18	<b>24,0</b>	<b>95,3</b>	11	<b>14,7</b>	<b>83,2</b>	12	<b>16,0</b>	<b>18,3</b>	<b>36,61</b>																					
<b>CZ061 Vysočina</b>	60	<b>65,9</b>	6	<b>6,6</b>	4	<b>4,4</b>	58	<b>63,7</b>	24	<b>26,4</b>	<b>94,4</b>	18	<b>19,8</b>	<b>84,4</b>	27	<b>29,7</b>	<b>16,6</b>	<b>16,38</b>																					
<b>CZ062 South Moravia</b>	87	<b>64,9</b>	19	<b>14,2</b>	6	<b>4,5</b>	72	<b>53,7</b>	29	<b>21,6</b>	<b>99,0</b>	12	<b>9,0</b>	<b>84,6</b>	47	<b>35,1</b>	<b>17,6</b>	<b>14,28</b>																					
<b>CZ071 Olomouc</b>	73	<b>75,3</b>	24	<b>24,7</b>	8	<b>8,2</b>	52	<b>53,6</b>	13	<b>13,4</b>	<b>96,2</b>	7	<b>7,2</b>	<b>85,7</b>	36	<b>37,1</b>	<b>14,7</b>	<b>13,34</b>																					
<b>CZ072 Zlín</b>	72	<b>72,0</b>	23	<b>23,0</b>	1	<b>1,0</b>	56	<b>56,0</b>	35	<b>35,0</b>	<b>97,4</b>	20	<b>20,0</b>	<b>83,0</b>	42	<b>42,0</b>	<b>17,8</b>	<b>14,53</b>																					
<b>CZ080 Moravia-Silesia</b>	126	<b>73,3</b>	18	<b>10,5</b>	4	<b>2,3</b>	118	<b>68,6</b>	53	<b>30,8</b>	<b>97,5</b>	44	<b>25,6</b>	<b>93,2</b>	34	<b>19,8</b>	<b>16,5</b>	<b>13,21</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: Higher administrative territorial units - regions

% of collective agreements, % of average earnings

WCIS																Remuneration of employees II				2008			
REGION	Detailed conditions governing the working hours accounts											Use of wage by the task											
	agreed in CA		Permanent wage under Section 120 LC is agreed in the amount of								agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)										
			80% of average earnings		90% of average earnings		other amounts of average earnings		other form				NCA		% CA								
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	NCA	% CA	NCA	% CA								
<b>Total</b>	11	0,8	12	0,8			7	0,5	100,0	1	0,1	176	12,2	124	8,6								
CZ010 City of Prague	1	0,5										20	9,2	17	7,8								
CZ020 Central Bohemia												10	10,2	5	5,1								
CZ031 South Bohemia	1	1,0	4	4,2			1	1,0				14	14,6	4	4,2								
CZ032 Pilsen	1	1,2								1	1,2	18	21,7	15	18,1								
CZ041 Karlovy Vary	1	2,4										11	26,2	7	16,7								
CZ042 Ústí			1	1,0			1	1,0				12	12,5	6	6,3								
CZ051 Liberec	1	1,9										6	11,1	2	3,7								
CZ052 Hradec Králové			2	2,2								4	4,3	4	4,3								
CZ053 Pardubice							1	1,3				6	8,0	4	5,3								
CZ061 Vysočina												7	7,7	3	3,3								
CZ062 South Moravia	4	3,0	1	0,7			4	3,0	100,0			13	9,7	12	9,0								
CZ071 Olomouc												17	17,5	7	7,2								
CZ072 Zlín	1	1,0	2	2,0								29	29,0	18	18,0								
CZ080 Moravia-Silesia	1	0,6	2	1,2								9	5,2	20	11,6								

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 permanent wage specified as a percentage of the average earnings

Evaluation of collective agreements

Remuneration of employees III

Classification based on: Higher administrative territorial units - regions

% of collective agreements

WCIS		Remuneration of employees III								2008	
REGION	Remuneration of employees agreed by										
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*		
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
<b>Total</b>	1389	<b>95,9</b>	1222	<b>84,4</b>	572	<b>39,5</b>	601	<b>41,5</b>	826	<b>57,0</b>	
<b>CZ010 City of Prague</b>	211	<b>96,8</b>	170	<b>78,0</b>	121	<b>55,5</b>	70	<b>32,1</b>	127	<b>58,3</b>	
<b>CZ020 Central Bohemia</b>	83	<b>84,7</b>	66	<b>67,3</b>	28	<b>28,6</b>	34	<b>34,7</b>	39	<b>39,8</b>	
<b>CZ031 South Bohemia</b>	90	<b>93,8</b>	86	<b>89,6</b>	29	<b>30,2</b>	57	<b>59,4</b>	62	<b>64,6</b>	
<b>CZ032 Pilsen</b>	83	<b>100,0</b>	72	<b>86,7</b>	53	<b>63,9</b>	23	<b>27,7</b>	54	<b>65,1</b>	
<b>CZ041 Karlovy Vary</b>	42	<b>100,0</b>	35	<b>83,3</b>	24	<b>57,1</b>	12	<b>28,6</b>	22	<b>52,4</b>	
<b>CZ042 Ústí</b>	95	<b>99,0</b>	87	<b>90,6</b>	29	<b>30,2</b>	42	<b>43,8</b>	54	<b>56,3</b>	
<b>CZ051 Liberec</b>	53	<b>98,1</b>	48	<b>88,9</b>	15	<b>27,8</b>	19	<b>35,2</b>	24	<b>44,4</b>	
<b>CZ052 Hradec Králové</b>	89	<b>96,7</b>	75	<b>81,5</b>	49	<b>53,3</b>	41	<b>44,6</b>	64	<b>69,6</b>	
<b>CZ053 Pardubice</b>	69	<b>92,0</b>	67	<b>89,3</b>	33	<b>44,0</b>	31	<b>41,3</b>	49	<b>65,3</b>	
<b>CZ061 Vysočina</b>	88	<b>96,7</b>	82	<b>90,1</b>	6	<b>6,6</b>	24	<b>26,4</b>	23	<b>25,3</b>	
<b>CZ062 South Moravia</b>	131	<b>97,8</b>	118	<b>88,1</b>	69	<b>51,5</b>	72	<b>53,7</b>	91	<b>67,9</b>	
<b>CZ071 Olomouc</b>	95	<b>97,9</b>	71	<b>73,2</b>	39	<b>40,2</b>	62	<b>63,9</b>	62	<b>63,9</b>	
<b>CZ072 Zlín</b>	98	<b>98,0</b>	88	<b>88,0</b>	26	<b>26,0</b>	45	<b>45,0</b>	54	<b>54,0</b>	
<b>CZ080 Moravia-Silesia</b>	162	<b>94,2</b>	157	<b>91,3</b>	51	<b>29,7</b>	69	<b>40,1</b>	101	<b>58,7</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: Higher administrative territorial units - regions

% of collective agreements

WCIS																	Conditions governing the activities of trade union organizations																	2008	
REGION	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly					Establishment of commission for the interpretation and fulfilment of obligations entailed in CA		Authorization for the issuance of internal regulations under Section 305 LC*																					
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA	NCA	% CA																		
	<b>Total</b>	1268	<b>87,6</b>	280	<b>19,3</b>	539	<b>37,2</b>	1165	<b>80,5</b>	1018	351	430	576	337	474	<b>32,7</b>	183	<b>12,6</b>																	
<b>CZ010 City of Prague</b>	175	<b>80,3</b>	24	<b>11,0</b>	81	<b>37,2</b>	184	<b>84,4</b>	161	55	81	82	60	47	<b>21,6</b>	49	<b>22,5</b>																		
<b>CZ020 Central Bohemia</b>	72	<b>73,5</b>	16	<b>16,3</b>	25	<b>25,5</b>	73	<b>74,5</b>	69	19	35	43	13	35	<b>35,7</b>	13	<b>13,3</b>																		
<b>CZ031 South Bohemia</b>	89	<b>92,7</b>	16	<b>16,7</b>	46	<b>47,9</b>	74	<b>77,1</b>	63	26	45	55	29	44	<b>45,8</b>	8	<b>8,3</b>																		
<b>CZ032 Pilsen</b>	73	<b>88,0</b>	14	<b>16,9</b>	33	<b>39,8</b>	68	<b>81,9</b>	60	18	27	42	17	21	<b>25,3</b>	10	<b>12,0</b>																		
<b>CZ041 Karlovy Vary</b>	36	<b>85,7</b>	5	<b>11,9</b>	17	<b>40,5</b>	34	<b>81,0</b>	29	8	6	14	8	9	<b>21,4</b>	11	<b>26,2</b>																		
<b>CZ042 Ústí</b>	83	<b>86,5</b>	11	<b>11,5</b>	39	<b>40,6</b>	66	<b>68,8</b>	64	31	31	39	17	30	<b>31,3</b>	10	<b>10,4</b>																		
<b>CZ051 Liberec</b>	49	<b>90,7</b>	11	<b>20,4</b>	10	<b>18,5</b>	42	<b>77,8</b>	37	10	11	26	9	16	<b>29,6</b>	4	<b>7,4</b>																		
<b>CZ052 Hradec Králové</b>	85	<b>92,4</b>	15	<b>16,3</b>	35	<b>38,0</b>	83	<b>90,2</b>	70	28	36	34	22	41	<b>44,6</b>	19	<b>20,7</b>																		
<b>CZ053 Pardubice</b>	69	<b>92,0</b>	14	<b>18,7</b>	32	<b>42,7</b>	60	<b>80,0</b>	53	12	28	25	13	26	<b>34,7</b>	10	<b>13,3</b>																		
<b>CZ061 Vysočina</b>	84	<b>92,3</b>	15	<b>16,5</b>	42	<b>46,2</b>	77	<b>84,6</b>	70	23	19	38	15	16	<b>17,6</b>	3	<b>3,3</b>																		
<b>CZ062 South Moravia</b>	113	<b>84,3</b>	25	<b>18,7</b>	33	<b>24,6</b>	105	<b>78,4</b>	94	24	35	54	28	21	<b>15,7</b>	18	<b>13,4</b>																		
<b>CZ071 Olomouc</b>	91	<b>93,8</b>	31	<b>32,0</b>	56	<b>57,7</b>	82	<b>84,5</b>	76	18	18	41	41	33	<b>34,0</b>	4	<b>4,1</b>																		
<b>CZ072 Zlín</b>	90	<b>90,0</b>	29	<b>29,0</b>	51	<b>51,0</b>	80	<b>80,0</b>	64	25	17	25	29	44	<b>44,0</b>	7	<b>7,0</b>																		
<b>CZ080 Moravia-Silesia</b>	159	<b>92,4</b>	54	<b>31,4</b>	39	<b>22,7</b>	137	<b>79,7</b>	108	54	41	58	36	91	<b>52,9</b>	17	<b>9,9</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  
 \* effective 1 April 2008 cancelled on the basis of a decision of the Constitutional Court  
 A use of employer's rooms  
 B employer's allowances for the activities of trade unions  
 C internet connection  
 D costs of necessary materials  
 E other conditions

Evaluation of collective agreements

Plurality of trade unions, providing information and discussing

Classification based on: Higher administrative territorial units - regions

% of collective agreements

WCIS																							Plurality of trade unions, providing information and discussing										2008	
REGION	Number of trade unions active in the company										if there are several TU in the company						Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated											
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		CA is concluded with the TU with the highest number of members		other procedures																			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA										
<b>Total</b>	1151	<b>79,5</b>	118	<b>8,1</b>	49	<b>3,4</b>	27	<b>1,9</b>	103	<b>7,1</b>	244	<b>82,2</b>	14	<b>4,7</b>	39	<b>13,1</b>	953	<b>65,8</b>	300	<b>20,7</b>	800	<b>55,2</b>	202	<b>14,0</b>										
<b>CZ010 City of Prague</b>	141	<b>64,7</b>	18	<b>8,3</b>	6	<b>2,8</b>	7	<b>3,2</b>	46	<b>21,1</b>	52	<b>67,5</b>	2	<b>2,6</b>	23	<b>29,9</b>	142	<b>65,1</b>	42	<b>19,3</b>	118	<b>54,1</b>	29	<b>13,3</b>										
<b>CZ020 Central Bohemia</b>	81	<b>82,7</b>	10	<b>10,2</b>	3	<b>3,1</b>	4	<b>4,1</b>			17	<b>100,0</b>					58	<b>59,2</b>	16	<b>16,3</b>	53	<b>54,1</b>	10	<b>10,2</b>										
<b>CZ031 South Bohemia</b>	73	<b>76,0</b>	8	<b>8,3</b>	7	<b>7,3</b>	1	<b>1,0</b>	7	<b>7,3</b>	21	<b>91,3</b>			2	<b>8,7</b>	43	<b>44,8</b>	26	<b>27,1</b>	32	<b>33,3</b>	25	<b>26,0</b>										
<b>CZ032 Pilsen</b>	56	<b>67,5</b>	16	<b>19,3</b>	4	<b>4,8</b>			7	<b>8,4</b>	27	<b>100,0</b>					63	<b>75,9</b>	38	<b>45,8</b>	52	<b>62,7</b>	33	<b>39,8</b>										
<b>CZ041 Karlovy Vary</b>	37	<b>88,1</b>	2	<b>4,8</b>					3	<b>7,1</b>	5	<b>100,0</b>					29	<b>69,0</b>	12	<b>28,6</b>	19	<b>45,2</b>	11	<b>26,2</b>										
<b>CZ042 Ústí</b>	75	<b>78,1</b>	6	<b>6,3</b>	3	<b>3,1</b>	3	<b>3,1</b>	9	<b>9,4</b>	21	<b>100,0</b>					63	<b>65,6</b>	30	<b>31,3</b>	47	<b>49,0</b>	25	<b>26,0</b>										
<b>CZ051 Liberec</b>	45	<b>83,3</b>	3	<b>5,6</b>	3	<b>5,6</b>	1	<b>1,9</b>	2	<b>3,7</b>	9	<b>100,0</b>					36	<b>66,7</b>	12	<b>22,2</b>	27	<b>50,0</b>	8	<b>14,8</b>										
<b>CZ052 Hradec Králové</b>	70	<b>76,1</b>	12	<b>13,0</b>	4	<b>4,3</b>	1	<b>1,1</b>	5	<b>5,4</b>	22	<b>100,0</b>					79	<b>85,9</b>	14	<b>15,2</b>	68	<b>73,9</b>	8	<b>8,7</b>										
<b>CZ053 Pardubice</b>	56	<b>74,7</b>	11	<b>14,7</b>	8	<b>10,7</b>					19	<b>100,0</b>					54	<b>72,0</b>	12	<b>16,0</b>	44	<b>58,7</b>	5	<b>6,7</b>										
<b>CZ061 Vysočina</b>	82	<b>90,1</b>	6	<b>6,6</b>			3	<b>3,3</b>			4	<b>44,4</b>	5	<b>55,6</b>			19	<b>20,9</b>	5	<b>5,5</b>	14	<b>15,4</b>	2	<b>2,2</b>										
<b>CZ062 South Moravia</b>	111	<b>82,8</b>	5	<b>3,7</b>			4	<b>3,0</b>	14	<b>10,4</b>	14	<b>60,9</b>			9	<b>39,1</b>	96	<b>71,6</b>	39	<b>29,1</b>	81	<b>60,4</b>	9	<b>6,7</b>										
<b>CZ071 Olomouc</b>	86	<b>88,7</b>	5	<b>5,2</b>	3	<b>3,1</b>	1	<b>1,0</b>	2	<b>2,1</b>	9	<b>81,8</b>			2	<b>18,2</b>	78	<b>80,4</b>	18	<b>18,6</b>	69	<b>71,1</b>	7	<b>7,2</b>										
<b>CZ072 Zlín</b>	89	<b>89,0</b>	8	<b>8,0</b>			2	<b>2,0</b>	1	<b>1,0</b>	9	<b>81,8</b>	1	<b>9,1</b>	1	<b>9,1</b>	66	<b>66,0</b>	23	<b>23,0</b>	57	<b>57,0</b>	17	<b>17,0</b>										
<b>CZ080 Moravia-Silesia</b>	149	<b>86,6</b>	8	<b>4,7</b>	8	<b>4,7</b>			7	<b>4,1</b>	15	<b>65,2</b>	6	<b>26,1</b>	2	<b>8,7</b>	127	<b>73,8</b>	13	<b>7,6</b>	119	<b>69,2</b>	13	<b>7,6</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

Compensation money

Classification based on: Higher administrative territorial units - regions

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

WCIS Compensation money 2008																		
REGION	Increase of compensation money beyond the framework of Section 67 of the LC																	
	dismissal relating to Section 52 a) – c)				dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on the length of the notice period		depending on the number of years to go before the person is entitled to claim old-age pension		other dependences	
	NCA	% CA	min.	max	NCA	% CA	min.	max	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	688	47,5	1,5	4,1	48	3,3	1,9	4,5	629	43,4	397	27,4	361	24,9	45	3,1	148	10,2
<b>CZ010 City of Prague</b>	141	64,7	1,5	4,3	11	5,0	2,6	4,4	123	56,4	80	36,7	73	33,5	15	6,9	24	11,0
<b>CZ020 Central Bohemia</b>	27	27,6	1,4	4,7	3	3,1	2,0	8,7	25	25,5	20	20,4	9	9,2	1	1,0	4	4,1
<b>CZ031 South Bohemia</b>	41	42,7	1,5	4,3	3	3,1	1,7	6,0	37	38,5	22	22,9	18	18,8			5	5,2
<b>CZ032 Pilsen</b>	53	63,9	1,2	3,8					46	55,4	36	43,4	33	39,8	6	7,2	8	9,6
<b>CZ041 Karlovy Vary</b>	23	54,8	1,5	3,1					21	50,0	15	35,7	7	16,7	3	7,1	1	2,4
<b>CZ042 Ústí</b>	55	57,3	1,5	4,0	7	7,3	1,0	4,9	50	52,1	40	41,7	21	21,9	1	1,0	12	12,5
<b>CZ051 Liberec</b>	18	33,3	1,7	3,8					16	29,6	12	22,2	8	14,8			3	5,6
<b>CZ052 Hradec Králové</b>	44	47,8	1,9	4,8	2	2,2			43	46,7	18	19,6	29	31,5	7	7,6	7	7,6
<b>CZ053 Pardubice</b>	30	40,0	2,2	4,2					29	38,7	21	28,0	14	18,7			5	6,7
<b>CZ061 Vysočina</b>	25	27,5	1,5	2,9	1	1,1			19	20,9	9	9,9	13	14,3			3	3,3
<b>CZ062 South Moravia</b>	49	36,6	1,3	4,4	3	2,2	1,0	2,3	45	33,6	36	26,9	24	17,9	3	2,2	6	4,5
<b>CZ071 Olomouc</b>	48	49,5	1,4	3,7	3	3,1	1,0	2,0	47	48,5	28	28,9	24	24,7			22	22,7
<b>CZ072 Zlín</b>	41	41,0	1,4	3,8	5	5,0	1,2	4,4	38	38,0	14	14,0	34	34,0	2	2,0	4	4,0
<b>CZ080 Moravia-Silesia</b>	93	54,1	1,5	4,2	10	5,8	1,3	2,8	90	52,3	46	26,7	54	31,4	7	4,1	44	25,6

