



Information system on working conditions

Regular annual survey of wage and working conditions

2006



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Ministry of Labour and Social Affairs of the Czech Republic

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1. Introduction

ISWC is the regular annual survey of wage and working conditions negotiated in collective agreements for the relevant year. Under the auspices of the Ministry of Labour and Social Affairs of the Czech Republic, the survey has been carried out regularly since 1993. Its purpose is to map and analyze collective bargaining in the Czech Republic and to provide contractual partners with sufficient information for the making of enterprise collective agreements.

The information system on working conditions is regulated and coordinated 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 & the Economic Institute of the Academy of Sciences and the Prague School of Economics.

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

- remuneration
- increase of labour-law entitlements for employees outside the framework of valid regulations
- social
- work safety and protection of health at work
- cooperation of contracting parties.

When the survey started in 1993, data from 719 enterprise collective agreements from 25 different trade union organizations were analyzed. In 2006, this already included 1644 corporate collective agreements from 26 different trade unions. In 2006, 24 higher level collective agreements were also analyzed and evaluated.

2. Aim of Collective Bargaining

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

An important part of collective bargaining includes higher level collective bargaining agreements and the extension of their binding effect on employers in the relevant line of business. This institute serves namely to prevent unjustified competitive advantage

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

3. 2006 Results of ISWC in Enterprises

Remuneration – minimum monthly wage tariffs

The 2006 results of the survey have shown that a **change occurred in the dynamics of inter-annual comparison of trends** of minimum monthly wage rates as opposed to the prior year. While in previous years the greatest dynamic occurred in the trend of lowest rate levels, in 2006 the dynamic values were similar in all rates.

The comparison of minimum monthly wage rates of the TU with the lowest and highest levels of such rates is interesting. The trade union for the textile, clothing and leather manufacturing industry of Bohemia and Moravia attains approximately 70% of the amount of the agreed rate of the trade union for workers in transport, road management and automobile mechanics of Bohemia and Moravia.

Wage trends

More than **68%** of the analyzed enterprise **collective agreements resolve the area of wage trends**. An analysis of the data showed that in 2006 the average increase in a **nominal wages by 3.9%** and an **increase in average real wages by 2.1%** was negotiated in the collective agreements. According to the data of the Czech Statistics Office, in 2005 when compared with the prior year, there was a 5.3% increase in the average monthly wage, i.e. that the **actual increase exceeded the agreed wage trend by 1.4%**.

Level of most frequently used premiums

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

More than **82%** of enterprise collective agreements include the amount of premium for **overtime work**. In 2006 the average negotiated **level of the premium in the Czech Republic amounted to 26.7%** of average income. A noticeable deviation from the nationwide average value is shown for instance in the collective agreements

of the trade union for catering, hotels and tourism, which reported a value of this premium in the amount of 35.1% of average income.

80% of enterprise collective agreements contain an agreement on the premium for **night work**. According to Government Decree no. 333/1993 Coll., as amended, the premium for night work amounts to at least CZK 6.0 per hour of work. The analysis of enterprise collective agreements evaluated the average value in enterprises at a level of **CZK 9.93 (2005 - CZK 9.36)** per hour. While average values shown with respect to some trade unions adhere to the prescribed hourly rates (the trade union for workers in transport, road management and automobile mechanics of Bohemia and Moravia – 6.14 CZK/hour), others show much higher amounts, such as the TU of ECHO with 12.64 CZK/hour.

More than **55%** of enterprise collective agreements include an agreement of contracting parties on the premium for **afternoon work**. The analysis of enterprise collective agreements recorded only a slight increase in the average value of this premium when compared to 2005. In 2006 this premium amounted to **5.61 CZK per hour**.

64% of enterprise collective agreements contain an agreement on the premium for **work on (public) holidays (Saturdays and Sundays)**. The average nationwide values of this premium amount to **15.15 CZK/hour**, which represents an increase of more than 1 CZK per hour compared to 2005. Expressed in a percentage of average income, this premium amounted to **35.9% of average income** this year. This value represents a slight decrease when compared to the previous year. If we compare the negotiated values of this premium in individual trade unions, its level is the highest in the trade union of workers in transport, road management and automobile mechanics of Bohemia and Moravia and its average value amounts to 46.8 CZK/hour. On the contrary, the level of this premium in the UNIOS trade union and the trade union for workers in the textile, clothing and leather manufacturing industry of Bohemia and Moravia amounts to less than 10 CZK/hour.

Care of employees

Canteen meals

Almost three fourths of enterprise collective agreements contain an agreement of contracting parties on the employer's contribution towards canteen meals. Most employers provide a contribution for canteen meals from **expenses** in the maximum amount, i.e. **55%** of the meal price. The amount of the price paid from the employer's expenses then amounts to 29.18 CZK in 2006, compared to 27.23 CZK in 2005. The employer may further contribute to the employee towards meals from the social fund or any other fund created from **net profit**. The contribution agreed here amounts to 8.71 CZK (2005 – 8.0 CZK) per meal or **38.1 %** (2005 - 37,2%) of the price of the meal.

Employer's pension scheme

Arrangements for the provision of employer contributions towards a pension plan has become an ever more important part of enterprise collective agreements. While in 2005 33.6% of enterprise collective agreements contained this arrangement, this year it has already appeared in **39.7% of collective agreements**. The average

monthly employer contribution increased by CZK 30 compared to 2005 and amounts to **CZK 308.6 from expenses**. The contribution paid from the social fund or any other fund created from **net profit** increased by more than 32 CZK/month and amounts to **302.9 CZK/month**. An analysis of the data showed significant differences in the amount of the contribution from expenses with individual trade unions. While the average value of the contribution with trade union for workers in trade amounts to 178.57 CZK/month, with the trade union for workers in banking and insurance it amounts to 550 CZK/month.

Labour-law entitlements

Working time

95% of enterprise collective agreements contain an agreement on the working time. Of these, **74%** of collective agreements specify **uniform working time** for the whole organization on the average level of **38.0 hours/week**. More than 21% of collective agreements divide the working time into shifts. The average working time in a **one-shift** pattern amounts to **39.7 hours/week**, in a **two-shift** pattern to **38.4 hours/week**, in a **three-shift** pattern to **37.3 hours/week** and in a continuous working pattern to **37.2 hours/week**.

Leave

The information system on working conditions also surveys the extension of leave outside the framework of the Labour Code. **Extension** of leave by **one week has been negotiated in 78%** of enterprise collective agreements, extension by **two weeks in 1%** of enterprise collective agreements and extension by **more than two weeks in 0.3%** of enterprise collective agreements.

Collective agreements in numbers – agreed for the corporate
area in the Czech Republic for the year 2006
(based on the sample of 1,301 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 303/1995 Coll. as amended, i.e. with effect as of 1/1/2006 in an amount above CZK 7,570.00/month and CZK 47.70/hour with a working hour fund of 37.5 hours/week.

The average minimum monthly salary has been agreed in the amount of ... **CZK 8,274.00/month**

The average minimum hourly salary at a working hour fund of 40 hours/week has been agreed in the amount of **CZK 46.91/hour**

The average minimum hourly salary calculated to the working hour fund of 37.5 hours/week has been agreed in the amount of **CZK 50.69/hour**

Wage scales

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

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

1 st tariff scale.....	CZK 7,326.00
2 nd tariff scale.....	CZK 7,723.00
3 rd tariff scale.....	CZK 8,203.00
4 th tariff scale.....	CZK 8,796.00
5 th tariff scale.....	CZK 9,578.00
6 th tariff scale.....	CZK 10,458.00
7 th tariff scale.....	CZK 11,491.00
8 th tariff scale.....	CZK 12,683.00
9 th tariff scale.....	CZK 14,007.00
10 th tariff scale.....	CZK 15,525.00
11 th tariff scale.....	CZK 17,349.00
12 th tariff scale.....	CZK 19,489.00

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

	<u>40 hours/week</u>	<u>37.5 hours/week</u>
1 st tariff scale.....	CZK 42.78	CZK 45.46
2 nd tariff scale.....	CZK 45.27	CZK 47.87
3 rd tariff scale.....	CZK 48.00	CZK 50.93
4 th tariff scale.....	CZK 51.38	CZK 54.88
5 th tariff scale.....	CZK 55.54	CZK 59.77
6 th tariff scale.....	CZK 61.03	CZK 65.40
7 th tariff scale.....	CZK 66.96	CZK 71.90
8 th tariff scale.....	CZK 72.80	CZK 78.89
9 th tariff scale.....	CZK 78.81	CZK 85.46
10 th tariff scale.....	CZK 88.15	CZK 93.53
11 th tariff scale.....	CZK 101.17	CZK 104.97
12 th tariff scale.....	CZK 115.93	CZK 118.98

Wage development

Number of collective agreements focused on earning growth.....	893 (68,6%)
- on increase of the average nominal wage	3.9% AE
- on increase of the average real wage	2.1% AE

Supplementary charges, remunerations for standby duty outside the worksite:

overtime bonus	26.7% AE
.....	42.3% WS

overtime bonus for work on Saturdays and Sundays	49.0% AE
.....	50.8% WS

bonus for night work	CZK 9.93/hour
.....	21.6% AE

bonus for afternoon work	CZK 5.61/hour
.....	9.2% AE
.....	9.4% WS

bonus for work on Saturdays and Sundays	CZK 15.15/hour
.....	35.9% AE
.....	57.1% WS

bonus for hard working environment - min	CZK 6.44/hour
- max.....	CZK 8.17/hour

bonus for emergencies outside the work site on working days	CZK 8.91/hour
.....	12.6% AE
.....	14.2% WS

bonus for emergencies outside the work site on bank holidays	CZK 14.02/hour
.....	16.8% AE
.....	22.9% WS

Explanatory note: AE = average earnings
WS = wage scale

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 Statutory Decree No. 108/1994, which implements the Labour Code:

birth of a child to an employee's wife.....	1.2 days
accompanying a disabled child to a medical institution.....	6.4 days
death of a direct relative	2.4 days
one's own wedding	1.4 days
search for a new job	4.0 days
moving.....	1.2 days
mothers caring for a family member (per annum)	3.9 days
caring for a family member (per annum)	2.9 days

Lump-sum compensation of survivors beyond the framework of the Labour Code

Average compensation in CZK provided to survivors:

to a child entitled to an orphan's annuity	CZK 73,231.00
to a spouse	CZK 53,427.00
to parents	CZK 42,088.00

3. Care for employees

Company catering

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

costs.....	CZK 29.18
.....	54.4% of the price of a meal
social fund (FSCR, stimulation fund etc.).....	CZK 8.71
.....	38.1 % of the price of a meal
without distinguishing sources.....	CZK 28.53
.....	56.2% 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.:

from costs	CZK 308.64
from the social fund, FSCR, or profit	CZK 302.86

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

ISPP		Recapitulation of agreements			2006
TRADE UNION	Number of collective agreements				
	Total	Corporate area	Public services and administration		
			total	from this municipalities	
Total	1644	1301	343	112	
Civilian Employees of the Army	4	3	1		
Education	40		40		
Transport	42	42			
Transport, Road Economy and Repair Vehicles	16	16			
Wood, Industry, Forestry and Manag.of Water	55	53	2		
ECHO	46	46			
Fire Fighters	8		8		
Mines, Geology and Oil Industry	22	20	2		
KOVO	601	593	8		
Culture and Nature Preservation	31		31		
Independent Trade Union	2	2			
Food Industry and Allied Trade	102	101	1		
Railway Trade Unions	22	19	3		
Catering, Hotels and Tourism	24	24			
Postal, Telecom. and Newspaper Services	7	7			
Banking and Insurance	7	7			
Agriculture and Nutrition	36	30	6		
Commerce	25	23	2		
Science and Research	17		17		
PROJEKT	3	3			
Glass, Ceramic, Jewellery & Porcelain	35	35			
State Bodies and Organisations	111		111	111	
STAVBA	64	64			
Textile, Clothing and Leather Industry	50	50			
UNIOS	168	143	25	1	
Health Service and Social Care	106	20	86		

Evaluation of collective agreements

Recapitulation of agreements

Classification based on: Higher administrative territorial units - regions

ISPP		Recapitulation of agreements			2006
REGION	Number of collective agreements				
	Total	Corporate area	Public services and administration		
			total	from this municipalities	
Total	1644	1301	343	112	
City of Prague	196	159	37	3	
Central Bohemia	145	94	51	20	
South Bohemia	124	99	25	11	
Pilsen	95	74	21	10	
Karlovy Vary	44	34	10	5	
Ústí	118	90	28	10	
Liberec	61	50	11	1	
Hradec Králové	105	74	31	12	
Pardubice	86	65	21	7	
South Moravia	147	119	28	6	
Vysočina	104	86	18	6	
Olomouc	105	86	19	9	
Moravia-Silesia	201	168	33	10	
Zlín	113	103	10	2	

Evaluation of collective agreements
 Recapitulation of agreements
 Classification based on: Legal form

ISPP		Recapitulation of agreements		2006	
LEGAL FORM	Number of collective agreements				
	Total	Corporate area	Public service and administration		
			total	from this municipalities	
Total	1644	1301	343	112	
Natur.pers.not entered in the Com.Reg.	7	7			
Public company	1	1			
Limited liability company	496	496			
Partnership limited by shares	6	6			
Stock company	700	700			
Cooperative	19	19			
Housing cooperative	34	34			
State enterprise	21	21			
Budget organization	22		22		
Allowance organization	216	7	209		
Institution of benefit to the public	1	1			
Health insurance company	1	1			
Association (union, club, society)	5	5			
Special interest assoc. of legal entities	3	3			
Municipality (municipal office)	112		112	112	



Table section A

Corporate area

Table NO. A1a

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

in CZK/month/pers.

ISPP																								Minimum wage and monthly wage scales																								2006	
TRADE UNION		Min. wage		MONTHLY WAGE SCALES																																													
				Tariff scale																																													
		1		2		3		4		5		6		7		8		9		10		11		12																									
PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK																										
Total		64	8 274	416	7 326	426	7 723	438	8 203	444	8 796	452	9 578	458	10 458	458	11 491	458	12 683	457	14 007	454	15 525	450	17 349	438	19 489																						
Civilian Employees of the Army				1		1		1		1		1		1		1		1		1		1		1		1																							
Transport				19	6 794	20	7 075	21	7 352	21	7 758	22	8 285	22	8 864	22	9 541	22	10 358	22	11 255	22	12 329	22	13 730	21	15 127																						
Transport, Road Economy and Repair Vehicles				6	9 163	7	9 433	7	10 086	7	10 921	8	11 648	8	12 881	8	14 235	8	15 709	8	17 540	8	19 318	8	21 324	7	23 749																						
Wood, Industry, Forestry and Manag. of Water		1		11	7 341	11	7 705	11	8 173	12	8 681	12	9 355	12	10 132	12	11 040	12	12 244	12	13 507	11	13 956	10	15 528	9	16 979																						
ECHO		3	8 379	20	7 549	21	8 076	22	8 855	22	9 742	22	10 722	22	11 837	22	13 093	22	14 443	22	15 998	22	17 879	22	20 027	22	22 625																						
Mines, Geology and Oil Industry				9	7 524	9	7 787	9	8 337	9	8 928	10	9 644	10	10 583	10	11 736	10	12 962	10	14 448	10	16 456	10	18 059	9	20 259																						
KOVO		34	8 285	194	7 269	198	7 664	206	8 146	210	8 767	214	9 552	219	10 397	219	11 404	219	12 552	219	13 826	218	15 269	216	16 918	210	18 739																						
Independent Trade Union				1		1		1		1		1		1		1		1		1		1		1		1																							
Food Industry and Allied Trade		10	7 748	29	7 301	30	7 649	30	8 029	30	8 344	30	9 205	30	10 078	30	11 081	30	12 286	30	13 625	30	15 382	30	18 482	29	23 069																						
Railway Trade Unions		7	8 074	4	7 408	4	7 740	4	8 160	5	8 618	5	9 342	5	10 272	5	11 284	5	12 608	5	13 932	5	15 604	5	17 336	5	19 846																						
Catering, Hotels and Tourism		1		1		1		1		1		1		1		1		1		1		1		1		1																							
Postal, Telecom. and Newspaper Services				1		1		1		1		1		1		1		1		1		1		1		1																							
Banking and Insurance		2		1		1		1		1		1		1		1		1		1		1		1		1																							
Agriculture and Nutrition				10	7 253	10	7 595	10	7 945	10	8 511	10	9 254	10	10 153	10	11 059	10	12 190	10	13 561	10	15 304	9	16 633	9	18 534																						
Commerce				5	6 885	5	7 050	5	7 310	5	7 750	5	8 214	5	8 688	5	9 472	5	10 404	5	11 296	5	12 310	5	13 770	5	16 032																						
PROJEKT				2		2		2		2		2		2		2		2		2		2		2		2																							
Glass, Ceramic, Jewellery & Porcelain		3	8 231	28	7 624	28	7 944	28	8 354	28	8 906	28	9 624	28	10 490	28	11 518	28	12 663	28	13 835	28	14 972	28	16 644	28	18 759																						
STAVBA				31	7 795	32	8 444	32	9 041	32	9 706	32	10 630	32	11 860	32	13 311	32	14 922	31	16 625	31	18 563	31	20 622	31	22 823																						
Textile, Clothing and Leather Industry				19	6 264	19	6 593	19	6 961	19	7 371	19	7 862	20	8 493	20	9 183	20	9 990	20	10 924	20	12 242	20	13 640	20	15 252																						
UNIOS		3	8 147	17	7 579	18	8 032	20	8 650	20	9 492	21	10 528	21	11 662	21	12 940	21	14 453	21	16 313	20	18 350	20	20 838	21	23 600																						
Health Service and Social Care				7	7 176	7	7 403	7	7 687	7	8 079	7	8 596	7	9 196	7	10 010	7	11 010	7	12 167	7	13 763	7	15 151	7	17 211																						

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

Evaluation of collective agreements
Monthly wage scales

in CZK/month/pers.

ISPP		Monthly wage scales - other tariff systems																												2006								
TARIFF SCALE		TARIFF SCALE																																				
SCALE SYSTEM		1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17				
		PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK			
2 scale		1																																				
3 scale		5	7 280	5	9 140	5	14 140																															
4 scale		12	8 210	12	10 123	12	12 569	12	15 855																													
5 scale		12	8 265	12	9 357	12	11 186	12	13 746	10	15 614																											
6 scale		20	7 508	20	8 575	21	9 839	21	11 423	21	13 361	20	15 570																									
7 scale		22	8 592	23	9 159	26	10 238	26	11 656	25	12 309	25	14 395	18	16 645																							
8 scale		21	7 886	21	8 693	21	9 726	21	10 669	21	11 716	22	12 786	22	14 428	21	16 290																					
9 scale		21	7 553	21	8 315	22	9 257	22	10 414	21	11 387	23	12 566	23	13 864	23	15 532	23	17 700																			
10 scale		64	7 340	65	7 724	65	8 284	70	8 911	70	9 805	71	10 918	71	12 231	70	13 638	69	15 726	70	18 633																	
11 scale		8	7 665	8	8 113	9	8 734	9	9 725	9	10 845	10	11 951	10	13 393	9	15 207	9	17 034	9	19 114	9	21 755															
13 scale		13	7 553	32	8 113	34	8 574	35	9 065	36	9 700	36	10 540	36	11 385	36	12 368	36	13 450	36	14 757	36	16 382	36	18 125	34	20 099											
14 scale		12	7 095	12	7 450	12	7 981	13	8 491	13	9 216	13	9 980	13	10 875	13	11 954	13	13 208	13	14 625	13	16 252	13	18 268	13	20 638	13	23 425									
15 scale		6	7 785	6	8 249	6	8 859	7	9 035	7	10 015	7	11 034	7	12 073	8	12 627	10	13 436	10	14 705	10	16 137	10	17 481	10	19 343	10	21 696	10	24 288							
16 scale		15	7 500	16	7 910	16	8 425	17	8 902	17	9 663	17	10 379	18	11 163	18	12 161	18	13 110	18	14 328	18	15 842	18	17 489	16	19 253	16	21 296	16	23 889	16	26 552					
17 scale		23	7 566	23	7 617	23	7 732	23	7 867	23	7 977	23	8 241	23	8 547	24	8 937	24	9 656	25	10 495	25	11 506	25	13 035	25	15 018	25	16 866	25	19 054	25	21 433	25	23 894			

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

Table NO. A3a

Evaluation of collective agreements
 Minimum wage and hourly wage scales - at a working hour fund of 40 hours/week
 Classification based on: Trade unions

in CZK/hour/pers.

ISPP Minimum wage and hourly wage scales 2006																										
TRADE UNION	Min. wage		HOOR WAGE SCALES																							
			Tariff scale																							
			1		2		3		4		5		6		7		8		9		10		11		12	
PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	
Total	16	46,91	79	42,78	81	45,27	83	48,00	83	51,38	82	55,54	80	61,03	77	66,96	46	72,80	39	78,81	38	88,15	37	101,17	37	115,93
Civilian Employees of the Army																										
Transport			10	42,68	8	43,16	10	46,37	10	49,56	11	52,62	10	55,56	9	57,92	5	62,80	4	68,78	3	80,53	3	89,10	3	98,93
Transport, Road Economy and Repair Vehicles			1		2		2		2		2		2		2		1		1							
Wood, Industry, Forestry and Manag. of Water			3	44,57	3	46,13	3	48,87	3	52,57	3	57,03	3	62,07	3	67,63	2		2		2		2		2	
ECHO																										
Mines, Geology and Oil Industry			1		1		1		1		1		1													
KOVO	2		24	42,05	25	45,15	26	48,15	26	51,77	24	55,40	23	60,65	23	66,33	15	75,85	12	80,85	12	89,00	12	98,31	12	109,15
Independent Trade Union																										
Food Industry and Allied Trade	9	45,80	15	39,55	16	43,16	16	45,74	16	48,68	16	53,43	16	60,07	16	66,97	15	74,54	14	82,30	14	93,34	14	112,20	14	133,47
Railway Trade Unions	2		1		1		1		1		1		1		1		1									
Catering, Hotels and Tourism																										
Postal, Telecom. and Newspaper Services																										
Banking and Insurance																										
Agriculture and Nutrition			5	44,66	5	46,62	5	49,28	5	52,90	5	56,52	5	61,62	4	70,05	1		1		1		1		1	
Commerce			1		1		1		1		1		1		1		1		1		1		1		1	
PROJEKT																										
Glass, Ceramic, Jewellery & Porcelain	2																									
STAVBA			13	46,15	13	48,22	13	51,44	13	55,19	13	61,12	13	68,12	13	75,63										
Textile, Clothing and Leather Industry																										
UNIOS	1		3	42,50	4	44,30	3	44,60	3	48,07	3	52,07	3	56,80	3	62,17	2		2		2		2		2	
Health Service and Social Care			2		2		2		2		2		2		2		2		2		2		2		2	

Explanatory notes: PV
 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)

in CZK/hour/pers.

ISPP		Hourly wage scales - other scale systems																												2006								
TARIFF SCALE		TARIFF SCALE																																				
SCALE SYSTEM		1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17				
		PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h			
2 scale																																						
3 scale		2		2		2																																
4 scale		3	48,10	3	50,50	3	54,47	3	63,80																													
5 scale		2		1		1		1		1																												
6 scale		3	38,97	4	44,33	4	52,90	4	62,10	2		2																										
7 scale		10	43,47	10	46,45	12	48,63	12	54,12	12	60,43	11	66,13	7	65,67																							
8 scale		7	44,01	7	47,94	7	51,41	9	53,82	9	61,79	8	65,34	8	72,14	8	78,65																					
9 scale		10	47,75	11	47,49	12	48,98	12	51,42	12	54,81	12	59,43	12	65,34	11	73,21	10	79,67																			
10 scale		18	43,77	19	45,83	19	49,26	20	53,00	19	57,78	19	63,57	14	69,47	11	67,78	8	74,20	9	82,20																	
11 scale		2		2		2		2		2		2		2		1		1		1		1																
13 scale		4	47,28	4	50,08	4	53,90	4	57,63	4	61,55	4	66,45	4	71,25	2		2		2		2		2		2		2										
14 scale		1		1		1		1		2		2		2		1																						
15 scale																																						
16 scale		2		2		2		2		2		2		2		2		1		1		1		1		1		1		1		1		1		1		
17 scale								1		1		1		1		2		2		1		1		1		1		1		1		1		1		1		

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

Table NO. A5a

Evaluation of collective agreements

Minimum wage and hourly wage scales at hours other than 40 hour working hours - calculated for a working hour fund of 37.5 hours/week

Classification based on: Trade unions

in CZK/hour/pers.

ISPP																									Minimum wage and hourly wage scales																									2006	
TRADE UNION		Min. wage		HOOR WAGE SCALES																																															
				Tariff scale																																															
				1		2		3		4		5		6		7		8		9		10		11		12																									
		PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h																								
Total		38	50,69	264	45,46	273	47,87	277	50,93	276	54,88	275	59,77	272	65,40	260	71,90	140	78,89	111	85,46	101	93,53	98	104,97	95	118,98																								
Civilian Employees of the Army																																																			
Transport				15	40,98	15	42,25	15	43,92	15	46,67	15	49,30	14	51,54	13	52,93	7	57,46	4	59,38	4	63,78	4	69,13	3	75,93																								
Transport, Road Economy and Repair Vehicles				5	57,13	6	59,04	6	63,15	6	68,91	6	75,43	6	83,13	6	91,30	5	102,75	1		1																													
Wood, Industry, Forestry and Manag. of Water				9	45,44	9	48,93	9	52,31	9	55,98	9	60,87	9	65,99	9	70,83	8	78,39	8	85,20	7	94,34	6	109,22	6	122,60																								
ECHO				9	48,71	10	52,23	10	56,17	10	61,34	10	67,55	10	74,12	10	80,97	3	89,37	2		1		1		1																									
Mines, Geology and Oil Industry		1		7	48,57	7	50,29	7	53,29	7	57,37	7	62,53	7	69,13	7	76,77	2		1		1		1		1																									
KOVO		21	51,37	121	45,52	128	48,08	131	51,50	131	55,64	131	60,67	131	66,30	127	72,64	52	79,60	42	86,65	34	95,67	34	106,25	32	119,29																								
Independent Trade Union																																																			
Food Industry and Allied Trade		9	48,98	26	43,78	24	45,89	24	48,17	24	52,33	24	57,34	24	64,08	21	73,02	17	78,04	17	87,50	17	98,42	17	117,29	17	138,36																								
Railway Trade Unions		4	49,45	2		2		2		2		2		2		1																																			
Catering, Hotels and Tourism																																																			
Postal, Telecom. and Newspaper Services																																																			
Banking and Insurance																																																			
Agriculture and Nutrition				5	43,54	5	45,78	5	47,80	5	51,36	5	56,18	5	61,58	4	67,28	1																																	
Commerce																																																			
PROJEKT																																																			
Glass, Ceramic, Jewellery & Porcelain		2		28	48,02	28	49,85	28	52,51	28	55,84	28	60,79	28	66,42	28	72,49	28	79,71	28	87,00	28	93,47	28	103,11	28	114,23																								
STAVBA				15	50,11	15	52,23	16	55,24	16	59,46	16	65,01	16	72,79	14	83,06	7	89,56	1		1																													
Textile, Clothing and Leather Industry				19	37,28	20	39,81	20	42,31	19	44,51	18	46,96	18	50,83	18	55,02	8	60,33	6	70,87	6	79,57	6	88,62	6	99,72																								
UNIOS		1		3	49,03	4	50,78	4	53,48	4	58,65	4	65,03	2		2		2		1		1		1		1																									
Health Service and Social Care																																																			

Explanatory notes: PV
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)

in CZK/hour/pers.