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

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

min. average minimum multiple of the increased compensation money

max. average maximum multiple of the increased compensation money

AE average earning

Table NO. A22b

Evaluation of collective agreements

Working hours and holidays

Classification based on: Higher administrative territorial units - regions

in hours per week, in days

WCIS Working hours and holidays 2008																							
REGION	Length of working hours											Applying the working hours account under Section 86 LC			Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished				in working modes					NCA	% CA	com. period weeks	NCA	% CA	agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift hours/week	2 shift hours/week	3 shift hours/week	uninterrupted hours/week						NCA	% CA	NCA	% CA	% CA	days	% CA
<b>Total</b>	1379	95,2	983	67,9	38,0	396	27,3	39,5	38,3	37,4	37,3	59	4,1	44,2	257	17,7	1203	83,1	4,3	3,7	78,0	1,0	0,1
CZ010 City of Prague	206	94,5	112	51,4	38,7	94	43,1	39,4	38,1	37,3	37,0	5	2,3	52,0	56	25,7	191	87,6	3,2	4,3	82,6	2,3	
CZ020 Central Bohemia	85	86,7	57	58,2	38,2	28	28,6	39,6	38,3	37,5	37,3	3	3,1	52,0	7	7,1	77	78,6	8,2	4,8	70,4		
CZ031 South Bohemia	92	95,8	58	60,4	38,4	34	35,4	39,3	38,3	37,3	37,1	7	7,3	50,1	23	24,0	75	78,1	6,3	3,2	72,9		1,0
CZ032 Pilsen	76	91,6	61	73,5	37,7	15	18,1	39,7	38,2	37,3	37,2	1	1,2		12	14,5	70	84,3	4,8	3,0	78,3	1,2	
CZ041 Karlovy Vary	40	95,2	29	69,0	38,2	11	26,2	39,4	38,2	37,5	37,4	1	2,4		6	14,3	33	78,6			78,6		
CZ042 Ústí	95	99,0	68	70,8	37,7	27	28,1	39,3	38,2	37,1	37,4	2	2,1		15	15,6	80	83,3	10,4	3,9	72,9		
CZ051 Liberec	48	88,9	38	70,4	38,4	10	18,5	39,5	37,9	37,5	37,5	5	9,3	36,4	6	11,1	40	74,1	1,9	5,0	68,5	1,9	1,9
CZ052 Hradec Králové	92	100,0	66	71,7	37,8	26	28,3	39,5	38,3	37,5	37,6	5	5,4	50,4	21	22,8	78	84,8	1,1	3,0	82,6	1,1	
CZ053 Pardubice	71	94,7	47	62,7	37,7	24	32,0	39,9	38,5	37,5	37,5	3	4,0	45,7	6	8,0	60	80,0	1,3	3,0	78,7		
CZ061 Vysočina	89	97,8	71	78,0	38,4	18	19,8	39,9	38,7	37,3	37,5				10	11,0	81	89,0	7,7	1,9	79,1	2,2	
CZ062 South Moravia	132	98,5	97	72,4	38,1	35	26,1	39,8	38,4	37,5	37,5	7	5,2	48,3	15	11,2	110	82,1	2,2	3,3	80,6		
CZ071 Olomouc	90	92,8	72	74,2	37,8	18	18,6	39,4	38,1	37,2	37,3	5	5,2	46,8	17	17,5	73	75,3	3,1	3,7	69,1	3,1	
CZ072 Zlín	96	96,0	65	65,0	37,7	31	31,0	39,5	38,5	37,5	37,3	2	2,0		14	14,0	84	84,0	1,0	5,0	82,0	1,0	
CZ080 Moravia-Silesia	167	97,1	142	82,6	37,8	25	14,5	39,4	38,0	37,3	37,4	13	7,6	36,8	49	28,5	151	87,8	5,8	4,1	82,0		

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

Evaluation of collective agreements

Overtime, organization of working hours

Classification based on: Higher administrative territorial units - regions

in hours per year, in weeks

WCIS							Overtime, organization of working hours			2008
REGION	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated			
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period	
									weeks	
<b>Total</b>	<b>5</b>	<b>0,3</b>	<b>104</b>	<b>890</b>	<b>61,5</b>	<b>49,7</b>	<b>443</b>	<b>30,6</b>	<b>46,2</b>	
CZ010 City of Prague	1	0,5		119	54,6	48,1	88	40,4	40,2	
CZ020 Central Bohemia				44	44,9	51,4	22	22,4	48,6	
CZ031 South Bohemia				71	74,0	49,7	39	40,6	43,0	
CZ032 Pilsen	2	2,4		70	84,3	50,7	18	21,7	45,7	
CZ041 Karlovy Vary				31	73,8	48,4	11	26,2	41,6	
CZ042 Ústí				56	58,3	47,6	31	32,3	49,9	
CZ051 Liberec				32	59,3	47,5	10	18,5	46,8	
CZ052 Hradec Králové				59	64,1	50,2	20	21,7	45,1	
CZ053 Pardubice				47	62,7	49,2	17	22,7	44,4	
CZ061 Vysočina				49	53,8	49,6	12	13,2	49,8	
CZ062 South Moravia	2	1,5		76	56,7	51,0	35	26,1	50,9	
CZ071 Olomouc				75	77,3	51,0	34	35,1	49,1	
CZ072 Zlín				63	63,0	50,8	25	25,0	47,8	
CZ080 Moravia-Silesia				98	57,0	49,9	81	47,1	49,2	

Explanatory notes: NCA  
% CA  
hours/year  
weeks

number of collective agreements, in which the appropriate indicator has been agreed  
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file  
average value of the stipulated decrease of overtime limit  
average length of the compensatory period in weeks



Evaluation of collective agreements

Employment rate I – employment rate development

Classification based on: Higher administrative territorial units - regions

% of collective agreements

WCIS												Employment rate I		2008	
REGION	Limitations of the scope of agency employment		CA contains specific conditions (programmes)						Rules of part-time employment		Conditions and rules of training attended on parental leave				
			employment of people over 50		employment of people with disabilities		employment of juvenile persons								
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA			
<b>Total</b>	25	1,7	29	2,0	39	2,7	15	1,0	87	6,0					
<b>CZ010 City of Prague</b>	2	0,9	3	1,4	11	5,0	3	1,4	20	9,2					
<b>CZ020 Central Bohemia</b>	4	4,1	3	3,1					6	6,1					
<b>CZ031 South Bohemia</b>	4	4,2	7	7,3	1	1,0	1	1,0	15	15,6					
<b>CZ032 Pilsen</b>	2	2,4	5	6,0	2	2,4			4	4,8					
<b>CZ041 Karlovy Vary</b>	1	2,4	2	4,8					2	4,8					
<b>CZ042 Ústí</b>	2	2,1	1	1,0	2	2,1			5	5,2					
<b>CZ051 Liberec</b>	2	3,7			2	3,7	1	1,9	3	5,6					
<b>CZ052 Hradec Králové</b>	1	1,1	2	2,2	2	2,2	1	1,1	4	4,3					
<b>CZ053 Pardubice</b>					3	4,0									
<b>CZ061 Vysočina</b>	1	1,1	1	1,1	2	2,2									
<b>CZ062 South Moravia</b>			1	0,7	5	3,7	1	0,7	5	3,7					
<b>CZ071 Olomouc</b>	1	1,0	1	1,0	3	3,1	5	5,2	12	12,4					
<b>CZ072 Zlín</b>			1	1,0	3	3,0	1	1,0	7	7,0					
<b>CZ080 Moravia-Silesia</b>	5	2,9	2	1,2	3	1,7	2	1,2	4	2,3					

Explanatory notes: NCA  
% CA

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

Table NO. A25b

Evaluation of collective agreements

Employment rate II

Classification based on: Higher administrative territorial units - regions

% of collective agreements

WCIS																				Employment rate II										2008	
REGION	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work																				
			career plans		methodology of filling in vacancies		Ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"		other forms of work and modes of work												
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA											
<b>Total</b>	366	<b>25,3</b>	21	<b>1,5</b>	356	<b>24,6</b>	1	<b>0,1</b>	6	<b>0,4</b>	4	<b>0,3</b>	1	<b>0,1</b>					1	<b>0,1</b>											
CZ010 City of Prague	61	<b>28,0</b>	6	<b>2,8</b>	59	<b>27,1</b>																									
CZ020 Central Bohemia	12	<b>12,2</b>	4	<b>4,1</b>	8	<b>8,2</b>	1	<b>1,0</b>	1	<b>1,0</b>	1	<b>1,0</b>																			
CZ031 South Bohemia	35	<b>36,5</b>			35	<b>36,5</b>																									
CZ032 Pilsen	29	<b>34,9</b>	1	<b>1,2</b>	28	<b>33,7</b>			1	<b>1,2</b>	1	<b>1,2</b>																			
CZ041 Karlovy Vary	6	<b>14,3</b>			6	<b>14,3</b>																									
CZ042 Ústí	25	<b>26,0</b>	3	<b>3,1</b>	24	<b>25,0</b>																									
CZ051 Liberec	5	<b>9,3</b>			5	<b>9,3</b>			2	<b>3,7</b>	2	<b>3,7</b>																			
CZ052 Hradec Králové	16	<b>17,4</b>			16	<b>17,4</b>																									
CZ053 Pardubice	11	<b>14,7</b>	1	<b>1,3</b>	11	<b>14,7</b>																									
CZ061 Vysočina	41	<b>45,1</b>	2	<b>2,2</b>	41	<b>45,1</b>																									
CZ062 South Moravia	19	<b>14,2</b>			19	<b>14,2</b>																									
CZ071 Olomouc	52	<b>53,6</b>			52	<b>53,6</b>																									
CZ072 Zlín	12	<b>12,0</b>			12	<b>12,0</b>			1	<b>1,0</b>									1	<b>1,0</b>											
CZ080 Moravia-Silesia	42	<b>24,4</b>	4	<b>2,3</b>	40	<b>23,3</b>			1	<b>0,6</b>			1	<b>0,6</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 - catering

Classification based on: Higher administrative territorial units - regions

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

WCIS		Working conditions and benefits I										2008			
REGION	Employer's contribution to corporate catering								Provision of supported catering services						
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		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>	1327	91,6	32,89	54,6	10,37	24,6	34,30	55,2	258	198	13,7	31	2,1	21	1,5
CZ010 City of Prague	206	94,5	34,00	54,8	12,55	18,8	42,86	55,8	33	26	11,9	2	0,9	2	0,9
CZ020 Central Bohemia	85	86,7	34,60	54,6	8,30	15,0	25,76	54,7	19	10	10,2	1	1,0		
CZ031 South Bohemia	92	95,8	32,86	54,8	9,98	50,0	35,25	56,4	28	26	27,1	3	3,1	6	6,3
CZ032 Pilsen	74	89,2	39,73	54,7	7,61		24,56	56,5	29	5	6,0				
CZ041 Karlovy Vary	33	78,6	26,13	55,0	10,67	5,0	31,81	56,3	10	8	19,0	1	2,4	1	2,4
CZ042 Ústí	87	90,6	30,32	54,2	10,23	40,0	25,13	54,3	15	20	20,8				
CZ051 Liberec	52	96,3	28,35	54,2	10,67	13,0	39,98	56,0	14	11	20,4	2	3,7	1	1,9
CZ052 Hradec Králové	88	95,7	32,04	54,7	20,84		25,00	60,0	23	17	18,5	3	3,3		
CZ053 Pardubice	68	90,7	24,00	54,0	5,75		27,20	52,5	26	14	18,7				
CZ061 Vysočina	85	93,4	30,80	54,5	6,79		22,50	54,7	7	11	12,1	1	1,1	1	1,1
CZ062 South Moravia	126	94,0	30,63	54,0	10,16		35,30	54,7	7	19	14,2	5	3,7	4	3,0
CZ071 Olomouc	89	91,8	28,37	54,8	5,70	52,5	29,19	54,8	28	12	12,4	2	2,1	3	3,1
CZ072 Zlín	93	93,0	45,23	54,9	5,59		34,90	54,2	6	8	8,0	10	10,0	2	2,0
CZ080 Moravia-Silesia	149	86,6	32,45	54,8	8,23	15,8	34,00	55,3	13	11	6,4	1	0,6	1	0,6

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

Evaluation of collective agreements

Working conditions and benefits II

Classification based on: Higher administrative territorial units - regions

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

WCIS Working conditions and benefits II 2008																				
REGION	Temporary accommodation allowance		Allowance for transport to and from work					Conditions of transport provided by the employer		Contribution to pension insurance					Contribution to life insurance					
			agreed in CA		amount allowed					agreed in CA		amount allowed		conditions for his provision		agreed in CA		amount allowed	conditions for his provision	
	NCA	% CA	NCA	% CA	from costs	from profit	without distinguishing	NCA	% CA	NCA	% CA	CZK/month	average % MBA	NCA	% CA	NCA	% CA	CZK/month	NCA	% CA
	<b>Total</b>	16	1,1	25	1,7	380,00	375,00	737,50	34	2,3	796	55,0	369,01	2,8	561	38,7	226	15,6	435,94	149
CZ010 City of Prague	10	4,6	6	2,8	600,00		1 640,00	5	2,3	120	55,0	434,07	3,0	81	37,2	49	22,5	505,37	37	17,0
CZ020 Central Bohemia	2	2,0	1	1,0				3	3,1	49	50,0	347,14	3,0	30	30,6	13	13,3	395,46	7	7,1
CZ031 South Bohemia			4	4,2	525,00	200,00	200,00	7	7,3	63	65,6	361,30	2,7	54	56,3	15	15,6	369,40	10	10,4
CZ032 Pilsen	1	1,2	4	4,8		550,00	183,33	2	2,4	54	65,1	380,66	2,8	48	57,8	22	26,5	377,95	15	18,1
CZ041 Karlovy Vary										23	54,8	377,16	2,0	19	45,2	3	7,1	522,00		
CZ042 Ústí	2	2,1	4	4,2	252,50			3	3,1	62	64,6	360,00	2,7	42	43,8	16	16,7	413,44	11	11,5
CZ051 Liberec			1	1,9				1	1,9	25	46,3	274,76	2,5	18	33,3	9	16,7	367,67	3	5,6
CZ052 Hradec Králové								1	1,1	57	62,0	397,67	3,0	39	42,4	11	12,0	459,45	10	10,9
CZ053 Pardubice	1	1,3						3	4,0	35	46,7	314,29	2,9	24	32,0	7	9,3	395,71	5	6,7
CZ061 Vysočina								1	1,1	52	57,1	315,85	2,7	31	34,1	7	7,7	266,57	3	3,3
CZ062 South Moravia			1	0,7				1	0,7	64	47,8	387,25	2,8	43	32,1	21	15,7	506,52	11	8,2
CZ071 Olomouc			1	1,0				4	4,1	50	51,5	392,53	2,8	42	43,3	10	10,3	357,60	7	7,2
CZ072 Zlín			3	3,0			276,67	1	1,0	37	37,0	324,14	3,0	25	25,0	13	13,0	323,85	12	12,0
CZ080 Moravia-Silesia								2	1,2	105	61,0	339,92	2,8	65	37,8	30	17,4	505,33	18	10,5

Explanatory notes: NCA

% CA

CZK/month

average % MBA

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

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

average contribution in CZK per month

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

Evaluation of collective agreements

Social fund (FSCR, stimulation fund) - creation

Classification based on: Higher administrative territorial units - regions

average %, average CZK

WCIS Social fund (FSCR, stimulation fund) - creation 2008																				
REGION	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)								
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances	
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK
<b>Total</b>	445	30,7	78	2,2	42	1 745	77	2,1	217	176	3 712	137	9	27	1 578	8	1,8	74	49	3 829
CZ010 City of Prague	82	37,6	22	2,0	5	3 470	26	2,2	25	29	13 529	12	6					11	4	7 432
CZ020 Central Bohemia	21	21,4	5	2,5	5	2 304	2		8	5	751	4	4	1				2	1	
CZ031 South Bohemia	43	44,8	4	1,8			12	2,0	24	16	1 251	15	16	2		2		11	1	
CZ032 Pilsen	29	34,9	8	2,1	3	1 000	4	2,0	13	7	1 944	4	5			1		1	3	3 477
CZ041 Karlovy Vary	15	35,7	6	2,2	1				3	8	1 314	4	10			2		2		
CZ042 Ústí	24	25,0	10	2,6					9	12	2 741	19	20	5	520			5	11	1 329
CZ051 Liberec	8	14,8	2		1		1		4	4	1 397	9	17	1		2		6	4	8 690
CZ052 Hradec Králové	19	20,7	3	1,9	2		6	2,3	8	6	1 430	6	7	1				2	4	4 655
CZ053 Pardubice	14	18,7	4	2,0	1				7	5	4 357	1	1					1		
CZ061 Vysočina	22	24,2	1		8	1 994	2		10	7	3 983	10	11	6	700			1	4	2 637
CZ062 South Moravia	55	41,0	7	2,3	4	1 876	10	2,5	31	22	1 421	11	8					8	5	5 419
CZ071 Olomouc	19	19,6	2				5	1,8	12	9	930	10	10	1				5	6	2 639
CZ072 Zlín	28	28,0			8	963	5	2,6	13	11	1 545	26	26	8	2 263			17	4	4 861
CZ080 Moravia-Silesia	66	38,4	4	2,5	4	1 638	4	1,9	50	35	1 709	6	3	2		1		2	2	

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

Evaluation of collective agreements  
Social fund (FSCR, stimulation fund) - use

Classification based on: Higher administrative territorial units - regions

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

WCIS Social fund (FSCR, stimulation fund) - use											2008			
REGION	Structure of planned use of the fund										Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
<b>Total</b>	<b>7,8</b>	<b>3,6</b>	<b>2,9</b>	<b>20,0</b>	<b>1,6</b>	<b>2,9</b>	<b>1,5</b>	<b>2,3</b>	<b>28,4</b>	<b>29,0</b>	390	<b>26,9</b>	91	<b>6,3</b>
CZ010 City of Prague	6,0	2,7	0,8	14,3	0,6	1,3	0,6	1,3	25,6	46,8	69	31,7	25	11,5
CZ020 Central Bohemia	21,4	0,8	4,9	31,7	2,2	4,6		0,6	22,5	11,2	21	21,4	3	3,1
CZ031 South Bohemia	9,2	3,0	8,8	19,2	1,7	8,7	0,2	3,5	14,1	31,6	39	40,6	6	6,3
CZ032 Pilsen	14,6	2,5	2,7	24,8	1,1	4,7	4,6	0,5	22,5	22,0	18	21,7	7	8,4
CZ041 Karlovy Vary	17,4	15,3	5,7	27,5	6,7	1,8		3,2	19,3	3,0	12	28,6		
CZ042 Ústí	12,2	2,2	3,6	18,5	3,0	4,3	1,6	2,6	35,8	16,3	38	39,6	15	15,6
CZ051 Liberec	5,7	1,4	1,1	20,2	2,0	0,9		9,6	54,7	4,3	18	33,3		
CZ052 Hradec Králové	6,5	3,7	1,0	49,2	1,9	6,3		4,4	17,2	9,9	10	10,9	6	6,5
CZ053 Pardubice	19,1	0,2	10,7	34,7	0,9	7,8	11,9	2,0	7,3	5,4	12	16,0	1	1,3
CZ061 Vysočina	7,2	12,2	14,5	22,7	0,7	7,2	10,1	3,0	20,5	2,0	33	36,3	2	2,2
CZ062 South Moravia	7,7	2,0	1,7	20,5	1,0	4,7		0,8	51,9	9,6	42	31,3	11	8,2
CZ071 Olomouc	2,9	3,9	1,4	45,6	1,8	6,5	6,0	3,3	25,9	2,6	10	10,3		
CZ072 Zlín	10,5	9,7	1,0	28,4	10,2	2,8		0,4	33,3	3,7	18	18,0	5	5,0
CZ080 Moravia-Silesia	9,9	4,4	8,8	21,1	2,2	2,4		5,2	27,3	18,5	50	29,1	10	5,8

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed  
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file  
 aver. % average percentage of use for this purpose of the 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 – employees' personal obstacles entitling them to claim leave from work and a compensation for wage

Classification based on: Higher administrative territorial units - regions

in days, % of collective agreements

WCIS																											Obstacles to work												2008			
REGION	Average number of days of leave with compensation for wage above the requirement of the LC																																									
	Type of personal obstacle																																									
	A			B			C			D			E			F			G			H			I																	
	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA													
<b>Total</b>	523	36,1	1,3	525	36,3	1,2	791	54,6	2,0	318	22,0	6,4	441	30,5	1,2	144	9,9	3,4	276	19,1	3,9	93	6,4	2,3	519	35,8																
CZ010 City of Prague	81	37,2	1,3	64	29,4	1,5	107	49,1	1,8	65	29,8	6,0	58	26,6	1,4	35	16,1	3,3	54	24,8	4,3	13	6,0	4,2	82	37,6																
CZ020 Central Bohemia	27	27,6	1,4	27	27,6	1,2	42	42,9	1,8	18	18,4	6,7	23	23,5	1,1	5	5,1	4,0	17	17,3	2,7	9	9,2	2,1	13	13,3																
CZ031 South Bohemia	48	50,0	1,4	53	55,2	1,3	65	67,7	2,1	29	30,2	4,8	30	31,3	1,3	14	14,6	2,5	32	33,3	3,8	4	4,2	2,0	38	39,6																
CZ032 Pilsen	36	43,4	1,2	41	49,4	1,1	51	61,4	2,5	21	25,3	7,3	36	43,4	1,0	10	12,0	3,2	12	14,5	5,6	3	3,6	2,3	36	43,4																
CZ041 Karlovy Vary	10	23,8	1,6	9	21,4	1,0	19	45,2	1,7	14	33,3	8,3	10	23,8	1,4	2	4,8		4	9,5	5,5	8	19,0	1,0	10	23,8																
CZ042 Ústí	32	33,3	1,5	29	30,2	1,3	54	56,3	1,7	32	33,3	8,5	25	26,0	1,2	7	7,3	3,1	16	16,7	2,8	10	10,4	2,0	36	37,5																
CZ051 Liberec	11	20,4	1,3	13	24,1	1,4	20	37,0	1,9	9	16,7	11,7	9	16,7	1,1	2	3,7		6	11,1	2,8	9	16,7	2,0	11	20,4																
CZ052 Hradec Králové	17	18,5	1,1	23	25,0	1,5	37	40,2	1,9	10	10,9	6,6	17	18,5	1,2	5	5,4	3,2	7	7,6	6,0	6	6,5	1,8	23	25,0																
CZ053 Pardubice	22	29,3	1,2	26	34,7	1,1	41	54,7	2,2	13	17,3	6,9	20	26,7	1,1				5	6,7	4,0	3	4,0	1,0	23	30,7																
CZ061 Vysočina	33	36,3	1,6	30	33,0	1,3	52	57,1	2,5	12	13,2	5,3	23	25,3	1,1	1	1,1		10	11,0	2,6	4	4,4	1,0	32	35,2																
CZ062 South Moravia	43	32,1	1,3	53	39,6	1,3	74	55,2	1,8	24	17,9	5,7	42	31,3	1,2	10	7,5	3,9	25	18,7	4,1	7	5,2	1,6	39	29,1																
CZ071 Olomouc	51	52,6	1,4	34	35,1	1,3	64	66,0	1,9	19	19,6	4,1	41	42,3	1,1	15	15,5	3,9	8	8,2	7,0				58	59,8																
CZ072 Zlín	40	40,0	1,7	52	52,0	1,1	61	61,0	2,9	18	18,0	5,8	33	33,0	1,1	13	13,0	3,3	18	18,0	4,0	1	1,0		37	37,0																
CZ080 Moravia-Silesia	72	41,9	1,1	71	41,3	1,1	104	60,5	1,6	34	19,8	5,7	74	43,0	1,3	25	14,5	3,4	62	36,0	3,2	16	9,3	2,9	81	47,1																

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
days	average extent of time off (in days)
A	one's own wedding
B	birth of a child to the wife of an employee
C	death of a direct relative
D	escorting a disabled child to a health or social care provider
E	moving house
F	looking for a new job
G	for mothers caring for a child (per year)
H	care for a family member (per year)
I	other obstacles

Table NO. A31b

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: Higher administrative territorial units - regions

% of collective agreements

WCIS Personnel development, fair treatment, ISHPW, general agreements of European social partners 2008																
REGION	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		distance work		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	413	<b>28,5</b>	16	<b>1,1</b>	345	<b>23,8</b>	1017	<b>70,2</b>	772	<b>53,3</b>	1	<b>0,1</b>	1	<b>0,1</b>	19	<b>1,3</b>
<b>CZ010 City of Prague</b>	81	<b>37,2</b>	3	<b>1,4</b>	50	<b>22,9</b>	160	<b>73,4</b>	100	<b>45,9</b>			1	<b>0,5</b>	3	<b>1,4</b>
<b>CZ020 Central Bohemia</b>	15	<b>15,3</b>	3	<b>3,1</b>	20	<b>20,4</b>	53	<b>54,1</b>	46	<b>46,9</b>						
<b>CZ031 South Bohemia</b>	35	<b>36,5</b>	5	<b>5,2</b>	7	<b>7,3</b>	67	<b>69,8</b>	69	<b>71,9</b>						
<b>CZ032 Pilsen</b>	20	<b>24,1</b>			16	<b>19,3</b>	76	<b>91,6</b>	45	<b>54,2</b>	1	<b>1,2</b>			2	<b>2,4</b>
<b>CZ041 Karlovy Vary</b>	9	<b>21,4</b>	1	<b>2,4</b>	6	<b>14,3</b>	31	<b>73,8</b>	18	<b>42,9</b>						
<b>CZ042 Ústí</b>	22	<b>22,9</b>			23	<b>24,0</b>	79	<b>82,3</b>	53	<b>55,2</b>						
<b>CZ051 Liberec</b>	3	<b>5,6</b>	1	<b>1,9</b>	4	<b>7,4</b>	27	<b>50,0</b>	25	<b>46,3</b>						
<b>CZ052 Hradec Králové</b>	16	<b>17,4</b>	1	<b>1,1</b>	12	<b>13,0</b>	38	<b>41,3</b>	44	<b>47,8</b>						
<b>CZ053 Pardubice</b>	10	<b>13,3</b>	1	<b>1,3</b>	6	<b>8,0</b>	35	<b>46,7</b>	33	<b>44,0</b>						
<b>CZ061 Vysočina</b>	14	<b>15,4</b>	1	<b>1,1</b>	13	<b>14,3</b>	34	<b>37,4</b>	66	<b>72,5</b>					1	<b>1,1</b>
<b>CZ062 South Moravia</b>	31	<b>23,1</b>			25	<b>18,7</b>	99	<b>73,9</b>	61	<b>45,5</b>					1	<b>0,7</b>
<b>CZ071 Olomouc</b>	49	<b>50,5</b>			46	<b>47,4</b>	91	<b>93,8</b>	51	<b>52,6</b>					2	<b>2,1</b>
<b>CZ072 Zlín</b>	31	<b>31,0</b>			49	<b>49,0</b>	79	<b>79,0</b>	39	<b>39,0</b>					10	<b>10,0</b>
<b>CZ080 Moravia-Silesia</b>	77	<b>44,8</b>			68	<b>39,5</b>	148	<b>86,0</b>	122	<b>70,9</b>						

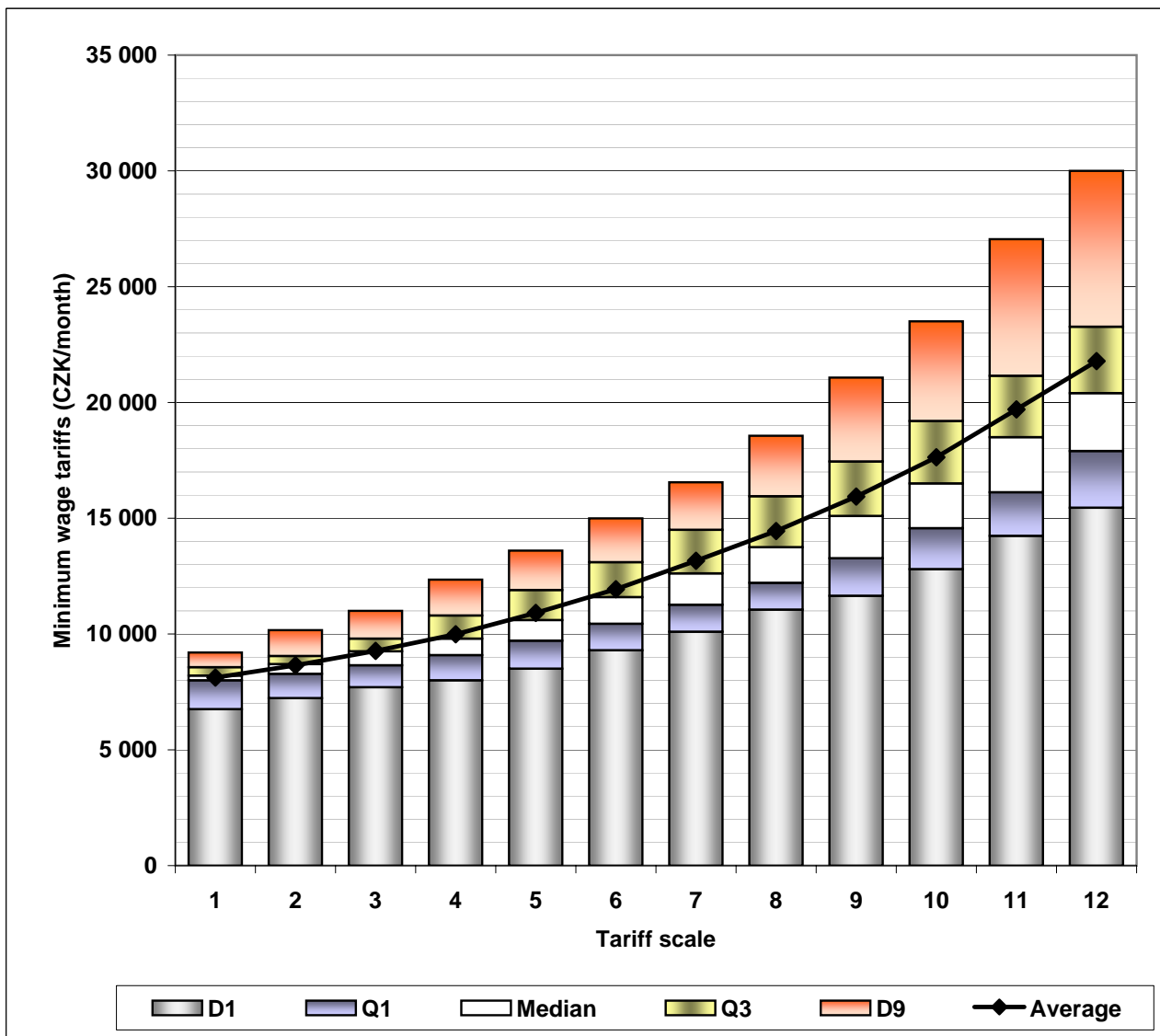
Explanatory notes: NCA  
% CA

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



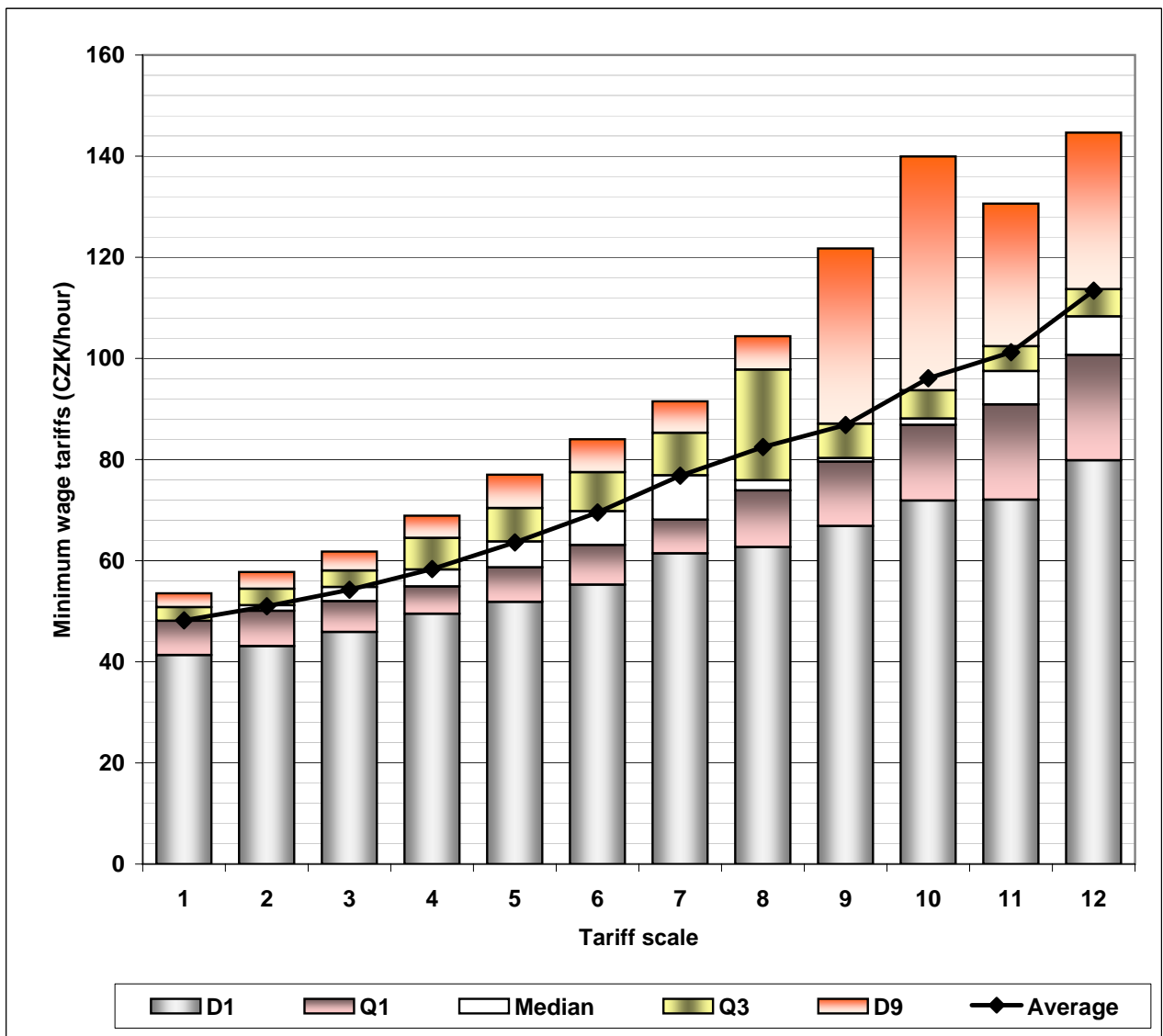
Evaluation of collective agreements  
 Comprehensive characteristics - minimum wage and monthly wage scales

WCIS Minimum wage and monthly wage scales 2008							
	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	82	9 329	8 200	8 400	8 660	9 438	11 735
Tariff scale 1	411	8 123	6 755	8 000	8 200	8 565	9 200
Tariff scale 2	415	8 651	7 230	8 280	8 700	9 050	10 165
Tariff scale 3	418	9 272	7 700	8 650	9 253	9 800	11 000
Tariff scale 4	427	9 992	8 000	9 090	9 800	10 800	12 350
Tariff scale 5	429	10 909	8 500	9 710	10 600	11 900	13 600
Tariff scale 6	431	11 935	9 300	10 440	11 590	13 100	14 994
Tariff scale 7	431	13 164	10 095	11 260	12 615	14 500	16 555
Tariff scale 8	431	14 449	11 050	12 210	13 750	15 950	18 560
Tariff scale 9	423	15 934	11 650	13 270	15 095	17 450	21 075
Tariff scale 10	420	17 634	12 800	14 570	16 500	19 200	23 500
Tariff scale 11	418	19 699	14 240	16 120	18 500	21 150	27 050
Tariff scale 12	409	21 787	15 450	17 900	20 400	23 265	30 000



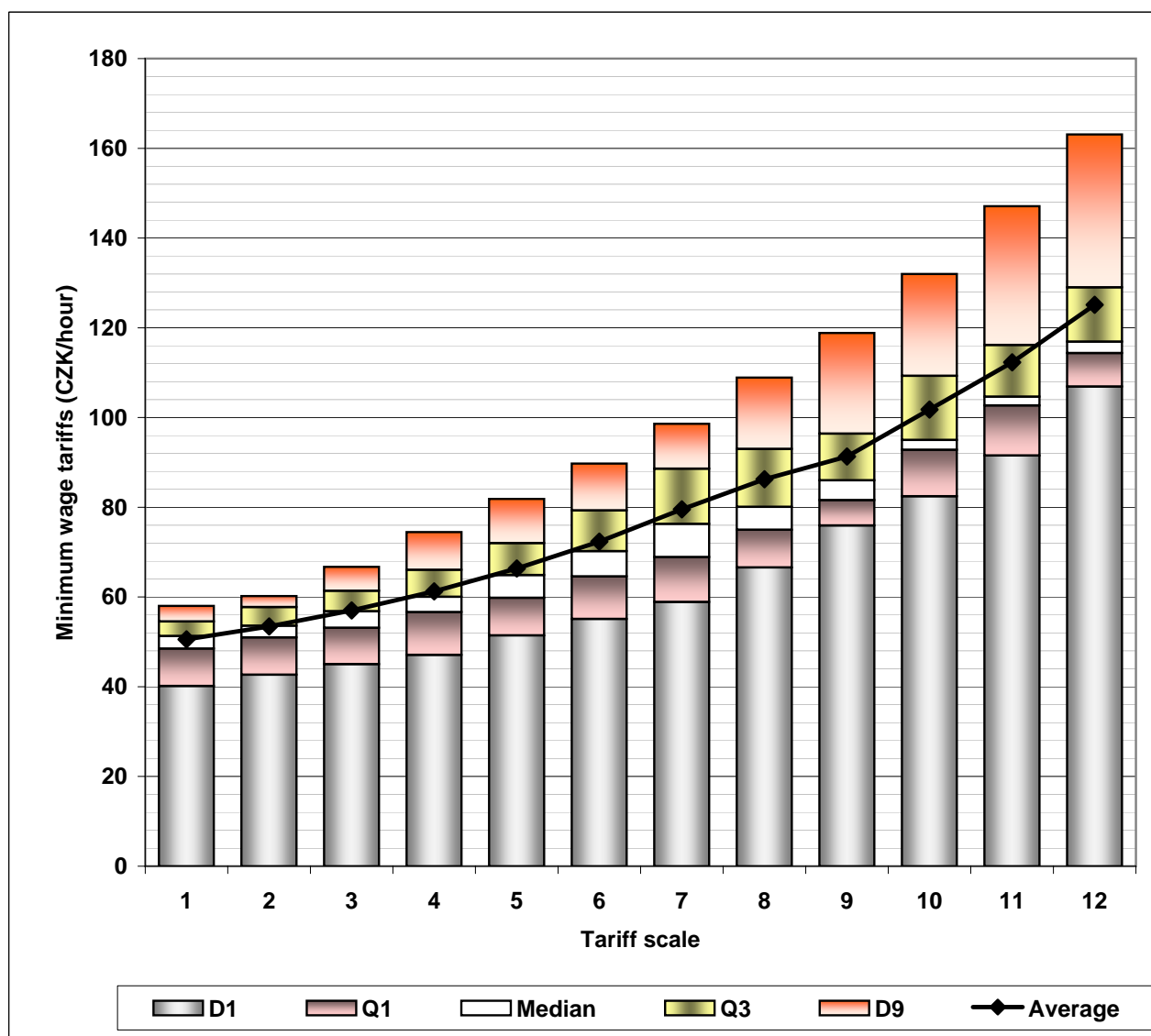
Evaluation of collective agreements  
 Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