ISPP		Hourly wage scales - other scale systems																												2006							
TARIFF SCALE		TARIFF SCALE																																			
SCALE SYSTEM		1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17			
		PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h		
2 scale		1		1																																	
3 scale		4	47,26	3	53,00	3	64,67																														
4 scale		4	50,13	4	59,98	4	77,18	3	100,73																												
5 scale		8	47,90	8	52,69	8	59,50	7	65,01	5	78,40																										
6 scale		12	47,58	12	51,15	12	55,43	12	60,03	12	65,83	11	71,73																								
7 scale		21	43,46	23	47,05	25	51,43	25	56,17	25	62,58	25	69,98	22	78,42																						
8 scale		12	44,87	11	48,36	12	51,83	12	55,67	12	60,81	11	68,86	9	71,78	9	78,76																				
9 scale		16	43,48	16	46,82	16	50,22	17	56,53	17	63,33	14	70,69	10	72,81	8	75,10	8	85,01																		
10 scale		20	44,33	21	46,34	21	49,00	21	52,81	21	56,87	19	62,68	18	67,92	6	69,70	5	69,76	5	75,08																
11 scale		3	39,47	3	40,40	3	42,47	3	45,90	3	50,23	3	54,17	2		1		1		1		1															
13 scale		4	46,18	4	48,73	10	56,62	11	58,66	11	62,28	11	66,79	11	72,67	10	77,14	8	80,67	7	86,17	7	94,90	7	106,15	1											
14 scale		4	42,18	5	42,84	5	45,38	6	44,80	6	47,22	6	50,08	6	53,27	4	55,25	4	59,43	3	73,70	3	78,37	3	83,17	1		1									
15 scale		4	49,53	4	51,95	6	52,87	7	55,84	7	62,25	7	69,89	6	73,96	5	83,34	5	91,23	1		1		1		1		1		1		1					
16 scale		7	42,27	7	44,50	7	47,43	8	50,26	8	54,35	8	59,44	8	64,55	6	74,30	5	75,58	2		2		2		2		2		2		2					
17 scale		21	45,14	21	47,29	22	49,07	22	51,34	22	55,46	22	60,87	22	67,75	20	77,67	20	90,78	1		1															

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

Table NO. A7a

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

in CZK/hour, % of average earnings or % of wage scale

ISPP																								Wage supplementary charges										2006	
TRADE UNION	Type of supplementary charge																																		
	for overtime work			for overtime work on Saturdays and Sundays			for night work			for afternoon work				for work on Saturdays and Sundays				for hard working environment				other													
	PV	% AE	% WS	PV	% AE	% WS	PV	CZK/h	% AE	PV	CZK/h	% AE	% WS	PV	CZK/h	% AE	% WS	CZK/shift	PV	min.CZK/h	max.CZK/h	% AE	% WS	PV											
Total	1079	26,7	42,3	490	49,0	50,8	1049	9,93	21,6	724	5,61	9,2	9,4	832	15,15	35,9	57,1	156,00	810	6,44	8,17	15,0	30,0	716											
Civilian Employees of the Army	1													1					1																
Transport	38	29,8		2			39	6,74	10,0	10	3,31			38	32,50	33,1			32	7,59	7,96			24											
Transport, Road Economy and Repair Vehicles	16	25,4		2			16	6,14	10,0	5	3,08			15	46,80	30,9			14	6,34	7,97			16											
Wood, Industry, Forestry and Manag.of Water	49	26,2		36	46,0		46	8,26	20,0	22	5,15	10,0	10,0	34	11,29	25,6	15,0		42	6,74	7,38			23											
ECHO	44	28,2		33	48,6		42	12,64		34	5,86			42	17,04	30,8	31,5	160,00	38	6,27	8,51			34											
Mines, Geology and Oil Industry	16	25,5		5	60,0		17	9,70		10	4,37			15	12,14	26,4	20,0		12	6,79	7,90			12											
KOVO	528	26,3	47,5	221	49,1	50,8	529	10,98	30,0	431	5,88		9,0	426	19,53	37,7	69,0		416	6,02	7,35		30,0	350											
Independent Trade Union	1						1							1					1																
Food Industry and Allied Trade	74	26,0		29	46,7		69	8,94	20,0	57	5,06			54	11,55	37,8	50,0		41	6,00	6,66			46											
Railway Trade Unions	13	25,0	25,0	9	41,7		13	9,63	10,0	5	4,32			12	11,00	36,7			9	6,50	17,36			11											
Catering, Hotels and Tourism	23	35,1		2			23	7,09						15	19,88			143,75	3	7,00	7,00			6											
Postal, Telecom. and Newspaper Services	1						1												5	6,80	6,80			1											
Banking and Insurance	3	28,3		1			1			1				2										1											
Agriculture and Nutrition	19	25,4		14	55,4		18	6,91		14	3,59			9	20,00	38,6	50,0		18	6,44	8,08			12											
Commerce	17	25,0		10	50,0		13	7,81		1				8	28,75	37,5	50,0		8	8,38	9,80			9											
PROJEKT	3	25,0												2										3											
Glass, Ceramic, Jewellery & Porcelain	35	30,8		3	55,0		34	9,57	50,0	34	6,01			33		32,3	54,4		34	7,51	9,68			26											
STAVBA	48	25,5		43	50,7		53	7,92		22	3,64			21	19,80	35,0	25,0	250,00	46	7,54	7,64			28											
Textile, Clothing and Leather Industry	44	26,1		8	44,4		47	10,98	17,0	44	6,34	8,4		47	9,21	43,4			32	6,52	6,77			34											
UNIOS	93	26,7	30,0	65	50,2		71	7,97	19,0	34	5,20			43	9,50	34,0	56,7		54	7,04	15,46	15,0		69											
Health Service and Social Care	13	26,0		7	48,6		16	7,44	20,0					14	10,00	26,2			4	7,00	8,60			11											

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
 % AE average value of the supplementary charge specified as a percentage of the average earnings
 % WS average value of the supplementary charge specified as a percentage of the wage scale
 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. A8a

Evaluation of collective agreements
Remunerations for standby duty
Classification based on: Trade unions

in CZK/hour, CZK, % of average earnings or % of wage scale

ISPP																										Remunerations for standby duty										2006				
TRADE UNION		Remuneration for standby duty agreed generally					Remuneration for standby duty agreed in a differentiated manner																																	
							outside the worksite on a working day					outside the worksite on a bank holiday					on the worksite on a working day					on the worksite on a bank holiday																		
		PV	CZK/h	% AE	% WS	min. CZK	PV	CZK/h	% AE	% WS	min. CZK	PV	CZK/h	% AE	% WS	min. CZK	PV	CZK/h	% AE	% WS	min. CZK	PV	CZK/h	% AE	% WS	min. CZK														
Total		58	10,89	17,2	10,0	98	749	8,91	12,6	14,2	52	701	14,02	16,8	22,9	95	584	19,45	35,4	59,8	71	530	28,82	49,6	87,5	109														
Civilian Employees of the Army																																								
Transport							31	10,00	13,3		48	30	12,00	24,2		107	14	30,00	26,4	50,0	190	12	30,00	42,8	100,0	130														
Transport, Road Economy and Repair Vehicles		1					15	8,00	11,4			15	15,00	15,4			14	8,00	27,7			14	15,00	32,3																
Wood, Industry, Forestry and Manag. of Water		2					36	6,29	10,5		61	35	9,07	14,2		110	25	8,67	22,8	50,0	70	24	16,83	28,2	50,0	165														
ECHO		2					38	6,96	10,0		31	38	11,72	10,7		57	29	19,08	22,5	34,0	70	29	26,07	25,0	39,0	127														
Mines, Geology and Oil Industry		2					13	9,18	10,0		61	12	10,10	12,5		78	13	25,11	20,0	66,7		12	31,88	20,0	100,0															
KOVO		33	9,84	18,9	10,0	50	362	9,01	12,0	14,3	52	326	14,12	15,2	22,2	108	294	20,11	38,7	70,3	50	247	31,13	50,9	92,4	100														
Independent Trade Union		1																																						
Food Industry and Allied Trade		4		16,0		120	48	6,88	11,9	10,0	56	48	11,85	12,6	20,0	91	40	8,50	24,3	53,3	53	40	11,67	32,5	88,3	93														
Railway Trade Unions							12	15,67	16,0		200	11	27,20	19,0		300	12	26,83	31,7			12	37,17	48,8																
Catering, Hotels and Tourism							17		17,6			17		18,2			17		36,2			17		39,1																
Postal, Telecom. and Newspaper Services							1					1					1					1																		
Banking and Insurance							1					1					1					1																		
Agriculture and Nutrition		1					12	4,67	15,0	15,0	83	12	7,33	27,0	25,0	125	10	20,00	56,7	50,0	50	11	30,00	73,3	92,0	75														
Commerce							8		27,5			8		37,5			8		30,0			8		41,3																
PROJEKT																																								
Glass, Ceramic, Jewellery & Porcelain							26	9,05	10,7		51	19	9,67	15,5		95	16	14,50	45,5	50,0	50	14	9,00	92,3		100														
STAVBA							36	21,05	14,8		20	36	37,87	24,0		40	29	9,65	48,9		20	29	14,60	97,1		40														
Textile, Clothing and Leather Industry		6	7,92			40	30	6,17	10,0		48	30	13,94	11,9		90	17	8,79	23,3	50,0	63	17	12,71	31,1	100,0	90														
UNIOS		5	13,50	15,0		68	51	8,52	12,4	15,0	49	52	13,12	17,0	25,0	84	35	16,41	22,2	32,5	158	34	26,69	26,7	62,5	264														
Health Service and Social Care		1					12	14,33	14,0	15,0		10	19,50	20,7	25,0		9	47,00	42,0	50,0		8	76,00	80,0	100,0															

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
 % AE average value of remuneration specified as a percentage of the average earnings
 % WS average value of remuneration specified as a percentage of the wage scale
 CZK/h average value of remuneration in CZK per hour
 min. CZK average minimum value of remuneration in CZK/per day

Table NO. A9a

Evaluation of collective agreements
Refunds of wages and other provisions
Classification based on: Trade unions

in % of average earnings, % of collective agreements

ISPP Refunds of wages and other provisions 2006										
TRADE UNION	Refund of wage to an employee who was not transferred to another position				Agreed other reasons for transfer to another position		Other provisions			
	at idle time		under unfavourable climatic influences				More detailed arrangement of ascertaining average earnings in CA		Regular term of payment of wage agreed in CA	
	PV	% AE	PV	% AE	PV	% CA	PV	% CA	PV	% CA
Total	346	97,1	277	89,4	113	8,7	536	41,2	1020	78,4
Civilian Employees of the Army			1						1	33,3
Transport	20	99,5	19	98,4	3	7,1	7	16,7	39	92,9
Transport, Road Economy and Repair Vehicles	5	98,0	2		1	6,3	8	50,0	11	68,8
Wood, Industry, Forestry and Manag. of Water	11	100,0	17	86,5	2	3,8	11	20,8	43	81,1
ECHO	31	91,9	31	74,8	14	30,4	15	32,6	45	97,8
Mines, Geology and Oil Industry	8	100,0	8	100,0	8	40,0	14	70,0	6	30,0
KOVO	174	96,4	115	91,5	53	8,9	287	48,4	450	75,9
Independent Trade Union									1	50,0
Food Industry and Allied Trade	16	100,0	12	87,9	5	5,0	33	32,7	78	77,2
Railway Trade Unions	7	98,6	4	95,0	5	26,3	6	31,6	17	89,5
Catering, Hotels and Tourism	12	100,0	15	97,3	10	41,7	18	75,0	24	100,0
Postal, Telecom. and Newspaper Services	1		1				1	14,3	5	71,4
Banking and Insurance			1						5	71,4
Agriculture and Nutrition	7	100,0	3	100,0	2	6,7	6	20,0	22	73,3
Commerce	8	100,0	6	100,0	1	4,3	3	13,0	17	73,9
PROJEKT							2	66,7	3	100,0
Glass, Ceramic, Jewellery & Porcelain	6	95,8	14	86,1	3	8,6	31	88,6	26	74,3
STAVBA	21	100,0	8	81,3	5	7,8	7	10,9	49	76,6
Textile, Clothing and Leather Industry	5	95,0	8	88,1	1	2,0	27	54,0	45	90,0
UNIOS	13	97,7	12	82,5			58	40,6	116	81,1
Health Service and Social Care	1						2	10,0	17	85,0

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
 % AE average value of the refund specified as a percentage of the average earnings
 % 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. A10a

Evaluation of collective agreements
Remunerations at work anniversaries
Classification based on: Trade unions

in CZK

ISPP		Remunerations at work anniversaries																2006	
TRADE UNION	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	
		PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK
Total	349	32	2 263	134	2 332	230	3 082	258	3 925	326	4 577	349	5 433	349	6 341	349	7 225	349	8 242
Civilian Employees of the Army																			
Transport	21	2		6	1 583	7	2 171	11	2 964	20	3 165	21	3 924	21	4 595	21	5 167	21	5 786
Transport, Road Economy and Repair Vehicles	9			3	2 167	5	2 400	6	3 167	9	3 778	9	4 833	9	5 778	9	6 222	9	6 667
Wood, Industry, Forestry and Manag. of Water	14	2		10	2 140	11	3 009	11	3 664	12	4 050	14	5 057	14	5 714	14	6 343	14	6 914
ECHO	24	1		7	2 800	14	3 343	18	4 556	22	5 620	24	6 950	24	8 015	24	9 873	24	11 310
Mines, Geology and Oil Industry	6	2		5	1 620	5	2 340	5	3 000	6	3 300	6	3 433	6	3 683	6	3 683	6	4 017
KOVO	79	7	2 271	26	2 257	57	2 960	62	3 817	77	4 744	79	5 657	79	6 611	79	7 687	79	8 827
Independent Trade Union	1									1		1		1		1		1	
Food Industry and Allied Trade	42	3	1 167	20	1 655	31	2 562	33	3 687	40	4 671	42	5 978	42	7 477	42	8 676	42	9 895
Railway Trade Unions	8	2		4	2 300	7	3 243	7	4 400	8	5 375	8	6 450	8	7 500	8	9 125	8	9 750
Catering, Hotels and Tourism	15	3	4 167	7	5 000	14	5 000	14	5 286	14	5 750	15	5 633	15	5 900	15	5 900	15	5 900
Postal, Telecom. and Newspaper Services																			
Banking and Insurance	1			1		1		1		1		1		1		1		1	
Agriculture and Nutrition	11			3	1 333	5	2 500	6	3 333	11	3 291	11	4 109	11	4 709	11	5 118	11	5 491
Commerce	9			3	2 167	6	3 167	8	2 938	9	3 611	9	4 111	9	4 389	9	4 500	9	4 611
PROJEKT																			
Glass, Ceramic, Jewellery & Porcelain	9	1		2		5	1 720	7	3 186	9	4 611	9	7 022	9	9 389	9	11 778	9	14 278
STAVBA	19	1		4	2 250	12	2 458	14	3 279	17	3 973	19	4 578	19	5 497	19	6 231	19	7 307
Textile, Clothing and Leather Industry	22	2		9	1 317	15	2 397	17	2 785	21	3 069	22	3 691	22	4 366	22	4 777	22	5 480
UNIOS	56	6	4 000	23	2 874	34	3 841	37	5 095	47	5 467	56	5 928	56	6 672	56	7 368	56	8 835
Health Service and Social Care	3			1		1		1		2		3	3 500	3	4 167	3	4 333	3	4 500

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
CZK average value of remuneration in CZK

Table NO. A11a

Evaluation of collective agreements
Remunerations at life anniversaries I - reaching the age of 50
Classification based on: Trade unions

in CZK

ISPP														Remuneration at life anniversaries I														2006	
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																
PV	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK															
Total	536	248	2 978	517	3 115	536	3 765	536	4 364	536	4 930	536	5 283																
Civilian Employees of the Army																													
Transport	31	13	2 354	31	2 855	31	3 419	31	3 903	31	4 290	31	4 516																
Transport, Road Economy and Repair Vehicles	8	3	3 500	8	2 838	8	3 088	8	3 638	8	3 950	8	4 275																
Wood, Industry, Forestry and Manag. of Water	27	10	1 680	26	2 419	27	3 135	27	3 859	27	4 848	27	5 381																
ECHO	29	13	2 538	29	2 950	29	4 307	29	5 298	29	6 302	29	7 062																
Mines, Geology and Oil Industry	13	5	4 000	12	3 108	13	3 577	13	4 100	13	4 577	13	4 885																
KOVO	122	51	2 349	113	2 740	122	3 395	122	4 134	122	4 848	122	5 320																
Independent Trade Union	1	1		1		1		1		1		1																	
Food Industry and Allied Trade	45	9	3 839	44	2 673	45	3 382	45	4 099	45	4 908	45	5 484																
Railway Trade Unions	16	7	3 557	15	4 325	16	4 733	16	5 208	16	5 431	16	5 556																
Catering, Hotels and Tourism	20	17	4 118	20	5 050	20	5 600	20	6 025	20	6 225	20	6 275																
Postal, Telecom. and Newspaper Services	3	1		3	6 333	3	6 667	3	6 667	3	6 667	3	6 667																
Banking and Insurance																													
Agriculture and Nutrition	18	5	2 150	17	3 279	18	3 722	18	4 292	18	5 056	18	5 319																
Commerce	15	5	1 000	14	1 886	15	2 453	15	2 853	15	3 400	15	3 853																
PROJEKT	3			3	2 667	3	6 667	3	9 333	3	10 000	3	10 000																
Glass, Ceramic, Jewellery & Porcelain	10	3	1 833	9	2 211	10	2 750	10	3 240	10	3 760	10	4 610																
STAVBA	32	13	3 231	31	3 242	32	4 044	32	4 759	32	5 406	32	5 750																
Textile, Clothing and Leather Industry	35	11	2 327	34	2 325	35	2 767	35	3 077	35	3 501	35	3 739																
UNIOS	100	77	3 596	100	3 892	100	4 483	100	4 902	100	5 165	100	5 272																
Health Service and Social Care	8	4	1 925	7	2 743	8	3 338	8	3 650	8	4 088	8	4 338																

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
CZK average value of remuneration in CZK

Table NO. A12a

Evaluation of collective agreements
Remunerations at life anniversaries II - 1st old-age or disability retirement
Classification based on: Trade unions

in CZK

ISPP													
Remuneration at life anniversaries II													
2006													
TRADE UNION	Remuneration at 1st old-age or disability retirement												
	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	
	PV	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK
Total	582	259	3 409	540	3 839	577	4 812	582	5 753	582	6 688	582	7 466
Civilian Employees of the Army													
Transport	34	10	2 510	29	3 331	34	4 162	34	4 765	34	5 294	34	5 676
Transport, Road Economy and Repair Vehicles	8	3	4 167	8	5 375	8	5 875	8	8 250	8	8 813	8	12 938
Wood, Industry, Forestry and Manag. of Water	31	11	1 555	30	3 114	31	4 443	31	5 591	31	7 130	31	8 276
ECHO	38	20	2 775	36	3 888	38	6 042	38	8 091	38	10 145	38	12 149
Mines, Geology and Oil Industry	12	4	4 250	11	4 000	12	4 650	12	5 792	12	6 542	12	6 833
KOVO	144	52	2 875	128	3 075	141	4 012	144	5 017	144	5 968	144	6 983
Independent Trade Union	1	1		1		1		1		1		1	
Food Industry and Allied Trade	52	10	5 755	44	4 150	52	5 228	52	6 023	52	7 375	52	8 202
Railway Trade Unions	16	7	5 214	14	8 693	15	10 293	16	11 700	16	13 231	16	14 075
Catering, Hotels and Tourism	21	18	4 028	21	4 929	21	5 357	21	5 857	21	6 048	21	6 095
Postal, Telecom. and Newspaper Services	3	2		3	11 333	3	13 333	3	16 667	3	16 667	3	16 667
Banking and Insurance													
Agriculture and Nutrition	17	8	2 156	16	3 547	17	4 059	17	4 691	17	5 559	17	5 926
Commerce	14	6	2 083	14	2 814	14	3 521	14	3 879	14	4 536	14	5 021
PROJEKT	2	2		2		2		2		2		2	
Glass, Ceramic, Jewellery & Porcelain	10	2		9	2 267	10	3 070	10	3 690	10	4 910	10	6 360
STAVBA	32	12	4 808	30	4 633	31	6 035	32	6 841	32	7 803	32	8 281
Textile, Clothing and Leather Industry	37	12	2 300	36	2 451	37	2 961	37	3 314	37	3 809	37	4 045
UNIOS	103	76	3 940	102	4 336	103	5 041	103	5 716	103	6 188	103	6 423
Health Service and Social Care	7	3	2 567	6	3 450	7	4 529	7	5 600	7	6 600	7	6 886

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
CZK average value of remuneration in CZK

Table NO. A13a

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

% of collective agreements

ISPP																				Remuneration of employees I										2006	
TRADE UNION		Remuneration of employees agreed by								Wage form								Conditions have been agreed for the provision of wage forms													
		collective agreement		internal wage regulation		individual contract		combination of given issue*		agreed in CA		of this				combination of given forms**															
		PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	time wage		task wage		ratio wage				PV	% CA										
Total	1050	80,7	562	43,2	370	28,4	625	48,0	826	63,5	458	35,2					368	28,3	465	35,7											
Civilian Employees of the Army	1	33,3	2	66,7																											
Transport	39	92,9	7	16,7			5	11,9	31	73,8	14	33,3					17	40,5	13	31,0											
Transport, Road Economy and Repair Vehicles	16	100,0	3	18,8	13	81,3	14	87,5	8	50,0	2	12,5					6	37,5	5	31,3											
Wood, Industry, Forestry and Manag. of Water	35	66,0	29	54,7	11	20,8	24	45,3	35	66,0	18	34,0					17	32,1	17	32,1											
ECHO	37	80,4	17	37,0	14	30,4	22	47,8	26	56,5	15	32,6					11	23,9	6	13,0											
Mines, Geology and Oil Industry	17	85,0	5	25,0	2	10,0	5	25,0	9	45,0	6	30,0					3	15,0	4	20,0											
KOVO	518	87,4	220	37,1	179	30,2	294	49,6	432	72,8	236	39,8					196	33,1	238	40,1											
Independent Trade Union	1	50,0	1	50,0					1	50,0	1	50,0																			
Food Industry and Allied Trade	58	57,4	37	36,6	20	19,8	19	18,8	66	65,3	41	40,6					25	24,8	50	49,5											
Railway Trade Unions	12	63,2	13	68,4	5	26,3	8	42,1	13	68,4	6	31,6					7	36,8	11	57,9											
Catering, Hotels and Tourism	24	100,0	1	4,2	2	8,3	3	12,5	23	95,8	21	87,5					2	8,3	21	87,5											
Postal, Telecom. and Newspaper Services	1	14,3	6	85,7	5	71,4	5	71,4	1	14,3							1	14,3	1	14,3											
Banking and Insurance	5	71,4	5	71,4	1	14,3	3	42,9	1	14,3							1	14,3	3	42,9											
Agriculture and Nutrition	13	43,3	16	53,3	3	10,0	6	20,0	13	43,3	4	13,3					9	30,0	4	13,3											
Commerce	9	39,1	17	73,9	6	26,1	7	30,4	13	56,5	5	21,7					8	34,8	5	21,7											
PROJEKT	3	100,0			3	100,0	3	100,0											2	66,7											
Glass, Ceramic, Jewellery & Porcelain	31	88,6	21	60,0	21	60,0	24	68,6	14	40,0	2	5,7					12	34,3	8	22,9											
STAVBA	40	62,5	34	53,1	7	10,9	22	34,4	31	48,4	19	29,7					12	18,8	8	12,5											
Textile, Clothing and Leather Industry	46	92,0	14	28,0	30	60,0	38	76,0	30	60,0	3	6,0					27	54,0	13	26,0											
UNIOS	135	94,4	101	70,6	46	32,2	118	82,5	73	51,0	60	42,0					13	9,1	49	34,3											
Health Service and Social Care	9	45,0	13	65,0	2	10,0	5	25,0	6	30,0	5	25,0					1	5,0	7	35,0											

Explanatory notes: PV 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
 * agreements combining more methods of contracting remunerations are included even in the sum total for individual contracting methods
 ** agreements combining more wage forms are not included in the sum total for individual forms

Table NO. A14a

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

% of collective agreements, in hours per year

ISPP																							Remuneration of employees II										2006	
TRADE UNION	Inclusion of working activities in functions, positions and tariff scales										Corporate catalogue part of CA		Other wage components						Activity of parity commissions agreed in CA		Contracting wage while considering overtime work													
	agreed		for classification, the following are used										13th wage		14th wage		15th wage																	
			unified catalogue		occupational catalogue		catalogue of OS		own corp. catalogue		PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	hours/year												
	Total	690	53,0	134	10,3	53	4,1	3	0,2	576	44,3	240	18,4	517	39,7	271	20,8	2	0,2	293	22,5	194	147											
Civilian Employees of the Army																					1													
Transport	31	73,8	4	9,5					28	66,7	18	42,9	1	2,4	1	2,4																		
Transport, Road Economy and Repair Vehicles	16	100,0	2	12,5					14	87,5	2	12,5	6	37,5	4	25,0			8	50,0	1													
Wood, Industry, Forestry and Manag. of Water	29	54,7	8	15,1	2	3,8			24	45,3	5	9,4	21	39,6	11	20,8					14	150												
ECHO	40	87,0	3	6,5	2	4,3			35	76,1	7	15,2	33	71,7	12	26,1					19	150												
Mines, Geology and Oil Industry	13	65,0	4	20,0					10	50,0	3	15,0	14	70,0	9	45,0			3	15,0	3	150												
KOVO	317	53,5	59	9,9	29	4,9	2	0,3	260	43,8	100	16,9	206	34,7	117	19,7	2	0,3	261	44,0	52	145												
Independent Trade Union	1	50,0							1	50,0			1	50,0																				
Food Industry and Allied Trade	50	49,5	2	2,0					48	47,5	22	21,8	61	60,4	34	33,7			4	4,0	15	147												
Railway Trade Unions	11	57,9	2	10,5	1	5,3			9	47,4	2	10,5	6	31,6	2	10,5					5	150												
Catering, Hotels and Tourism	13	54,2	3	12,5					11	45,8	8	33,3	21	87,5	6	25,0					17	150												
Postal, Telecom. and Newspaper Services	1	14,3							1	14,3	1	14,3	1	14,3	1	14,3					4	150												
Banking and Insurance	4	57,1							4	57,1	3	42,9	3	42,9	1	14,3					3	150												
Agriculture and Nutrition	10	33,3	1	3,3					9	30,0	4	13,3	9	30,0	3	10,0					4	150												
Commerce	8	34,8	2	8,7					7	30,4	4	17,4	8	34,8	2	8,7					9	149												
PROJEKT	3	100,0							3	100,0			2	66,7							1													
Glass, Ceramic, Jewellery & Porcelain	24	68,6	9	25,7	6	17,1	1	2,9	18	51,4	6	17,1	12	34,3	9	25,7			14	40,0														
STAVBA	31	48,4	16	25,0	6	9,4			19	29,7	11	17,2	20	31,3	9	14,1					18	150												
Textile, Clothing and Leather Industry	31	62,0	14	28,0	5	10,0			24	48,0	15	30,0	25	50,0	13	26,0			1	2,0	6	139												
UNIOS	47	32,9	4	2,8	2	1,4			42	29,4	23	16,1	67	46,9	37	25,9			2	1,4	19	141												
Health Service and Social Care	10	50,0	1	5,0					9	45,0	6	30,0									3	150												

Explanatory notes: PV 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 extent of contracted overtime work in hours per year

Table NO. A15a

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

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

ISPP Remuneration of employees III - wage development without dependance on economic indicators 2006																														
TRADE UNION	Has wage development been contracted in the CA?																													
	of this																													
	by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage								by increasing the average real wage						by keeping real wage				by combination			
	fixed amount		by incr. in %		without manag.		by increase in %		by abs. amount		without manag.		by incr. in %		without manag.		without manag.		of given issues											
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	aver.%	PV	aver.CZK	PV	aver.%	PV	% CA	PV	aver.%	PV	% CA	PV	% CA	PV	% CA		
Total	300	23,1	38	2,9	262	20,1	56	4,3	9	0,7	549	42,2	543	3,9	6	488,0	44	3,6	43	3,3	43	2,1	2		146	11,2	8	0,6	191	14,7
Civilian Employees of the Army	1	33,3			1	33,3					2	66,7	2															1	33,3	
Transport	1	2,4			1	2,4					6	14,3	6	3,3											2	4,8				
Transport, Road Economy and Repair Vehicles	2	12,5			2	12,5					11	68,8	11	4,0					1	6,3	1				8	50,0			8	50,0
Wood, Industry, Forestry and Manag. of Water	15	28,3	1	1,9	14	26,4	2	3,8			31	58,5	31	4,5			1		2	3,8	2				11	20,8			22	41,5
ECHO	12	26,1	2	4,3	10	21,7					16	34,8	16	4,5			3	4,2	4	8,7	4	1,6			17	37,0	2	4,3	6	13,0
Mines, Geology and Oil Industry	8	40,0			8	40,0	2	10,0			8	40,0	8	5,0											1	5,0			3	15,0
KOVO	188	31,7	28	4,7	160	27,0	17	2,9	2	0,3	264	44,5	258	4,0	6	488,0	23	3,8	17	2,9	17	1,9	1		69	11,6	5	0,8	104	17,5
Independent Trade Union	1	50,0			1	50,0																								
Food Industry and Allied Trade	18	17,8			18	17,8	14	13,9	2	2,0	33	32,7	33	3,3					4	4,0	4	1,5			10	9,9			10	9,9
Railway Trade Unions	12	63,2	3	15,8	9	47,4	6	31,6	3	15,8	7	36,8	7	4,6					5	26,3	5	3,3	1		3	15,8	1	5,3	11	57,9
Catering, Hotels and Tourism							1	4,2	1	4,2	19	79,2	19	2,9			6	2,6											1	4,2
Postal, Telecom. and Newspaper Services	1	14,3	1	14,3							1	14,3	1												1	14,3			1	14,3
Banking and Insurance	1	14,3			1	14,3	1	14,3	1	14,3	4	57,1	4	4,3			1												2	28,6
Agriculture and Nutrition	2	6,7	1	3,3	1	3,3					9	30,0	9	4,2					1	3,3	1								1	3,3
Commerce											3	13,0	3	3,7											7	30,4				
PROJEKT																			2	66,7	2									
Glass, Ceramic, Jewellery & Porcelain	2	5,7			2	5,7	2	5,7			11	31,4	11	3,2			1		2	5,7	2							1	2,9	
STAVBA	9	14,1			9	14,1					19	29,7	19	4,3			3	4,7	4	6,3	4	1,1			7	10,9			5	7,8
Textile, Clothing and Leather Industry	4	8,0	1	2,0	3	6,0	1	2,0			35	70,0	35	3,2			5	3,9	1	2,0	1							2	4,0	
UNIOS	19	13,3			19	13,3	10	7,0			63	44,1	63	4,1			1								9	6,3			10	7,0
Health Service and Social Care	4	20,0	1	5,0	3	15,0					7	35,0	7	3,3											1	5,0			3	15,0

Explanatory notes: PV 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 IV - wage development
Classification based on: Trade unions

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

ISPP Remuneration of employees IV - wage development in dependance on economic indicators 2006																										
TRADE UNION	Number of CA	Has wage development been contracted in the CA?																								
		of this																								
		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				
				without manag.				by increase in %		by abs. amount		without manag.				by incr. in %		without manag.				without manag.		of given issues		
PO	PV	% CA	PV	% CA	PV	% CA	PV	aver.%	PV	aver.CZK	PV	aver.%	PV	% CA	PV	aver.%	PV	aver.%	PV	% CA	PV	% CA	PV	% CA		
Total	222	12	5,4	5	2,3	151	68,0	151	4,1				14	3,8	15	6,8	15	2,1	1		47	21,2	2	0,9	54	24,3
Civilian Employees of the Army	2					2	100,0	2																1	50,0	
Transport																										
Transport, Road Economy and Repair Vehicles	2					1	50,0	1						1	50,0	1					1	50,0			1	50,0
Wood, Industry, Forestry and Manag. of Water	19					18	94,7	18	4,8												5	26,3			10	52,6
ECHO	15					4	26,7	4	5,8				1		3	20,0	3	1,4			8	53,3			3	20,0
Mines, Geology and Oil Industry	1					1	100,0	1																		
KOVO	101	4	4,0			73	72,3	73	4,0				10	3,8							15	14,9	1	1,0	20	19,8
Independent Trade Union																										
Food Industry and Allied Trade	25	2	8,0	2	8,0	20	80,0	20	3,6					1	4,0	1					6	24,0			5	20,0
Railway Trade Unions	11	4	36,4	3	27,3	3	27,3	3	4,7					4	36,4	4	3,9	1			2	18,2	1	9,1	7	63,6
Catering, Hotels and Tourism	3					3	100,0	3	1,9																	
Postal, Telecom. and Newspaper Services	1					1	100,0	1													1	100,0			1	100,0
Banking and Insurance	1					1	100,0	1																	1	100,0
Agriculture and Nutrition	2					2	100,0	2																		
Commerce	5					2	40,0	2													3	60,0				
PROJEKT	2														2	100,0	2									
Glass, Ceramic, Jewellery & Porcelain	6	1	16,7			4	66,7	4	2,9				1		1	16,7	1									
STAVBA	14					7	50,0	7	4,7				2		2	14,3	2				5	35,7			3	21,4
Textile, Clothing and Leather Industry	7					6	85,7	6	3,9					1	14,3	1									1	14,3
UNIOS	3	1	33,3			1	33,3	1													1	33,3				
Health Service and Social Care	2					2	100,0	2																	1	50,0

Explanatory notes: PV 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. A17a

Evaluation of collective agreements

Labour law requirements - length of working hours, prolongation of holiday entitlement

Classification based on: Trade unions

in hours per week, share in col. agreements

ISPP														Labour law requirements I														2006
TRADE UNION	Length of working hours								Prolongation of holiday entitlement				Other holiday															
	agreed in CA	in general			in working modes				by 1 week	by 2 weeks	by 3 weeks	by more	Sec. 105, LC															
		PV	PV	hours/week	PV	1 shift	2 shift	3 shift						uninterrupted	% CA	% CA	% CA	% CA										
Total	1 236	956	38,0	280	39,7	38,4	37,3	37,2	78,0	1,0	0,1	0,2	6,2															
Civilian Employees of the Army	3	2		1					100,0																			
Transport	30	27	38,3	3	40,0	38,8		37,5	66,7																			
Transport, Road Economy and Repair Vehicles	15	15	37,5						100,0																			
Wood.Industry, Forestry and Manag.of Water	52	44	37,9	8	39,7	38,6	37,5	37,5	81,1				37,7															
ECHO	46	39	37,5	7	38,6	37,9	37,5	36,2	97,8				2,2															
Mines, Geology and Oil Industry	17	15	37,7	2					60,0	15,0	5,0		10,0															
KOVO	569	455	37,8	114	39,6	38,3	37,3	36,9	81,1	0,2		0,3	2,9															
Independent Trade Union	1			1					100,0																			
Food Industry and Allied Trade	98	61	37,9	37	39,9	38,6	37,5	37,5	72,3	2,0			4,0															
Railway Trade Unions	18	13	38,7	5	39,4	38,3	36,8	37,0	78,9	10,5			15,8															
Catering, Hotels and Tourism	24	3	37,5	21	40,0	38,8	37,5	37,5	45,8																			
Postal, Telecom. and Newspaper Services	7	5	37,5	2					100,0																			
Banking and Insurance	7	5	39,5	2					85,7																			
Agriculture and Nutrition	29	28	38,7	1					56,7				6,7															
Commerce	20	8	39,7	12	40,0	38,8	37,5	37,5	30,4																			
PROJEKT	3	3	39,2						66,7																			
Glass, Ceramic, Jewellery & Porcelain	35	34	37,6	1					91,4																			
STAVBA	63	41	38,4	22	39,9	38,6	37,5	37,5	71,9				48,4															
Textile, Clothing and Leather Industry	48	43	37,6	5	39,3	37,8	37,5	37,1	64,0																			
UNIOS	135	109	38,5	26	39,8	38,6	37,5	37,1	85,3	3,5																		
Health Service and Social Care	16	6	37,5	10	39,8	38,6	37,5	37,5	75,0				5,0															

Explanatory notes: PV

% 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. A18a

Evaluation of collective agreements

Labour law requirements - extent of standby duty, overtime work, compensation money

Classification based on: Trade unions

in hours per year, in months, aver. multiple, % of CA

ISPP		Labour law requirements II										2006			
TRADE UNION	Extent of standby duty				Overtime work						Increase of compensation money beyond the framework of Section 60a of the LC		Conditions have been agreed for provision of the compensation money		
	agreed on other place agreed with the employee		agreed decrease of extent on work site		agreed lower extent		agreed buffering period at distribution of working period				PV	aver. multiple	PV	% CA	
	PV	hour/year	PV	hour/year	PV	hour/year	evenly		unevenly						
							PV	months	PV	months					
Total	52	683	68	191	38	173	568	10,8	373	10,9	597	2,2	526	40,4	
Civilian Employees of the Army					1		1		1		3	1,0	3	100,0	
Transport					1		29	11,0	31	11,3	9	2,7	6	14,3	
Transport, Road Economy and Repair Vehicles							11	10,1	11	10,6	10	2,4	9	56,3	
Wood, Industry, Forestry and Manag. of Water			1				27	10,8	27	11,3	35	1,3	33	62,3	
ECHO	2		1		4	169	35	11,5	30	11,8	43	1,4	43	93,5	
Mines, Geology and Oil Industry	1		1		2		10	10,2	8	9,8	11	1,1	11	55,0	
KOVO	26	311	39	158	12	172	182	11,6	88	11,7	224	2,6	184	31,0	
Independent Trade Union															
Food Industry and Allied Trade	9	528	13	262	8	221	67	11,8	34	11,8	39	1,7	35	34,7	
Railway Trade Unions	1						8	12,0	7	12,0	13	2,8	11	57,9	
Catering, Hotels and Tourism							21	5,2	21	7,4	17	1,2	17	70,8	
Postal, Telecom. and Newspaper Services	2		7	264	1		5	12,0	5	12,0	7	1,4	6	85,7	
Banking and Insurance	1				3	150	1		1		4	1,0	4	57,1	
Agriculture and Nutrition	1		1				6	12,0	6	12,0	9	1,2	4	13,3	
Commerce					1		7	11,1	8	11,3	9	1,2	9	39,1	
PROJEKT							3	12,0	3	12,0	2		2	66,7	
Glass, Ceramic, Jewellery & Porcelain							33	6,3	33	6,3	33	3,5	31	88,6	
STAVBA	4	1 075	1		1		32	10,9	33	11,5	49	1,3	49	76,6	
Textile, Clothing and Leather Industry			1				22	10,3	12	12,0	8	1,9	7	14,0	
NIOS	2		3	133	2		59	11,3	7	11,1	69	3,1	59	41,3	
Health Service and Social Care	3	3 667			2		9	12,0	7	12,0	3	1,3	3	15,0	

Explanatory notes: PV

% CA

hour/year

months

average multiple

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 number of hours per year

average number of months

average multiple of increase of compensation money

Table NO. A19a

Evaluation of collective agreements

Labour law requirements - personal obstacles on the part of the employee, for which the refund of wages is provided; lump-sum compensation of survivors

Classification based on: Trade unions

in days, % of coll. agreement, aver. CZK

ISPP		Labour law requirements III																2006						
TRADE UNION	Average number of days of time off provided beyond the framework of the LC																Lump-sum compensation of survivors beyond the frame of the LC							
	Type of personal obstacle																PV	% CA	to a child with entitlement to orphan's annuity		to a spouse		to parents	
	A		B		C		D		E		F		G		H				PV	aver. CZK	PV	aver. CZK	PV	aver. CZK
	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days								
Total	580	1,2	292	6,4	772	2,4	467	1,4	101	4,0	479	1,2	332	3,9	84	2,9	497	38,2	495	73 231	480	53 427	201	42 088
Civilian Employees of the Army	1				1		1				1		1				1	33,3	1		1			
Transport	31	1,1	29	7,1	15	1,5	2		1		26	1,0	3	10,0	1		8	19,0	8	41 250	8	38 125	5	24 000
Transport, Road Economy and Repair Vehicles	3	1,3	14	8,6	14	1,4	2				3	1,3	3	2,0			8	50,0	8	43 125	8	25 625	8	18 125
Wood, Industry, Forestry and Manag. of Water	29	1,1	8	3,0	28	1,1	12	1,0			16	1,3	19	8,3	3	2,7	11	20,8	11	28 182	10	27 000	2	
ECHO	23	1,7	20	5,3	30	1,7	15	1,1	10	3,2	13	1,2	19	2,8	3	4,0	27	58,7	27	122 407	27	102 593	15	81 200
Mines, Geology and Oil Industry	9	1,0	2		15	1,0	4	1,0	10	1,2	8	1,9	12	4,0	8	4,0	7	35,0	7	192 857	7	128 571	3	50 000
KOVO	357	1,3	36	6,0	415	3,3	328	1,6	22	3,0	322	1,1	187	3,1	24	3,9	238	40,1	237	97 996	230	66 039	54	62 903
Independent Trade Union					1																			
Food Industry and Allied Trade	36	1,2	20	9,1	17	1,2	15	1,3	1		20	1,3					6	5,9	6	28 333	3	36 667	2	
Railway Trade Unions	7	1,4	5	6,4	8	1,8	6	1,5	5	1,0	4	1,0	7	8,9	1		7	36,8	6	128 333	6	80 833	3	46 667
Catering, Hotels and Tourism	17	1,0	10	5,0	21	1,6	2								7	1,0	14	58,3	14	30 714	14	26 071	13	26 154
Postal, Telecom. and Newspaper Services	1		1		1				1				6	4,5	6	4,0	2	28,6	2		2			
Banking and Insurance													2				1	14,3	1		1		1	
Agriculture and Nutrition	10	1,2	5	5,0	15	1,3	6	1,0	6	4,2	7	1,1	5	8,0	3	1,7	1	3,3	1		1			
Commerce	17	1,0	12	4,2	7	1,6	6	1,0			7	1,3	3	7,0			13	56,5	13	16 923	13	16 154		
PROJEKT					1		1				2													
Glass, Ceramic, Jewellery & Porcelain	1		34	13,6	33	2,1	27	1,0			8	2,0	3	3,3	8	1,0	33	94,3	33	25 273	33	14 424	32	13 438
STAVBA	22	1,1	48	3,6	48	1,1	2		42	6,0	22	1,0	16	6,6			50	78,1	50	37 600	48	32 188	7	72 857
Textile, Clothing and Leather Industry	2		1		14	1,2	5	1,0	2		3	1,0	3	2,7	1		32	64,0	32	41 250	31	33 387	25	28 400
UNIOS	12	1,4	46	4,4	83	1,1	33	1,0			16	1,0	41	2,0	18	1,6	34	23,8	34	38 824	34	39 118	30	36 000
Health Service and Social Care	2		1		5	1,8			1		1		2		1		4	20,0	4	35 000	3	43 333	1	

Explanatory notes: PV 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 compensation in CZK

A birth of a child to the wife of an employee

B accompanying a disabled child to a medical institution

C death of a close relative

D one's own wedding

E looking for a new job

F moving

G for mothers caring for a child (per year)

H care for a family member (per year)

Table NO. A20a

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

average %

ISPP Social fund (FSCR, stimulation fund) - creation 2006										
TRADE UNION	FSCR creation (state enterprises)		Creation of a social fund							
	principles and budget in CA	agreed other allotment	creation agreed in CA	allotment specified % of PVWF		allotment specified via abs. amount per employee from the profit		of volume of paid wages		allotment spec. otherwise
	PV	PV	PV	PV	aver. %	PV	aver. CZK	PV	aver. %	PV
Total	20	10	430	73	2,3	50	1 618	74	2,1	144
Civilian Employees of the Army	3	2								
Transport	3		7	2				1		
Transport, Road Economy and Repair Vehicles			8	2				2		
Wood, Industry, Forestry and Manag. of Water	5	5	16	7	2,1	2		2		3
ECHO			29			3	2 867	3	2,3	8
Mines, Geology and Oil Industry			4	3	1,7					1
KOVO	3		159	8	3,2	23	1 242	21	2,3	63
Independent Trade Union			1							1
Food Industry and Allied Trade	1		48	5	1,7	4	2 450	25	1,9	17
Railway Trade Unions			8	1		1		1		4
Catering, Hotels and Tourism			8	1				5	2,0	2
Postal, Telecom. and Newspaper Services	1		1							
Banking and Insurance			4	2				2		
Agriculture and Nutrition	1	1	8	2		1		1		2
Commerce			5					1		3
PROJEKT			2							
Glass, Ceramic, Jewellery & Porcelain			33	21	2,6	3	1 237	3	2,4	6
STAVBA			14			1		5	1,3	4
Textile, Clothing and Leather Industry			15			8	1 356			5
UNIOS	3	2	56	18	2,0	4	2 663	2		24
Health Service and Social Care			4	1						1

Explanatory notes: PV
PVWF

number of collective agreements in which the appropriate indicator has been agreed
planned volume of wage funds and other personnel costs

Table NO. A21a

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

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

ISPP Social fund (FSCR, stimulation fund) - use 2006															
TRADE UNION	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	PV	% CA	PV	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	11,4	7,0	4,6	22,7	1,5	4,7	7,0		1,9	25,1	14,1	319	24,5	46	3,5
Civilian Employees of the Army	38,3		13,0	18,0	0,8	4,3				25,6		1	33,3		
Transport	0,8	0,8		13,5	1,0	0,4			2,3	81,1	0,1	2	4,8	3	7,1
Transport, Road Economy and Repair Vehicles	13,9	11,7	0,6	29,3	0,3	6,5	28,6			7,1	2,0	8	50,0		
Wood, Industry, Forestry and Manag. of Water	9,6	0,1	9,0	9,6	0,8	2,8	5,2		1,5	38,6	22,8	11	20,8	4	7,5
ECHO	4,8	9,5	4,1	29,4	3,2	7,1	12,6			26,0	3,4	13	28,3	9	19,6
Mines, Geology and Oil Industry	9,9				1,3					72,4	16,4	3	15,0	1	5,0
KOVO	13,0	8,5	4,2	25,0	0,9	4,7	4,9		3,9	25,3	9,7	114	19,2	10	1,7
Independent Trade Union															
Food Industry and Allied Trade	24,9		8,7	14,4	0,9						51,2	26	25,7		
Railway Trade Unions	5,2	15,5	0,2	9,7	0,7	1,7	0,7		3,8	4,2	58,3	8	42,1	1	5,3
Catering, Hotels and Tourism	16,9	6,7	4,0	16,2	1,0	5,0	0,6			4,0	45,6	4	16,7		
Postal, Telecom. and Newspaper Services			10,7	53,6	5,4	8,9				21,4		1	14,3		
Banking and Insurance												3	42,9	2	28,6
Agriculture and Nutrition	15,1		12,7	17,5	5,7	4,1				11,4	33,4	4	13,3		
Commerce	9,3		8,1	24,8	0,6	5,7				8,3	43,2	3	13,0	1	4,3
PROJEKT	7,3	0,9		36,4		8,1	33,1			14,2					
Glass, Ceramic, Jewellery & Porcelain	30,2	4,1	4,0	18,9	0,5	6,6	16,7		2,5	16,0	0,5	26	74,3	3	8,6
STAVBA	13,3		28,9	18,8	1,2	3,2	2,1			27,0	5,6	12	18,8		
Textile, Clothing and Leather Industry	12,8	5,7		5,5	1,0	1,5				47,0	26,6	16	32,0	1	2,0
UNIOS	14,1	1,4	10,5	23,9	1,8	5,2	11,7			16,7	14,8	63	44,1	11	7,7
Health Service and Social Care	2,2	14,6		61,2	0,9	4,3	5,3			11,5		1	5,0		

Explanatory notes: A	recreation - contribution to employees and family members	I	contribution to transportation
B	medical services - spas, rehabilitation	J	other use
C	loans to employees	K	balance
D	contribution to corporate catering		
E	social assistance	PV	number of collective agreements in which the appropriate indicator has been agreed
F	remunerations for work and life anniversaries	% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
G	contribution to contributory pension scheme	aver. %	average percentage of use for this purpose of the total creation of the fund
H	contribution to accident supplementary insurance		

Evaluation of collective agreements

Care for employees I - Contribution to corporate catering, contribution to contributory pension scheme

Classification based on: Trade unions

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

ISPP													Care for employees I			2006
TRADE UNION	Employer's contribution to corporate catering								Employer's contribution to contributory pension scheme acc. to Act No. 42/94 Coll.							
	arranged in CA		amount of contributions*						arranged in CA		amount of contribution		agreed conditions for provision of contribution			
			out of costs		from the social fund, FSCR, profit		without distinguishing resources				from costs	from social fund, FSCR, profit				
	PO	% CA	aver. CZK	aver. % of price	aver. CZK	aver. % of price	aver. CZK	aver. % of price	PV	% CA	aver. CZK/month	aver. CZK/month	PV			
Total	943	72,5	29,18	54,4	8,71	38,1	28,53	56,2	517	39,7	308,64	302,86	326			
Civilian Employees of the Army	2	66,7							1	33,3			1			
Transport	28	66,7	26,38	54,2	7,43	13,0			12	28,6	275,00		10			
Transport, Road Economy and Repair Vehicles	9	56,3	29,62	55,0	8,90		41,00		7	43,8	450,00	325,00	5			
Wood Industry, Forestry and Manag. of Water	30	56,6	44,33	54,6	14,17		52,81		21	39,6	277,78	266,67	16			
ECHO	26	56,5	27,05	54,8	8,76	21,0	35,91	55,0	28	60,9	305,91	366,67	21			
Mines, Geology and Oil Industry	12	60,0	44,00	55,0	9,00		19,00	54,3	6	30,0	400,00		5			
KOVO	454	76,6	27,57	54,2	6,66	40,8	23,27	56,9	234	39,5	308,11	233,33	118			
Independent Trade Union	2	100,0														
Food Industry and Allied Trade	58	57,4	28,50	54,7	5,60	41,9	6,00		35	34,7	274,71	200,00	33			
Railway Trade Unions	17	89,5	23,33	55,0	8,96		35,00	55,0	11	57,9	338,89	550,00	10			
Catering, Hotels and Tourism	23	95,8	29,20	53,6	12,13			77,5	18	75,0	226,67	283,33	15			
Postal, Telecom. and Newspaper Services	7	100,0		55,0	8,63				5	71,4	220,00		5			
Banking and Insurance	2	28,6							3	42,9	550,00	100,00	3			
Agriculture and Nutrition	22	73,3	23,37	54,1	7,23		42,15	55,0	15	50,0	253,57	300,00	9			
Commerce	18	78,3	26,50	54,4	4,00		28,00		7	30,4	178,57		5			
PROJEKT	3	100,0		55,0					2	66,7			2			
Glass, Ceramic, Jewellery & Porcelain	17	48,6	23,13	55,0	6,25	52,5	30,96		23	65,7	317,65	258,33	17			
STAVBA	51	79,7	32,18	55,0	6,73		35,07	54,2	21	32,8	362,06	212,50	15			
Textile, Clothing and Leather Industry	28	56,0	22,50	55,0	6,00	55,0	24,25	54,0	5	10,0	263,20		2			
UNIOS	122	85,3	31,58	54,8	9,60	20,8	47,00		59	41,3	347,17		31			
Health Service and Social Care	12	60,0		55,0	10,76		26,00		4	20,0	366,67	100,00	3			

Explanatory notes: PV

% CA

aver. % of price

aver. CZK

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 specified as a percentage of the price of a meal

average contribution in CZK

average contribution in CZK per month

* the contribution is contracted from the costs, or the costs and social fund, or the social fund, or without distinguishing resources

Table NO. A23a

Evaluation of collective agreements
 Care for employees II - other social issues
 Classification based on: Trade unions

% of collective agreements

ISPP																
Care for employees II																
2006																
TRADE UNION	Other social issues															
	contribution to employees for								refund				provision of uniform work wear		others	
	life insurance		accident insurance		transport to work		healing, recondition or rehab stays		entrance medical examinations		preventive medical examinations		PV	% CA	PV	% CA
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA				
Total	164	12,6	24	1,8	52	4,0	253	19,4	661	50,8	715	55,0	159	12,2	244	18,8
Civilian Employees of the Army			1	33,3			1	33,3								
Transport	10	23,8			1	2,4	2	4,8	10	23,8	34	81,0	12	28,6	10	23,8
Transport, Road Economy and Repair Vehicles	1	6,3			13	81,3	9	56,3	15	93,8	15	93,8	14	87,5	2	12,5
Wood, Industry, Forestry and Manag. of Water	8	15,1			2	3,8	9	17,0	38	71,7	37	69,8	4	7,5	15	28,3
ECHO	12	26,1			3	6,5	5	10,9	26	56,5	19	41,3			14	30,4
Mines, Geology and Oil Industry	1	5,0					7	35,0	12	60,0	11	55,0	1	5,0	2	10,0
KOVO	55	9,3	12	2,0	19	3,2	162	27,3	322	54,3	331	55,8	31	5,2	57	9,6
Independent Trade Union									1	50,0						
Food Industry and Allied Trade	3	3,0			1	1,0	14	13,9	64	63,4	78	77,2	51	50,5	51	50,5
Railway Trade Unions	7	36,8			2	10,5	5	26,3	12	63,2	12	63,2	11	57,9	4	21,1
Catering, Hotels and Tourism	1	4,2					7	29,2	21	87,5	22	91,7	22	91,7	23	95,8
Postal, Telecom. and Newspaper Services	1	14,3							7	100,0	7	100,0			1	14,3
Banking and Insurance	3	42,9	2	28,6					2	28,6	2	28,6				
Agriculture and Nutrition	5	16,7							11	36,7	15	50,0			4	13,3
Commerce	3	13,0					5	21,7	12	52,2	9	39,1	5	21,7	6	26,1
PROJEKT	1	33,3	2	66,7					1	33,3	1	33,3			1	33,3
Glass, Ceramic, Jewellery & Porcelain	7	20,0	1	2,9	3	8,6	8	22,9	19	54,3	16	45,7	5	14,3	2	5,7
STAVBA	13	20,3	4	6,3	2	3,1	6	9,4	39	60,9	44	68,8	1	1,6	8	12,5
Textile, Clothing and Leather Industry	4	8,0			4	8,0	8	16,0	19	38,0	11	22,0	2	4,0	15	30,0
UNIOS	27	18,9	2	1,4	2	1,4	3	2,1	27	18,9	47	32,9			28	19,6
Health Service and Social Care	2	10,0					2	10,0	3	15,0	4	20,0			1	5,0

Explanatory notes: PV 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. A24a

Evaluation of collective agreements
Industrial safety and health protection at work
Classification based on: Trade unions

% of collective agreements

ISPP Industrial safety and health protection at work 2006										
TRADE UNION	In the collective agreement the following are contracted									
	industrial safety of employees		the decisive period for finding of aver. earnings is the previous calendar year		discussing issues of ISHPW with the trade union body		specific term measures for ensuring ISHPW		written evaluation of the situation by the employer	
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA
Total	1225	94,2	363	27,9	1 077	82,8	455	35,0	660	50,7
Civilian Employees of the Army	2	66,7			2	66,7	1	33,3		
Transport	39	92,9	2	4,8	35	83,3	22	52,4	6	14,3
Transport, Road Economy and Repair Vehicles	16	100,0	4	25,0	15	93,8	8	50,0	14	87,5
Wood, Industry, Forestry and Manag. of Water	49	92,5	9	17,0	48	90,6	10	18,9	7	13,2
ECHO	45	97,8	24	52,2	42	91,3	6	13,0	12	26,1
Mines, Geology and Oil Industry	17	85,0	10	50,0	6	30,0	1	5,0	3	15,0
KOVO	556	93,8	152	25,6	509	85,8	178	30,0	366	61,7
Independent Trade Union	1	50,0			1	50,0				
Food Industry and Allied Trade	98	97,0			84	83,2	53	52,5	54	53,5
Railway Trade Unions	19	100,0	2	10,5	17	89,5	12	63,2	12	63,2
Catering, Hotels and Tourism	24	100,0	16	66,7	23	95,8	24	100,0	17	70,8
Postal, Telecom. and Newspaper Services	7	100,0	1	14,3	7	100,0	1	14,3		
Banking and Insurance	7	100,0			7	100,0	1	14,3	1	14,3
Agriculture and Nutrition	27	90,0	4	13,3	23	76,7	2	6,7	4	13,3
Commerce	23	100,0	4	17,4	22	95,7			4	17,4
PROJEKT	2	66,7	1	33,3	2	66,7				
Glass, Ceramic, Jewellery & Porcelain	34	97,1	33	94,3	5	14,3	5	14,3	30	85,7
STAVBA	63	98,4	19	29,7	53	82,8	16	25,0	17	26,6
Textile, Clothing and Leather Industry	48	96,0	22	44,0	43	86,0	38	76,0	21	42,0
UNIOS	129	90,2	49	34,3	117	81,8	76	53,1	90	62,9
Health Service and Social Care	19	95,0	11	55,0	16	80,0	1	5,0	2	10,0

Explanatory notes: PV
% 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. A25a

Evaluation of collective agreements
Cooperation of contracting parties
Classification based on: Trade unions

% of collective agreements

ISPP Cooperation of contracting parties 2006												
TRADE UNION	In the CA a more detailed arrangement is contracted				Collection of membership fees via wage deductions		Provision of information to BO TU for collecting membership fees		Coverage of insurance by the employer for released officials		In the CA there is agreed ordering of work on bank holidays	
	concerning provision of economic information		provision of Section 25c of the LC									
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA
Total	1026	78,9	867	66,6	1116	85,8	583	44,8	276	21,2	295	22,7
Civilian Employees of the Army	2	66,7	2	66,7	2	66,7	2	66,7				
Transport	38	90,5	32	76,2	34	81,0	7	16,7	10	23,8		
Transport, Road Economy and Repair Vehicles	10	62,5	14	87,5	13	81,3	6	37,5	4	25,0		
Wood, Industry, Forestry and Manag. of Water	43	81,1	31	58,5	44	83,0	18	34,0			5	9,4
ECHO	39	84,8	31	67,4	36	78,3	20	43,5	16	34,8	7	15,2
Mines, Geology and Oil Industry	13	65,0	6	30,0	15	75,0			8	40,0	1	5,0
KOVO	517	87,2	479	80,8	535	90,2	439	74,0	180	30,4	178	30,0
Independent Trade Union	1	50,0	1	50,0							1	50,0
Food Industry and Allied Trade	83	82,2			78	77,2			15	14,9	22	21,8
Railway Trade Unions	15	78,9	7	36,8	16	84,2	8	42,1	5	26,3	4	21,1
Catering, Hotels and Tourism	22	91,7	23	95,8	22	91,7	1	4,2				
Postal, Telecom. and Newspaper Services	7	100,0	7	100,0	3	42,9	3	42,9	2	28,6	5	71,4
Banking and Insurance	2	28,6	4	57,1	4	57,1	2	28,6	2	28,6	1	14,3
Agriculture and Nutrition	2	6,7	16	53,3	25	83,3	6	20,0	1	3,3	8	26,7
Commerce	7	30,4	17	73,9	20	87,0	15	65,2	1	4,3	1	4,3
PROJEKT			2	66,7								
Glass, Ceramic, Jewellery & Porcelain	34	97,1	25	71,4	32	91,4	26	74,3	17	48,6		
STAVBA	33	51,6	32	50,0	60	93,8	22	34,4	9	14,1	1	1,6
Textile, Clothing and Leather Industry	30	60,0	2	4,0	40	80,0	5	10,0	6	12,0	1	2,0
UNIOS	116	81,1	133	93,0	124	86,7	1	0,7			60	42,0
Health Service and Social Care	12	60,0	3	15,0	13	65,0	2	10,0				

Explanatory notes: PV 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. A1b

Evaluation of collective agreements
 Minimum wage and monthly wage scales
 Classification based on: Higher administrative territorial units - regions

in CZK/month/pers.