WCIS Minimum wage and hourly wage scales 2008							
	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	8	54,15	49,60	50,35	54,00	56,30	59,65
Tariff scale 1	86	48,21	41,35	48,10	48,10	50,80	53,55
Tariff scale 2	87	50,97	43,10	50,10	51,20	54,45	57,75
Tariff scale 3	87	54,24	45,90	52,00	54,80	58,05	61,80
Tariff scale 4	88	58,35	49,50	54,90	58,25	64,50	68,90
Tariff scale 5	88	63,61	51,85	58,70	63,80	70,40	77,00
Tariff scale 6	86	69,54	55,25	63,10	69,80	77,50	84,00
Tariff scale 7	86	76,80	61,45	68,10	76,90	85,30	91,50
Tariff scale 8	39	82,46	62,70	73,90	75,90	97,80	104,40
Tariff scale 9	31	86,82	66,85	79,60	80,30	87,10	121,75
Tariff scale 10	31	96,07	71,90	86,85	88,10	93,70	139,96
Tariff scale 11	28	101,23	72,05	90,90	97,50	102,40	130,60
Tariff scale 12	28	113,41	79,85	100,70	108,30	113,70	144,65



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

WCIS Minimum wage and hourly wage scales 2008							
	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	29	56,47	51,45	52,50	53,60	57,90	67,60
Tariff scale 1	210	50,57	40,15	48,50	51,30	54,55	58,00
Tariff scale 2	216	53,44	42,67	51,00	53,60	57,75	60,20
Tariff scale 3	217	57,01	45,03	53,15	56,85	61,40	66,70
Tariff scale 4	220	61,26	47,10	56,65	60,05	66,05	74,45
Tariff scale 5	218	66,34	51,45	59,80	64,90	72,00	81,85
Tariff scale 6	215	72,34	55,10	64,60	70,20	79,30	89,75
Tariff scale 7	206	79,55	58,90	68,90	76,30	88,60	98,60
Tariff scale 8	110	86,26	66,60	75,00	80,10	93,00	108,90
Tariff scale 9	85	91,31	75,95	81,60	86,00	96,40	118,85
Tariff scale 10	69	101,76	82,45	92,80	95,00	109,30	132,00
Tariff scale 11	67	112,30	91,55	102,70	104,65	116,15	147,10
Tariff scale 12	65	125,13	106,90	114,35	116,90	129,00	163,10



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

WCIS Year-on-year comparison - monthly wage scales 2008														
Tariff scale	nominal index							real index after deduction of the inflation rate						
	02/01	03/02	04/03	05/04	06/05	07/06	08/07	02/01	03/02	04/03	05/04	06/05	07/06	08/07
Tariff scale 1	108,9	108,0	107,6	106,1	107,0	104,8	105,8	107,0	107,9	104,5	104,1	104,3	101,8	102,2
Tariff scale 2	108,2	107,3	107,3	105,8	106,7	105,3	106,4	106,2	107,2	104,3	103,8	104,0	102,3	102,8
Tariff scale 3	107,4	107,3	105,8	105,6	106,3	105,9	106,7	105,5	107,2	102,9	103,6	103,6	103,0	103,1
Tariff scale 4	106,6	106,9	105,3	105,1	105,3	106,5	106,7	104,7	106,8	102,4	103,1	102,7	103,5	103,0
Tariff scale 5	106,2	106,3	104,8	105,1	105,0	106,7	106,7	104,3	106,2	101,9	103,1	102,4	103,7	103,1
Tariff scale 6	105,8	106,0	104,3	104,1	105,8	106,7	106,9	103,9	105,9	101,4	102,1	103,2	103,7	103,3
Tariff scale 7	105,7	105,9	104,1	103,8	105,9	106,6	107,5	103,8	105,8	101,2	101,8	103,2	103,6	103,8
Tariff scale 8	105,0	106,1	104,2	103,6	106,3	106,1	107,4	103,1	106,0	101,3	101,7	103,6	103,1	103,7
Tariff scale 9	104,8	106,1	104,2	103,1	106,6	104,8	108,5	102,9	105,9	101,3	101,1	103,9	101,9	104,8
Tariff scale 10	104,5	105,7	104,6	102,5	106,7	104,0	109,3	102,6	105,6	101,7	100,6	104,0	101,0	105,6
Tariff scale 11	104,7	105,4	104,9	101,8	107,3	103,1	110,1	102,8	105,3	102,0	99,9	104,6	100,2	106,3
Tariff scale 12	104,3	105,9	105,2	101,3	107,8	102,4	109,2	102,5	105,8	102,2	99,3	105,1	99,5	105,5

Inflation rate per individual year	2001	2002	2003	2004	2005	2006	2007	2008
	4,7	1,8	0,1	2,8	1,9	2,5	2,8	3,4*

\* Year-on-year inflation rate - data from January 2008  
source: ČSÚ

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

WCIS Year-on-year comparison - hourly wage scales (40 hours/week) 2008														
Tariff scale	nominal index							real index after deduction of the inflation rate						
	02/01	03/02	04/03	05/04	06/05	07/06	08/07	02/01	03/02	04/03	05/04	06/05	07/06	08/07
Tariff scale 1	110,5	107,6	108,5	106,3	106,3	107,4	104,9	108,5	107,5	105,5	104,3	103,6	104,4	101,3
Tariff scale 2	108,2	106,1	108,8	106,4	106,8	107,5	104,7	106,3	106,0	105,7	104,4	104,1	104,5	101,2
Tariff scale 3	106,9	105,3	108,5	105,5	106,8	107,8	104,9	105,0	105,2	105,4	103,5	104,1	104,8	101,3
Tariff scale 4	106,3	105,1	108,2	104,6	106,0	108,7	104,5	104,4	105,0	105,1	102,6	103,3	105,7	100,9
Tariff scale 5	106,2	104,6	107,4	102,9	106,4	109,8	104,3	104,3	104,5	104,4	101,0	103,8	106,7	100,8
Tariff scale 6	104,5	105,4	106,7	102,0	107,4	109,7	103,9	102,6	105,3	103,7	100,0	104,7	106,6	100,4
Tariff scale 7	104,0	104,8	107,3	101,0	107,6	110,2	104,1	102,1	104,7	104,3	99,1	104,9	107,1	100,5
Tariff scale 8	104,4	104,1	106,8	100,8	109,8	108,0	104,9	102,5	104,0	103,8	98,8	107,1	105,0	101,3
Tariff scale 9	103,6	104,0	108,5	98,2	111,6	105,8	104,1	101,8	103,9	105,4	96,3	108,8	102,9	100,5
Tariff scale 10	101,9	102,5	107,9	98,9	112,9	104,3	104,5	100,1	102,4	104,8	97,0	110,1	101,4	100,9
Tariff scale 11	99,5	103,2	107,6	96,1	117,4	95,8	104,4	97,7	103,1	104,6	94,2	114,5	93,2	100,9
Tariff scale 12	97,3	103,2	107,3	93,5	120,9	92,3	106,0	95,5	103,0	104,3	91,8	117,8	89,7	102,4

Inflation rate per individual year	2001	2002	2003	2004	2005	2006	2007	2008
	4,7	1,8	0,1	2,8	1,9	2,5	2,8	3,4*

\* Year-on-year inflation rate - data from January 2008  
source: ČSÚ

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

WCIS Year-on-year comparison - hourly wage scales (37,5 hours/week) 2008														
Tariff scale	nominal index							real index after deduction of the inflation rate						
	02/01	03/02	04/03	05/04	06/05	07/06	08/07	02/01	03/02	04/03	05/04	06/05	07/06	08/07
Tariff scale 1	108,5	108,6	107,8	104,7	108,4	104,3	106,6	106,6	108,5	104,8	102,7	105,7	101,4	103,0
Tariff scale 2	107,7	108,2	106,8	104,8	108,3	104,9	106,4	105,8	108,1	103,8	102,8	105,6	102,0	102,8
Tariff scale 3	107,5	107,6	105,6	108,0	104,5	105,4	106,2	105,6	107,5	102,6	106,0	101,9	102,5	102,5
Tariff scale 4	107,0	107,0	104,6	104,7	107,6	105,5	105,8	105,0	106,9	101,7	102,7	104,9	102,6	102,2
Tariff scale 5	106,6	106,6	104,2	104,3	107,9	104,5	106,2	104,7	106,5	101,3	102,3	105,2	101,6	102,6
Tariff scale 6	106,6	106,0	104,2	103,7	108,2	104,0	106,3	104,6	105,9	101,3	101,8	105,5	101,1	102,7
Tariff scale 7	106,3	105,8	103,9	103,9	108,2	103,1	107,3	104,4	105,7	101,0	101,9	105,5	100,2	103,6
Tariff scale 8	107,5	105,7	104,5	106,2	108,5	102,8	106,3	105,5	105,6	101,5	104,1	105,8	100,0	102,7
Tariff scale 9	107,3	103,7	106,7	105,9	109,4	100,0	106,9	105,4	103,6	103,7	103,9	106,7	97,2	103,2
Tariff scale 10	104,6	104,3	106,8	106,2	109,4	101,7	107,0	102,7	104,2	103,8	104,2	106,7	98,8	103,4
Tariff scale 11	103,2	105,2	106,6	105,8	111,7	98,9	108,2	101,3	105,1	103,6	103,8	108,9	96,1	104,5
Tariff scale 12	102,6	105,7	105,7	106,2	113,1	96,9	108,5	100,8	105,6	102,8	104,2	110,2	94,2	104,8

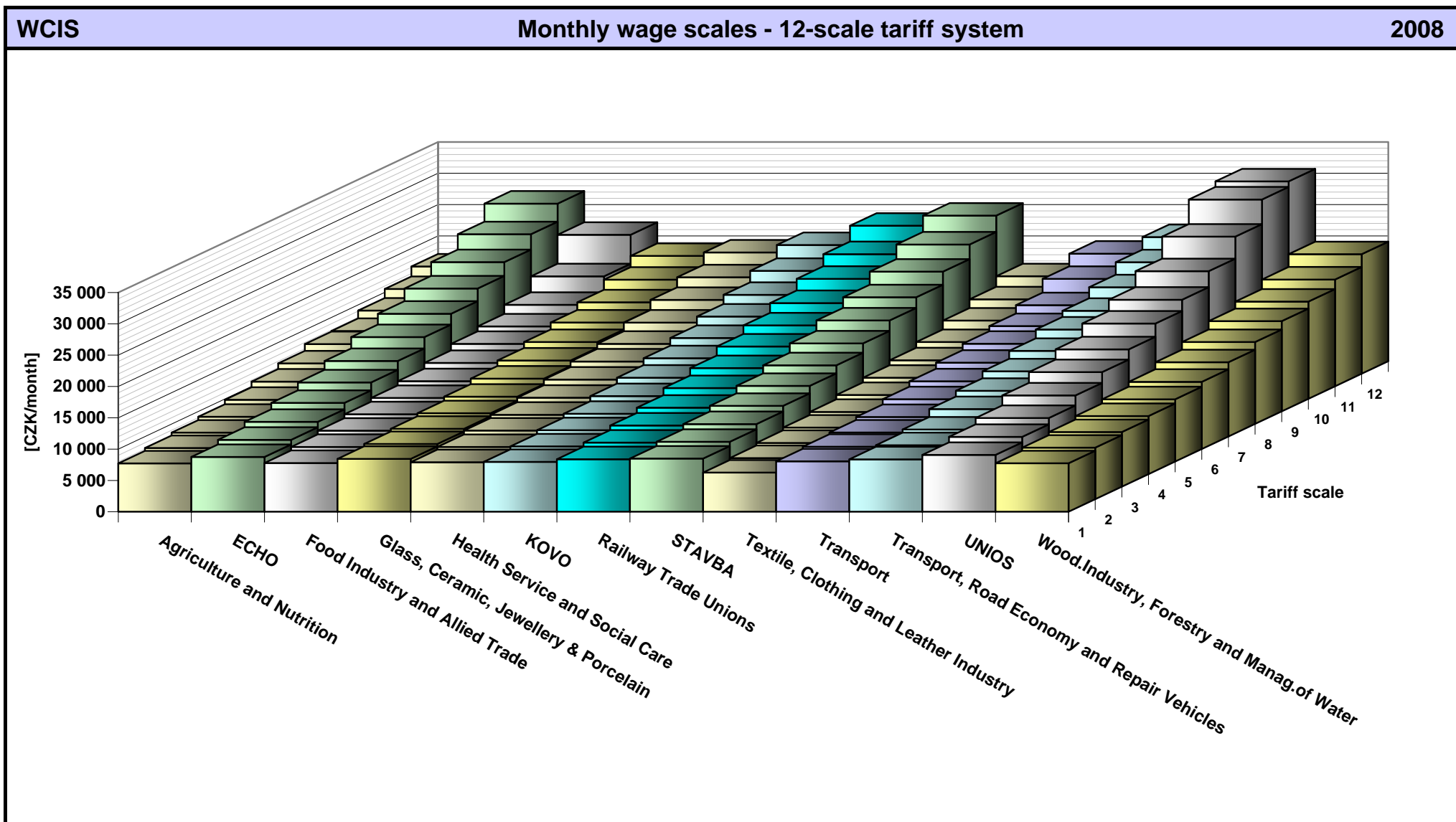
Inflation rate per individual year	2001	2002	2003	2004	2005	2006	2007	2008
	4,7	1,8	0,1	2,8	1,9	2,5	2,8	3,4*

\* Year-on-year inflation rate - data from January 2008  
source: ČSÚ

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

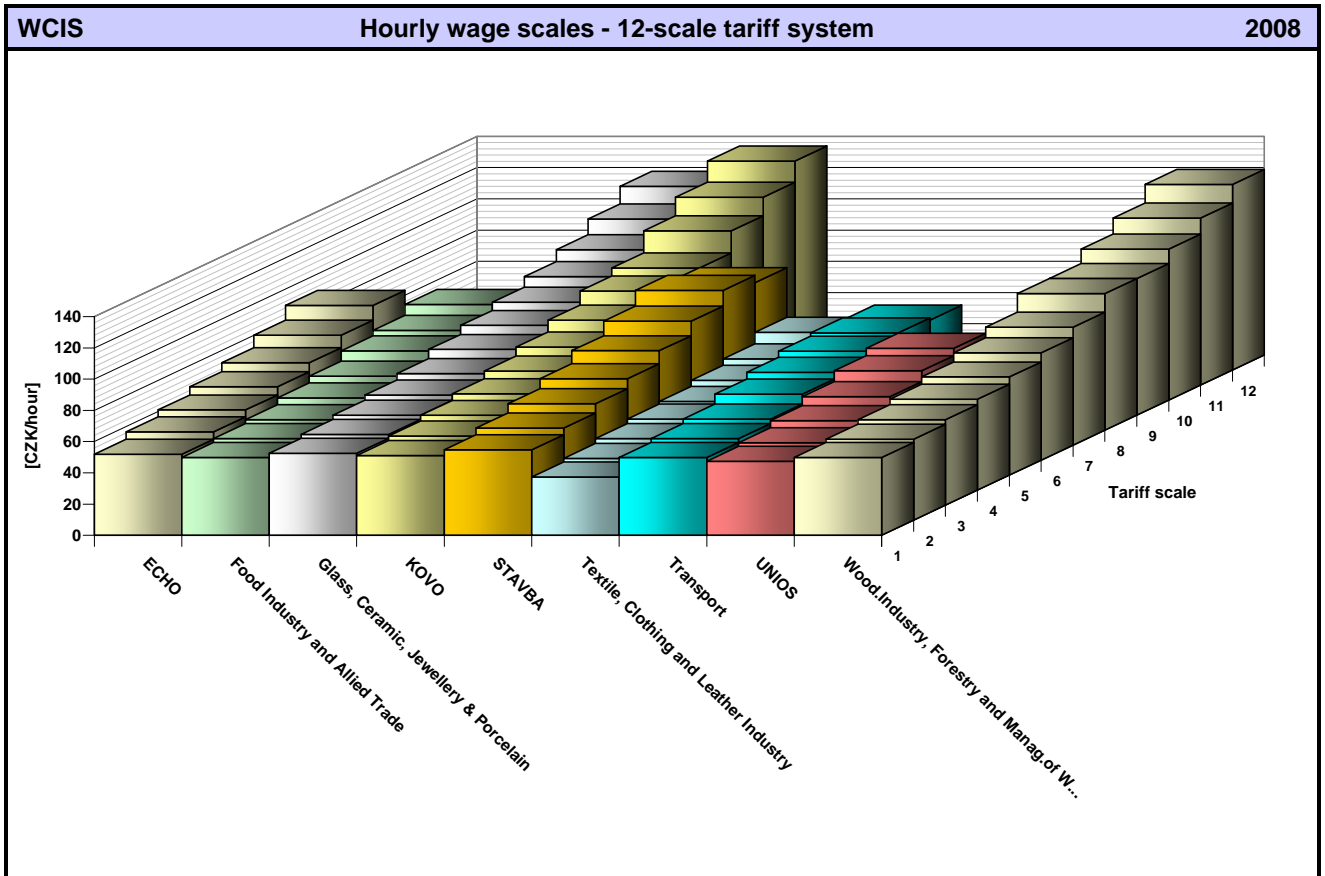
WCIS		Year-on-year comparison - wage supplementary charges and bonuses										2008				
	unit of measure	2001	2002	2003	2004	2005	2006	2007	2008	index 02/01	index 03/02	index 04/03	index 05/04	index 06/05	index 07/06	index 08/07
For overtime work on working days	% AE	26,4	26,7	26,6	26,6	26,5	26,7	26,4	26,0	101,0	99,6	100,2	99,6	100,6	98,8	98,5
For overtime work on Saturdays and Sundays	% AE	46,9	46,8	47,2	47,6	46,8	49,0	47,1	47,6	99,8	100,7	101,0	98,2	104,8	96,1	101,0
For night work	CZK/hour	8,36	8,63	8,98	9,11	9,36	9,93	11,07	12,08	103,2	104,1	101,4	102,8	106,1	111,5	109,1
	% AE	25,6	24,4	30,8	20,2	19,8	21,6	11,0	11,2	95,3	126,2	65,6	98,0	109,1	51,1	101,4
For work on Saturdays and Sundays	% AE	38,2	37,6	37,6	37,0	36,1	35,9	24,6	24,6	98,4	100,1	98,4	97,5	99,4	68,5	100,1
For work in difficult conditions	CZK/hour	5,51	5,75	5,88	6,13	6,25	6,44	6,73	7,19	104,4	102,3	104,2	102,0	103,1	104,6	106,8
For afternoon work	CZK/hour	4,97	5,13	5,27	5,21	5,33	5,61	5,66	5,91	103,2	102,7	98,9	102,2	105,3	100,8	104,4
For standby duty	CZK/hour	7,70	8,51	8,08	8,90	8,37	8,91	11,71	14,92	110,5	94,9	110,1	94,0	106,5	131,4	127,4
	% AE	12,6	12,7	12,9	12,5	12,8	12,6	12,4	18,0	101,0	101,0	97,0	103,0	98,0	98,3	145,5

Evaluation of collective agreements  
Monthly wage scales

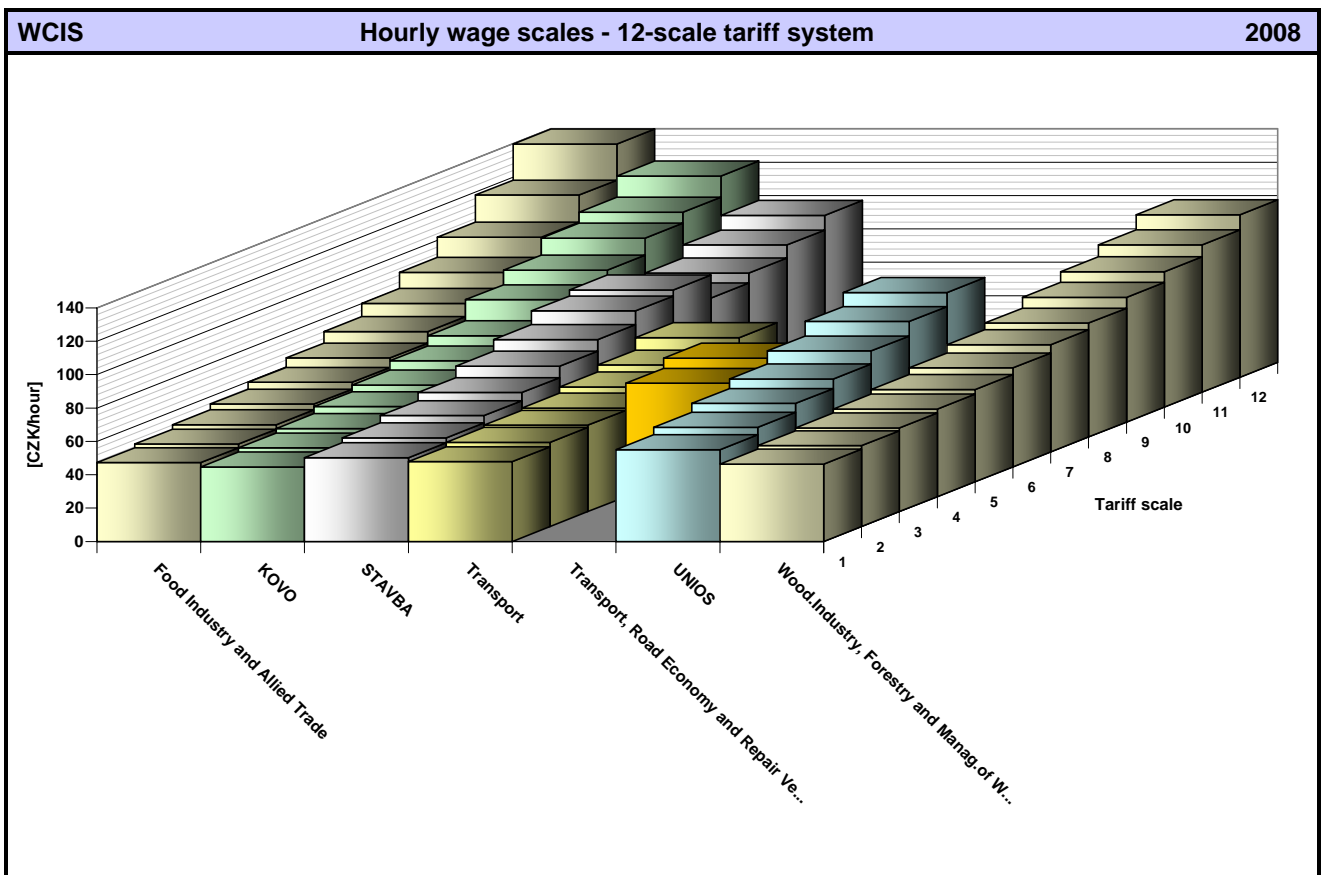




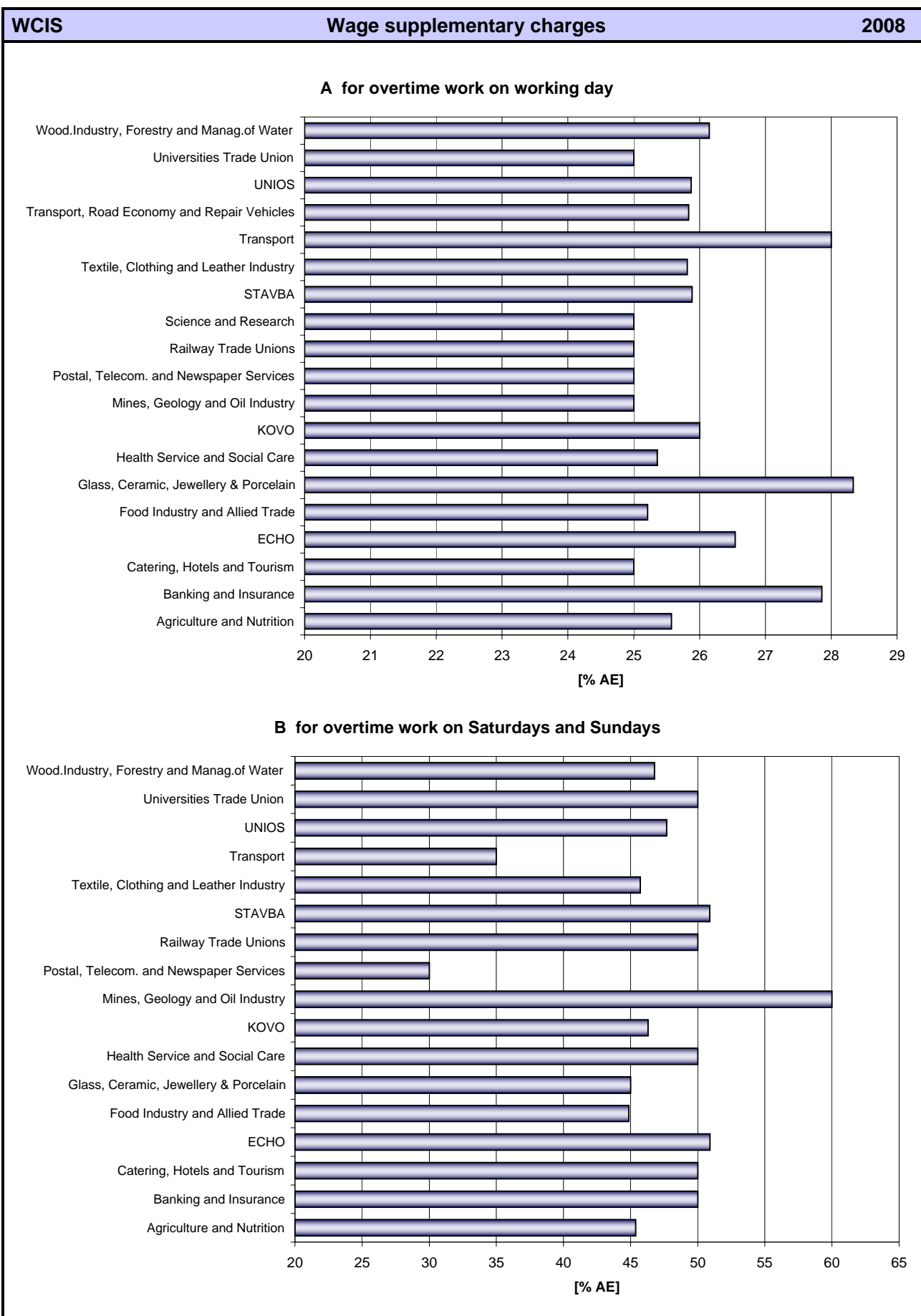
Evaluation of collective agreements  
 Hourly wage scales at the work time fund of 37,5 hours/week (12-scale tariff system)



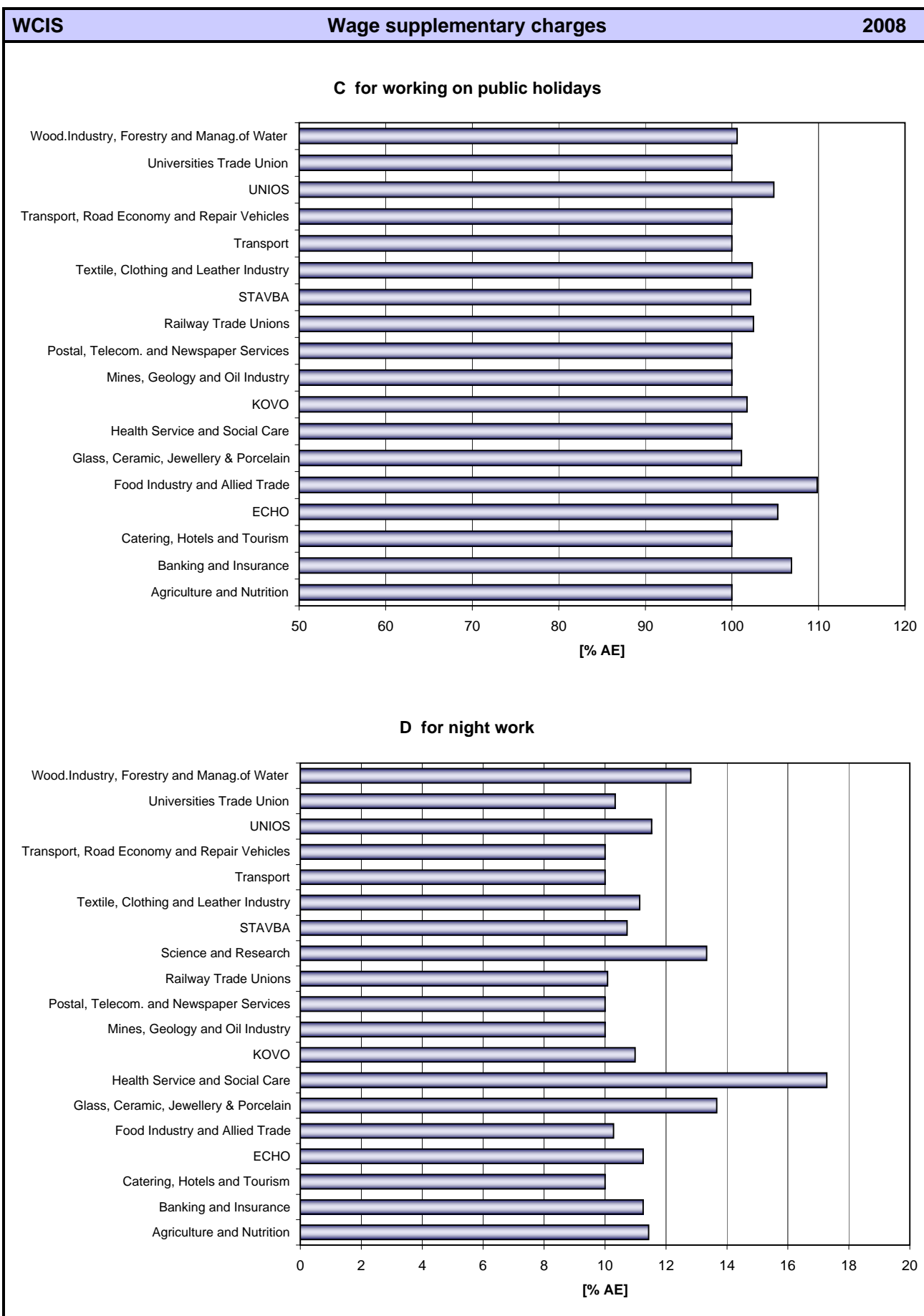
Evaluation of collective agreements  
 Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)



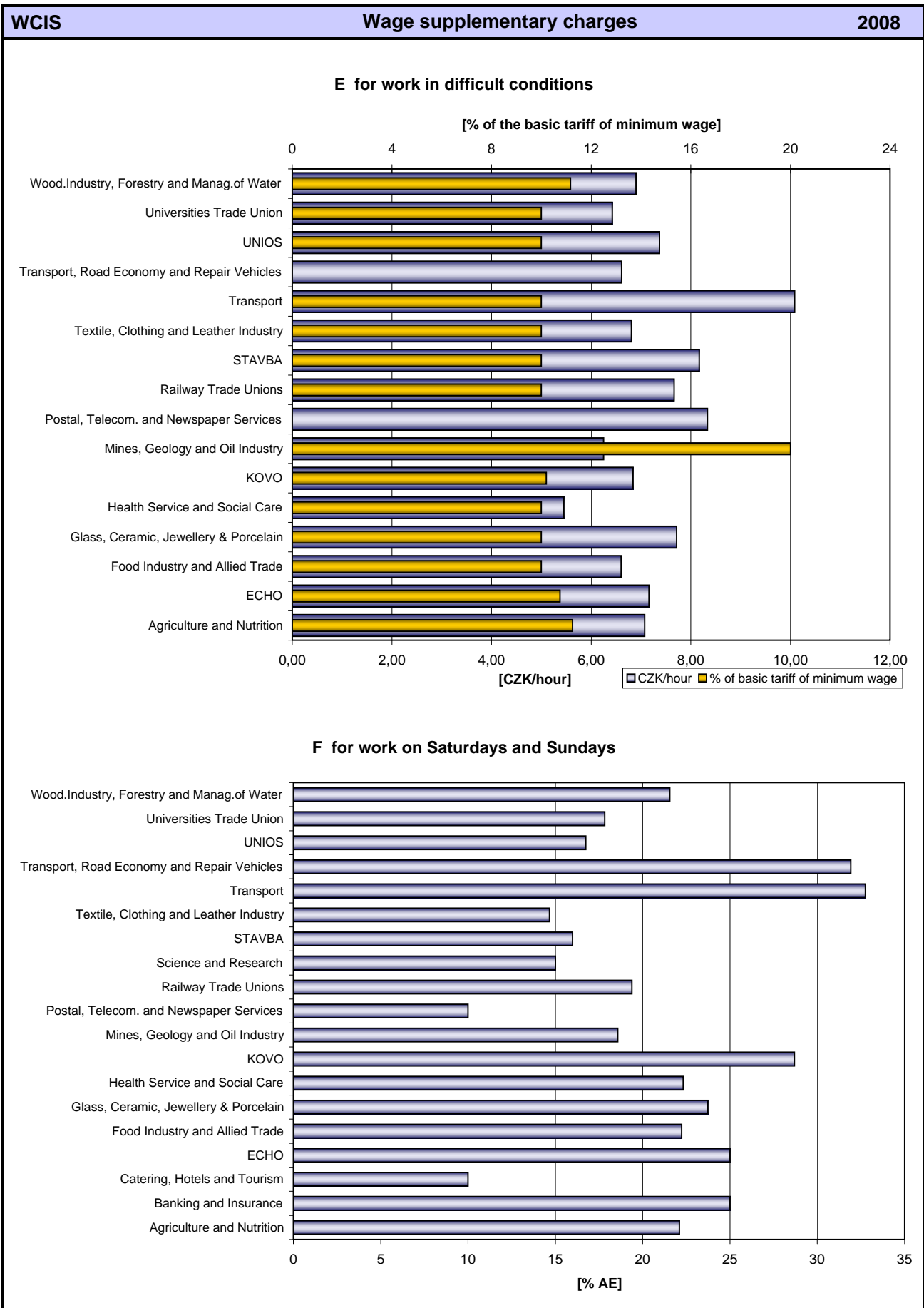
Evaluation of collective agreements  
Wage supplementary charges



Evaluation of collective agreements  
Wage supplementary charges



Evaluation of collective agreements  
Wage supplementary charges





# **Table section B**

**Public service and administration**



Table NO. B1a

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

% of collective agreements

TRADE UNION	Employee Wages																								2008	
	3.1		3.2		3.3		3.4		3.5*		3.6*		3.7**		3.8**		3.9		3.10		3.11**		3.12		3.13	
	increase in %																									
	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	37	4,2	129	33,3	93	25,8	34	9,4	157	43,6	145	40,3	6	1,7	121	33,6	107	29,7	17	4,7	3	0,8	289	80,3	29	8,1
Agriculture and Nutrition			4	33,3									1	8,3	7	58,3	3	25,0	1	8,3			10	83,3		
Catering, Hotels and Tourism			1	100,0																			1	100,0		
Culture and Nature Preservation	3	3,3	10	52,6	7	36,8	1	5,3					5	26,3	15	78,9	5	26,3	3	15,8			17	89,5	2	10,5
Education			2	10,0	1	5,0	4	20,0							14	70,0	1	5,0					17	85,0		
Fire Fighters															7	77,8							9	100,0		
Health Service and Social Care	11	4,8	63	63,6	31	31,3	18	18,2	1	1,0					72	72,7	53	53,5			3	3,0	89	89,9	7	7,1
KOVO			3	30,0	3	30,0	3	30,0									1	10,0					7	70,0	1	10,0
Mines, Geology and Oil Industry																										
Railway Trade Unions	2		3	100,0	2	66,7	1	33,3									2	66,7					2	66,7	1	33,3
State Bodies and Organisations	20	4,1	34	20,6	41	24,8	7	4,2	155	93,9	144	87,3					36	21,8	13	7,9			119	72,1	17	10,3
STAVBA			1	25,0											4	100,0							4	100,0		
Transport																							1	100,0		
UNIOS	1		8	57,1	6	42,9			1	7,1	1	7,1					5	35,7					12	85,7	1	7,1
Wood,Industry, Forestry and Manag.of Water					2	100,0									2	100,0	1	50,0					1	50,0		

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed  
% CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file  
aver. % average increase of pay in percentage  
3.1 Year-on-year growth of the average pay.  
3.2 Does the CA agree on more detailed conditions for provision of personal bonuses?  
3.3 Does the CA agree on more detailed conditions for the provision of remunerations?  
3.4 Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?  
3.5 Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?  
3.6 Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?  
3.7 Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?  
3.8 Does the CA determine the extent and detailed rules of granting rewards from the reward funds in the case of allowance organizations?  
3.9 Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees mentioned in Section 6, Par. 1. a), No. 564/2006 Coll. included in wage classes one up to five?  
3.10 Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees mentioned in Section 6, Par. 1), b), No. 564/2006 Coll., included in wage classes six and higher?  
3.11 Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees working in a health-care facility under Section 6, Par. 2, No. 564/2006 Coll., included in wage classes six and higher?  
3.12 Does the CA agree on a regular term of wage payment?  
3.13 Does the CA agree on the payment of wages outside the worksite or outside working hours?  
\* Item observed only in the case of municipalities and regions  
\*\* Item observed only in the case of allowance organizations

Table NO. B2a

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

% of collective agreements

WCIS															
Conditions governing the activities of trade union organizations															
2008															
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							Authorization for the issuance of internal regulations under Section 305 LC*	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
<b>Total</b>	264	<b>73,3</b>	19	<b>5,3</b>	90	<b>25,0</b>	264	<b>73,3</b>	246	81	126	83	109	37	<b>10,3</b>
<b>Agriculture and Nutrition</b>	9	<b>75,0</b>	2	<b>16,7</b>			6	<b>50,0</b>	4	1	1	1	6	1	<b>8,3</b>
<b>Catering, Hotels and Tourism</b>	1	<b>100,0</b>					1	<b>100,0</b>	1			1		1	<b>100,0</b>
<b>Culture and Nature Preservation</b>	12	<b>63,2</b>			3	<b>15,8</b>	13	<b>68,4</b>	13	3	5	4	9	4	<b>21,1</b>
<b>Education</b>	6	<b>30,0</b>					19	<b>95,0</b>	17	2	16		16	4	<b>20,0</b>
<b>Fire Fighters</b>	8	<b>88,9</b>					7	<b>77,8</b>	7				7		
<b>Health Service and Social Care</b>	72	<b>72,7</b>	2	<b>2,0</b>	19	<b>19,2</b>	85	<b>85,9</b>	82	35	25	8	58	4	<b>4,0</b>
<b>KOVO</b>	9	<b>90,0</b>	1	<b>10,0</b>	2	<b>20,0</b>	6	<b>60,0</b>	6		2	5			
<b>Mines, Geology and Oil Industry</b>	1	<b>100,0</b>					1	<b>100,0</b>	1	1		1			
<b>Railway Trade Unions</b>	3	<b>100,0</b>					2	<b>66,7</b>	2		2	2		1	<b>33,3</b>
<b>State Bodies and Organisations</b>	126	<b>76,4</b>	13	<b>7,9</b>	54	<b>32,7</b>	109	<b>66,1</b>	98	37	71	58	9	22	<b>13,3</b>
<b>STAVBA</b>	4	<b>100,0</b>					3	<b>75,0</b>	3	1	1		3		
<b>Transport</b>							1	<b>100,0</b>	1	1	1	1			
<b>UNIOS</b>	12	<b>85,7</b>			11	<b>78,6</b>	11	<b>78,6</b>	11		2	2	1		
<b>Wood Industry, Forestry and Manag.of Water</b>	1	<b>50,0</b>	1	<b>50,0</b>	1	<b>50,0</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  
 \* effective 1 April 2008 cancelled on the basis of a decision of the Constitutional Court  
 A use of employer's rooms  
 B employer's allowances for the activities of trade unions  
 C internet connection  
 D costs of necessary materials  
 E other conditions