ISPP Minimum wage and monthly wage scales 2006																											
REGION	Min. wage		MONTHLY WAGE SCALES																								
			Tariff scale																								
			1		2		3		4		5		6		7		8		9		10		11		12		
PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK
Total	64	8 274	416	7 326	426	7 723	438	8 203	444	8 796	452	9 578	458	10 458	458	11 491	458	12 683	457	14 007	454	15 525	450	17 349	438	19 489	
City of Prague	12	8 700	31	7 884	32	8 212	32	8 741	33	9 459	34	10 438	34	11 563	34	12 821	34	14 387	34	16 030	33	17 772	33	19 991	33	22 377	
Central Bohemia	2		23	7 463	23	8 100	23	8 646	24	9 299	25	10 132	25	11 089	25	12 127	25	13 255	25	14 575	25	16 091	25	17 962	24	20 120	
South Bohemia	19	7 986	42	6 433	46	6 801	47	7 234	47	7 725	48	8 432	48	9 249	48	10 227	48	11 248	48	12 408	48	13 691	46	15 502	45	17 723	
Pilsen	11	8 434	19	7 515	19	7 981	20	8 571	20	9 297	20	10 220	20	11 181	20	12 452	20	13 827	20	15 410	20	17 399	19	18 863	19	21 382	
Karlovy Vary			14	7 332	14	7 628	14	8 037	15	8 561	15	9 181	15	9 917	15	10 801	15	12 203	15	13 591	15	15 277	15	17 056	14	19 664	
Ústí	6	8 064	27	7 367	28	7 774	28	8 212	28	8 865	28	9 596	28	10 435	28	11 382	28	12 471	28	13 662	28	14 993	28	16 634	27	18 290	
Liberec			20	7 096	20	7 403	21	7 816	22	8 405	22	9 036	22	9 864	22	10 799	22	11 800	22	12 950	22	14 339	22	15 906	22	17 866	
Hradec Králové	1		20	7 008	22	7 547	22	8 092	22	8 715	22	9 451	22	10 275	22	11 270	22	12 306	21	13 353	21	14 724	21	16 387	21	18 283	
Pardubice			25	7 398	25	7 718	26	8 080	26	8 569	26	9 210	26	10 022	26	10 905	26	11 954	26	13 174	26	14 658	26	16 868	25	19 800	
South Moravia	3	8 467	43	7 776	43	8 227	43	8 771	44	9 340	44	10 121	44	11 027	44	12 086	44	13 296	44	14 723	43	16 277	42	17 993	41	19 979	
Vysočina	3	8 238	24	7 283	24	7 653	25	8 051	25	8 574	25	9 356	26	10 123	26	11 064	26	12 097	26	13 270	26	14 719	26	16 363	25	17 846	
Olomouc	1		27	7 107	27	7 392	29	7 785	30	8 188	33	9 012	37	9 754	37	10 712	37	12 170	37	13 492	37	15 186	37	17 319	34	19 990	
Moravia-Silesia	3	8 083	63	7 414	64	7 895	65	8 429	65	9 138	66	10 019	67	10 992	67	12 089	67	13 255	67	14 623	67	16 151	67	17 914	64	19 785	
Zlín	3	8 202	38	7 417	39	7 765	43	8 285	43	8 840	44	9 584	44	10 485	44	11 558	44	12 744	44	14 139	43	15 650	43	17 448	44	19 516	

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

Table NO. A3b

Evaluation of collective agreements

Minimum wage and hourly wage scales - at a working hour fund of 40 hours/week

Classification based on: Higher administrative territorial units - regions

in CZK/hour/pers.

ISPP Minimum wage and hourly wage scales 2006																										
REGION	Min. wage		HOURLY WAGE SCALES																							
			Tariff scale																							
	PV	CZK/h	1		2		3		4		5		6		7		8		9		10		11		12	
		PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	
Total	16	46,91	79	42,78	81	45,27	83	48,00	83	51,38	82	55,54	80	61,03	77	66,96	46	72,80	39	78,81	38	88,15	37	101,17	37	115,93
City of Prague	3	48,10	6	41,97	7	43,20	7	45,60	7	49,41	7	54,57	7	60,50	7	67,51	1									
Central Bohemia	1		4	41,50	4	44,33	4	47,25	4	50,35	4	55,60	3	58,20	3	61,87	2		1		1		1		1	
South Bohemia	9	45,80	17	38,41	18	41,85	18	44,61	18	47,61	18	52,69	18	59,60	18	66,52	16	76,48	15	84,54	15	95,51	15	114,24	15	135,59
Pilsen			3	49,40	3	53,43	3	59,10	3	63,10	2		2		2		1		1		1		1		1	
Karlovy Vary			3	43,97	3	46,07	3	48,33	3	51,07	3	54,57	3	58,70	3	62,80	2		2		2		2		2	
Ústí	1		3	46,17	2		3	50,20	3	56,47	4	56,88	4	60,48	3	62,53	3	67,20	3	75,00	2		2		2	
Liberec			2		1		3	47,97	3	49,80	3	53,07	3	57,00	3	61,50										
Hradec Králové			3	41,93	3	43,50	3	45,53	3	48,27	3	51,27	3	55,07	3	59,33	3	64,13	3	69,77	3	76,40	3	84,63	3	94,23
Pardubice			6	44,30	6	46,28	6	48,60	6	51,70	6	56,07	6	61,38	6	67,37	4	71,10	3	79,87	3	86,07	2		2	
South Moravia	2		8	44,78	8	46,36	8	48,19	8	50,73	8	54,04	8	58,14	7	61,75	6	67,63	5	73,71	5	81,34	5	90,41	5	100,57
Vysočina			10	43,37	10	45,80	10	48,82	10	52,43	9	57,17	8	63,95	8	69,39	2		2		2		2		2	
Olomouc			4	42,00	5	46,02	5	48,80	5	52,44	5	56,52	5	61,16	4	68,83	1		1		1		1		1	
Moravia-Silesia			5	45,02	6	48,08	6	52,12	6	56,28	6	61,88	6	68,80	6	76,27	2									
Zlín			5	44,08	5	47,08	4	49,30	4	53,55	4	59,28	4	64,90	4	72,70	3	80,33	3	89,40	3	100,10	3	112,63	3	127,07

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

Table NO. A5b

Evaluation of collective agreements

Minimum wage and hourly wage scales at hours other than 40 hour working hours - calculated for a working hour fund of 37.5 hours/week

Classification based on: Higher administrative territorial units - regions

in CZK/hour/pers.

ISPP																										Minimum wage and hourly wage scales																										2006																									
REGION		Min. wage		HOUR WAGE SCALES																																																																									
				Tariff scale																																																																									
		1		2		3		4		5		6		7		8		9		10		11		12																																																					
PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h																																																				
Total		38	50,69	264	45,46	273	47,87	277	50,93	276	54,88	275	59,77	272	65,40	260	71,90	140	78,89	111	85,46	101	93,53	98	104,97	95	118,98																																																		
City of Prague		5	49,96	15	51,69	17	53,59	17	57,20	16	63,03	16	69,97	16	78,06	16	86,36	6	105,50	4	102,07	4	111,53	4	121,19	4	130,15																																																		
Central Bohemia		1		15	45,69	16	47,47	16	49,80	16	53,39	16	58,15	15	61,74	16	69,26	7	76,70	7	83,27	7	89,70	7	98,86	7	109,70																																																		
South Bohemia		10	49,08	28	37,67	30	40,65	30	43,26	30	46,62	30	50,92	30	56,62	29	62,51	18	75,14	18	84,57	18	95,27	17	114,17	16	137,77																																																		
Pilsen		10	52,32	14	47,10	12	50,85	12	55,87	12	61,60	12	67,98	12	75,28	12	82,79	6	95,08	6	104,48	6	114,80	6	130,55	5	158,66																																																		
Karlovy Vary				13	45,96	13	47,76	13	50,40	13	53,42	13	57,48	13	62,28	13	67,76	11	79,94	9	82,87	9	91,60	9	101,73	9	113,88																																																		
Ústí				15	43,44	15	45,90	15	48,57	15	52,30	15	56,45	15	61,13	13	64,75	10	70,16	8	75,96	8	81,19	8	87,78	8	95,74																																																		
Liberec				14	43,66	14	45,68	15	48,81	15	52,43	15	56,90	15	62,12	15	68,51	11	79,17	9	88,68	9	96,39	9	106,96	9	121,28																																																		
Hradec Králové				11	43,20	12	46,26	12	49,66	12	53,88	12	58,46	12	63,70	11	68,84	7	73,79	6	79,00	5	86,14	5	95,04	5	105,24																																																		
Pardubice				18	45,90	18	47,58	18	50,16	18	53,57	18	57,87	17	63,53	13	69,72	6	81,97	4	89,80	3	90,10	2		2																																																			
South Moravia				23	49,77	23	52,74	25	55,73	25	60,03	25	64,85	25	71,02	23	77,16	14	82,19	10	95,25	8	105,40	7	116,41	7	131,14																																																		
Vysočina		1		17	44,61	17	46,46	17	49,33	17	52,53	16	57,00	16	60,10	16	65,45	11	68,57	10	74,40	10	80,53	10	89,70	10	100,31																																																		
Olomouc		9	51,57	21	45,65	22	47,90	23	50,84	23	55,11	23	60,19	23	65,96	23	73,85	9	73,02	9	79,75	4	91,23	4	100,28	4	112,18																																																		
Moravia-Silesia				25	46,46	27	49,02	27	52,29	27	56,61	27	61,79	26	68,03	26	75,01	14	83,54	4	100,33	3	104,33	3	114,97	3	126,67																																																		
Zlín		2		35	46,90	37	49,41	37	52,53	37	56,23	37	61,28	37	67,22	34	73,94	10	76,05	7	77,93	7	85,76	7	95,83	6	105,73																																																		

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

Evaluation of collective agreements

Wage supplementary charges

Classification based on: Higher administrative territorial units - regions

in CZK/hour, % of average earnings or % of wage scale

ISPP																									Wage supplementary charges												2006	
REGION	Type of supplementary charge																																					
	for overtime work			for overtime work on Saturdays and Sundays			for night work			for afternoon work				for work on Saturdays and Sundays				for hard working environment					other															
	PV	% AE	% WS	PV	% AE	% WS	PV	CZK/h	% AE	PV	CZK/h	% AE	% WS	PV	CZK/h	% AE	% WS	CZK/shift	PV	min.CZK/h	max.CZK/h	% AE	% WS	PV														
Total	1079	26,7	42,3	490	49,0	50,8	1049	9,93	21,6	724	5,61	9,2	9,4	832	15,15	35,9	57,1	156,00	810	6,44	8,17	15,0	30,0	716														
City of Prague	121	27,4		58	52,2		106	9,71	12,5	49	5,99		5,0	72	17,76	38,2	50,0	138,33	74	6,66	10,36		30,0	71														
Central Bohemia	73	27,1		42	53,0		75	9,61	20,0	49	6,01		10,0	58	13,54	30,5	52,5	160,00	53	6,44	7,79		30,0	52														
South Bohemia	90	26,2	25,0	44	52,5	50,0	89	9,87	22,5	72	5,99	10,0	10,0	73	10,37	38,4	38,3		62	6,05	7,80			59														
Pilsen	60	25,6	25,0	47	48,9	50,0	61	10,75	27,5	44	6,34			40	26,45	40,7	52,5		43	7,01	8,84			42														
Karlovy Vary	31	28,3		10	47,0		29	8,59	20,0	14	5,46			19	17,00	27,2	47,5		22	6,36	8,32			22														
Ústí	74	27,2		19	48,7		72	8,97	29,4	45	4,81	8,4		61	17,93	30,6	48,0		55	6,76	8,20			39														
Liberec	43	27,3		14	55,4		40	11,51		36	6,69			36	9,83	35,2	55,0		37	7,02	8,43			25														
Hradec Králové	64	26,4		24	48,1		61	11,10	20,0	46	6,57			48	12,38	32,6	45,0	250,00	48	6,34	8,19			35														
Pardubice	54	27,7	35,0	25	50,4		54	9,98	15,0	43	6,10			41	11,34	31,2	46,3		42	6,61	7,96			43														
South Moravia	96	26,1		38	44,9		96	8,87	15,0	66	5,09		12,0	74	12,70	38,9	55,0	120,00	78	6,42	8,40	15,0		77														
Vysočina	69	26,1		22	56,6		68	10,68		57	5,83			60	8,95	35,6	52,3		58	5,86	7,60			41														
Olomouc	72	25,6	25,0	25	46,2		64	9,07	20,0	39	4,83			53	15,08	40,1	50,0		48	6,06	6,76			52														
Moravia-Silesia	144	26,4	55,0	93	43,6	51,0	146	10,74		92	4,37			121	19,68	33,2	83,6	200,00	120	6,40	7,71			112														
Zlín	88	27,7	25,0	29	47,0		88	9,37	20,0	72	5,69			76	19,99	39,1	34,0		70	6,45	7,29			46														

Explanatory notes: PV

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

% AE

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

% WS

average value of the supplementary charge specified as a percentage of the wage scale

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. A8b

Evaluation of collective agreements

Remunerations for standby duty

Classification based on: Higher administrative territorial units - regions

in CZK/hour, CZK, % of average earnings or % of wage scale

ISPP Remunerations for standby duty 2006																										
REGION	Remuneration for standby duty agreed generally					Remuneration for standby duty agreed in a differentiated manner																				
						outside the worksite on a working day					outside the worksite on a bank holiday					on the worksite on a working day					on the worksite on a bank holiday					
	PV	CZK/h	% AE	% WS	min. CZK	PV	CZK/h	% AE	% WS	min. CZK	PV	CZK/h	% AE	% WS	min. CZK	PV	CZK/h	% AE	% WS	min. CZK	PV	CZK/h	% AE	% WS	min. CZK	
Total	58	10,89	17,2	10,0	98	749	8,91	12,6	14,2	52	701	14,02	16,8	22,9	95	584	19,45	35,4	59,8	71	530	28,82	49,6	87,5	109	
City of Prague	1					77	11,86	14,2		70	73	19,07	17,7	10,0	120	65	21,81	32,7	57,1	43	62	31,00	47,1	90,6	77	
Central Bohemia	5	6,00	10,0		120	51	10,07	12,2	15,0	46	52	15,65	15,6	35,0	69	37	22,75	30,6	50,0	63	36	30,77	41,7	100,0	99	
South Bohemia						56	10,13	13,3	10,0	46	57	11,76	15,3	20,0	90	46	12,83	37,8	50,0	50	45	13,67	42,6	100,0	100	
Pilsen	4	10,00	10,0		200	38	9,33	13,1		46	37	18,20	19,4		70	30	11,17	30,0	100,0	70	29	11,00	72,0		70	
Karlovy Vary	2					22	11,17	11,5	20,0	38	18	19,83	18,1	25,0	70	17	10,00	30,8	83,3	180	14	20,00	52,6	100,0	180	
Ústí	4	5,00	10,7			64	7,89	11,5		43	53	11,33	13,9		70	52	20,05	36,4	58,3	85	41	29,20	48,2	87,5	100	
Liberec	2					30	8,73	11,2		49	27	14,40	15,4		123	22	19,40	47,8	50,0		16	22,50	55,7	100,0		
Hradec Králové	5	6,03	16,5			42	7,97	13,7		51	38	17,38	16,8		103	29	8,80	35,6		55	26	13,50	37,9		100	
Pardubice	3	4,67			60	40	8,23	10,8	15,0	63	32	11,65	13,9	23,3	125	30	11,10	26,7	52,5	79	23	20,07	45,0	71,3	133	
South Moravia	4	7,00	10,0		60	68	8,50	14,1		37	66	12,00	19,1		67	54	20,36	37,8	50,0	40	54	26,86	49,7	100,0	50	
Vysočina	5	7,00	10,0		85	44	10,80	12,8		52	36	13,36	19,2		88	33	26,80	43,0		133	27	37,00	65,7		237	
Olomouc	9	11,19				43	10,51	13,1	15,0	48	39	18,40	18,4	17,5	86	31	33,80	39,1	50,0	50	25	60,25	68,0	82,5	70	
Moravia-Silesia	3	7,50	10,0		15	117	6,94	12,1	12,5	46	117	12,13	16,7	22,5	83	99	18,14	32,2	52,5	55	97	30,84	47,7	81,4	85	
Zlín	11	20,00	19,4	10,0		57	8,52	11,1	10,0	88	56	11,66	14,8	20,0	146	39	22,25	36,3	45,0		35	26,53	37,9	59,0		

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
 % AE average value of remuneration specified as a percentage of the average earnings
 % WS average value of remuneration specified as a percentage of the wage scale
 CZK/h average value of remuneration in CZK per hour
 min. CZK average minimum value of remuneration in CZK/per day

Evaluation of collective agreements
Refunds of wages and other provisions

Classification based on: Higher administrative territorial units - regions

in % of average earnings, % of collective agreements

ISPP Refunds of wages and other provisions 2006										
REGION	Refund of wage to an employee who was not transferred to another position				Agreed other reasons for transfer to another position		Other provisions			
	at idle time		under unfavourable climatic influences				More detailed arrangement of ascertaining average earnings in CA		Regular term of payment of wage agreed in CA	
	PV	% AE	PV	% AE	PV	% CA	PV	% CA	PV	% CA
Total	346	97,1	277	89,4	113	8,7	536	41,2	1020	78,4
City of Prague	41	98,4	41	88,4	19	11,9	51	32,1	121	76,1
Central Bohemia	21	97,9	13	86,9	3	3,2	25	26,6	76	80,9
South Bohemia	25	99,2	26	93,5	11	11,1	45	45,5	91	91,9
Pilsen	25	94,0	22	90,0	20	27,0	27	36,5	61	82,4
Karlovy Vary	10	98,0	11	94,5	6	17,6	11	32,4	27	79,4
Ústí	16	97,5	21	86,4	9	10,0	39	43,3	72	80,0
Liberec	11	96,4	9	96,1	4	8,0	25	50,0	43	86,0
Hradec Králové	22	97,5	13	88,1	4	5,4	23	31,1	56	75,7
Pardubice	23	95,4	11	87,3	5	7,7	29	44,6	52	80,0
South Moravia	36	98,3	20	87,3	9	7,6	48	40,3	84	70,6
Vysočina	19	96,8	14	91,1			32	37,2	64	74,4
Olomouc	20	97,5	16	88,8	4	4,7	37	43,0	69	80,2
Moravia-Silesia	46	96,5	32	89,2	13	7,7	103	61,3	116	69,0
Zlín	31	96,0	28	88,9	6	5,8	41	39,8	88	85,4

Explanatory notes: PV

% AE

% CA

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

average value of the refund specified as a percentage of the average earnings

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
Remunerations at work anniversaries
Classification based on: Higher administrative territorial units - regions

in CZK

ISPP Remunerations at work anniversaries 2006																				
REGION	agreed		length of work in the organization																	
	in 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	
	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK
Total	349	32	2 263	134	2 332	230	3 082	258	3 925	326	4 577	349	5 433	349	6 341	349	7 225	349	8 242	
City of Prague	63	11	3 045	27	3 481	49	3 947	54	5 218	62	6 265	63	7 485	63	8 550	63	9 449	63	10 094	
Central Bohemia	23	2		9	1 289	13	2 100	15	2 967	20	3 865	23	4 791	23	5 530	23	6 774	23	10 543	
South Bohemia	26	1		12	1 944	18	3 058	18	4 253	23	4 880	26	5 923	26	6 777	26	7 681	26	8 377	
Pilsen	14			8	1 900	9	2 578	9	3 256	12	3 392	14	4 207	14	4 564	14	5 064	14	5 279	
Karlovy Vary	9	2		3	1 500	8	2 975	8	3 700	9	4 200	9	5 044	9	5 944	9	6 500	9	6 944	
Ústí	39	5	2 940	13	3 300	27	3 781	30	4 383	38	5 445	39	6 476	39	8 010	39	9 327	39	10 900	
Liberec	21	2		6	1 710	16	2 516	18	3 313	20	3 950	21	4 672	21	5 655	21	6 530	21	7 430	
Hradec Králové	16	3	1 400	10	2 105	14	3 239	14	3 804	16	4 163	16	4 663	16	5 275	16	5 913	16	6 369	
Pardubice	13			1		3	2 500	8	4 363	13	3 836	13	4 399	13	5 047	13	5 641	13	6 352	
South Moravia	20	1		9	1 689	11	2 555	12	3 125	16	3 469	20	4 040	20	4 675	20	5 360	20	6 170	
Vysočina	29	1		11	1 955	16	2 734	18	3 475	29	3 843	29	4 909	29	5 869	29	6 909	29	7 879	
Olomouc	11			5	1 540	6	2 817	6	3 450	9	4 077	11	4 398	11	5 308	11	5 671	11	6 626	
Moravia-Silesia	27	2		14	2 536	17	3 253	21	3 931	24	4 825	27	5 322	27	5 859	27	6 370	27	6 778	
Zlín	38	2		6	1 217	23	2 035	27	2 530	35	3 254	38	4 171	38	5 058	38	6 066	38	7 113	

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

ISPP														Remuneration at life anniversaries I														2006	
REGION	Remuneration at reaching of the age of 50																												
	agreed in CA	length of work in the organization																											
		less than 5 years			more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years																
	PV	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK																
Total	536	248	2 978	517	3 115	536	3 765	536	4 364	536	4 930	536	5 283																
City of Prague	85	56	3 995	84	4 207	85	4 752	85	5 334	85	5 796	85	6 067																
Central Bohemia	45	20	2 880	41	2 912	45	3 262	45	3 624	45	4 020	45	4 344																
South Bohemia	47	19	2 200	44	2 764	47	3 678	47	4 312	47	5 115	47	5 370																
Pilsen	22	12	2 625	21	2 857	22	3 436	22	4 032	22	4 509	22	4 718																
Karlovy Vary	13	6	3 417	13	3 746	13	4 562	13	5 423	13	6 000	13	6 615																
Ústí	39	13	2 577	39	3 306	39	4 454	39	5 345	39	6 062	39	6 459																
Liberec	25	9	2 011	25	2 014	25	2 605	25	3 303	25	3 874	25	4 090																
Hradec Králové	30	13	2 592	28	2 802	30	3 240	30	3 712	30	4 210	30	4 620																
Pardubice	22	6	4 250	22	3 109	22	3 805	22	4 420	22	4 827	22	5 180																
South Moravia	39	15	2 450	34	3 325	39	3 922	39	4 535	39	5 210	39	5 805																
Vysočina	48	20	2 315	47	2 540	48	3 107	48	3 850	48	4 341	48	4 765																
Olomouc	22	8	3 013	22	2 670	22	3 416	22	4 045	22	4 636	22	4 948																
Moravia-Silesia	42	20	3 363	40	3 165	42	3 573	42	3 950	42	4 286	42	4 464																
Zlín	57	31	2 526	57	2 868	57	3 725	57	4 293	57	5 120	57	5 619																

Explanatory notes: PV
CZK

number of collective agreements in which the appropriate indicator has been agreed
average value of remuneration in CZK

Evaluation of collective agreements

Remunerations at life anniversaries II - 1st old-age or disability retirement

Classification based on: higher administrative territorial units - regions

in CZK

ISPP Remuneration at life anniversaries II 2006													
REGION	Remuneration at 1st old-age or disability retirement												
	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	
	PV	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK
Total	582	259	3 409	540	3 839	577	4 812	582	5 753	582	6 688	582	7 466
City of Prague	91	56	4 629	89	5 890	91	6 913	91	7 779	91	8 649	91	9 137
Central Bohemia	49	17	3 294	43	3 623	46	4 352	49	5 245	49	5 869	49	6 604
South Bohemia	51	17	2 935	48	3 363	51	4 685	51	5 817	51	7 127	51	8 078
Pilsen	22	12	2 913	21	4 036	22	5 108	22	6 890	22	7 986	22	10 168
Karlovy Vary	13	6	3 417	13	3 538	13	4 646	13	5 731	13	6 385	13	7 077
Ústí	49	14	2 964	40	4 535	49	6 102	49	7 358	49	8 360	49	9 177
Liberec	25	8	2 263	24	2 515	25	3 417	25	4 422	25	5 436	25	6 060
Hradec Králové	31	14	2 871	29	3 040	31	3 773	31	4 560	31	5 523	31	6 290
Pardubice	24	10	4 070	23	4 159	24	4 963	24	5 748	24	6 400	24	6 935
South Moravia	38	17	3 003	32	3 827	37	4 912	38	6 214	38	8 001	38	9 500
Vysočina	47	23	2 513	45	2 722	47	3 345	47	3 898	47	4 604	47	5 155
Olomouc	30	7	3 586	29	2 856	29	3 752	30	4 317	30	4 980	30	5 430
Moravia-Silesia	47	22	3 411	44	3 316	47	3 752	47	4 200	47	4 553	47	4 779
Zlín	65	36	3 136	60	3 363	65	4 478	65	5 603	65	6 789	65	7 828

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
 CZK average value of remuneration in CZK

Table NO. A13b

Evaluation of collective agreements

Remuneration of employees I

Classification based on: Higher administrative territorial units - regions

% of collective agreements

ISPP																				Remuneration of employees I										2006	
REGION	Remuneration of employees agreed by								Wage form										Conditions have been agreed for the provision of wage forms												
	collective agreement		internal wage regulation		individual contract		combination of given issue*		agreed in CA		of this				of given forms**																
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA											
Total	1050	80,7	562	43,2	370	28,4	625	48,0	826	63,5	458	35,2					368	28,3	465	35,7											
City of Prague	117	73,6	70	44,0	37	23,3	61	38,4	92	57,9	64	40,3					28	17,6	66	41,5											
Central Bohemia	69	73,4	43	45,7	8	8,5	30	31,9	66	70,2	44	46,8					22	23,4	39	41,5											
South Bohemia	90	90,9	37	37,4	40	40,4	57	57,6	68	68,7	28	28,3					40	40,4	35	35,4											
Pilsen	62	83,8	57	77,0	4	5,4	50	67,6	53	71,6	36	48,6					17	23,0	35	47,3											
Karlovy Vary	27	79,4	20	58,8	6	17,6	17	50,0	22	64,7	12	35,3					10	29,4	12	35,3											
Ústí	73	81,1	44	48,9	30	33,3	49	54,4	62	68,9	29	32,2					33	36,7	34	37,8											
Liberec	40	80,0	24	48,0	20	40,0	27	54,0	34	68,0	19	38,0					15	30,0	21	42,0											
Hradec Králové	63	85,1	38	51,4	38	51,4	47	63,5	37	50,0	19	25,7					18	24,3	35	47,3											
Pardubice	54	83,1	27	41,5	34	52,3	43	66,2	35	53,8	15	23,1					20	30,8	24	36,9											
South Moravia	92	77,3	56	47,1	62	52,1	78	65,5	83	69,7	46	38,7					37	31,1	46	38,7											
Vysočina	65	75,6	20	23,3	11	12,8	20	23,3	42	48,8	21	24,4					21	24,4	20	23,3											
Olomouc	64	74,4	20	23,3	17	19,8	23	26,7	62	72,1	25	29,1					37	43,0	17	19,8											
Moravia-Silesia	142	84,5	72	42,9	44	26,2	84	50,0	108	64,3	70	41,7					38	22,6	59	35,1											
Zlín	92	89,3	34	33,0	19	18,4	39	37,9	62	60,2	30	29,1					32	31,1	22	21,4											

- Explanatory notes: PV 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
 * agreements combining more methods of contracting remunerations are included even in the sum total for individual contracting methods
 ** agreements combining more wage forms are not included in the sum total for individual forms

Evaluation of collective agreements

Remuneration of employees II

Classification based on: Higher administrative territorial units - regions

% of collective agreements, in hours per year

ISPP																							Remuneration of employees II										2006	
REGION	Inclusion of working activities in functions, positions and tariff scales										Corporate catalogue part of CA		Other wage components						Activity of parity commissions agreed in CA		Contracting wage while considering overtime work													
	agreed		for classification, the following are used										13th wage		14th wage		15th wage																	
			unified catalogue		occupational catalogue		catalogue of OS		own corp. catalogue		PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA														
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	hours/year												
Total	690	53,0	134	10,3	53	4,1	3	0,2	576	44,3	240	18,4	517	39,7	271	20,8	2	0,2	293	22,5	194	147												
City of Prague	74	46,5	9	5,7	2	1,3	1	0,6	69	43,4	25	15,7	73	45,9	26	16,4			16	10,1	45	148												
Central Bohemia	57	60,6	11	11,7	2	2,1			47	50,0	19	20,2	28	29,8	13	13,8			10	10,6	14	149												
South Bohemia	61	61,6	9	9,1	3	3,0			57	57,6	25	25,3	54	54,5	44	44,4			33	33,3	17	149												
Pilsen	47	63,5	5	6,8	19	25,7			30	40,5	16	21,6	20	27,0	12	16,2			22	29,7	4	150												
Karlovy Vary	21	61,8	4	11,8	4	11,8			14	41,2	10	29,4	8	23,5	3	8,8			4	11,8	6	150												
Ústí	49	54,4	10	11,1	2	2,2			43	47,8	12	13,3	38	42,2	15	16,7			26	28,9	12	150												
Liberec	29	58,0	6	12,0					25	50,0	9	18,0	29	58,0	15	30,0	1	2,0	16	32,0	6	150												
Hradec Králové	40	54,1	14	18,9	1	1,4	1	1,4	29	39,2	15	20,3	31	41,9	11	14,9	1	1,4	26	35,1	14	150												
Pardubice	32	49,2	7	10,8	2	3,1			28	43,1	11	16,9	23	35,4	8	12,3			12	18,5	10	147												
South Moravia	62	52,1	15	12,6	6	5,0			52	43,7	20	16,8	46	38,7	20	16,8			19	16,0	18	150												
Vysočina	32	37,2	4	4,7	1	1,2			31	36,0	13	15,1	34	39,5	20	23,3			12	14,0	4	123												
Olomouc	32	37,2	7	8,1	3	3,5	1	1,2	22	25,6	11	12,8	16	18,6	12	14,0			6	7,0	6	150												
Moravia-Silesia	94	56,0	15	8,9	7	4,2			85	50,6	34	20,2	82	48,8	53	31,5			62	36,9	22	134												
Zlín	60	58,3	18	17,5	1	1,0			44	42,7	20	19,4	35	34,0	19	18,4			29	28,2	16	150												

Explanatory notes: PV

% CA

hours/year

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 contracted overtime work in hours per year