Evaluation of collective agreements - public service and administration

Plurality of trade unions, providing information and discussing

Classification based on: Trade unions

% of collective agreements

WCIS																							Plurality of trade unions, providing information and discussing										2008	
TRADE UNION		Number of trade unions active in the company										if there are several TU in the company						Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated										
		1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		CA is concluded with the TU with the highest number of members		other procedures																		
		NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA									
<b>Total</b>		303	84,2	34	9,4	7	1,9	6	1,7	10	2,8	51	89,5	3	5,3	3	5,3	190	52,8	23	6,4	81	22,5	28	7,8									
Agriculture and Nutrition		9	75,0	2	16,7					1	8,3	3	100,0					5	41,7			4	33,3	1	8,3									
Catering, Hotels and Tourism		1	100,0															1	100,0															
Culture and Nature Preservation		16	84,2	1	5,3					2	10,5	2	66,7	1	33,3			12	63,2	1	5,3	6	31,6	1	5,3									
Education		19	95,0	1	5,0							1	100,0					1	5,0	1	5,0			10	50,0									
Fire Fighters		2	22,2					2	22,2	5	55,6	5	71,4			2	28,6	1	11,1			1	11,1	4	44,4									
Health Service and Social Care		73	73,7	14	14,1	6	6,1	4	4,0	2	2,0	26	100,0					64	64,6	15	15,2	20	20,2	7	7,1									
KOVO		7	70,0	3	30,0							3	100,0					4	40,0			4	40,0											
Mines, Geology and Oil Industry				1	100,0							1	100,0					1	100,0			1	100,0											
Railway Trade Unions		1	33,3	2	66,7							2	100,0					3	100,0			2	66,7											
State Bodies and Organisations		157	95,2	7	4,2	1	0,6					5	62,5	2	25,0	1	12,5	81	49,1	6	3,6	27	16,4	5	3,0									
STAVBA		4	100,0															2	50,0															
Transport		1	100,0															1	100,0			1	100,0											
UNIOS		11	78,6	3	21,4							3	100,0					14	100,0			14	100,0											
Wood, Industry, Forestry and Manag. of Water		2	100,0																			1	50,0											

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

Table NO. B4a

Evaluation of collective agreements - public service and administration  
 Employment rate – employment rate development  
 Classification based on: Trade unions

% of collective agreements

WCIS		Employment rate																		2008		
TRADE UNION	CA contains specific conditions (programmes)								Increase of compensation money beyond the framework of Section 67 of the LC													
	employment of people over 50		employment of people with disabilities		employment of juvenile persons		return to work after parental leave		agreed in CA		increase in multiples of AE		conditions for provision of the compensation money									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	min.	max.	agreed in CA		depending on the length of the working relation		depending on the length of the notice period		depending on the number of years to go before the person is entitled to claim old-age pension			
													NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
<b>Total</b>	4	1,1					4	1,1	75	20,8	1,9	2,9	39	10,8	25	6,9	15	4,2	1	0,3		
Agriculture and Nutrition									2	16,7												
Catering, Hotels and Tourism																						
Culture and Nature Preservation									7	36,8	1,1	3,0	3	15,8	2	10,5	2	10,5				
Education									2	10,0			2	10,0			2	10,0				
Fire Fighters																						
Health Service and Social Care	2	2,0					1	1,0	18	18,2	1,2	2,3	14	14,1	7	7,1	7	7,1	1	1,0		
KOVO									3	30,0	3,3		1	10,0			1	10,0				
Mines, Geology and Oil Industry																						
Railway Trade Unions									1	33,3			1	33,3	1	33,3						
State Bodies and Organisations	2	1,2					3	1,8	34	20,6	2,8	3,4	12	7,3	11	6,7	1	0,6				
STAVBA																						
Transport																						
UNIOS									7	50,0	1,4	2,5	6	42,9	4	28,6	2	14,3				
Wood.Industry, Forestry and Manag.of Water									1	50,0												

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

Evaluation of collective agreements - public service and administration (without municipalities)  
 Fund for social and cultural requirements  
 Classification based on: Trade unions

average % of total creation

WCIS Fund for social and cultural requirements 2008																					
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.%
<b>Total</b>	163	84,5	105	54,4	3 518	0,7	1,2	0,2	6,5	0,1	2,8	2,9	23,6	14,9	4,2	16,3	0,2	0,2	7,8	4,2	14,3
Agriculture and Nutrition	6	50,0	6	50,0	598		3,3		9,7	0,3		10,3	15,7	18,7	2,6	11,8			9,1	1,2	17,3
Catering, Hotels and Tourism	1	100,0	1	100,0																	
Culture and Nature Preservation	17	89,5	13	68,4	1 017	0,5	0,2		4,1	0,3	0,8	9,5	31,1	8,6	1,7	5,2		0,1	6,4	3,2	28,3
Education	20	100,0	1	5,0																	
Fire Fighters	8	88,9	4	44,4	9 473	1,1		1,0	1,1			1,6	42,5	1,1	0,6	8,0			4,6	0,7	37,6
Health Service and Social Care	85	86,7	65	66,3	4 610	0,5	1,0	0,1	7,2	0,1	3,3	2,8	20,5	16,9	4,8	18,6	0,2	0,3	8,4	4,7	10,7
KOVO	6	60,0	3	30,0	694	6,2	0,2		8,2				21,4	19,8	1,2	3,3		0,2	4,4	20,3	14,7
Mines, Geology and Oil Industry	1	100,0																			
Railway Trade Unions	2	66,7	3	100,0	666				17,1				36,6	21,9	1,8	10,3		0,3	4,4	0,7	7,2
STAVBA	4	100,0	3	75,0	1 014	4,9			9,9	0,7	6,6	5,9	17,4	17,0	14,5	1,0		0,3	4,7	2,6	14,5
Transport																					
UNIOS	11	84,6	6	46,2	1 236	1,8	17,5	1,3			0,4		42,0	12,3	1,3	3,5			2,0	0,6	17,2
Wood.Industry, Forestry and Manag.of Water	2	100,0																			

Explanatory notes:	NCA	number of collective agreements, in which the appropriate indicator has been agreed		
	% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file		
	aver.%	average percentage of use for this purpose of the overall creation of FSCR		
	A	contribution for operation costs of cultural, recreational and sporting facilities	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)		

Table NO. B6a

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

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

Classification based on: Trade unions

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

WCIS		Care for employees																		2008	
TRADE UNION	Employer's contribution to corporate catering							There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance					Contribution to life insurance							
	arranged in CA		amount of contribution				without specification of the amount of allowance		agreed in CA		amount of contribution of FSCR			agreed conditions for his provision		agreed in CA		amount of contribution of FSCR			
	NCA	% CA	of budget		of FSCR				NCA	% CA	NCA	% CA	aver. CZK/month	NCA	% CA	NCA	% CA	aver. CZK/month	NCA	% CA	
			aver. CZK	aver. % of price	aver. CZK	aver. % of price															
<b>Total</b>	156	80,8	24,17	51,5	12,89	42,5	22	64	33,2	70	36,3	233,93	53	27,5	9	4,7	261,11	9	4,7		
Agriculture and Nutrition	8	66,7		50,0	9,33		1	3	25,0	4	33,3	150,00	3	25,0							
Catering, Hotels and Tourism	1	100,0								1	100,0		1	100,0							
Culture and Nature Preservation	18	94,7	26,71	55,0	14,68		3	3	15,8	5	26,3	240,00	4	21,1	1	5,3		1	5,3		
Education	9	45,0			9,71	50,0	1	9	45,0	2	10,0		1	5,0							
Fire Fighters	8	88,9	16,32		21,13					7	77,8	250,00	6	66,7							
Health Service and Social Care	82	83,7	24,89	40,0	12,04	43,3	10	38	38,8	41	41,8	259,15	31	31,6	6	6,1	258,33	6	6,1		
KOVO	9	90,0		55,0		55,0	6	4	40,0	2	20,0		1	10,0							
Mines, Geology and Oil Industry	1	100,0					1	1	100,0												
Railway Trade Unions	3	100,0	23,00	55,0	16,00					1	33,3		1	33,3	1	33,3		1	33,3		
STAVBA	4	100,0		55,0	12,50			3	75,0	2	50,0		2	50,0	1	25,0		1	25,0		
Transport	1	100,0																			
UNIOS	11	84,6	24,60	51,7	13,45	20,0		3	23,1	4	30,8	150,00	3	23,1							
Wood.Industry, Forestry and Manag.of Water	1	50,0								1	50,0										

Explanatory notes: NCA

% CA

aver. CZK

aver. % of price

aver. CZK/month

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

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

average contribution in CZK

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

average contribution in CZK per month

Evaluation of collective agreements - public service and administration

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

Classification based on: Trade unions

in days

WCIS		Obstacles to work																								2008		
TRADE UNION	Average number of days of leave without compensation of pay above the requirement of the LC																											
	Type of personal obstacle																											
	A			B			C			D			E			F			G			H			I		Activity of guides in children's and youth camps	
	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	NCA	days
<b>Total</b>	25	6,9	1,3	27	7,5	1,6	51	14,2	1,8	13	3,6	4,2	23	6,4	1,8	20	5,6	3,5	49	13,6	7,0	21	5,8	4,6	48	13,3	28	12,8
Agriculture and Nutrition				1	8,3		1	8,3					3	25,0	1,7	3	25,0	4,0	2	16,7		2	16,7		2	16,7		
Catering, Hotels and Tourism																												
Culture and Nature Preservation	1	5,3		1	5,3		1	5,3					1	5,3					4	21,1	10,0	3	15,8	10,0	2	10,5	2	
Education				4	20,0	2,5							4	20,0	2,0							3	15,0	2,3	4	20,0		
Fire Fighters	1	11,1		1	11,1		2	22,2					1	11,1					1	11,1								
Health Service and Social Care	7	7,1	1,0	7	7,1	1,0	25	25,3	2,1	3	3,0	5,7	2	2,0		14	14,1	3,6	16	16,2	7,2	4	4,0	2,3	15	15,2	11	13,6
KOVO	3	30,0	0,7	5	50,0	1,0	4	40,0	0,8	1	10,0		3	30,0	1,7										2	20,0		
Mines, Geology and Oil Industry																												
Railway Trade Unions							1	33,3		1	33,3								1	33,3					1	33,3	1	
State Bodies and Organisations	12	7,3	1,7	8	4,8	1,6	12	7,3	1,9	4	2,4	2,0	9	5,5	1,8	3	1,8	2,3	22	13,3	6,7	6	3,6	7,0	17	10,3	12	13,1
STAVBA																												
Transport																												
UNIOS	1	7,1					5	35,7	1,0	4	28,6	4,0							2	14,3		3	21,4	1,0	5	35,7	2	
Wood.Industry, Forestry and Manag.of Water																			1	50,0								

Explanatory notes: NCA

% CA

days

A

B

C

D

E

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

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

average extent of time off (in days)

one's own wedding

birth of a child to the wife of an employee

death of a direct relative

escorting a disabled child to a health or social care provider

moving house

F looking for a new job

G for mothers caring for a child (per year)

H care for a family member (per year)

I other obstacles

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

% of collective agreements

<b>WCIS</b>		<b>Personnel development, ISHPW</b>						<b>2008</b>	
TRADE UNION	<b>Employees' professional development</b>				<b>Collective agreement stipulate</b>				
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved		measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
<b>Total</b>	159	<b>44,2</b>	13	<b>3,6</b>	277	<b>76,9</b>	135	<b>37,5</b>	
<b>Agriculture and Nutrition</b>	3	<b>25,0</b>	1	<b>8,3</b>	7	<b>58,3</b>	1	<b>8,3</b>	
<b>Catering, Hotels and Tourism</b>	1	<b>100,0</b>			1	<b>100,0</b>	1	<b>100,0</b>	
<b>Culture and Nature Preservation</b>	7	<b>36,8</b>			13	<b>68,4</b>	10	<b>52,6</b>	
<b>Education</b>	3	<b>15,0</b>			20	<b>100,0</b>	14	<b>70,0</b>	
<b>Fire Fighters</b>	3	<b>33,3</b>			6	<b>66,7</b>	6	<b>66,7</b>	
<b>Health Service and Social Care</b>	47	<b>47,5</b>	3	<b>3,0</b>	93	<b>93,9</b>	29	<b>29,3</b>	
<b>KOVO</b>	1	<b>10,0</b>	1	<b>10,0</b>	5	<b>50,0</b>	5	<b>50,0</b>	
<b>Mines, Geology and Oil Industry</b>					1	<b>100,0</b>			
<b>Railway Trade Unions</b>	3	<b>100,0</b>			3	<b>100,0</b>	2	<b>66,7</b>	
<b>State Bodies and Organisations</b>	86	<b>52,1</b>	6	<b>3,6</b>	108	<b>65,5</b>	51	<b>30,9</b>	
<b>STAVBA</b>			1	<b>25,0</b>	4	<b>100,0</b>	2	<b>50,0</b>	
<b>Transport</b>	1	<b>100,0</b>					1	<b>100,0</b>	
<b>UNIOS</b>	3	<b>21,4</b>	1	<b>7,1</b>	14	<b>100,0</b>	13	<b>92,9</b>	
<b>Wood.Industry, Forestry and Manag.of Water</b>	1	<b>50,0</b>			2	<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: Higher administrative territorial units - regions

% of collective agreements

WCIS		Employee Wages																								2008			
		3.1		3.2		3.3		3.4		3.5*		3.6*		3.7**		3.8**		3.9		3.10		3.11**		3.12				3.13	
		increase in %																											
REGION	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA			
<b>Total</b>	37	4,2	129	35,8	93	25,8	34	9,4	157	43,6	145	40,3	6	1,7	121	33,6	107	29,7	17	4,7	3	0,8	289	80,3	29	8,1			
<b>CZ010 City of Prague</b>	4	4,3	16	55,2	12	41,4	3	10,3	6	20,7	7	24,1	3	10,3	14	48,3	9	31,0	2	6,9			25	86,2	5	17,2			
<b>CZ020 Central Bohemia</b>	3	2,9	11	26,8	5	12,2	4	9,8	19	46,3	17	41,5	1	2,4	11	26,8	12	29,3	2	4,9			32	78,0	4	9,8			
<b>CZ031 South Bohemia</b>	3	5,0	6	26,1	5	21,7	4	17,4	8	34,8	6	26,1	1	4,3	10	43,5	5	21,7	1	4,3			19	82,6	2	8,7			
<b>CZ032 Pilsen</b>	2		11	39,3	11	39,3	3	10,7	15	53,6	15	53,6			9	32,1	7	25,0	1	3,6			20	71,4	2	7,1			
<b>CZ041 Karlovy Vary</b>	1		4	28,6	3	21,4			9	64,3	8	57,1			4	28,6	5	35,7	3	21,4			13	92,9	1	7,1			
<b>CZ042 Ústí</b>	1		13	41,9	9	29,0	1	3,2	15	48,4	15	48,4			9	29,0	11	35,5	2	6,5	1	3,2	27	87,1	2	6,5			
<b>CZ051 Liberec</b>	3	3,2	9	52,9	4	23,5	1	5,9	8	47,1	8	47,1			7	41,2	3	17,6	1	5,9	1	5,9	16	94,1	1	5,9			
<b>CZ052 Hradec Králové</b>	2		2	10,5	3	15,8	1	5,3	13	68,4	10	52,6			2	10,5	4	21,1					14	73,7	1	5,3			
<b>CZ053 Pardubice</b>	3	3,7	9	34,6	10	38,5	1	3,8	9	34,6	9	34,6			14	53,8	6	23,1	1	3,8			21	80,8	4	15,4			
<b>CZ061 Vysočina</b>	2		12	50,0	8	33,3	7	29,2	8	33,3	8	33,3			6	25,0	12	50,0	1	4,2			18	75,0	2	8,3			
<b>CZ062 South Moravia</b>	4	3,9	10	27,8	6	16,7	2	5,6	15	41,7	13	36,1	1	2,8	15	41,7	9	25,0	1	2,8	1	2,8	31	86,1	1	2,8			
<b>CZ071 Olomouc</b>	5	5,3	9	40,9	8	36,4	3	13,6	12	54,5	12	54,5			2	9,1	5	22,7	1	4,5			17	77,3	1	4,5			
<b>CZ072 Zlín</b>			5	33,3	2	13,3			8	53,3	7	46,7			3	20,0	5	33,3	1	6,7			10	66,7	1	6,7			
<b>CZ080 Moravia-Silesia</b>	4	3,7	12	34,3	7	20,0	4	11,4	12	34,3	10	28,6			15	42,9	14	40,0					26	74,3	2	5,7			

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver. %	average increase of pay in percentage
3.1	Year-on-year growth of the average pay.
3.2	Does the CA agree on more detailed conditions for provision of personal bonuses?
3.3	Does the CA agree on more detailed conditions for the provision of remunerations?
3.4	Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?
3.5	Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?
3.6	Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?
3.7	Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?
3.8	Does the CA determine the extent and detailed rules of granting rewards from the reward funds in the case of allowance organizations?
3.9	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees mentioned in Section 6, Par. 1. a), No. 564/2006 Coll. included in wage classes one up to five?
3.10	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees mentioned in Section 6, Par. 1), b), No. 564/2006 Coll., included in wage classes six and higher?
3.11	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees working in a health-care facility under Section 6, Par. 2, No. 564/2006 Coll., included in wage classes six and higher?
3.12	Does the CA agree on a regular term of wage payment?
3.13	Does the CA agree on the payment of wages outside the worksite or outside working hours?
*	Item observed only in the case of municipalities and regions
**	Item observed only in the case of allowance organizations

Evaluation of collective agreements - public service and administration  
 Conditions governing the activities of trade union organizations  
 Classification based on: Higher administrative territorial units - regions

% of collective agreements

WCIS Conditions governing the activities of trade union organizations 2008															
REGION	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly					Authorization for the issuance of internal regulations under Section 305 LC*			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
<b>Total</b>	264	<b>73,3</b>	19	<b>5,3</b>	90	<b>25,0</b>	264	<b>73,3</b>	246	81	126	83	109	37	<b>10,3</b>
<b>CZ010 City of Prague</b>	19	<b>65,5</b>	3	<b>10,3</b>	6	<b>20,7</b>	23	<b>79,3</b>	22	10	11	8	12	4	<b>13,8</b>
<b>CZ020 Central Bohemia</b>	28	<b>68,3</b>			9	<b>22,0</b>	26	<b>63,4</b>	24	3	10	6	12	3	<b>7,3</b>
<b>CZ031 South Bohemia</b>	14	<b>60,9</b>	1	<b>4,3</b>	5	<b>21,7</b>	16	<b>69,6</b>	15	6	11	5	9	1	<b>4,3</b>
<b>CZ032 Pilsen</b>	23	<b>82,1</b>	1	<b>3,6</b>	6	<b>21,4</b>	20	<b>71,4</b>	20	8	11	6	8	1	<b>3,6</b>
<b>CZ041 Karlovy Vary</b>	13	<b>92,9</b>			3	<b>21,4</b>	12	<b>85,7</b>	10	3	4	3	5		
<b>CZ042 Ústí</b>	22	<b>71,0</b>	2	<b>6,5</b>	7	<b>22,6</b>	25	<b>80,6</b>	22	7	16	9	7	5	<b>16,1</b>
<b>CZ051 Liberec</b>	14	<b>82,4</b>			6	<b>35,3</b>	13	<b>76,5</b>	12	3	5	4	6	2	<b>11,8</b>
<b>CZ052 Hradec Králové</b>	14	<b>73,7</b>	3	<b>15,8</b>	8	<b>42,1</b>	13	<b>68,4</b>	12	2	5	3	2	1	<b>5,3</b>
<b>CZ053 Pardubice</b>	22	<b>84,6</b>	2	<b>7,7</b>	8	<b>30,8</b>	22	<b>84,6</b>	22	5	9	6	11	5	<b>19,2</b>
<b>CZ061 Vysočina</b>	17	<b>70,8</b>	1	<b>4,2</b>	7	<b>29,2</b>	18	<b>75,0</b>	17	7	8	7	7	5	<b>20,8</b>
<b>CZ062 South Moravia</b>	27	<b>75,0</b>	1	<b>2,8</b>	10	<b>27,8</b>	30	<b>83,3</b>	27	9	14	12	9	4	<b>11,1</b>
<b>CZ071 Olomouc</b>	14	<b>63,6</b>	2	<b>9,1</b>	5	<b>22,7</b>	12	<b>54,5</b>	11	4	9	6	6	1	<b>4,5</b>
<b>CZ072 Zlín</b>	10	<b>66,7</b>			3	<b>20,0</b>	10	<b>66,7</b>	10	4	6	3	3	3	<b>20,0</b>
<b>CZ080 Moravia-Silesia</b>	27	<b>77,1</b>	3	<b>8,6</b>	7	<b>20,0</b>	24	<b>68,6</b>	22	10	7	5	12	2	<b>5,7</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  
 \* effective 1 April 2008 cancelled on the basis of a decision of the Constitutional Court  
 A use of employer's rooms  
 B employer's allowances for the activities of trade unions  
 C internet connection  
 D costs of necessary materials  
 E other conditions



Table NO. B3b

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

% of collective agreements

WCIS																						Plurality of trade unions, providing information and discussing										2008	
REGION	Number of trade unions active in the company										if there are several TU in the company						Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated										
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		CA is concluded with the TU with the highest number of members		other procedures																		
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA									
<b>Total</b>	303	84,2	34	9,4	7	1,9	6	1,7	10	2,8	51	89,5	3	5,3	3	5,3	190	52,8	23	6,4	81	22,5	28	7,8									
<b>CZ010 City of Prague</b>	21	72,4	3	10,3	1	3,4	1	3,4	3	10,3	7	87,5	1	12,5			22	75,9	5	17,2	11	37,9	2	6,9									
<b>CZ020 Central Bohemia</b>	39	95,1	1	2,4					1	2,4	1	50,0			1	50,0	19	46,3	3	7,3	6	14,6	4	9,8									
<b>CZ031 South Bohemia</b>	22	95,7							1	4,3					1	100,0	10	43,5	3	13,0	4	17,4	5	21,7									
<b>CZ032 Pilsen</b>	24	85,7	2	7,1	1	3,6			1	3,6	4	100,0					15	53,6	2	7,1	8	28,6	3	10,7									
<b>CZ041 Karlovy Vary</b>	13	92,9					1	7,1			1	100,0					8	57,1	1	7,1	3	21,4	2	14,3									
<b>CZ042 Ústí</b>	28	90,3	2	6,5	1	3,2					3	100,0					13	41,9	1	3,2	7	22,6	1	3,2									
<b>CZ051 Liberec</b>	14	82,4	2	11,8			1	5,9			3	100,0					11	64,7	2	11,8	4	23,5	1	5,9									
<b>CZ052 Hradec Králové</b>	19	100,0															9	47,4			5	26,3											
<b>CZ053 Pardubice</b>	22	84,6	4	15,4							4	100,0					14	53,8	2	7,7	6	23,1	4	15,4									
<b>CZ061 Vysočina</b>	20	83,3	2	8,3	1	4,2	1	4,2			4	100,0					12	50,0	2	8,3	6	25,0	3	12,5									
<b>CZ062 South Moravia</b>	28	77,8	6	16,7	1	2,8			1	2,8	8	100,0					23	63,9	1	2,8	8	22,2											
<b>CZ071 Olomouc</b>	19	86,4	1	4,5	1	4,5	1	4,5			3	100,0					10	45,5			2	9,1	1	4,5									
<b>CZ072 Zlín</b>	11	73,3	4	26,7							4	100,0					6	40,0			1	6,7	1	6,7									
<b>CZ080 Moravia-Silesia</b>	23	65,7	7	20,0	1	2,9	1	2,9	3	8,6	9	75,0	2	16,7	1	8,3	18	51,4	1	2,9	10	28,6	1	2,9									

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 – employment rate development  
 Classification based on: Higher administrative territorial units - regions

% of collective agreements

WCIS																					Employment rate										2008	
REGION	CA contains specific conditions (programmes)								Increase of compensation money beyond the framework of Section 67 of the LC																							
	employment of people over 50		employment of people with disabilities		employment of juvenile persons		return to work after parental leave		agreed in CA		increase in multiples of AE		conditions for provision of the compensation money																			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	min.	max.	agreed in CA		depending on the length of the working relation		depending on the length of the notice period		depending on the number of years to go before the person is entitled to claim old-age pension													
													NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA												
<b>Total</b>	4	1,1					4	1,1	75	20,8	1,9	2,9	39	10,8	25	6,9	15	4,2	1	0,3												
<b>CZ010 City of Prague</b>									13	44,8	1,4	2,6	9	31,0	7	24,1	3	10,3	1	3,4												
<b>CZ020 Central Bohemia</b>	1	2,4							8	19,5	1,4	2,5	5	12,2	3	7,3	2	4,9														
<b>CZ031 South Bohemia</b>									3	13,0	1,0	2,5	2	8,7	1	4,3	1	4,3														
<b>CZ032 Pilsen</b>									6	21,4	2,5	3,0	1	3,6			1	3,6														
<b>CZ041 Karlovy Vary</b>									2	14,3			1	7,1	1	7,1																
<b>CZ042 Ústí</b>							1	3,2	6	19,4	2,3	2,8	3	9,7	2	6,5	1	3,2														
<b>CZ051 Liberec</b>									2	11,8			1	5,9	1	5,9																
<b>CZ052 Hradec Králové</b>									4	21,1	1,3	2,0	3	15,8	2	10,5	1	5,3														
<b>CZ053 Pardubice</b>							1	3,8	4	15,4	3,0	4,0	2	7,7	1	3,8	1	3,8														
<b>CZ061 Vysočina</b>	1	4,2							4	16,7	3,0	3,3																				
<b>CZ062 South Moravia</b>	1	2,8							9	25,0	1,9	3,0	5	13,9	4	11,1	1	2,8														
<b>CZ071 Olomouc</b>	1	4,5					1	4,5	4	18,2	2,0	6,0	2	9,1	1	4,5	1	4,5														
<b>CZ072 Zlín</b>									3	20,0	2,5	3,5	2	13,3	1	6,7	1	6,7														
<b>CZ080 Moravia-Silesia</b>							1	2,9	7	20,0	1,7	2,3	3	8,6	1	2,9	2	5,7														

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

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

Fund for social and cultural requirements

Classification based on: Higher administrative territorial units - regions

average % of total creation

WCIS Fund for social and cultural requirements 2008																							
REGION	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund																	
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P		
						aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
<b>Total</b>	163	<b>84,5</b>	105	<b>54,4</b>	<b>3 518</b>	<b>0,7</b>	<b>1,2</b>	<b>0,2</b>	<b>6,5</b>	<b>0,1</b>	<b>2,8</b>	<b>2,9</b>	<b>23,6</b>	<b>14,9</b>	<b>4,2</b>	<b>16,3</b>	<b>0,2</b>	<b>0,2</b>	<b>7,8</b>	<b>4,2</b>	<b>14,3</b>		
CZ010 City of Prague	18	<b>81,8</b>	16	<b>72,7</b>	<b>10 013</b>	<b>0,8</b>	<b>0,8</b>		<b>8,3</b>			<b>1,1</b>	<b>4,3</b>	<b>23,3</b>	<b>12,5</b>	<b>1,7</b>	<b>20,4</b>	<b>0,3</b>	<b>0,2</b>	<b>8,9</b>	<b>6,8</b>	<b>10,6</b>	
CZ020 Central Bohemia	17	<b>81,0</b>	10	<b>47,6</b>	<b>3 631</b>	<b>0,6</b>	<b>1,8</b>	<b>1,0</b>	<b>5,5</b>	<b>0,9</b>			<b>2,7</b>	<b>21,5</b>	<b>8,0</b>	<b>2,4</b>	<b>6,5</b>			<b>3,0</b>	<b>0,7</b>	<b>45,3</b>	
CZ031 South Bohemia	12	<b>80,0</b>	5	<b>33,3</b>	<b>1 120</b>	<b>0,1</b>			<b>4,4</b>				<b>8,9</b>	<b>22,1</b>	<b>13,1</b>	<b>1,4</b>	<b>10,5</b>			<b>4,9</b>	<b>7,7</b>	<b>26,9</b>	
CZ032 Pilsen	11	<b>91,7</b>	7	<b>58,3</b>	<b>6 736</b>				<b>0,4</b>			<b>14,4</b>	<b>0,3</b>	<b>22,2</b>	<b>21,6</b>	<b>19,8</b>	<b>9,5</b>		<b>0,4</b>	<b>9,8</b>	<b>1,3</b>	<b>0,3</b>	
CZ041 Karlovy Vary	5	<b>100,0</b>	3	<b>60,0</b>	<b>1 742</b>	<b>2,9</b>			<b>3,6</b>				<b>0,1</b>		<b>56,9</b>	<b>19,0</b>	<b>0,3</b>	<b>4,6</b>		<b>6,4</b>	<b>4,6</b>	<b>1,6</b>	
CZ042 Ústí	10	<b>66,7</b>	8	<b>53,3</b>	<b>2 312</b>			<b>0,3</b>	<b>2,0</b>				<b>0,2</b>	<b>1,1</b>	<b>11,1</b>	<b>14,1</b>	<b>1,1</b>	<b>3,5</b>		<b>0,4</b>	<b>3,2</b>	<b>3,1</b>	<b>59,9</b>
CZ051 Liberec	8	<b>88,9</b>	7	<b>77,8</b>	<b>1 742</b>	<b>0,7</b>			<b>4,3</b>	<b>0,2</b>			<b>1,8</b>		<b>11,6</b>	<b>30,6</b>	<b>4,8</b>	<b>25,4</b>		<b>0,9</b>	<b>7,2</b>	<b>3,5</b>	<b>9,1</b>
CZ052 Hradec Králové	4	<b>80,0</b>	1	<b>20,0</b>																			
CZ053 Pardubice	15	<b>88,2</b>	12	<b>70,6</b>	<b>1 078</b>	<b>1,0</b>	<b>0,1</b>	<b>0,2</b>	<b>6,0</b>			<b>2,0</b>	<b>7,4</b>	<b>37,8</b>	<b>10,8</b>	<b>2,9</b>	<b>14,0</b>	<b>0,8</b>	<b>0,1</b>	<b>7,6</b>	<b>3,2</b>	<b>6,3</b>	
CZ061 Vysočina	12	<b>92,3</b>	5	<b>38,5</b>	<b>2 402</b>	<b>1,7</b>			<b>3,8</b>				<b>6,7</b>	<b>18,5</b>	<b>36,6</b>	<b>0,7</b>	<b>4,7</b>			<b>6,7</b>	<b>0,4</b>	<b>20,2</b>	
CZ062 South Moravia	19	<b>90,5</b>	14	<b>66,7</b>	<b>1 419</b>	<b>1,7</b>		<b>0,3</b>	<b>9,7</b>				<b>1,8</b>	<b>1,5</b>	<b>26,0</b>	<b>23,7</b>	<b>1,0</b>	<b>18,3</b>		<b>0,3</b>	<b>9,4</b>	<b>0,9</b>	<b>5,3</b>
CZ071 Olomouc	6	<b>66,7</b>	4	<b>44,4</b>	<b>602</b>				<b>16,9</b>						<b>25,5</b>	<b>21,7</b>	<b>14,5</b>	<b>6,6</b>		<b>0,4</b>	<b>5,5</b>	<b>3,1</b>	<b>5,7</b>
CZ072 Zlín	6	<b>100,0</b>	3	<b>50,0</b>	<b>1 639</b>	<b>1,0</b>	<b>26,4</b>	<b>2,0</b>	<b>1,2</b>				<b>0,1</b>		<b>37,1</b>	<b>9,8</b>	<b>0,2</b>	<b>1,4</b>			<b>1,2</b>	<b>1,2</b>	<b>18,4</b>
CZ080 Moravia-Silesia	20	<b>87,0</b>	10	<b>43,5</b>	<b>3 177</b>		<b>4,1</b>		<b>11,0</b>				<b>2,5</b>		<b>28,3</b>	<b>7,7</b>	<b>1,8</b>	<b>31,4</b>		<b>0,1</b>	<b>8,7</b>	<b>4,0</b>	<b>0,4</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

aver.%

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

A

contribution for operation costs of cultural, recreational and sporting facilities

B

contribution for equipment to improve working environment

C

contribution for physical education and sport equipment

D

contributions to sporting and cultural events

E

contribution for the procurement of working clothes, footwear or uniforms

F

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

G

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

H

contribution to corporate catering

I

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

J

social assistance and social loans

K

contribution to contributory pension scheme

L

contribution to life insurance

M

contribution to trade union organization

N

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

O

other uses

P

fund balance

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

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

Classification based on: Higher administrative territorial units - regions

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

WCIS		Care for employees																2008		
REGION	Employer's contribution to corporate catering								There is an agreed contribution to corporate catering for pensioners		Contribution to pension insurance				Contribution to life insurance					
	arranged in CA		amount of contribution				without specification of the amount of allowance				agreed in CA		amount of contribution of FSCR		agreed conditions for his provision		agreed in CA		amount of contribution of FSCR	
	NCA	% CA	of budget		of FSCR				NCA	% CA	NCA	% CA	aver. CZK/month		NCA		aver. CZK/month		NCA	
			aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA		NCA	% CA	NCA	% CA	aver. CZK/month	NCA	% CA	NCA	% CA	aver. CZK/month	NCA	% CA
<b>Total</b>	156	80,8	24,17	51,5	12,89	42,5		22	64	33,2	70	36,3	233,93	53	27,5	9	4,7	261,11	9	4,7
CZ010 City of Prague	16	72,7	23,71	35,0	14,92			2	3	13,6	9	40,9	377,78	7	31,8	4	18,2	325,00	4	18,2
CZ020 Central Bohemia	19	90,5	26,55		11,73	40,0		5	9	42,9	7	33,3	178,57	6	28,6	1	4,8		1	4,8
CZ031 South Bohemia	10	66,7	23,30	51,7	15,23			2	4	26,7	6	40,0	166,67	4	26,7					
CZ032 Pilsen	9	75,0	28,50		12,57			2	6	50,0	6	50,0	183,33	5	41,7	2	16,7		2	16,7
CZ041 Karlovy Vary	4	80,0	17,75		9,25	50,0			2	40,0	3	60,0	166,67	2	40,0	1	20,0		1	20,0
CZ042 Ústí	11	73,3	26,25	52,5	13,64				4	26,7	5	33,3	180,00	4	26,7	1	6,7		1	6,7
CZ051 Liberec	9	100,0	26,63		10,88				3	33,3	5	55,6	310,00	4	44,4					
CZ052 Hradec Králové	4	80,0	24,70		13,97			1	1	20,0										
CZ053 Pardubice	14	82,4	24,00	52,5	13,92			1	6	35,3	4	23,5	187,50	3	17,6					
CZ061 Vysočina	10	76,9		55,0	10,39				7	53,8	5	38,5	185,00	4	30,8					
CZ062 South Moravia	19	90,5	27,54	55,0	13,43			1	12	57,1	6	28,6	200,00	3	14,3					
CZ071 Olomouc	8	88,9		55,0	13,17	30,0		1	1	11,1	3	33,3	200,00	3	33,3					
CZ072 Zlín	6	100,0	10,00	50,0	12,67				2	33,3	2	33,3		2	33,3					
CZ080 Moravia-Silesia	17	73,9	11,00		12,70	55,0		7	4	17,4	9	39,1	300,00	6	26,1					

Explanatory notes: NCA

% CA

aver. CZK

aver. % of price

aver. CZK/month

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

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

average contribution in CZK

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

average contribution in CZK per month

Evaluation of collective agreements - public service and administration

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

Classification based on: Higher administrative territorial units - regions

in days

WCIS																											Obstacles to work										2008					
REGION	Average number of days of leave without compensation of pay above the requirement of the LC																									Activity of guides in children's and youth camps																
	Type of personal obstacle																																									
	A			B			C			D			E			F			G			H			I																	
NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	NCA	days															
<b>Total</b>	25	6,9	1,3	27	7,5	1,6	51	14,2	1,8	13	3,6	4,2	23	6,4	1,8	20	5,6	3,5	49	13,6	7,0	21	5,8	4,6	48	13,3	28	12,8														
CZ010 City of Prague	2	6,9		3	10,3	1,3	8	27,6	1,4	3	10,3	4,7	2	6,9		4	13,8	3,0	7	24,1	9,9	2	6,9		10	34,5	7	16,6														
CZ020 Central Bohemia	2	4,9		2	4,9		5	12,2	1,2	3	7,3	4,7	3	7,3	1,7	2	4,9		7	17,1	7,0	6	14,6	3,5	5	12,2	1															
CZ031 South Bohemia	1	4,3		2	8,7		2	8,7		1	4,3		2	8,7		2	8,7					3	13,0	4,3	4	17,4	2															
CZ032 Pilsen	3	10,7	1,0	4	14,3	1,5	4	14,3	4,0	2	7,1		2	7,1		1	3,6		5	17,9	9,0	4	14,3	4,5	5	17,9	1															
CZ041 Karlovy Vary				1	7,1		2	14,3								1	7,1		1	7,1					3	21,4																
CZ042 Ústí	3	9,7	1,0	1	3,2		3	9,7	1,0				2	6,5		1	3,2		4	12,9	6,3	1	3,2		4	12,9	2															
CZ051 Liberec	2	11,8		3	17,6	2,3	3	17,6	2,7	1	5,9		1	5,9		1	5,9		3	17,6	3,7	1	5,9		1	5,9	1															
CZ052 Hradec Králové	3	15,8	1,0	2	10,5		4	21,1	1,5				2	10,5					2	10,5		1	5,3		2	10,5	4	11,5														
CZ053 Pardubice	2	7,7		1	3,8		3	11,5	2,0	1	3,8		3	11,5	1,7	1	3,8		4	15,4	5,3				2	7,7	3	5,7														
CZ061 Vysočina				3	12,5	2,0	4	16,7	1,3				2	8,3		1	4,2		3	12,5	3,0	2	8,3		5	20,8	1															
CZ062 South Moravia	2	5,6		1	2,8		3	8,3	1,3							2	5,6		2	5,6					1	2,8	1															
CZ071 Olomouc	1	4,5		1	4,5		3	13,6	2,0				1	4,5		2	9,1		4	18,2	5,8				1	4,5	3	11,7														
CZ072 Zlín	1	6,7					2	13,3		1	6,7					1	6,7								1	6,7	1															
CZ080 Moravia-Silesia	3	8,6	1,3	3	8,6	1,3	5	14,3	1,6	1	2,9		3	8,6	1,7	1	2,9		7	20,0	7,3	1	2,9		4	11,4	1															