Table NO. A15b

Evaluation of collective agreements

Remuneration of employees III - wage development

Classification based on: Higher administrative territorial units - regions

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

ISPP Remuneration of employees III - wage development without dependance on economic indicators 2006																														
REGION	Has wage development been contracted in the CA?																													
	of this																													
	by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage						by increasing the average real wage						by keeping real wage				by combination					
			fixed amount		by incr. in %				without manag.				by increase in %		by abs. amount		without manag.				by incr. in %		without manag.				of given issues			
PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	aver.%	PV	aver.CZK	PV	aver.%	PV	% CA	PV	aver.%	PV	aver.%	PV	% CA	PV	% CA	PV	% CA	
Total	300	23,1	38	2,9	262	20,1	56	4,3	9	0,7	549	42,2	543	3,9	6	488,0	44	3,6	43	3,3	43	2,1	2		146	11,2	8	0,6	191	14,7
City of Prague	39	24,5	7	4,4	32	20,1	11	6,9	3	1,9	62	39,0	62	3,6			7	3,1	3	1,9	3	3,9			24	15,1			25	15,7
Central Bohemia	12	12,8			12	12,8	2	2,1			29	30,9	29	4,5					5	5,3	5	1,0			11	11,7			6	6,4
South Bohemia	26	26,3	1	1,0	25	25,3	2	2,0			47	47,5	46	3,6	1		4	4,3	3	3,0	3	3,3			8	8,1			15	15,2
Pilsen	27	36,5	5	6,8	22	29,7	8	10,8	2	2,7	34	45,9	34	3,9			2		2	2,7	2				8	10,8	1	1,4	24	32,4
Karlovy Vary	7	20,6	1	2,9	6	17,6	3	8,8			17	50,0	17	3,5			3	2,7	1	2,9	1				1	2,9			5	14,7
Ústí	28	31,1	5	5,6	23	25,6	2	2,2	1	1,1	24	26,7	24	3,7			2		4	4,4	4	2,0			7	7,8	2	2,2	6	6,7
Liberec	7	14,0			7	14,0	5	10,0	1	2,0	19	38,0	19	3,8			3	3,7	1	2,0	1				5	10,0			4	8,0
Hradec Králové	12	16,2	1	1,4	11	14,9	1	1,4			32	43,2	32	3,9			2		2	2,7	2				6	8,1			8	10,8
Pardubice	5	7,7	1	1,5	4	6,2	2	3,1	1	1,5	25	38,5	24	4,1	1		4	3,9	1	1,5	1				6	9,2	1	1,5	2	3,1
South Moravia	31	26,1	2	1,7	29	24,4	5	4,2			56	47,1	54	4,4	2		4	5,2	4	3,4	4	1,8	1		16	13,4	2	1,7	22	18,5
Vysočina	16	18,6	4	4,7	12	14,0	6	7,0			36	41,9	36	3,9					5	5,8	5	2,0			9	10,5	1	1,2	10	11,6
Olomouc	28	32,6	5	5,8	23	26,7	3	3,5			35	40,7	34	3,8	1		9	3,3	1	1,2	1				14	16,3			23	26,7
Moravia-Silesia	34	20,2	5	3,0	29	17,3	5	3,0	1	0,6	95	56,5	94	4,2	1		4	4,3	2	1,2	2				20	11,9			26	15,5
Zlín	28	27,2	1	1,0	27	26,2	1	1,0			38	36,9	38	3,8					9	8,7	9	2,4	1		11	10,7	1	1,0	15	14,6

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

Table NO. A16b

Evaluation of collective agreements

Remuneration of employees IV - wage development

Classification based on: Higher administrative territorial units - regions

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

ISPP Remuneration of employees IV - wage development in dependance on economic indicators 2006																									
REGION	Number of CA	Has wage development been contracted in the CA?																							
		of this																							
		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			
		without manag.		by increase in %		by abs. amount		without manag.		by incr. in %		without manag.		without manag.		of given issues									
PO	PV	% CA	PV	% CA	PV	% CA	PV	aver.%	PV	aver.CZK	PV	aver.%	PV	% CA	PV	aver.%	PV	aver.%	PV	% CA	PV	% CA	PV	% CA	
Total	222	12	5,4	5	2,3	151	68,0	151	4,1			14	3,8	15	6,8	15	2,1	1		47	21,2	2	0,9	54	24,3
City of Prague	25	3	12,0	1	4,0	14	56,0	14	4,1			3	4,3	1	4,0	1				7	28,0			9	36,0
Central Bohemia	11					6	54,5	6	5,3					2	18,2	2				2	18,2				
South Bohemia	21					16	76,2	16	3,8			3	4,0							3	14,3			3	14,3
Pilsen	15	4	26,7	2	13,3	11	73,3	11	3,4			1								3	20,0			9	60,0
Karlovy Vary	6	1	16,7			4	66,7	4	3,6											1	16,7			1	16,7
Ústí	12	1	8,3	1	8,3	8	66,7	8	3,9					4	33,3	4	2,0			2	16,7	1	8,3	4	33,3
Liberec	6	1	16,7	1	16,7	4	66,7	4	3,5			1								1	16,7			1	16,7
Hradec Králové	12					9	75,0	9	4,1					2	16,7	2				2	16,7			4	33,3
Pardubice	8					6	75,0	6	3,7			1		1	12,5	1				1	12,5				
South Moravia	23					13	56,5	13	4,0					1	4,3	1				8	34,8			4	17,4
Vysočina	3					2	66,7	2						1	33,3	1				1	33,3			1	33,3
Olomouc	19	1	5,3			12	63,2	12	4,2			3	3,7							5	26,3			7	36,8
Moravia-Silesia	46	1	2,2			37	80,4	37	4,3			2		1	2,2	1				7	15,2			9	19,6
Zlín	15					9	60,0	9	4,0					2	13,3	2				4	26,7	1	6,7	2	13,3

Explanatory notes: PV 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

Labour law requirements - length of working hours, prolongation of holiday entitlement

Classification based on: Higher administrative territorial units - regions

in hours per week, share in col. agreements

ISPP													Labour law requirements I													2006
REGION	Length of working hours								Prolongation of holiday entitlement				Other holiday Sec. 105, LC													
	agreed in CA	in general		in working modes				by 1 week	by 2 weeks	by 3 weeks	by more															
	PV	PV	hours/week	PV	1 shift hours/week	2 shift hours/week	3 shift hours/week	uninterrupted hours/week	% CA	% CA	% CA	% CA	% CA													
Total	1 236	956	38,0	280	39,7	38,4	37,3	37,2	78,0	1,0	0,1	0,2	6,2													
City of Prague	149	91	38,3	58	39,6	38,4	37,1	37,0	81,1	2,5			7,5													
Central Bohemia	85	60	38,1	25	39,9	38,5	37,5	37,5	77,7	1,1			7,4													
South Bohemia	96	57	37,9	39	39,4	38,4	37,2	37,0	81,8				5,1													
Pilsen	68	58	37,9	10	40,0	38,5	37,5	37,5	79,7	1,4			1,4													
Karlovy Vary	33	24	37,9	9	39,2	38,0	37,5	37,5	67,6				5,9													
Ústí	85	73	37,8	12	39,8	38,5	37,2	37,1	71,1				4,4													
Liberec	49	41	38,0	8	39,2	38,1	37,5	37,5	76,0	4,0																
Hradec Králové	73	54	37,9	19	39,6	38,2	37,5	37,4	82,4				6,8													
Pardubice	62	47	38,0	15	39,7	38,4	37,5	37,5	76,9				4,6													
South Moravia	113	89	38,2	24	39,8	38,3	37,5	37,4	75,6	0,8		1,7	11,8													
Vysočina	81	70	38,2	11	39,7	38,3	37,1	37,5	77,9	2,3			4,7													
Olomouc	83	73	37,7	10	39,9	38,6	37,5	37,5	73,3	1,2	1,2		3,5													
Moravia-Silesia	163	148	37,8	15	40,0	38,5	37,5	37,5	79,2				11,3													
Zlín	96	71	37,9	25	39,9	38,7	37,5	36,7	81,6	1,0			1,9													

Explanatory notes: PV

% 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. A18b

Evaluation of collective agreements

Labour law requirements - extent of standby duty, overtime work, compensation money

Classification based on: Higher administrative territorial units - regions

in hours per year, in months, aver. multiple, % of CA

ISPP Labour law requirements II 2006														
REGION	Extent of standby duty				Overtime work						Increase of compensation money beyond the framework of Section 60a of the LC		Conditions have been agreed for provision of the compensation money	
	agreed on other place agreed with the employee		agreed decrease of extent on work site		agreed lower extent		agreed buffering period at distribution of working period				PV	aver. multiple	PV	% CA
	PV	hour/year	PV	hour/year	PV	hour/year	evenly		unevenly					
							PV	months	PV	months				
Total	52	683	68	191	38	173	568	10,8	373	10,9	597	2,2	526	40,4
City of Prague	12	703	12	208	9	131	71	10,4	62	10,7	85	2,0	75	47,2
Central Bohemia	5	290	3	133	4	226	37	11,7	20	11,4	41	1,5	40	42,6
South Bohemia	3	183	16	244	4	150	51	10,7	31	11,4	39	1,8	33	33,3
Pilsen	1		9	167			46	11,1	35	11,1	43	1,8	42	56,8
Karlovy Vary	1		1				19	7,7	15	7,1	16	2,0	15	44,1
Ústí	2		1		1		42	10,3	33	10,1	50	2,8	40	44,4
Liberec	1						21	10,6	11	10,4	19	2,6	16	32,0
Hradec Králové	1		1		1		28	10,6	18	10,6	26	1,6	24	32,4
Pardubice	3	533	2		2		40	11,4	17	10,6	29	1,9	25	38,5
South Moravia	5	1 280	2		3	193	58	10,9	31	11,4	55	2,3	52	43,7
Vysočina	2		3	100	1		27	10,3	25	11,2	26	3,0	18	20,9
Olomouc			1		1		14	12,0	11	12,0	38	1,8	34	39,5
Moravia-Silesia	9	344	11	168	11	166	67	11,5	47	11,6	90	2,7	77	45,8
Zlín	7	829	6	150	1		47	11,3	17	10,9	40	3,0	35	34,0

Explanatory notes: PV

% CA

hour/year

months

average multiple

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 number of hours per year

average number of months

average multiple of increase of compensation money

Table NO. A19b

Evaluation of collective agreements

Labour law requirements - personal obstacles on the part of the employee, for which the refund of wages is provided; lump-sum compensation of survivors

Classification based on: Higher administrative territorial units - regions

in days, % of coll. agreement, aver. CZK

ISPP																								Labour law requirements III												2006	
REGION	Average number of days of time off provided beyond the framework of the LC																Lump-sum compensation of survivors beyond the frame of the LC																				
	Type of personal obstacle																PV	% CA	to a child with entitlement to orphan's annuity		to a spouse		to parents														
	A		B		C		D		E		F		G		H				PV	aver. CZK	PV	aver. CZK	PV	aver. CZK													
	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days																					
Total	580	1,2	292	6,4	772	2,4	467	1,4	101	4,0	479	1,2	332	3,9	84	2,9	497	38,2	495	73 231	480	53 427	201	42 088													
City of Prague	57	1,2	34	6,2	88	2,0	51	1,2	14	4,4	42	1,2	36	4,5	13	3,7	57	35,8	56	72 750	56	54 371	30	47 458													
Central Bohemia	38	1,1	15	5,2	46	2,0	30	1,2	4	5,0	32	1,1	20	4,9	5	1,8	17	18,1	17	52 882	17	44 765	6	41 333													
South Bohemia	58	1,1	34	6,6	60	2,0	38	1,0	6	3,5	29	1,2	39	3,8	5	2,8	27	27,3	26	35 923	27	37 259	12	33 333													
Pilsen	35	1,2	13	5,5	46	2,9	37	1,2	4	4,0	30	1,0	15	8,2	6	4,2	24	32,4	24	75 792	20	61 300	9	52 222													
Karlovy Vary	10	1,1	10	9,9	19	1,6	9	1,0	1		12	1,4	5	4,8	4	1,8	17	50,0	17	45 294	17	37 941	11	20 000													
Ústí	37	1,5	34	8,3	57	2,1	34	1,6	6	2,5	30	1,2	21	4,1	10	1,7	49	54,4	49	77 857	48	53 125	27	43 333													
Liberec	16	1,4	12	10,3	28	2,6	18	1,6	1		16	1,2	10	3,0	2		16	32,0	16	44 313	16	29 625	12	22 500													
Hradec Králové	22	1,3	13	5,8	41	1,8	20	1,0	4	5,3	24	1,0	16	4,6	7	1,7	31	41,9	31	51 355	31	41 968	14	39 286													
Pardubice	28	1,0	17	5,6	34	2,2	17	1,0	2		26	1,0	14	3,1	1		26	40,0	26	51 235	26	42 505	10	37 000													
South Moravia	53	1,3	25	5,8	70	2,1	30	1,2	8	3,6	43	1,2	36	3,3	3	3,0	42	35,3	42	62 929	39	47 667	8	26 000													
Vysočina	29	1,3	12	7,5	51	2,4	34	1,3	1		33	1,2	9	4,3	3	2,0	27	31,4	27	76 407	27	55 593	10	22 500													
Olomouc	42	1,3	16	3,9	53	2,9	37	2,1	10	4,7	36	1,1	18	3,2	6	5,2	35	40,7	35	64 971	34	50 235	11	73 182													
Moravia-Silesia	105	1,3	46	5,3	119	2,8	76	2,2	32	4,1	87	1,2	74	3,2	16	3,1	89	53,0	89	101 292	83	68 711	34	51 176													
Zlín	50	1,1	11	6,4	60	3,5	36	1,1	8	3,0	39	1,0	19	2,2	3	3,3	40	38,8	40	107 750	39	70 795	7	51 429													

Explanatory notes: PV 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 compensation in CZK
A birth of a child to the wife of an employee
B accompanying a disabled child to a medical institution

C death of a close relative
D one's own wedding
E looking for a new job
F moving
G for mothers caring for a child (per year)
H care for a family member (per year)

Evaluation of collective agreements

Social fund (FSCR, stimulation fund) - creation

Classification based on: Higher administrative territorial units - regions

average %

ISPP Social fund (FSCR, stimulation fund) - creation 2006										
REGION	FSCR creation (state enterprises)		Creation of a social fund							
	principles and budget in CA	agreed other allotment	creation agreed in CA	allotment specified % of PVWF		allotment specified via abs. amount per employee from the profit		of volume of paid wages		allotment spec. otherwise
	PV	PV	PV	PV	aver. %	PV	aver. CZK	PV	aver. %	PV
Total	20	10	430	73	2,3	50	1 618	74	2,1	144
City of Prague	7	3	56	14	2,4	2		16	1,9	20
Central Bohemia			30	7	2,3	5	2 460	5	1,6	6
South Bohemia	2		48	5	1,8	1		18	2,2	18
Pilsen			21	4	1,8	1		5	2,0	5
Karlovy Vary			16	6	2,3	1		2		4
Ústí	2	2	34	11	2,9	4	3 638			3
Liberec			22	3	1,8	6	1 202	2		7
Hradec Králové	2	2	22	5	2,7	4	953	4	2,4	3
Pardubice	1	1	19	3	2,5	2		2		6
South Moravia	1	1	44	4	1,8	7	1 294	9	2,6	21
Vysočina	2		18	2		3	1 533	2		6
Olomouc	1	1	17	3	1,7			4	1,8	3
Moravia-Silesia	1		47	4	2,5	2		2		31
Zlín	1		36	2		12	783	3	2,7	11

Explanatory notes: PV
PVWF

number of collective agreements in which the appropriate indicator has been agreed
planned volume of wage funds and other personnel costs

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

ISPP Social fund (FSCR, stimulation fund) - use												2006			
REGION	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	PV	% CA	PV	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	11,4	7,0	4,6	22,7	1,5	4,7	7,0		1,9	25,1	14,1	319	24,5	46	3,5
City of Prague	17,4	1,5	8,7	31,3	2,8	4,9	2,3		4,5	23,9	2,7	36	22,6	6	3,8
Central Bohemia	9,2	5,9	1,7	32,4	0,3	8,0	9,8		3,6	27,3	1,8	23	24,5	1	1,1
South Bohemia	6,8	1,9	4,5	14,3	1,6	3,2			0,8	39,8	27,1	35	35,4	9	9,1
Pilsen	6,8	3,5	1,2	43,3	2,2	2,0	3,6		9,4	11,1	16,8	22	29,7	2	2,7
Karlovy Vary	11,4	1,9	1,9	10,0	1,0	1,8				59,1	12,8	10	29,4	1	2,9
Ústí	13,7	12,5	1,2	11,0	0,8	2,0	4,8		1,4	12,9	39,6	33	36,7	7	7,8
Liberec	14,0	1,6	1,1	16,2	0,4	5,4			1,0	59,6	0,6	16	32,0	1	2,0
Hradec Králové	5,8	4,4	0,7	43,0	0,1	7,4	15,0		0,7	14,0	8,9	12	16,2	3	4,1
Pardubice	10,4	4,3	16,0	26,2	0,7	6,1	3,2		6,8	9,8	16,6	10	15,4		
South Moravia	17,2	4,6	5,7	16,3	2,8	8,3	7,9		1,3	27,2	8,7	26	21,8	5	4,2
Vysočina	16,6	11,6	3,6	22,3	1,0	7,4	20,1		1,1	15,0	1,3	32	37,2		
Olomouc	9,9	1,0	1,3	30,6	5,4	2,3	10,1			28,3	11,1	10	11,6	3	3,5
Moravia-Silesia	9,4	19,8	4,2	29,5	1,0	3,1	18,7			12,7	1,6	31	18,5	7	4,2
Zlín	3,5	11,4	6,2	19,6	1,9	7,0	13,5			16,9	19,9	23	22,3	1	1,0

Explanatory notes: **A** recreation - contribution to employees and family members **I** contribution to transportation
B medical services - spas, rehabilitation **J** other use
C loans to employees **K** balance
D contribution to corporate catering
E social assistance **PV** number of collective agreements in which the appropriate indicator has been agreed
F remunerations for work and life anniversaries **% CA** share in collective agreements, in which the appropriate value has been agreed
G contribution to contributory pension scheme as to the overall number of agreements in the file
H contribution to accident supplementary insurance **aver. %** average percentage of use for this purpose of the total creation of the fund

Evaluation of collective agreements

Care for employees I - Contribution to corporate catering, contribution to contributory pension scheme

Classification based on: Higher administrative territorial units - regions

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

ISPP		Care for employees I										2006	
REGION	Employer's contribution to corporate catering								Employer's contribution to contributory pension scheme acc. to Act No. 42/94 Coll.				
	arranged in CA		amount of contributions*						arranged in CA		amount of contribution		agreed conditions for provision of contribution
			out of costs		from the social fund, FSCR, profit		without distinguishing resources				from costs	from social fund, FSCR, profit	
	PO	% CA	aver. CZK	aver. % of price	aver. CZK	aver. % of price	aver. CZK	aver. % of price	PV	% CA	aver. CZK/month	aver. CZK/month	PV
Total	943	72,5	29,18	54,4	8,71	38,1	28,53	56,2	517	39,7	308,64	302,86	326
City of Prague	123	77,4	36,38	54,4	11,84	22,9	24,14	67,2	74	46,5	339,18	325,00	58
Central Bohemia	58	61,7	31,13	54,9	7,25	22,0	24,50	52,5	24	25,5	289,13	100,00	10
South Bohemia	67	67,7	27,06	53,8	7,10	47,3	27,33	58,2	51	51,5	197,65		34
Pilsen	48	64,9	28,78	54,2	7,36		40,00		46	62,2	354,07	200,00	40
Karlovy Vary	23	67,6	28,10	53,8	6,88	50,0	19,00	55,0	15	44,1	315,38	250,00	11
Ústí	65	72,2	28,38	55,0	8,47	55,0	27,48	53,8	46	51,1	388,75	266,67	23
Liberec	34	68,0	25,75	54,6	5,00	26,3	37,61	53,8	15	30,0	335,00	150,00	7
Hradec Králové	48	64,9	28,29	54,3	17,13		48,00	55,0	25	33,8	306,52	350,00	13
Pardubice	34	52,3	27,00	54,2	8,24		32,90	51,7	17	26,2	397,88	600,00	9
South Moravia	92	77,3	27,30	54,1	8,21	28,0	35,61	56,3	37	31,1	310,09	362,50	23
Vysočina	61	70,9	21,71	54,7	6,41		20,93	59,5	33	38,4	257,81	200,00	20
Olomouc	66	76,7	23,97	54,3	6,05		40,50	55,0	31	36,0	315,86	275,00	19
Moravia-Silesia	136	81,0	26,96	54,5	7,65	35,0	21,19	54,0	70	41,7	299,18	283,33	37
Zlín	88	85,4	40,33	54,3	7,81	21,0	25,81	56,0	33	32,0	275,67	366,67	22

Explanatory notes: PV

% CA

aver. % of price

aver. CZK

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 specified as a percentage of the price of a meal

average contribution in CZK

average contribution in CZK per month

the contribution is contracted from the costs, or the costs and social fund, or the social fund, or without distinguishing resources

Evaluation of collective agreements

Care for employees II - other social issues

Classification based on: Higher administrative territorial units - regions

% of collective agreements

ISPP																Care for employees II																2006	
REGION	Other social issues																																
	contribution to employees for								refund				provision of uniform work wear		others																		
	life insurance		accident insurance		transport to work		healing, recondition or rehab stays		entrance medical examinations		preventive medical examinations		PV	% CA	PV	% CA																	
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA					PV	% CA															
Total	164	12,6	24	1,8	52	4,0	253	19,4	661	50,8	715	55,0	159	12,2	244	18,8																	
City of Prague	26	16,4	6	3,8	7	4,4	23	14,5	75	47,2	79	49,7	35	22,0	49	30,8																	
Central Bohemia	9	9,6			2	2,1	13	13,8	32	34,0	35	37,2	12	12,8	12	12,8																	
South Bohemia	9	9,1			3	3,0	18	18,2	60	60,6	65	65,7	6	6,1	24	24,2																	
Pilsen	12	16,2			3	4,1	17	23,0	46	62,2	51	68,9	3	4,1	11	14,9																	
Karlovy Vary	5	14,7			4	11,8	4	11,8	22	64,7	21	61,8	4	11,8	6	17,6																	
Ústí	14	15,6	2	2,2	6	6,7	22	24,4	51	56,7	56	62,2	19	21,1	17	18,9																	
Liberec	4	8,0			4	8,0	11	22,0	28	56,0	30	60,0	16	32,0	6	12,0																	
Hradec Králové	4	5,4			3	4,1	20	27,0	39	52,7	40	54,1	6	8,1	13	17,6																	
Pardubice	9	13,8	4	6,2	4	6,2	13	20,0	40	61,5	38	58,5	6	9,2	9	13,8																	
South Moravia	11	9,2	3	2,5	3	2,5	26	21,8	59	49,6	73	61,3	18	15,1	45	37,8																	
Vysočina	4	4,7			2	2,3	26	30,2	50	58,1	51	59,3	7	8,1	9	10,5																	
Olomouc	8	9,3			1	1,2	13	15,1	44	51,2	41	47,7	10	11,6	10	11,6																	
Moravia-Silesia	29	17,3	9	5,4	5	3,0	36	21,4	80	47,6	99	58,9	10	6,0	22	13,1																	
Zlín	20	19,4			5	4,9	11	10,7	35	34,0	36	35,0	7	6,8	11	10,7																	

Explanatory notes: PV 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

Industrial safety and health protection at work

Classification based on: higher administrative territorial units - regions

% of collective agreements

ISPP Industrial safety and health protection at work 2006										
REGION	In the collective agreement the following are contracted									
	industrial safety of employees		the decisive period for finding of aver. earnings is the previous calendar year		discussing issues of ISHPW with the trade union body		specific term measures for ensuring ISHPW		written evaluation of the situation by the employer	
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA
Total	1225	94,2	363	27,9	1 077	82,8	455	35,0	660	50,7
City of Prague	146	91,8	44	27,7	126	79,2	58	36,5	65	40,9
Central Bohemia	88	93,6	15	16,0	72	76,6	24	25,5	30	31,9
South Bohemia	97	98,0	22	22,2	81	81,8	38	38,4	59	59,6
Pilsen	70	94,6	19	25,7	66	89,2	17	23,0	46	62,2
Karlovy Vary	31	91,2	12	35,3	21	61,8	9	26,5	15	44,1
Ústí	85	94,4	29	32,2	75	83,3	43	47,8	55	61,1
Liberec	47	94,0	14	28,0	39	78,0	31	62,0	33	66,0
Hradec Králové	69	93,2	20	27,0	58	78,4	20	27,0	39	52,7
Pardubice	63	96,9	13	20,0	58	89,2	17	26,2	29	44,6
South Moravia	116	97,5	36	30,3	105	88,2	53	44,5	56	47,1
Vysočina	73	84,9	16	18,6	65	75,6	22	25,6	51	59,3
Olomouc	82	95,3	26	30,2	79	91,9	17	19,8	48	55,8
Moravia-Silesia	160	95,2	75	44,6	151	89,9	87	51,8	100	59,5
Zlín	98	95,1	22	21,4	81	78,6	19	18,4	34	33,0

Explanatory notes: PV
% 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

Cooperation of contracting parties

Classification based on: Higher administrative territorial units - regions

% of collective agreements

ISPP Cooperation of contracting parties 2006												
REGION	In the CA a more detailed arrangement is contracted				Collection of membership fees via wage deductions		Provision of information to BO TU for collecting membership fees		Coverage of insurance by the employer for released officials		In the CA there is agreed ordering of work on bank holidays	
	concerning provision of economic information		provision of Section 25c of the LC		PV	% CA	PV	% CA	PV	% CA	PV	% CA
	PV	% CA	PV	% CA								
Total	1026	78,9	867	66,6	1116	85,8	583	44,8	276	21,2	295	22,7
City of Prague	121	76,1	91	57,2	125	78,6	52	32,7	25	15,7	25	15,7
Central Bohemia	72	76,6	52	55,3	68	72,3	28	29,8	21	22,3	9	9,6
South Bohemia	77	77,8	51	51,5	95	96,0	48	48,5	20	20,2	30	30,3
Pilsen	55	74,3	52	70,3	64	86,5	40	54,1	14	18,9	9	12,2
Karlovy Vary	27	79,4	18	52,9	30	88,2	13	38,2	5	14,7	1	2,9
Ústí	77	85,6	49	54,4	76	84,4	45	50,0	26	28,9	30	33,3
Liberec	40	80,0	22	44,0	42	84,0	21	42,0	18	36,0	16	32,0
Hradec Králové	61	82,4	55	74,3	64	86,5	38	51,4	14	18,9	9	12,2
Pardubice	49	75,4	43	66,2	57	87,7	25	38,5	16	24,6	11	16,9
South Moravia	100	84,0	94	79,0	99	83,2	30	25,2	24	20,2	19	16,0
Vysočina	71	82,6	59	68,6	77	89,5	53	61,6	9	10,5	36	41,9
Olomouc	68	79,1	62	72,1	79	91,9	53	61,6	12	14,0	11	12,8
Moravia-Silesia	132	78,6	134	79,8	148	88,1	92	54,8	50	29,8	58	34,5
Zlín	76	73,8	85	82,5	92	89,3	45	43,7	22	21,4	31	30,1

Explanatory notes: PV

% 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. A1c

Evaluation of collective agreements
 Minimum wage and monthly wage scales
 Classification based on: Legal form

in CZK/month/pers.

ISPP																										Minimum wage and monthly wage scales																										2006																									
LEGAL FORM		Min. wage		MONTHLY WAGE SCALES																																																																									
				Tariff scale																																																																									
				1		2		3		4		5		6		7		8		9		10		11		12																																																			
PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK																																																				
Total		64	8 274	416	7 326	426	7 723	438	8 203	444	8 796	452	9 578	458	10 458	458	11 491	458	12 683	457	14 007	454	15 525	450	17 349	438	19 489																																																		
Natur.pers.not entered in the Com.Reg.		1		2		2		2		2		2		2		2		2		2		2		2		2																																																			
Public company																																																																													
Limited liability company		23	8 323	128	7 321	129	7 757	137	8 275	141	8 877	146	9 634	148	10 498	148	11 511	148	12 665	148	13 985	147	15 425	147	17 195	141	19 324																																																		
Partnership limited by shares		1																																																																											
Stock company		37	8 226	264	7 322	273	7 708	277	8 175	279	8 768	282	9 571	286	10 466	286	11 520	286	12 731	285	14 058	284	15 628	280	17 481	274	19 622																																																		
Cooperative				8	7 146	8	7 426	8	7 731	8	8 181	8	8 720	8	9 306	8	10 086	8	11 026	8	12 039	8	13 185	8	14 674	8	16 930																																																		
Housing cooperative		1		2		2		2		2		2		2		2		2		2		2		2		2																																																			
State enterprise		1		9	7 485	9	7 841	9	8 371	9	8 997	9	9 778	9	10 721	9	11 799	9	13 286	9	14 844	8	16 351	8	18 374	8	20 488																																																		
Allowance organization				1		1		1		1		1		1		1		1		1		1		1		1																																																			
Institution of benefit to the public				1		1		1		1		1		1		1		1		1		1		1		1																																																			
Health insurance company																																																																													
Association (union, club, society)																																																																													
Special interest assoc. of legal entities				1		1		1		1		1		1		1		1		1		1		1		1																																																			

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

Evaluation of collective agreements
 Minimum wage and hourly wage scales - at a working hour fund of 40 hours/week
 Classification based on: Legal form

in CZK/hour/pers.