Explanatory notes: NCA

% CA

days

A

B

C

D

E

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

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

average extent of time off (in days)

one's own wedding

birth of a child to the wife of an employee

death of a direct relative

escorting a disabled child to a health or social care provider

moving house

F looking for a new job

G for mothers caring for a child (per year)

H care for a family member (per year)

I other obstacles

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

% of collective agreements

WCIS		Personnel development, ISHPW						2008	
REGION	Employees' professional development				Collective agreement stipulate				
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved		measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
<b>Total</b>	159	<b>44,2</b>	13	<b>3,6</b>	277	<b>76,9</b>	135	<b>37,5</b>	
<b>CZ010 City of Prague</b>	14	<b>48,3</b>	3	<b>10,3</b>	23	<b>79,3</b>	11	<b>37,9</b>	
<b>CZ020 Central Bohemia</b>	20	<b>48,8</b>	1	<b>2,4</b>	32	<b>78,0</b>	11	<b>26,8</b>	
<b>CZ031 South Bohemia</b>	6	<b>26,1</b>			19	<b>82,6</b>	11	<b>47,8</b>	
<b>CZ032 Pilsen</b>	16	<b>57,1</b>	2	<b>7,1</b>	22	<b>78,6</b>	9	<b>32,1</b>	
<b>CZ041 Karlovy Vary</b>	3	<b>21,4</b>	1	<b>7,1</b>	9	<b>64,3</b>	2	<b>14,3</b>	
<b>CZ042 Ústí</b>	17	<b>54,8</b>			25	<b>80,6</b>	19	<b>61,3</b>	
<b>CZ051 Liberec</b>	10	<b>58,8</b>	1	<b>5,9</b>	13	<b>76,5</b>	7	<b>41,2</b>	
<b>CZ052 Hradec Králové</b>	8	<b>42,1</b>	1	<b>5,3</b>	13	<b>68,4</b>	6	<b>31,6</b>	
<b>CZ053 Pardubice</b>	9	<b>34,6</b>			19	<b>73,1</b>	8	<b>30,8</b>	
<b>CZ061 Vysočina</b>	13	<b>54,2</b>	1	<b>4,2</b>	18	<b>75,0</b>	12	<b>50,0</b>	
<b>CZ062 South Moravia</b>	16	<b>44,4</b>	1	<b>2,8</b>	27	<b>75,0</b>	13	<b>36,1</b>	
<b>CZ071 Olomouc</b>	10	<b>45,5</b>	1	<b>4,5</b>	18	<b>81,8</b>	9	<b>40,9</b>	
<b>CZ072 Zlín</b>	7	<b>46,7</b>			11	<b>73,3</b>	8	<b>53,3</b>	
<b>CZ080 Moravia-Silesia</b>	10	<b>28,6</b>	1	<b>2,9</b>	28	<b>80,0</b>	9	<b>25,7</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

WCIS		Social fund - creation								2008
TRADE UNION	Social fund creation									
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK
<b>Total</b>	152	<b>91,0</b>	81	<b>3,5</b>	3	<b>4 500</b>	40	<b>2,9</b>	14	<b>1 519</b>
<b>Health Service and Social Care</b>	1	<b>100,0</b>							1	
<b>State Bodies and Organisations</b>	150	<b>90,9</b>	81	<b>3,5</b>	3	<b>4 500</b>	39	<b>3,0</b>	13	<b>1 483</b>
<b>UNIOS</b>	1	<b>100,0</b>					1			

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

Evaluation of collective agreements - municipalities and regions

Social fund - use

Classification based on: Trade unions

average %

WCIS																		Social fund - use																		2008	
TRADE UNION	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund																				
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA																			
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%																					
<b>Total</b>	<b>0,1</b>	<b>0,3</b>	<b>4,5</b>	<b>0,1</b>	<b>4,9</b>	<b>0,1</b>	<b>4,3</b>	<b>29,9</b>	<b>10,7</b>	<b>0,9</b>	<b>16,7</b>	<b>3,4</b>	<b>3,1</b>	<b>3,5</b>	<b>9,1</b>	<b>8,3</b>	99	<b>59,3</b>																			
<b>Health Service and Social Care</b>																																					
<b>State Bodies and Organisations</b>	<b>0,1</b>	<b>0,3</b>	<b>4,3</b>	<b>0,1</b>	<b>5,1</b>	<b>0,1</b>	<b>4,5</b>	<b>29,9</b>	<b>10,8</b>	<b>0,9</b>	<b>16,5</b>	<b>3,6</b>	<b>3,3</b>	<b>3,5</b>	<b>8,9</b>	<b>8,0</b>	98	<b>59,4</b>																			
<b>UNIOS</b>																	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 - contribution to corporate catering  
 Classification based on: Trade unions

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

WCIS		Care for employees I										2008				
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>	150	<b>89,8</b>	<b>25,98</b>	<b>49,5</b>	<b>16,30</b>	<b>33,6</b>	<b>27,22</b>		16	26	<b>15,6</b>	11	<b>6,6</b>	14	<b>8,4</b>	
<b>Health Service and Social Care</b>	1	<b>100,0</b>														
<b>State Bodies and Organisations</b>	148	<b>89,7</b>	<b>25,91</b>	<b>49,5</b>	<b>16,33</b>	<b>33,6</b>	<b>27,22</b>		16	26	<b>15,8</b>	11	<b>6,7</b>	14	<b>8,5</b>	
<b>UNIOS</b>	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 - pension and life insurance  
 Classification based on: Trade unions

aver. CZK/month, average % MBA

<b>WCIS</b>											
<b>Care for employees II</b>										<b>2008</b>	
TRADE UNION	Contribution to pension insurance						Contribution to life insurance				
	agreed in CA		amount of contribution		conditions for his provision		agreed in CA		amount of contribution	conditions for his provision	
	NCA	% CA	aver. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	aver. CZK/month	NCA	% CA
<b>Total</b>	91	<b>54,5</b>	<b>304</b>	<b>4,3</b>	51	<b>30,5</b>	22	<b>13,2</b>	<b>348</b>	15	<b>9,0</b>
<b>Health Service and Social Care</b>	1	<b>100,0</b>			1	<b>100,0</b>					
<b>State Bodies and Organisations</b>	89	<b>53,9</b>	<b>303</b>	<b>4,3</b>	50	<b>30,3</b>	22	<b>13,3</b>	<b>348</b>	15	<b>9,1</b>
<b>UNIOS</b>	1	<b>100,0</b>									

Explanatory notes: NCA

% CA

aver. CZK/month

aver. % MBA

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

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

average contribution in CZK per month

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

Evaluation of collective agreements - municipalities and regions

Social fund - creation

Classification based on: Higher administrative territorial units - regions

average %, aver. CZK, in thousands CZK

WCIS		Social fund - creation								2008
REGION	Social fund creation									
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK
<b>Total</b>	152	<b>91,0</b>	81	<b>3,5</b>	3	<b>4 500</b>	40	<b>2,9</b>	14	<b>1 519</b>
CZ010 City of Prague	5	<b>71,4</b>	2				2			<b>1 360</b>
CZ020 Central Bohemia	16	<b>80,0</b>	4	<b>3,4</b>	1		8	<b>3,4</b>	2	<b>1 372</b>
CZ031 South Bohemia	7	<b>87,5</b>	3	<b>2,8</b>			3	<b>2,5</b>	1	<b>1 301</b>
CZ032 Pilsen	15	<b>93,8</b>	8	<b>3,9</b>			4	<b>2,6</b>	1	<b>1 163</b>
CZ041 Karlovy Vary	8	<b>88,9</b>	4	<b>3,8</b>					3	<b>1 598</b>
CZ042 Ústí	14	<b>87,5</b>	7	<b>3,1</b>	1		5	<b>3,1</b>	1	<b>784</b>
CZ051 Liberec	7	<b>87,5</b>	6	<b>2,7</b>			1			<b>819</b>
CZ052 Hradec Králové	13	<b>92,9</b>	6	<b>4,2</b>			5	<b>2,5</b>		<b>1 701</b>
CZ053 Pardubice	9	<b>100,0</b>	7	<b>3,4</b>						<b>1 497</b>
CZ061 Vysočina	11	<b>100,0</b>	6	<b>3,4</b>	1		4	<b>3,1</b>	1	<b>1 311</b>
CZ062 South Moravia	14	<b>93,3</b>	8	<b>4,0</b>			4	<b>3,3</b>		<b>1 288</b>
CZ071 Olomouc	13	<b>100,0</b>	7	<b>2,9</b>			2		1	<b>1 826</b>
CZ072 Zlín	9	<b>100,0</b>	8	<b>3,2</b>					1	<b>3 080</b>
CZ080 Moravia-Silesia	11	<b>91,7</b>	5	<b>4,1</b>			2		3	<b>2 485</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: Higher administrative territorial units - regions

average %

WCIS																		Social fund - use																		2008	
REGION	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund																				
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA																			
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%																					
<b>Total</b>	<b>0,1</b>	<b>0,3</b>	<b>4,5</b>	<b>0,1</b>	<b>4,9</b>	<b>0,1</b>	<b>4,3</b>	<b>29,9</b>	<b>10,7</b>	<b>0,9</b>	<b>16,7</b>	<b>3,4</b>	<b>3,1</b>	<b>3,5</b>	<b>9,1</b>	<b>8,3</b>	99	<b>59,3</b>																			
<b>CZ010 City of Prague</b>			<b>1,6</b>			<b>1,0</b>	<b>1,0</b>	<b>49,4</b>	<b>3,1</b>	<b>0,2</b>	<b>33,0</b>		<b>0,2</b>	<b>6,1</b>	<b>4,2</b>	<b>0,1</b>	2	<b>28,6</b>																			
<b>CZ020 Central Bohemia</b>		<b>0,1</b>	<b>3,7</b>		<b>4,2</b>		<b>6,8</b>	<b>26,1</b>	<b>14,5</b>	<b>1,3</b>	<b>11,2</b>	<b>2,6</b>	<b>0,9</b>	<b>3,0</b>	<b>20,6</b>	<b>5,0</b>	10	<b>50,0</b>																			
<b>CZ031 South Bohemia</b>			<b>0,8</b>	<b>0,3</b>	<b>1,0</b>		<b>1,8</b>	<b>36,4</b>	<b>18,5</b>	<b>0,2</b>	<b>33,6</b>		<b>0,7</b>	<b>3,8</b>	<b>1,6</b>	<b>1,3</b>	4	<b>50,0</b>																			
<b>CZ032 Pilsen</b>		<b>0,4</b>	<b>2,3</b>	<b>0,1</b>	<b>21,9</b>		<b>2,5</b>	<b>33,7</b>	<b>3,8</b>	<b>0,1</b>	<b>15,1</b>	<b>8,5</b>	<b>2,4</b>	<b>2,3</b>	<b>6,4</b>	<b>0,5</b>	12	<b>75,0</b>																			
<b>CZ041 Karlovy Vary</b>		<b>2,6</b>	<b>4,4</b>		<b>2,7</b>			<b>20,2</b>	<b>9,6</b>				<b>49,4</b>	<b>2,4</b>	<b>5,8</b>	<b>3,0</b>	5	<b>55,6</b>																			
<b>CZ042 Ústí</b>	<b>0,1</b>		<b>2,2</b>	<b>1,1</b>	<b>10,5</b>	<b>0,1</b>	<b>2,3</b>	<b>25,9</b>	<b>14,7</b>	<b>2,3</b>	<b>20,8</b>	<b>0,1</b>	<b>1,2</b>	<b>4,6</b>	<b>9,2</b>	<b>4,9</b>	8	<b>50,0</b>																			
<b>CZ051 Liberec</b>	<b>0,2</b>	<b>3,4</b>	<b>11,6</b>		<b>0,6</b>		<b>17,3</b>	<b>31,2</b>	<b>12,6</b>	<b>2,5</b>	<b>1,4</b>	<b>6,1</b>	<b>1,5</b>	<b>3,8</b>	<b>7,1</b>	<b>0,7</b>	7	<b>87,5</b>																			
<b>CZ052 Hradec Králové</b>	<b>0,1</b>		<b>5,5</b>	<b>0,7</b>	<b>0,6</b>		<b>2,1</b>	<b>25,1</b>	<b>9,6</b>	<b>1,4</b>	<b>30,8</b>	<b>4,7</b>	<b>0,2</b>	<b>7,6</b>	<b>7,6</b>	<b>4,1</b>	9	<b>64,3</b>																			
<b>CZ053 Pardubice</b>	<b>0,1</b>		<b>4,3</b>		<b>1,6</b>	<b>0,1</b>	<b>3,2</b>	<b>33,2</b>	<b>5,0</b>	<b>0,3</b>	<b>6,4</b>	<b>24,6</b>	<b>0,7</b>	<b>1,4</b>	<b>7,5</b>	<b>11,6</b>	6	<b>66,7</b>																			
<b>CZ061 Vysočina</b>			<b>6,1</b>		<b>2,4</b>		<b>4,5</b>	<b>48,0</b>	<b>19,6</b>	<b>0,2</b>	<b>7,5</b>		<b>2,4</b>	<b>2,3</b>	<b>4,9</b>	<b>2,2</b>	4	<b>36,4</b>																			
<b>CZ062 South Moravia</b>	<b>0,1</b>		<b>2,7</b>		<b>3,3</b>		<b>2,3</b>	<b>26,7</b>	<b>22,9</b>	<b>1,8</b>	<b>10,2</b>	<b>0,3</b>	<b>0,4</b>	<b>1,8</b>	<b>4,9</b>	<b>22,5</b>	14	<b>93,3</b>																			
<b>CZ071 Olomouc</b>	<b>0,3</b>		<b>3,4</b>		<b>5,1</b>		<b>11,7</b>	<b>28,7</b>	<b>7,2</b>	<b>1,5</b>	<b>24,5</b>	<b>2,0</b>	<b>0,2</b>	<b>2,6</b>	<b>5,7</b>	<b>7,1</b>	10	<b>76,9</b>																			
<b>CZ072 Zlín</b>	<b>0,2</b>	<b>0,4</b>	<b>7,6</b>		<b>0,2</b>		<b>0,7</b>	<b>32,8</b>	<b>3,6</b>	<b>0,4</b>	<b>21,6</b>	<b>0,1</b>	<b>0,3</b>	<b>3,8</b>	<b>13,3</b>	<b>14,8</b>	4	<b>44,4</b>																			
<b>CZ080 Moravia-Silesia</b>			<b>6,3</b>		<b>8,5</b>		<b>4,3</b>	<b>27,9</b>	<b>11,3</b>	<b>0,4</b>	<b>10,9</b>		<b>0,8</b>	<b>3,9</b>	<b>12,3</b>	<b>13,4</b>	4	<b>33,3</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

Table NO. C3b

Evaluation of collective agreements - municipalities and regions  
 Care for employees I - contribution to corporate catering  
 Classification based on: Higher administrative territorial units - regions

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

WCIS		Care for employees I										2008			
REGION	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	
	NCA	% CA	from the budget		from the soc. fund		without distinguishing resources			NCA	% CA	NCA	% CA	NCA	% CA
		aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price								
<b>Total</b>	150	89,8	25,98	49,5	16,30	33,6	27,22		16	26	15,6	11	6,6	14	8,4
CZ010 City of Prague	6	85,7	53,00	65,0	17,50		48,00		1						
CZ020 Central Bohemia	18	90,0	28,28	50,0	16,64	30,0			3	3	15,0	3	15,0	2	10,0
CZ031 South Bohemia	8	100,0	25,06		12,89					2	25,0			1	12,5
CZ032 Pilsen	13	81,3	24,02	40,0	22,97	30,0	10,00		3	2	12,5				
CZ041 Karlovy Vary	7	77,8	23,30	33,0	16,00	33,0	21,31			1	11,1	1	11,1	1	11,1
CZ042 Ústí	12	75,0	23,58		12,99				1	2	12,5	1	6,3	1	6,3
CZ051 Liberec	8	100,0	21,20	50,0	12,29	30,0				1	12,5			1	12,5
CZ052 Hradec Králové	14	100,0	27,15	45,0	13,23	20,0				5	35,7	3	21,4	3	21,4
CZ053 Pardubice	9	100,0	21,69		18,22					1	11,1			2	22,2
CZ061 Vysočina	10	90,9	30,40	55,0	17,60		10,00		3	2	18,2				
CZ062 South Moravia	14	93,3	21,40	55,0	19,77	30,0			2	2	13,3	2	13,3	2	13,3
CZ071 Olomouc	13	100,0	27,69	50,0	14,70	31,5	26,00			2	15,4				
CZ072 Zlín	9	100,0	31,00		22,30	50,0			3	2	22,2	1	11,1	1	11,1
CZ080 Moravia-Silesia	9	75,0	31,42		17,21	50,0				1	8,3				

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

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

aver. CZK/month, average % MBA

<b>WCIS</b>											
<b>Care for employees II</b>											<b>2008</b>
REGION	Contribution to pension insurance						Contribution to life insurance				
	agreed in CA		amount of contribution		conditions for his provision		agreed in CA		amount of contribution	conditions for his provision	
	NCA	% CA	aver. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	aver. CZK/month	NCA	% CA
<b>Total</b>	91	<b>54,5</b>	<b>304</b>	<b>4,3</b>	51	<b>30,5</b>	22	<b>13,2</b>	<b>348</b>	15	<b>9,0</b>
<b>CZ010 City of Prague</b>	2	<b>28,6</b>			2	<b>28,6</b>	1	<b>14,3</b>		1	<b>14,3</b>
<b>CZ020 Central Bohemia</b>	10	<b>50,0</b>	<b>300</b>	<b>5,0</b>	8	<b>40,0</b>	2	<b>10,0</b>		2	<b>10,0</b>
<b>CZ031 South Bohemia</b>	3	<b>37,5</b>	<b>400</b>		2	<b>25,0</b>	1	<b>12,5</b>		1	<b>12,5</b>
<b>CZ032 Pilsen</b>	8	<b>50,0</b>	<b>213</b>		3	<b>18,8</b>	2	<b>12,5</b>		2	<b>12,5</b>
<b>CZ041 Karlovy Vary</b>	2	<b>22,2</b>			1	<b>11,1</b>	1	<b>11,1</b>			
<b>CZ042 Ústí</b>	12	<b>75,0</b>	<b>313</b>		7	<b>43,8</b>					
<b>CZ051 Liberec</b>	4	<b>50,0</b>	<b>250</b>		1	<b>12,5</b>	1	<b>12,5</b>			
<b>CZ052 Hradec Králové</b>	9	<b>64,3</b>	<b>367</b>		5	<b>35,7</b>	4	<b>28,6</b>	<b>300</b>	4	<b>28,6</b>
<b>CZ053 Pardubice</b>	6	<b>66,7</b>	<b>333</b>		3	<b>33,3</b>	3	<b>33,3</b>	<b>455</b>	1	<b>11,1</b>
<b>CZ061 Vysočina</b>	6	<b>54,5</b>	<b>317</b>		3	<b>27,3</b>	1	<b>9,1</b>			
<b>CZ062 South Moravia</b>	7	<b>46,7</b>	<b>225</b>	<b>3,0</b>	3	<b>20,0</b>	1	<b>6,7</b>		1	<b>6,7</b>
<b>CZ071 Olomouc</b>	7	<b>53,8</b>	<b>364</b>		5	<b>38,5</b>	1	<b>7,7</b>		1	<b>7,7</b>
<b>CZ072 Zlín</b>	8	<b>88,9</b>	<b>248</b>		4	<b>44,4</b>	3	<b>33,3</b>	<b>244</b>	1	<b>11,1</b>
<b>CZ080 Moravia-Silesia</b>	7	<b>58,3</b>	<b>200</b>		4	<b>33,3</b>	1	<b>8,3</b>		1	<b>8,3</b>

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

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