ISPP Minimum wage and hourly wage scales 2006																										
LEGAL FORM	Min. wage		HOOR WAGE SCALES																							
			Tariff scale																							
			1		2		3		4		5		6		7		8		9		10		11		12	
PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	
Total	16	46,91	79	42,78	81	45,27	83	48,00	83	51,38	82	55,54	80	61,03	77	66,96	46	72,80	39	78,81	38	88,15	37	101,17	37	115,93
Natur.pers.not entered in the Com.Reg.																										
Public company																										
Limited liability company	5	48,64	26	44,13	27	46,91	27	49,62	27	52,88	26	56,56	25	61,65	24	67,28	14	75,33	13	80,67	13	89,14	13	98,97	13	109,99
Partnership limited by shares																										
Stock company	11	46,12	49	42,01	50	44,42	52	47,28	52	50,80	52	55,28	51	61,09	49	67,29	29	72,77	23	79,39	22	89,70	21	105,10	21	122,30
Cooperative			1		1		1		1		1		1		1		1		1		1		1		1	
Housing cooperative			1		1		1		1		1		1		1		1		1		1		1		1	
State enterprise			2		2		2		2		2		2		2		1		1		1		1		1	
Allowance organization																										
Institution of benefit to the public																										
Health insurance company																										
Association (union, club, society)																										
Special interest assoc. of legal entities																										

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

Table NO. A5c

Evaluation of collective agreements

Minimum wage and hourly wage scales at hours other than 40 hour working hours - calculated for a working hour fund of 37.5 hours/week

Classification based on: Legal form

in CZK/hour/pers.

ISPP																										Minimum wage and hourly wage scales																										2006																									
LEGAL FORM		Min. wage		HOOR WAGE SCALES																																																																									
				Tariff scale																																																																									
		1		2		3		4		5		6		7		8		9		10		11		12																																																					
PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h	PV	CZK/h																																																				
Total		38	50,69	264	45,46	273	47,87	277	50,93	276	54,88	275	59,77	272	65,40	260	71,90	140	78,89	111	85,46	101	93,53	98	104,97	95	118,98																																																		
Natur.pers.not entered in the Com.Reg.				2		2		2		2		2		1																																																															
Public company																																																																													
Limited liability company		17	52,11	85	45,45	90	48,11	93	51,57	93	55,65	93	60,58	93	66,41	88	73,11	52	81,18	39	87,30	34	95,63	33	105,02	31	117,06																																																		
Partnership limited by shares																																																																													
Stock company		21	49,55	170	45,38	174	47,68	175	50,56	174	54,48	173	59,38	172	64,93	167	71,32	87	77,59	71	84,52	66	92,53	64	105,07	63	120,09																																																		
Cooperative				3	46,69	3	49,57	3	51,95	3	54,84	3	58,91	2		1																																																													
Housing cooperative																																																																													
State enterprise				3	46,00	3	47,70	3	50,43	3	53,73	3	57,50	3	63,73	3	71,43																																																												
Allowance organization																																																																													
Institution of benefit to the public																																																																													
Health insurance company																																																																													
Association (union, club, society)																																																																													
Special interest assoc. of legal entities				1		1		1		1		1		1		1		1		1		1		1		1																																																			

Explanatory notes: PV
CZK/h

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

Evaluation of collective agreements
Wage supplementary charges
Classification based on: Legal form

in CZK/hour, % of average earnings or % of wage scale

ISPP Wage supplementary charges 2006																									
LEGAL FORM	Type of supplementary charge																								
	for overtime work			for overtime work on Saturdays and Sundays			for night work			for afternoon work				for work on Saturdays and Sundays					for hard working environment				other		
	PV	% AE	% WS	PV	% AE	% WS	PV	CZK/h	% AE	PV	CZK/h	% AE	% WS	PV	CZK/h	% AE	% WS	CZK/shift	PV	min.CZK/h	max.CZK/h	% AE	% WS	PV	
Total	1079	26,7	42,3	490	49,0	50,8	1049	9,93	21,6	724	5,61	9,2	9,4	832	15,15	35,9	57,1	156,00	810	6,44	8,17	15,0	30,0	716	
Natur.pers.not entered in the Com.Reg.	7	26,1		1			7	8,46		6	6,53			6	13,83	50,0			4	6,25	7,00			2	
Public company																									
Limited liability company	420	26,6	46,3	206	50,4	50,0	416	10,49	22,3	294	5,80	8,4	12,0	325	16,67	37,1	58,1		315	6,36	7,72			266	
Partnership limited by shares	3	25,0		3	58,3		4	10,10		3	5,50			2					4	6,43	7,25			2	
Stock company	598	26,9	40,0	251	47,5	52,0	585	9,67	21,2	411	5,50	10,0	8,8	472	14,68	34,7	56,9	156,00	461	6,47	8,37	15,0	30,0	414	
Cooperative	14	25,0		11	50,0		9	6,72		4	3,50			4	3,50	30,0	50,0		6	8,17	12,50			11	
Housing cooperative	13	26,0		7	50,0		6	6,70		1				4		50,0			4	6,10	19,00			8	
State enterprise	15	25,3		7	52,1		14	8,89		3	3,03			13	10,00	37,1			13	6,92	7,68			7	
Allowance organization	4	25,0		2			4	5,70	20,0	1				3		25,0			2					4	
Institution of benefit to the public	1						1							1					1						
Health insurance company																									
Association (union, club, society)	3	26,7		2			2			1				1										2	
Special interest assoc. of legal entities	1						1							1											

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
 % AE average value of the supplementary charge specified as a percentage of the average earnings
 % WS average value of the supplementary charge specified as a percentage of the wage scale
 CZK/h average value of the supplementary charge in CZK per hour
 CZK/shift average value of the supplementary charge in CZK per shift

Evaluation of collective agreements
Remunerations for standby duty
Classification based on: Legal form

in CZK/hour, CZK, % of average earnings or % of wage scale

ISPP																										Remunerations for standby duty										2006				
LEGAL FORM	Remuneration for standby duty agreed generally					Remuneration for standby duty agreed in a differentiated manner																																		
						outside the worksite on a working day					outside the worksite on a bank holiday					on the worksite on a working day					on the worksite on a bank holiday																			
	PV	CZK/h	% AE	% WS	min. CZK	PV	CZK/h	% AE	% WS	min. CZK	PV	CZK/h	% AE	% WS	min. CZK	PV	CZK/h	% AE	% WS	min. CZK	PV	CZK/h	% AE	% WS	min. CZK															
Total	58	10,89	17,2	10,0	98	749	8,91	12,6	14,2	52	701	14,02	16,8	22,9	95	584	19,45	35,4	59,8	71	530	28,82	49,6	87,5	109															
Natur.pers.not entered in the Com.Reg.						4	5,00	18,3			4	7,00	23,3			4		42,5			3		56,7																	
Public company																																								
Limited liability company	25	9,16	20,1	10,0	160	271	8,73	12,6	16,0	73	260	13,38	16,3	19,3	121	206	21,71	34,4	68,9	104	195	30,56	46,2	81,4	177															
Partnership limited by shares	1					3	8,75	20,0			3	15,00	50,0			3	7,50	50,0			3	12,00	100,0																	
Stock company	30	11,46	14,0		81	447	9,12	12,3	12,5	44	411	14,66	16,6	26,7	88	350	17,87	36,2	56,6	67	311	27,07	52,0	92,3	99															
Cooperative						7	6,20	22,5		32	7	8,30	35,0		51	7	14,75	20,0	50,0		7	21,25	22,5	100,0																
Housing cooperative	1					2					3	25,00	10,0			3	33,00	20,0			2																			
State enterprise						12	8,00	10,0	15,0	49	11	10,64	13,3	25,0	68	10	23,33	20,0	50,0		9	33,92	20,0	55,0																
Allowance organization						2					1					1																								
Institution of benefit to the public	1																																							
Health insurance company																																								
Association (union, club, society)																																								
Special interest assoc. of legal entities						1					1																													

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
 % AE average value of remuneration specified as a percentage of the average earnings
 % WS average value of remuneration specified as a percentage of the wage scale
 CZK/h average value of remuneration in CZK per hour
 min. CZK average minimum value of remuneration in CZK/per day

Evaluation of collective agreements
 Refunds of wages and other provisions
 Classification based on: Legal form

in % of average earnings, % of collective agreements

ISPP Refunds of wages and other provisions 2006										
LEGAL FORM	Refund of wage to an employee who was not transferred to another position				Agreed other reasons for transfer to another position		Other provisions			
	at idle time		under unfavourable climatic influences				More detailed arrangement of ascertaining average earnings in CA		Regular term of payment of wage agreed in CA	
	PV	% AE	PV	% AE			PV	% CA	PV	% CA
Total	346	97,1	277	89,4	113	8,7	536	41,2	1020	78,4
Natur.pers.not entered in the Com.Reg.	1		1		1	14,3	2	28,6	7	100,0
Public company										
Limited liability company	136	97,2	104	90,7	48	9,7	191	38,5	393	79,2
Partnership limited by shares	2		3	93,3	1	16,7	2	33,3	5	83,3
Stock company	192	96,9	157	88,2	63	9,0	314	44,9	547	78,1
Cooperative	5	100,0	3	100,0			5	26,3	15	78,9
Housing cooperative	2		2				11	32,4	25	73,5
State enterprise	7	100,0	7	86,4			7	33,3	17	81,0
Allowance organization							1	14,3	3	42,9
Institution of benefit to the public									1	100,0
Health insurance company									1	100,0
Association (union, club, society)	1						1	20,0	3	60,0
Special interest assoc. of legal entities							2	66,7	3	100,0

Explanatory notes: PV
 % AE
 % CA

number of collective agreements in which the appropriate indicator has been agreed
 average value of the refund specified as a percentage of the average earnings
 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
Remunerations at work anniversaries
Classification based on: Legal form

in CZK

ISPP Remunerations at work anniversaries 2006																			
LEGAL FORM	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	
		PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK
Total	349	32	2 263	134	2 332	230	3 082	258	3 925	326	4 577	349	5 433	349	6 341	349	7 225	349	8 242
Natur.pers.not entered in the Com.Reg.	1	1		1		1		1		1		1		1		1		1	
Public company																			
Limited liability company	108	6	3 250	34	2 256	74	2 966	78	3 835	100	4 352	108	5 237	108	5 961	108	6 659	108	8 088
Partnership limited by shares	4			1		3	3 500	3	4 667	3	7 167	4	7 625	4	8 500	4	9 375	4	10 500
Stock company	208	20	2 115	84	2 408	136	3 149	157	3 938	198	4 693	208	5 637	208	6 715	208	7 744	208	8 663
Cooperative	4			2		2		4	6 200	4	6 450	4	6 700	4	7 075	4	7 325	4	7 575
Housing cooperative	14	1		7	2 329	9	3 333	10	3 870	11	4 255	14	4 093	14	4 521	14	5 236	14	5 414
State enterprise	5	1		2		2		2		4	3 875	5	4 500	5	5 100	5	5 900	5	6 100
Allowance organization	1									1		1		1		1		1	
Institution of benefit to the public																			
Health insurance company																			
Association (union, club, society)	2	1		1		1		1		2		2		2		2		2	
Special interest assoc. of legal entities	2	2		2		2		2		2		2		2		2		2	

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
CZK average value of remuneration in CZK

Evaluation of collective agreements
Remunerations at life anniversaries I - reaching the age of 50
Classification based on: Legal form

in CZK

ISPP													
Remuneration at life anniversaries I													
2006													
LEGAL FORM	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	
PV	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	
Total	536	248	2 978	517	3 115	536	3 765	536	4 364	536	4 930	536	5 283
Natur.pers.not entered in the Com.Reg.	2	1		2		2		2		2		2	
Public company													
Limited liability company	178	93	2 551	175	2 922	178	3 477	178	3 886	178	4 296	178	4 510
Partnership limited by shares	3	2		3	2 000	3	2 000	3	2 000	3	2 000	3	2 000
Stock company	299	119	3 103	283	3 118	299	3 860	299	4 635	299	5 343	299	5 815
Cooperative	13	4	4 750	13	3 377	13	4 062	13	4 446	13	5 115	13	5 638
Housing cooperative	23	15	3 167	23	3 587	23	3 965	23	4 163	23	4 293	23	4 359
State enterprise	11	7	4 457	11	4 364	11	4 909	11	5 091	11	5 455	11	5 545
Allowance organization	3	3	2 067	3	2 500	3	2 667	3	3 000	3	3 000	3	3 000
Institution of benefit to the public													
Health insurance company													
Association (union, club, society)	1	1		1		1		1		1		1	
Special interest assoc. of legal entities	3	3	3 733	3	4 497	3	5 600	3	6 667	3	7 000	3	7 000

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
CZK average value of remuneration in CZK

Evaluation of collective agreements
Remunerations at life anniversaries II - 1st old-age or disability retirement
Classification based on: Legal form

in CZK

ISPP													
Remuneration at life anniversaries II													
2006													
LEGAL FORM	Remuneration at 1st old-age or disability retirement												
	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	
PV	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	PV	CZK	
Total	582	259	3 409	540	3 839	577	4 812	582	5 753	582	6 688	582	7 466
Natur.pers.not entered in the Com.Reg.	2	1		2		2		2		2		2	
Public company													
Limited liability company	193	99	2 925	188	3 334	192	4 208	193	4 896	193	5 580	193	6 287
Partnership limited by shares	2	1		2		2		2		2		2	
Stock company	331	123	3 545	294	4 079	327	5 153	331	6 305	331	7 488	331	8 408
Cooperative	12	4	4 875	12	3 700	12	4 483	12	4 942	12	5 667	12	6 233
Housing cooperative	24	17	4 221	24	4 281	24	4 698	24	4 990	24	5 135	24	5 198
State enterprise	10	6	4 200	10	4 800	10	6 000	10	7 400	10	7 900	10	8 000
Allowance organization	3	3	2 400	3	2 833	3	3 000	3	3 333	3	3 333	3	3 333
Institution of benefit to the public													
Health insurance company													
Association (union, club, society)	2	2		2		2		2		2		2	
Special interest assoc. of legal entities	3	3	3 733	3	4 497	3	5 600	3	6 667	3	7 000	3	7 000

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
CZK average value of remuneration in CZK

Table NO. A13c

Evaluation of collective agreements
Remuneration of employees I
Classification based on: Legal form

% of collective agreements

ISPP																					Remuneration of employees I				2006	
LEGAL FORM	Remuneration of employees agreed by								Wage form								Conditions									
	collective agreement		internal wage regulation		individual contract		combination of given issue*		agreed in CA		of this				of given forms**		have been agreed for the provision of wage forms									
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA						
Total	1050	80,7	562	43,2	370	28,4	625	48,0	826	63,5	458	35,2					368	28,3	465	35,7						
Natur.pers.not entered in the Com.Reg.	6	85,7	1	14,3	4	57,1	4	57,1	6	85,7	3	42,9					3	42,9	3	42,9						
Public company																										
Limited liability company	408	82,3	219	44,2	140	28,2	255	51,4	324	65,3	182	36,7					142	28,6	161	32,5						
Partnership limited by shares	4	66,7	2	33,3	2	33,3	2	33,3	4	66,7	2	33,3					2	33,3	5	83,3						
Stock company	561	80,1	281	40,1	206	29,4	314	44,9	454	64,9	247	35,3					207	29,6	273	39,0						
Cooperative	12	63,2	14	73,7	4	21,1	9	47,4	13	68,4	5	26,3					8	42,1	8	42,1						
Housing cooperative	33	97,1	25	73,5	12	35,3	28	82,4	15	44,1	14	41,2					1	2,9	8	23,5						
State enterprise	14	66,7	12	57,1	1	4,8	7	33,3	5	23,8							5	23,8	4	19,0						
Allowance organization	4	57,1	2	28,6			1	14,3	1	14,3	1	14,3							1	14,3						
Institution of benefit to the public			1	100,0																						
Health insurance company	1	100,0	1	100,0			1	100,0																		
Association (union, club, society)	4	80,0	3	60,0			2	40,0	3	60,0	3	60,0							2	40,0						
Special interest assoc. of legal entities	3	100,0	1	33,3	1	33,3	2	66,7	1	33,3	1	33,3														

Explanatory notes: PV 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
 * agreements combining more methods of contracting remunerations are included even in the sum total for individual contracting methods
 ** agreements combining more wage forms are not included in the sum total for individual forms

Table NO. A14c

Evaluation of collective agreements
Remuneration of employees II
Classification based on: Legal form

% of collective agreements, in hours per year

ISPP																						Remuneration of employees II										2006	
LEGAL FORM	Inclusion of working activities in functions, positions and tariff scales										Corporate catalogue part of CA		Other wage components						Activity of parity commissions agreed in CA		Contracting wage while considering overtime work												
	agreed		for classification, the following are used										13th wage		14th wage		15th wage																
	PV	% CA	unified catalogue		occupational catalogue		catalogue of OS		own corp. catalogue		PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	hours/year											
Total	690	53,0	134	10,3	53	4,1	3	0,2	576	44,3	240	18,4	517	39,7	271	20,8	2	0,2	293	22,5	194	147											
Natur.pers.not entered in the Com.Reg.	3	42,9	1	14,3					2	28,6	2	28,6	2	28,6	1	14,3			2	28,6	3	150											
Public company																																	
Limited liability company	239	48,2	59	11,9	23	4,6	2	0,4	191	38,5	86	17,3	193	38,9	111	22,4	1	0,2	138	27,8	74	147											
Partnership limited by shares	4	66,7							4	66,7	3	50,0	2	33,3	1	16,7			2	33,3	1												
Stock company	413	59,0	67	9,6	28	4,0	1	0,1	353	50,4	139	19,9	274	39,1	135	19,3	1	0,1	150	21,4	100	148											
Cooperative	8	42,1	2	10,5					7	36,8	4	21,1	11	57,9	6	31,6					4	118											
Housing cooperative	5	14,7	1	2,9	1	2,9			3	8,8			17	50,0	9	26,5					4	150											
State enterprise	12	57,1	4	19,0					11	52,4	3	14,3	9	42,9	2	9,5					6	150											
Allowance organization	4	57,1			1	14,3			3	42,9	2	28,6	1	14,3					1	14,3													
Institution of benefit to the public	1	100,0							1	100,0			1	100,0																			
Health insurance company													1	100,0	1	100,0					1												
Association (union, club, society)	1	20,0							1	20,0	1	20,0	4	80,0	3	60,0					1												
Special interest assoc. of legal entities													2	66,7	2	66,7																	

Explanatory notes: PV 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 extent of contracted overtime work in hours per year

Table NO. A15c

Evaluation of collective agreements
Remuneration of employees III - wage development
Classification based on: Legal form

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

ISPP Remuneration of employees III - wage development without dependance on economic indicators 2006																														
LEGAL FORM	Has wage development been contracted in the CA?																													
	of this																													
	by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage								by increasing the average real wage						by keeping real wage				by combination			
	fixed amount		by incr. in %		without manag.		by increase in %		by abs. amount		without manag.		by incr. in %		without manag.		without manag.		of given issues											
PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	aver.%	PV	aver.CZK	PV	aver.%	PV	% CA	PV	aver.%	PV	aver.%	PV	% CA	PV	% CA	PV	% CA	
Total	300	23,1	38	2,9	262	20,1	56	4,3	9	0,7	549	42,2	543	3,9	6	488,0	44	3,6	43	3,3	43	2,1	2		146	11,2	8	0,6	191	14,7
Natur.pers.not entered in the Com.Reg.	3	42,9			3	42,9					4	57,1	4	3,2														2	28,6	
Public company																														
Limited liability company	121	24,4	13	2,6	108	21,8	12	2,4	4	0,8	215	43,3	213	3,9	2		21	3,5	16	3,2	16	2,0	1		48	9,7	2	0,4	72	14,5
Partnership limited by shares											4	66,7	4	3,9			2								1	16,7				
Stock company	162	23,1	24	3,4	138	19,7	35	5,0	5	0,7	292	41,7	288	3,9	4	499,5	20	3,9	25	3,6	25	2,0	1		89	12,7	6	0,9	105	15,0
Cooperative	1	5,3			1	5,3	1	5,3			6	31,6	6	3,9											2	10,5			1	5,3
Housing cooperative	7	20,6			7	20,6	7	20,6			11	32,4	11	5,2											2	5,9			5	14,7
State enterprise	3	14,3	1	4,8	2	9,5					11	52,4	11	4,2					2	9,5	2				3	14,3			5	23,8
Allowance organization											1	14,3	1																	
Institution of benefit to the public																														
Health insurance company											1	100,0	1																	
Association (union, club, society)	2	40,0			2	40,0	1	20,0			3	60,0	3	3,2			1											1	20,0	
Special interest assoc. of legal entities	1	33,3			1	33,3					1	33,3	1												1	33,3				

Explanatory notes: PV 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 IV - wage development
Classification based on: Legal form

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

ISPP																									Remuneration of employees IV - wage development in dependance on economic indicators																									2006	
LEGAL FORM		Has wage development been contracted in the CA?																																																	
		of this																																																	
		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																													
		without manag.		by increase in %			by abs. amount		without manag.		by incr. in %		without manag.		without manag.		of given issues																																		
PO	PV	% CA	PV	% CA	PV	% CA	PV	aver.%	PV	aver.CZK	PV	aver.%	PV	% CA	PV	aver.%	PV	aver.%	PV	% CA	PV	% CA	PV	% CA																											
Total	222	12	5,4	5	2,3	151	68,0	151	4,1			14	3,8	15	6,8	15	2,1	1		47	21,2	2	0,9	54	24,3																										
Natur.pers.not entered in the Com.Reg.	1					1	100,0	1																																											
Public company																																																			
Limited liability company	79	3	3,8	2	2,5	55	69,6	55	4,2			7	3,6	3	3,8	3	1,7			11	13,9			15	19,0																										
Partnership limited by shares																																																			
Stock company	133	8	6,0	3	2,3	89	66,9	89	4,0			7	4,0	12	9,0	12	2,2	1		32	24,1	2	1,5	36	27,1																										
Cooperative	4					2	50,0	2												2	50,0																														
Housing cooperative																																																			
State enterprise	4					4	100,0	4	3,4											2	50,0			3	75,0																										
Allowance organization																																																			
Institution of benefit to the public																																																			
Health insurance company																																																			
Association (union, club, society)	1	1	100,0																																																
Special interest assoc. of legal entities																																																			

Explanatory notes: PV 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
 Labour law requirements - length of working hours, prolongation of holiday entitlement
 Classification based on: Legal form

in hours per week, share in col. agreements

ISPP														Labour law requirements I														2006
LEGAL FORM	Length of working hours								Prolongation of holiday entitlement				Other holiday Sec. 105, LC % CA															
	agreed in CA PV	in general		in working modes				by 1 week % CA	by 2 weeks % CA	by 3 weeks % CA	by more % CA																	
		PV	hours/week	PV	1 shift hours/week	2 shift hours/week	3 shift hours/week					uninterrupted hours/week																
Total	1 236	956	38,0	280	39,7	38,4	37,3	37,2	78,0	1,0	0,1	0,2	6,2															
Natur.pers.not entered in the Com.Reg.	7	5	38,5	2					71,4																			
Public company	1	1																										
Limited liability company	476	358	38,0	118	39,9	38,5	37,4	37,3	75,8	0,2	0,2	0,4	5,4															
Partnership limited by shares	5	4	38,8	1					83,3																			
Stock company	663	521	37,9	142	39,6	38,3	37,3	37,2	80,1	0,3			7,3															
Cooperative	18	13	38,7	5	40,0	38,8		37,5	57,9				5,3															
Housing cooperative	34	32	38,3	2					85,3	11,8																		
State enterprise	17	13	38,1	4	37,5	36,8	36,0	35,3	76,2	19,0			9,5															
Allowance organization	5	2		3	40,0	38,8	37,5	37,5	71,4																			
Institution of benefit to the public	1			1					100,0																			
Health insurance company	1	1							100,0																			
Association (union, club, society)	5	4	37,5	1					40,0	40,0																		
Special interest assoc. of legal entities	3	2		1					100,0																			

Explanatory notes: PV 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. A18c

Evaluation of collective agreements

Labour law requirements - extent of standby duty, overtime work, compensation money

Classification based on: Legal form

in hours per year, in months, aver. multiple, % of CA

ISPP															Labour law requirements II															2006	
LEGAL FORM	Extent of standby duty				Overtime work						Increase of compensation money beyond the framework of Section 60a of the LC		Conditions have been agreed for provision of the compensation money																		
	agreed on other place agreed with the employee		agreed decrease of extent on work site		agreed lower extent		agreed buffering period at distribution of working period				PV	aver. multiple	PV	% CA																	
	PV	hour/year	PV	hour/year	PV	hour/year	evenly		unevenly																						
							PV	months	PV	months																					
Total	52	683	68	191	38	173	568	10,8	373	10,9	597	2,2	526	40,4																	
Natur.pers.not entered in the Com.Reg.			1				1		2		4	2,1	3	42,9																	
Public company																															
Limited liability company	23	593	29	172	10	150	208	10,9	130	10,9	192	2,1	164	33,1																	
Partnership limited by shares							1		3	12,0	2		2	33,3																	
Stock company	27	800	34	207	24	185	336	10,8	225	10,8	359	2,4	325	46,4																	
Cooperative	1		2		2		8	11,3	5	10,8	8	1,9	7	36,8																	
Housing cooperative							6	10,7			12	2,1	10	29,4																	
State enterprise	1		2		2		5	12,0	5	12,0	17	1,2	12	57,1																	
Allowance organization							3	12,0	2																						
Institution of benefit to the public																															
Health insurance company																															
Association (union, club, society)											2		2	40,0																	
Special interest assoc. of legal entities									1		1		1	33,3																	

Explanatory notes: PV

% CA

hour/year

months

average multiple

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 number of hours per year

average number of months

average multiple of increase of compensation money

Evaluation of collective agreements

Labour law requirements - personal obstacles on the part of the employee, for which the refund of wages is provided; lump-sum compensation of survivors

Classification based on: Legal form

in days, % of coll. agreement, aver. CZK

ISPP																								Labour law requirements III												2006	
LEGAL FORM		Average number of days of time off provided beyond the framework of the LC																Lump-sum compensation of survivors beyond the frame of the LC																			
		Type of personal obstacle																PV		% CA		to a child with entitlement to orphan's annuity		to a spouse		to parents											
		A		B		C		D		E		F		G		H						PV	aver. CZK	PV	aver. CZK	PV	aver. CZK										
		PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	% CA	PV	aver. CZK	PV	aver. CZK	PV	aver. CZK										
Total		580	1,2	292	6,4	772	2,4	467	1,4	101	4,0	479	1,2	332	3,9	84	2,9	497	38,2	495	73 231	480	53 427	201	42 088												
Natur.pers.not entered in the Com.Reg.		5	1,2	1		6	2,3	2				3	1,3	2		1																					
Public company																																					
Limited liability company		244	1,3	90	5,7	312	2,6	205	1,5	38	4,8	217	1,1	125	3,9	28	2,9	200	40,3	200	69 900	193	49 456	66	42 091												
Partnership limited by shares		4	1,3	1		3	2,7	1				3	1,0	2				5	83,3	5	50 800	5	35 200	2													
Stock company		312	1,2	176	7,1	405	2,4	247	1,4	61	3,6	244	1,2	181	3,7	48	2,8	276	39,4	274	78 230	266	57 703	125	43 070												
Cooperative		6	1,0	8	4,6	11	1,5	3	1,0			6	1,0	6	4,0			2	10,5	2		2															
Housing cooperative		2		11	3,7	19	1,2	2				2		9	2,2	3	2,0	6	17,6	6	18 333	6	23 333	5	26 000												
State enterprise		7	1,1	3	5,7	11	1,4	5	1,0	2		3	1,3	7	9,3	3	6,7	5	23,8	5	68 000	5	61 000	1													
Allowance organization				2		2																															
Institution of benefit to the public																																					
Health insurance company																																					
Association (union, club, society)						2		1								1		2	40,0	2		2		2													
Special interest assoc. of legal entities						1		1				1						1	33,3	1		1															

Explanatory notes: PV 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 compensation in CZK
 A birth of a child to the wife of an employee
 B accompanying a disabled child to a medical institution

C death of a close relative
 D one's own wedding
 E looking for a new job
 F moving
 G for mothers caring for a child (per year)
 H care for a family member (per year)

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

average %

ISPP Social fund (FSCR, stimulation fund) - creation 2006										
LEGAL FORM	FSCR creation (state enterprises)		Creation of a social fund							
	principles and budget in CA	agreed other allotment	creation agreed in CA	allotment specified % of PVWF		allotment specified via abs. amount per employee from the profit		of volume of paid wages		allotment spec. otherwise
	PV	PV	PV	PV	aver. %	PV	aver. CZK	PV	aver. %	PV
Total	20	10	430	73	2,3	50	1 618	74	2,1	144
Natur.pers.not entered in the Com.Reg.										
Public company										
Limited liability company	3		122	14	2,2	15	624	18	2,3	46
Partnership limited by shares			1							
Stock company	1		269	47	2,4	32	1 933	51	2,0	84
Cooperative			8	1				1		5
Housing cooperative	1	1	18	5	2,3	2				8
State enterprise	13	8	3	2				1		
Allowance organization	2	1	3	2				1		
Institution of benefit to the public										
Health insurance company			1	1						
Association (union, club, society)			3	1				2		
Special interest assoc. of legal entities			2			1				1

Explanatory notes: PV
 PVWF

number of collective agreements in which the appropriate indicator has been agreed
 planned volume of wage funds and other personnel costs

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

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

ISPP Social fund (FSCR, stimulation fund) - use 2006															
LEGAL FORM	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	PV	% CA	PV	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	11,4	7,0	4,6	22,7	1,5	4,7	7,0		1,9	25,1	14,1	319	24,5	46	3,5
Natur.pers.not entered in the Com.Reg.															
Public company															
Limited liability company	14,7	7,6	4,9	16,4	1,4	5,5	7,4		0,4	31,0	10,7	87	17,5	8	1,6
Partnership limited by shares	15,4			68,6		3,9				12,0		1	16,7		
Stock company	9,1	7,5	3,9	24,4	1,6	4,4	7,7		2,6	24,4	14,3	190	27,1	34	4,9
Cooperative	10,1		7,7	28,9	0,7	6,0				7,5	39,0	6	31,6	1	5,3
Housing cooperative	19,2	5,7	14,7	21,5	1,3	11,0				4,5	22,2	21	61,8	1	2,9
State enterprise	28,9		11,2	16,5	0,9	3,3				16,6	22,8	6	28,6	1	4,8
Allowance organization	18,9	1,3	18,5	19,0	3,1	9,7				16,4	13,1	4	57,1		
Institution of benefit to the public															
Health insurance company												1	100,0	1	100,0
Association (union, club, society)	27,0			20,2		3,2	3,0				46,6	2	40,0		
Special interest assoc. of legal entities												1	33,3		

Explanatory notes: **A** recreation - contribution to employees and family members **I** contribution to transportation
B medical services - spas, rehabilitation **J** other use
C loans to employees **K** balance
D contribution to corporate catering
E social assistance **PV** number of collective agreements in which the appropriate indicator has been agreed
F remunerations for work and life anniversaries **% CA** share in collective agreements, in which the appropriate value has been agreed
G contribution to contributory pension scheme as to the overall number of agreements in the file
H contribution to accident supplementary insurance **aver. %** average percentage of use for this purpose of the total creation of the fund

Evaluation of collective agreements

Care for employees I - Contribution to corporate catering, contribution to contributory pension scheme

Classification based on: Legal form

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

ISPP														Care for employees I														2006													
LEGAL FORM	Employer's contribution to corporate catering										Employer's contribution to contributory pension scheme acc. to Act No. 42/94 Coll.																														
	arranged in CA		amount of contributions*						arranged in CA		amount of contribution				agreed conditions for provision of contribution																										
			out of costs		from the social fund, FSCR, profit		without distinguishing resources				from costs		from social fund, FSCR, profit																												
	PO	% CA	aver. CZK	aver. % of price	aver. CZK	aver. % of price	aver. CZK	aver. % of price	PV	% CA	aver. CZK/month	aver. CZK/month	PV																												
Total	943	72,5	29,18	54,4	8,71	38,1	28,53	56,2	517	39,7	308,64	302,86	326																												
Natur.pers.not entered in the Com.Reg.	4	57,1	8,00	53,3					3	42,9	300,00		2																												
Public company																																									
Limited liability company	368	74,2	28,96	54,5	6,68	36,1	34,29	56,4	167	33,7	305,90	178,57	102																												
Partnership limited by shares	6	100,0	28,00	55,0				50,0																																	
Stock company	487	69,6	29,91	54,3	8,72	39,8	25,97	56,3	310	44,3	307,38	350,00	199																												
Cooperative	16	84,2	24,54	54,1	6,86		23,00		7	36,8	242,86		4																												
Housing cooperative	29	85,3	30,63	55,0	10,65	28,5			11	32,4	295,45		5																												
State enterprise	17	81,0	22,10	55,0	11,94			55,0	14	66,7	397,57		12																												
Allowance organization	6	85,7	36,00	55,0	9,88		26,00																																		
Institution of benefit to the public	1	100,0	41,00		29,00																																				
Health insurance company	1	100,0		55,0	8,00				1	100,0		100,00	1																												
Association (union, club, society)	5	100,0	27,00	54,0	14,00				3	60,0	500,00	250,00	1																												
Special interest assoc. of legal entities	3	100,0		55,0	5,00				1	33,3	300,00																														

Explanatory notes: PV

% CA

aver. % of price

aver. CZK

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 specified as a percentage of the price of a meal

average contribution in CZK

average contribution in CZK per month

the contribution is contracted from the costs, or the costs and social fund, or the social fund, or without distinguishing resources

Evaluation of collective agreements
 Care for employees II - other social issues
 Classification based on: Legal form

% of collective agreements

ISPP																
Care for employees II																
2006																
LEGAL FORM	Other social issues															
	contribution to employees for								refund				provision of uniform work wear		others	
	life insurance		accident insurance		transport to work		healing, recondition or rehab stays		entrance medical examinations		preventive medical examinations		PV	% CA	PV	% CA
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA				
Total	164	12,6	24	1,8	52	4,0	253	19,4	661	50,8	715	55,0	159	12,2	244	18,8
Natur.pers.not entered in the Com.Reg.							2	28,6	3	42,9	3	42,9	2	28,6	3	42,9
Public company																
Limited liability company	44	8,9	5	1,0	16	3,2	99	20,0	250	50,4	263	53,0	45	9,1	76	15,3
Partnership limited by shares							2	33,3	3	50,0	4	66,7	2	33,3		
Stock company	106	15,1	18	2,6	35	5,0	145	20,7	382	54,6	415	59,3	109	15,6	152	21,7
Cooperative	5	26,3					1	5,3	8	42,1	10	52,6	1	5,3	4	21,1
Housing cooperative	4	11,8					2	5,9	3	8,8	7	20,6			6	17,6
State enterprise	5	23,8	1	4,8			1	4,8	10	47,6	9	42,9			3	14,3
Allowance organization							1	14,3			1	14,3				
Institution of benefit to the public									1	100,0						
Health insurance company									1	100,0	1	100,0				
Association (union, club, society)					1	20,0					2	40,0				
Special interest assoc. of legal entities																

Explanatory notes: PV 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
Industrial safety and health protection at work
Classification based on: Legal form

% of collective agreements

ISPP Industrial safety and health protection at work 2006										
LEGAL FORM	In the collective agreement the following are contracted									
	industrial safety of employees		the decisive period for finding of aver. earnings is the previous calendar year		discussing issues of ISHPW with the trade union body		specific term measures for ensuring ISHPW		written evaluation of the situation by the employer	
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA
Total	1225	94,2	363	27,9	1 077	82,8	455	35,0	660	50,7
Natur.pers.not entered in the Com.Reg.	7	100,0	1	14,3	6	85,7	3	42,9	3	42,9
Public company										
Limited liability company	470	94,8	137	27,6	415	83,7	179	36,1	266	53,6
Partnership limited by shares	6	100,0	2	33,3	6	100,0	2	33,3	2	33,3
Stock company	662	94,6	198	28,3	581	83,0	243	34,7	351	50,1
Cooperative	19	100,0	4	21,1	16	84,2	4	21,1	6	31,6
Housing cooperative	31	91,2	13	38,2	28	82,4	16	47,1	20	58,8
State enterprise	17	81,0	4	19,0	14	66,7	4	19,0	5	23,8
Allowance organization	5	71,4	2	28,6	3	42,9			1	14,3
Institution of benefit to the public	1	100,0			1	100,0				
Health insurance company	1	100,0			1	100,0				
Association (union, club, society)	4	80,0	1	20,0	4	80,0	3	60,0	4	80,0
Special interest assoc. of legal entities	2	66,7	1	33,3	2	66,7	1	33,3	2	66,7

Explanatory notes: PV
% 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
Cooperation of contracting parties
Classification based on: Legal form

% of collective agreements

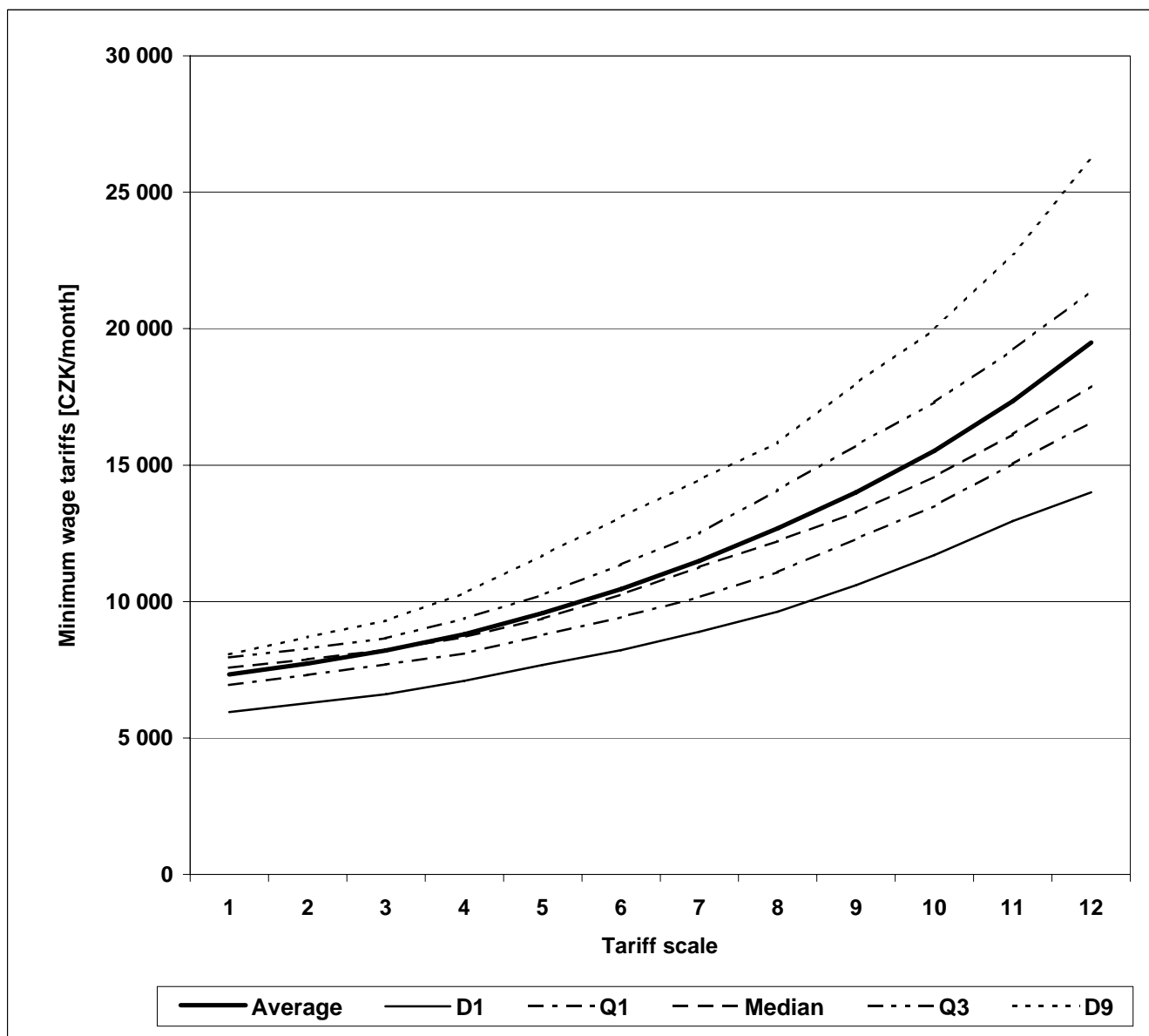
ISPP Cooperation of contracting parties 2006												
LEGAL FORM	In the CA a more detailed arrangement is contracted				Collection of membership fees via wage deductions		Provision of information to BO TU for collecting membership fees		Coverage of insurance by the employer for released officials		In the CA there is agreed ordering of work on bank holidays	
	concerning provision of economic information		provision of Section 25c of the LC		PV	% CA	PV	% CA	PV	% CA	PV	% CA
	PV	% CA	PV	% CA								
Total	1026	78,9	867	66,6	1116	85,8	583	44,8	276	21,2	295	22,7
Natur.pers.not entered in the Com.Reg.	6	85,7	6	85,7	5	71,4	4	57,1	1	14,3	1	14,3
Public company												
Limited liability company	396	79,8	350	70,6	435	87,7	256	51,6	96	19,4	115	23,2
Partnership limited by shares	3	50,0	6	100,0	6	100,0	5	83,3	3	50,0		
Stock company	562	80,3	441	63,0	597	85,3	301	43,0	171	24,4	153	21,9
Cooperative	9	47,4	11	57,9	18	94,7	8	42,1	1	5,3	5	26,3
Housing cooperative	25	73,5	32	94,1	30	88,2					15	44,1
State enterprise	15	71,4	12	57,1	14	66,7	7	33,3	4	19,0	3	14,3
Allowance organization	3	42,9	4	57,1	5	71,4	1	14,3			2	28,6
Institution of benefit to the public	1	100,0									1	100,0
Health insurance company												
Association (union, club, society)	3	60,0	3	60,0	3	60,0						
Special interest assoc. of legal entities	3	100,0	2	66,7	3	100,0	1	33,3				

Explanatory notes: PV
% 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

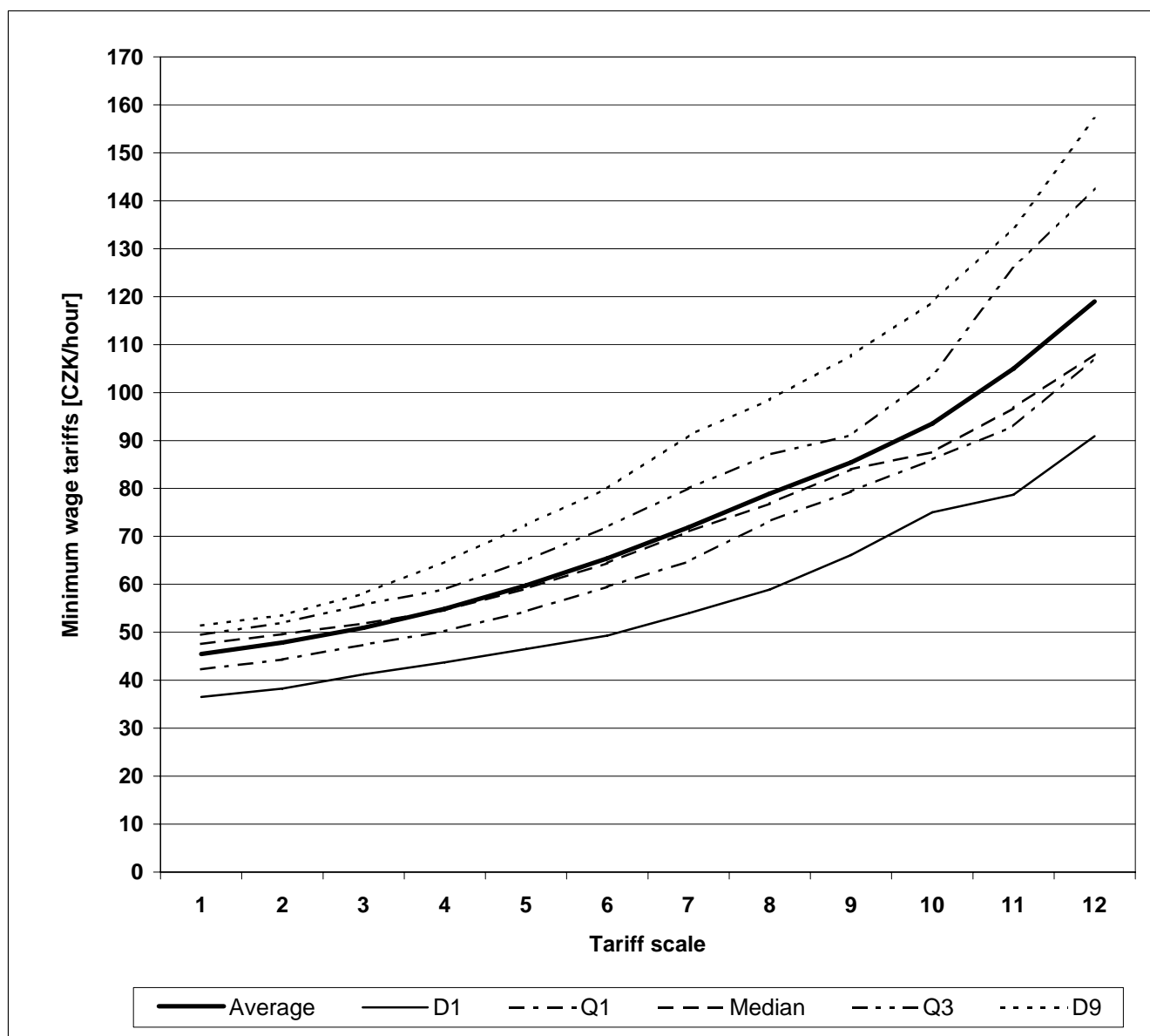
ISPP Minimum wage and monthly wage scales 2006							
	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	64	8 274	7 764	7 800	8 025	8 373	8 943
Tariff scale 1	416	7 326	5 950	6 943	7 570	7 955	8 065
Tariff scale 2	426	7 723	6 275	7 313	7 880	8 280	8 700
Tariff scale 3	438	8 203	6 600	7 700	8 230	8 658	9 300
Tariff scale 4	444	8 796	7 093	8 100	8 700	9 370	10 300
Tariff scale 5	452	9 578	7 681	8 770	9 375	10 240	11 696
Tariff scale 6	458	10 458	8 221	9 420	10 250	11 356	13 093
Tariff scale 7	458	11 491	8 897	10 160	11 260	12 500	14 460
Tariff scale 8	458	12 683	9 628	11 078	12 210	14 100	15 820
Tariff scale 9	457	14 007	10 600	12 300	13 270	15 720	17 996
Tariff scale 10	454	15 525	11 700	13 500	14 575	17 300	19 982
Tariff scale 11	450	17 349	12 947	15 050	16 125	19 225	22 746
Tariff scale 12	438	19 489	14 000	16 570	17 900	21 379	26 205



Evaluation of collective agreements

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

ISPP Minimum wage and hourly wage scales 2006							
	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	38	50,69	48,68	48,98	49,95	51,30	51,81
Tariff scale 1	264	45,46	36,53	42,28	47,60	49,50	51,40
Tariff scale 2	273	47,87	38,24	44,30	49,60	52,00	53,59
Tariff scale 3	277	50,93	41,24	47,40	51,80	55,80	58,12
Tariff scale 4	276	54,88	43,75	50,23	54,60	59,00	64,65
Tariff scale 5	275	59,77	46,54	54,40	59,10	65,00	72,42
Tariff scale 6	272	65,40	49,29	59,50	64,45	72,00	80,00
Tariff scale 7	260	71,90	54,00	64,78	70,99	80,00	91,00
Tariff scale 8	140	78,89	58,94	73,20	76,80	87,04	98,52
Tariff scale 9	111	85,46	66,10	79,40	84,00	91,14	107,70
Tariff scale 10	101	93,53	75,00	86,00	87,60	103,64	118,90
Tariff scale 11	98	104,97	78,70	93,00	96,75	125,94	134,32
Tariff scale 12	95	118,98	90,88	107,20	108,00	142,61	157,07



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

ISPP													Year-on-year comparison - monthly wage scales													2006	
Tariff scale	nominal index												real index after deduction of the inflation rate														
	95/94	96/95	97/96	98/97	99/98	00/99	01/00	02/01	03/02	04/03	05/04	06/05	95/94	96/95	97/96	98/97	99/98	00/99	01/00	02/01	03/02	04/03	05/04	06/05			
Tariff scale 1	108,2	114,0	109,0	107,0	108,8	107,2	116,4	108,9	108,0	107,6	106,1	107,0	98,3	104,0	99,7	95,5	106,5	103,0	110,9	107,0	107,9	104,5	104,1	103,9			
Tariff scale 2	108,6	115,4	109,6	107,2	108,3	106,0	113,6	108,2	107,3	107,3	105,8	106,7	98,7	105,3	100,3	95,8	106,0	101,9	108,3	106,2	107,2	104,3	103,8	103,6			
Tariff scale 3	109,1	115,9	109,9	107,7	107,6	105,6	111,7	107,4	107,3	105,8	105,6	106,3	99,1	105,7	100,5	96,2	105,4	101,4	106,4	105,5	107,2	102,9	103,6	103,2			
Tariff scale 4	109,7	116,8	109,1	108,1	107,5	105,7	111,1	106,6	106,9	105,3	105,1	105,3	99,7	106,6	99,9	96,5	105,2	101,5	105,9	104,7	106,8	102,4	103,1	102,3			
Tariff scale 5	109,7	117,8	108,5	108,2	107,6	105,4	111,4	106,2	106,3	104,8	105,1	105,0	99,7	107,4	99,3	96,6	105,4	101,3	106,2	104,3	106,2	101,9	103,1	102,0			
Tariff scale 6	109,9	118,7	108,2	108,3	107,9	105,0	111,7	105,8	106,0	104,3	104,1	105,8	99,9	108,3	99,0	96,7	105,6	100,9	106,4	103,9	105,9	101,4	102,1	102,8			
Tariff scale 7	110,0	119,6	107,6	108,8	107,8	104,9	111,7	105,7	105,9	104,1	103,8	105,9	100,0	109,1	98,5	97,2	105,6	100,8	106,4	103,8	105,8	101,2	101,8	102,8			
Tariff scale 8	109,9	120,2	107,4	109,3	107,8	104,8	111,3	105,0	106,1	104,2	103,6	106,3	99,9	109,6	98,3	97,6	105,5	100,7	106,1	103,1	106,0	101,3	101,7	103,2			
Tariff scale 9	109,8	120,6	107,2	109,4	107,9	104,9	111,2	104,8	106,1	104,2	103,1	106,6	99,8	110,0	98,1	97,7	105,6	100,8	106,0	102,9	105,9	101,3	101,1	103,5			
Tariff scale 10	110,0	121,7	106,6	110,0	107,9	104,4	111,6	104,5	105,7	104,6	102,5	106,7	100,0	111,0	97,5	98,2	105,6	100,4	106,3	102,6	105,6	101,7	100,6	103,6			
Tariff scale 11	108,8	122,4	107,0	109,7	108,8	103,9	111,6	104,7	105,4	104,9	101,8	107,3	98,9	111,7	97,9	98,0	106,5	99,8	106,3	102,8	105,3	102,0	99,9	104,2			
Tariff scale 12	111,5	119,7	107,0	110,7	109,1	103,5	111,6	104,3	105,9	105,2	101,3	107,8	101,3	109,1	97,9	98,8	106,8	99,5	106,3	102,5	105,8	102,2	99,3	104,7			

Inflation rate per individual year	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
	10,0	9,1	8,8	8,5	10,7	2,1	3,9	4,7	1,8	0,1	2,8	1,9	2,9*

* Year-on-year inflation rate - data from July 2006

source: ČSÚ

Evaluation of collective agreements

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

ISPP		Year-on-year comparison - hourly wage scales (40 hours/week)																						2006	
		nominal index												real index after deduction of the inflation rate											
Tariff scale		95/94	96/95	97/96	98/97	99/98	00/99	01/00	02/01	03/02	04/03	05/04	06/05	95/94	96/95	97/96	98/97	99/98	00/99	01/00	02/01	03/02	04/03	05/04	06/05
Tariff scale 1		109,2	113,4	113,8	107,4	106,3	106,5	114,9	110,5	107,6	108,5	106,3	106,3	99,3	103,4	104,1	95,9	104,1	102,3	109,5	108,5	107,5	105,5	104,3	103,2
Tariff scale 2		109,4	114,4	112,3	108,0	107,0	105,6	113,7	108,2	106,1	108,8	106,4	106,8	99,5	104,3	102,8	96,5	104,8	101,5	108,4	106,3	106,0	105,7	104,4	103,7
Tariff scale 3		109,9	114,8	110,8	109,4	107,3	105,5	111,3	106,9	105,3	108,5	105,5	106,8	99,9	104,7	101,3	97,7	105,0	101,4	106,0	105,0	105,2	105,4	103,5	103,7
Tariff scale 4		109,9	115,9	109,1	109,7	108,1	105,6	110,5	106,3	105,1	108,2	104,6	106,0	99,9	105,7	99,9	97,9	105,9	101,4	105,3	104,4	105,0	105,1	102,6	102,9
Tariff scale 5		109,9	116,8	107,5	110,2	108,6	105,2	111,1	106,2	104,6	107,4	102,9	106,4	99,9	106,5	98,4	98,4	106,3	101,1	105,9	104,3	104,5	104,4	101,0	103,3
Tariff scale 6		109,7	117,7	106,6	110,6	108,7	105,0	112,8	104,5	105,4	106,7	102,0	107,4	99,8	107,3	97,5	98,8	106,4	100,9	107,5	102,6	105,3	103,7	100,0	104,3
Tariff scale 7		109,3	118,6	105,9	110,6	108,9	105,2	113,7	104,0	104,8	107,3	101,0	107,6	99,4	108,1	96,9	98,7	106,6	101,1	108,4	102,1	104,7	104,3	99,1	104,5
Tariff scale 8		118,4	117,5	112,1	112,4	103,6	108,3	115,0	104,4	104,1	106,8	100,8	109,8	107,6	107,2	102,5	100,3	101,4	104,0	109,6	102,5	104,0	103,8	98,8	106,7
Tariff scale 9		120,9	110,0	112,6	109,0	106,7	109,1	119,7	103,6	104,0	108,5	98,2	111,6	109,9	100,3	103,0	97,3	104,5	104,8	114,0	101,8	103,9	105,4	96,3	108,4
Tariff scale 10		120,1	111,4	110,5	110,6	106,2	108,2	126,2	101,9	102,5	107,9	98,9	112,9	109,1	101,6	101,1	98,8	104,0	104,0	120,3	100,1	102,4	104,8	97,0	109,7
Tariff scale 11		118,6	114,6	108,3	111,6	106,6	111,4	128,2	99,5	103,2	107,6	96,1	117,4	107,8	104,5	99,1	99,7	104,3	107,0	122,2	97,7	103,1	104,6	94,2	114,0
Tariff scale 12		118,7	113,5	109,2	112,3	105,5	120,0	127,7	97,3	103,2	107,3	93,5	120,9	107,9	103,5	100,0	100,3	103,3	115,3	121,7	95,5	103,0	104,3	91,8	117,4

Inflation rate per individual year	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
	10,0	9,1	8,8	8,5	10,7	2,1	3,9	4,7	1,8	0,1	2,8	1,9	2,9*

* Year-on-year inflation rate - data from July 2006

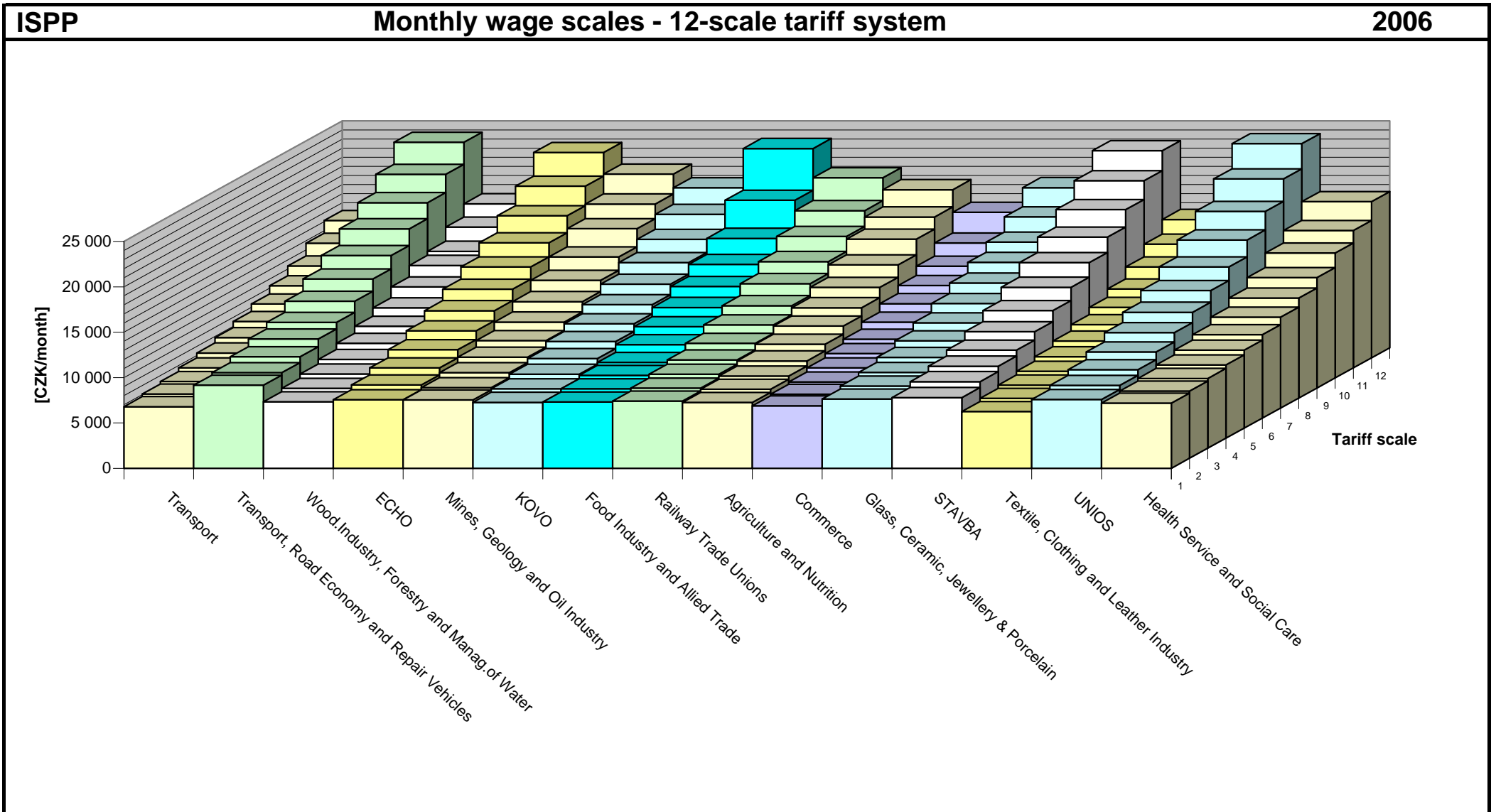
source: ČSÚ

Table NO. A30

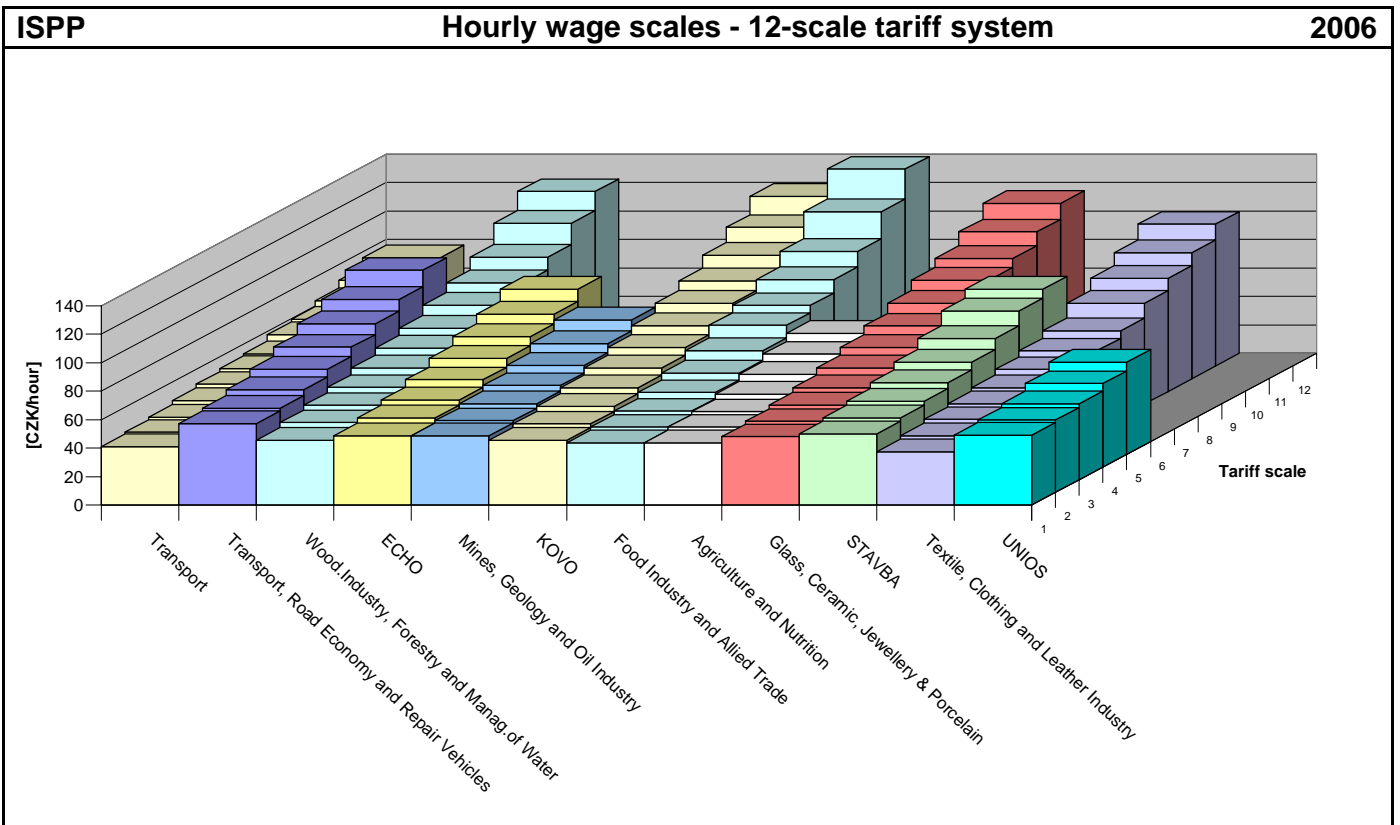
Evaluation of collective agreements

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

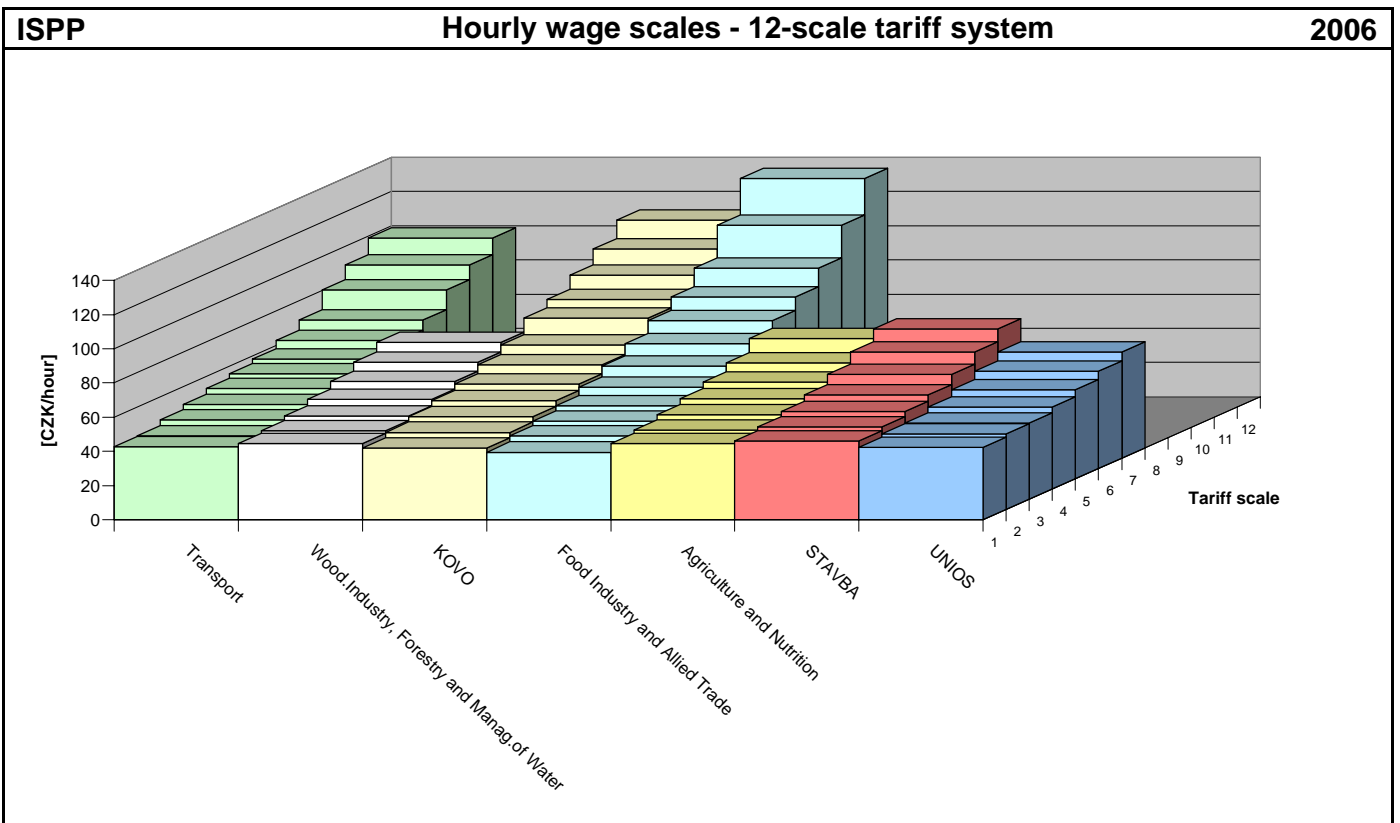
ISPP		Year-on-year comparison - wage supplementary charges and bonuses																			2006							
	unit of measure	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	index 94/93	index 95/94	index 96/95	index 97/96	index 98/97	index 99/98	index 00/99	index 01/00	index 02/01	index 03/02	index 04/03	index 05/04	index 06/05
For overtime work	% AE	25,90	26,10	26,10	26,05	26,48	26,40	26,29	26,60	26,42	26,69	26,59	26,65	26,54	26,71	100,8	100,0	99,8	101,7	99,7	99,6	101,2	99,3	101,0	99,6	100,2	99,6	100,6
For overtime work on Saturdays and Sundays	% AE	46,20	44,30	45,00	43,72	45,75	46,00	47,24	45,95	46,92	46,83	47,16	47,63	46,79	49,01	95,9	101,6	97,2	104,6	100,5	102,7	97,3	102,1	99,8	100,7	101,0	98,2	104,8
For night work	CZK/hour	3,96	4,26	4,61	4,84	5,54	5,90	6,63	7,23	8,36	8,63	8,98	9,11	9,36	9,93	107,6	108,2	105,0	114,5	106,5	112,4	109,0	115,6	103,2	104,1	101,4	102,8	106,1
For afternoon work	CZK/hour	2,76	2,97	2,96	3,25	3,71	3,92	4,23	4,46	4,97	5,13	5,27	5,21	5,33	5,61	107,6	99,7	109,8	114,2	105,7	107,9	105,4	111,4	103,2	102,7	98,9	102,2	105,3
For work on Saturdays and Sundays	CZK/hour	6,01	7,10	6,99	10,05	8,49	8,58	9,48	9,96	12,99	13,27	14,24	14,58	14,14	15,15	118,1	98,5	143,8	84,5	101,1	110,5	105,1	130,4	102,2	107,3	102,4	97,0	107,1
	% AE	36,90	37,11	37,10	38,52	36,93	39,30	40,18	38,53	38,16	37,55	37,60	37,01	36,10	35,90	100,6	100,0	103,8	95,9	106,4	102,2	95,9	99,0	98,4	100,1	98,4	97,5	99,4
For hard working environment - min	CZK/hour	2,56	2,81	2,99	3,38	3,75	3,94	4,13	4,63	5,51	5,75	5,88	6,13	6,25	6,44	109,8	106,4	113,0	110,9	105,1	104,8	112,1	119,0	104,4	102,3	104,2	102,0	103,1
- max	CZK/hour		4,23	4,71	5,35	4,92	4,62	5,00	5,59	6,30	6,76	6,94	7,20	7,40	8,17		111,3	113,6	92,0	93,9	108,2	111,8	112,7	107,3	102,7	103,8	102,8	110,4
For standby duty outside worksite on a working day	CZK/hour	2,60	3,46	3,67	3,84	4,23	4,57	5,16	5,28	7,70	8,51	8,08	8,90	8,37	8,91	133,1	106,1	104,6	110,2	108,0	112,9	102,3	145,8	110,5	94,9	110,1	94,0	106,5
	% AE	15,06	15,00	18,60	16,00	16,80	16,80	16,60	16,70	12,61	12,74	12,86	12,47	12,84	12,59	99,6	124,0	86,0	105,0	100,0	98,8	100,6	75,5	101,0	101,0	97,0	103,0	98,0
For standby duty outside worksite on a bank holiday	CZK/hour		5,23	5,48	6,05	7,66	7,97	8,44	8,90	11,93	12,81	12,85	13,38	13,52	14,02		104,8	110,4	126,6	104,0	105,9	105,5	134,0	107,4	100,3	104,1	101,0	103,7
	% AE		25,10	33,50	27,10	27,10	28,30	26,10	25,70	17,19	17,62	17,44	16,37	17,40	16,76		133,5	80,9	100,0	104,4	92,2	98,5	66,9	102,5	99,0	93,8	106,3	96,4
For standby duty on worksite on a working day	CZK/hour	10,91	11,08	11,26	10,14	11,88	13,70	12,62	12,06	16,63	17,37	18,24	19,31	18,60	19,45	101,6	101,6	90,1	117,2	115,3	92,1	95,6	137,9	104,4	105,0	105,9	96,3	104,6
	% AE	52,50	49,30	51,00	51,20	50,30	49,00	52,80	54,40	35,95	37,15	37,32	33,61	35,80	35,36	93,9	103,4	100,4	98,2	97,4	107,8	103,0	66,1	103,3	100,5	90,1	106,5	98,8
For standby duty on worksite on a bank holiday	CZK/hour		17,30	17,56	16,31	18,68	20,62	19,00	19,49	24,31	26,38	29,42	27,64	26,43	28,82		101,5	92,9	114,5	110,4	92,1	102,6	124,7	108,5	111,5	94,0	95,6	109,0
	% AE		92,80	91,70	96,00	93,20	91,90	83,10	80,60	55,09	55,30	52,01	48,96	51,07	49,62		98,8	104,7	97,1	98,6	90,4	97,0	68,3	100,4	94,1	94,1	104,3	97,2

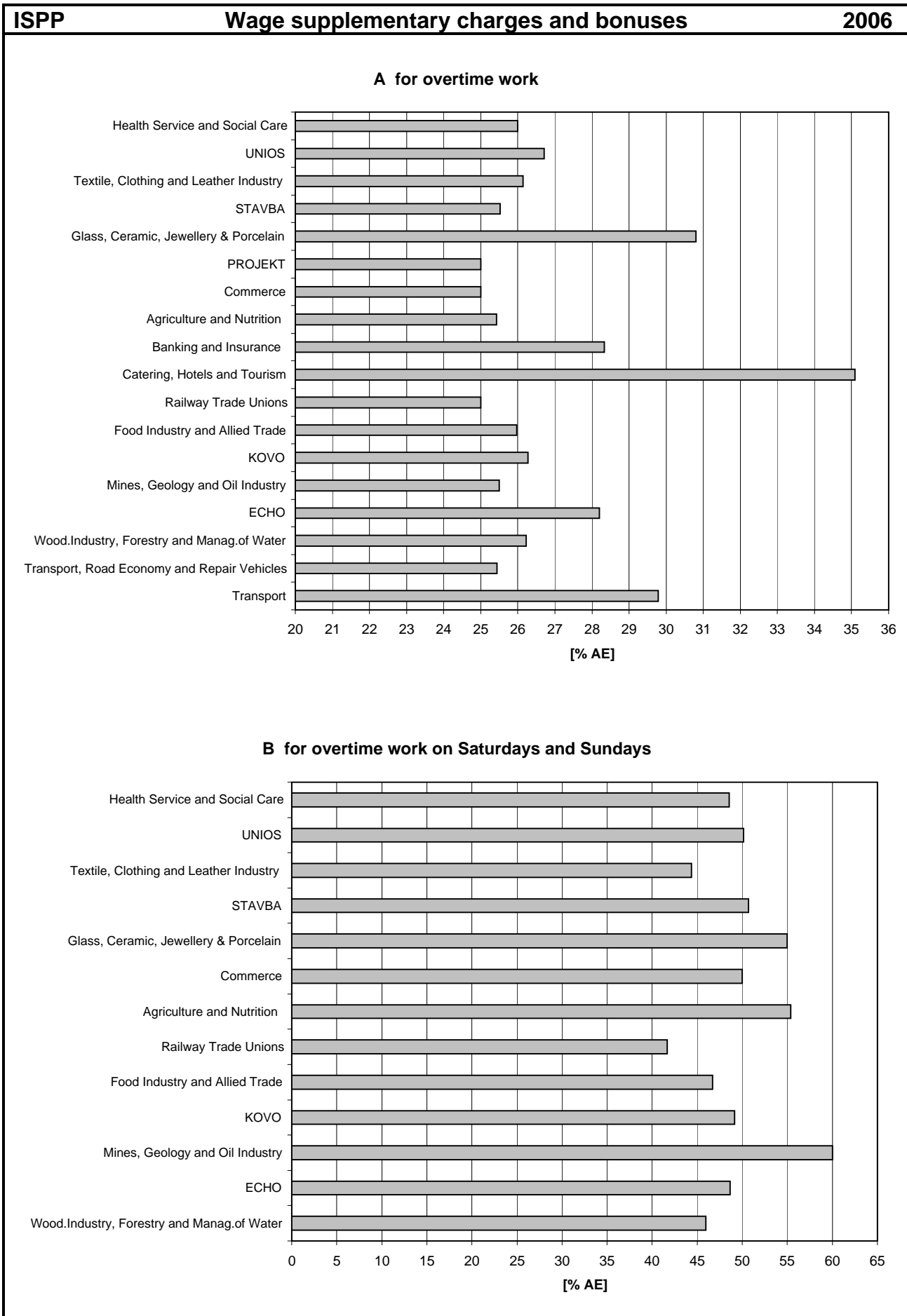


Evaluation of collective agreements
 Hourly wage scales - at the work time fund of 37,5 hours/week

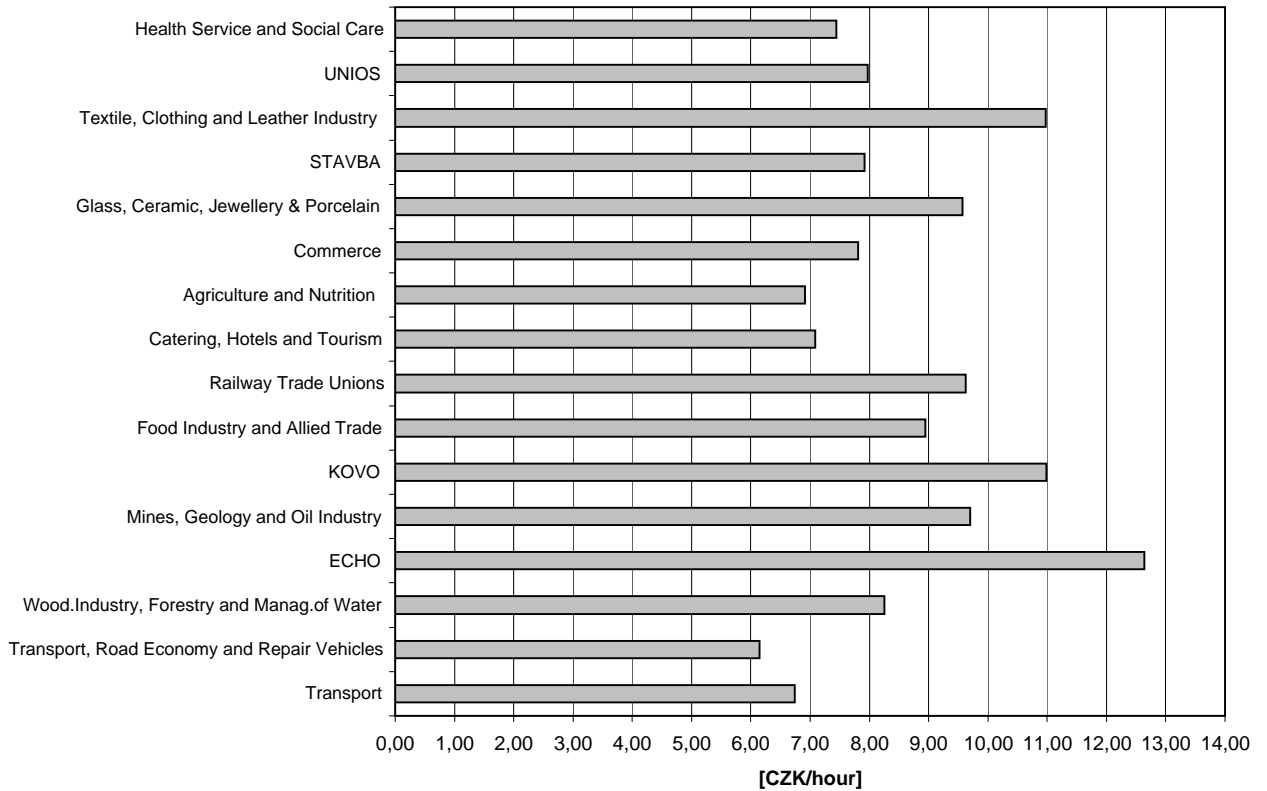


Evaluation of collective agreements
 Hourly wage scales - at the work time fund of 40 hours/week

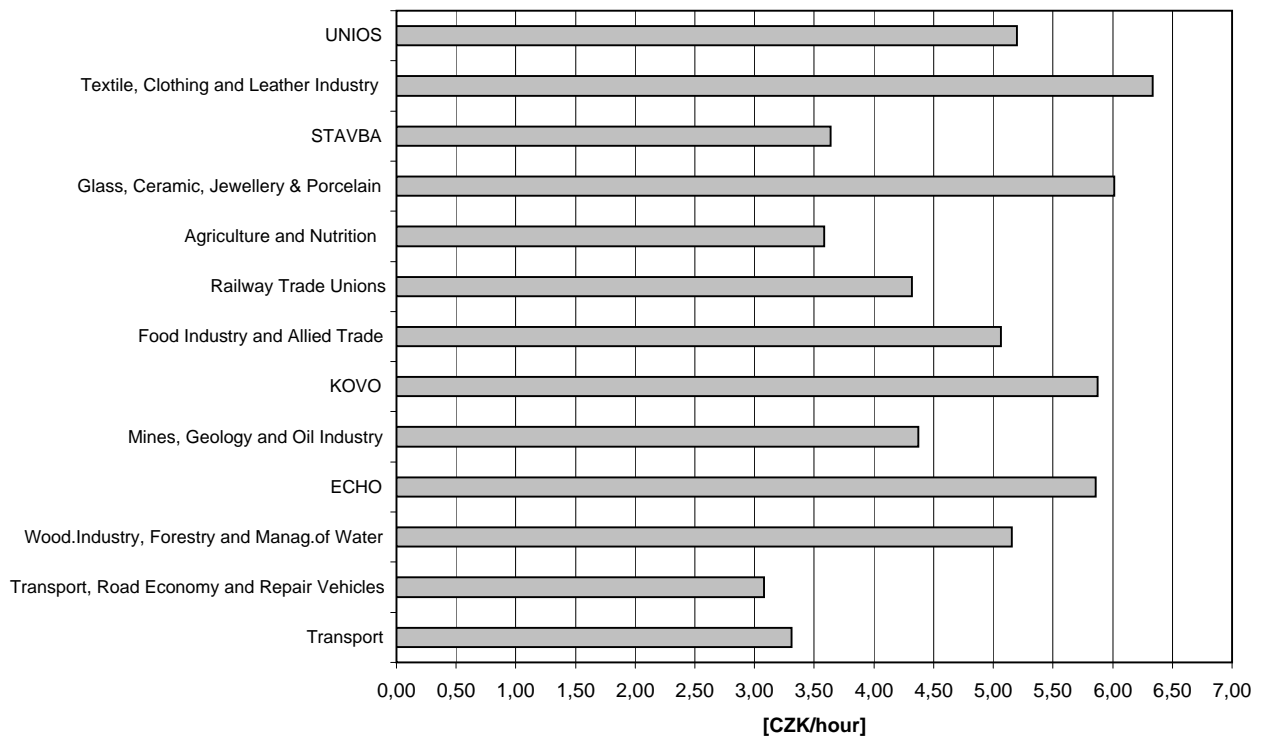




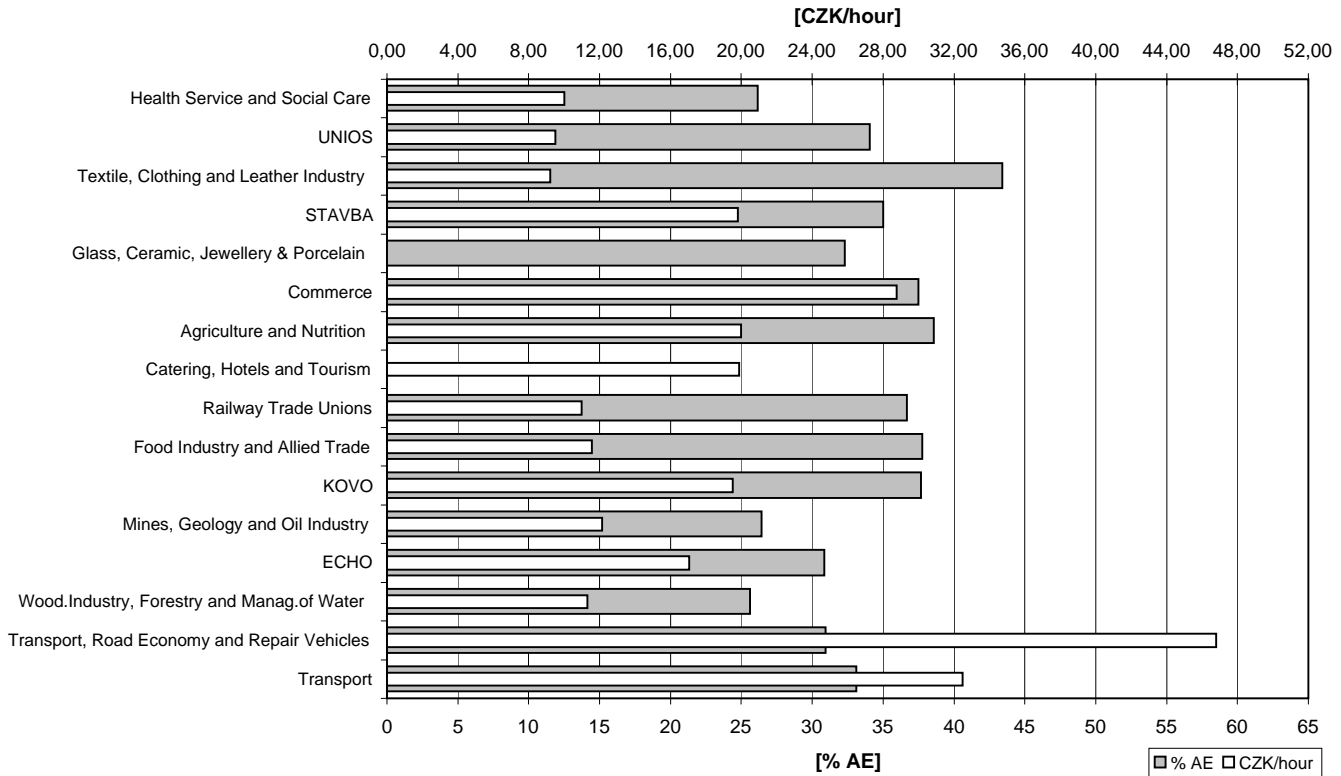
C for night work



D for afternoon work



E for work on Saturdays and Sundays



F for hard working environment

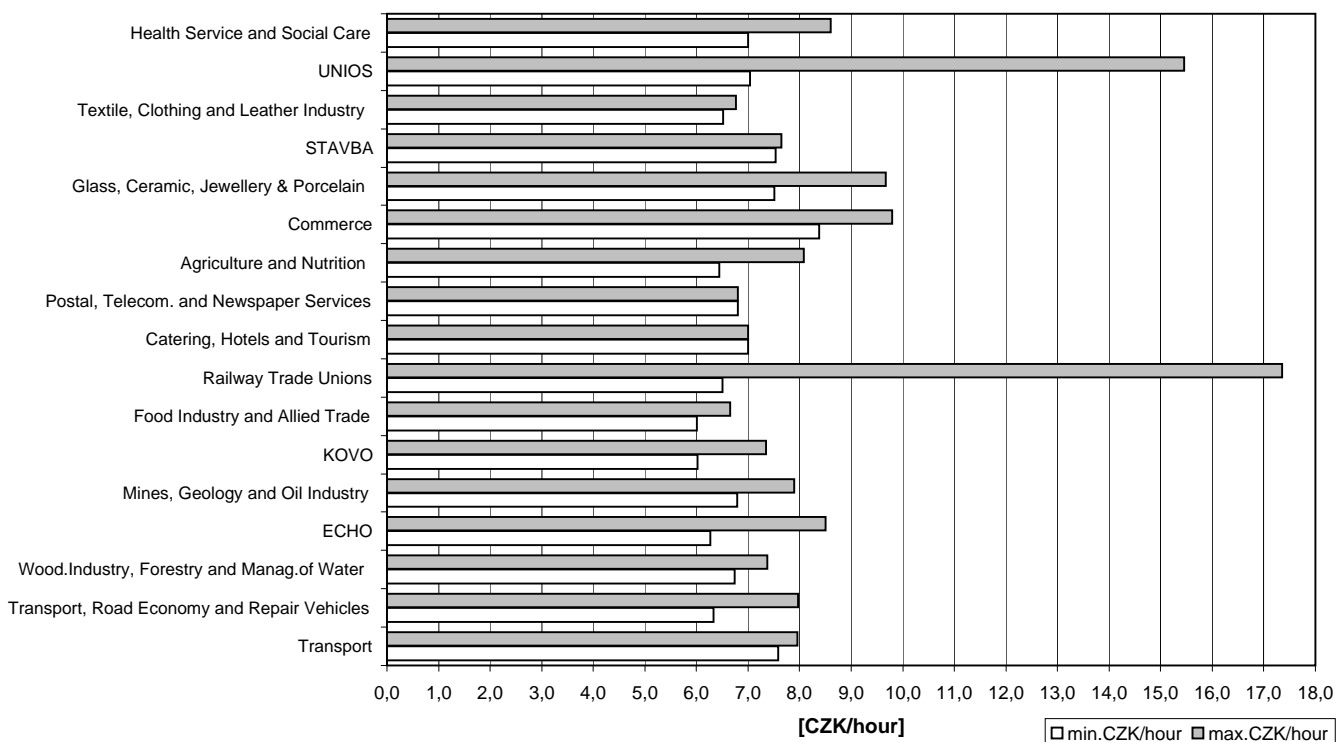




Table section B

Public service and administration

Table NO. B1a

Evaluation of collective agreements - public services and administration

Employee Wages

Classification based on: Trade unions

% of collective agreements, multiple of compensation money

ISPP	Employee Wages																							2006			
	TRADE UNION		3.1		3.2		3.3		3.4		3.5		3.6		3.7		3.8		3.9		3.10		3.11		3.12		
	PV	% CA	aver. %	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA		PV	% CA	aver. multiple
Total	158	46,1	5,3	120	35,0	150	43,7	31	9,0	11	3,2	95	27,7	16	4,7	258	75,2	25	7,3	49	14,3	90	26,2	1,9			
Civilian Employees of the Army	1	100,0																			1	100,0	1	100,0			
Education				5	12,5	10	25,0	7	17,5			11	27,5			35	87,5			11	27,5	6	15,0	1,0			
Wood, Industry, Forestry and Manag. of Water																1	50,0										
Fire Fighters				1	12,5	2	25,0			1	12,5	1	12,5			8	100,0					1	12,5				
Mines, Geology and Oil Industry	2	100,0														1	50,0										
KOVO	7	87,5		5	62,5	5	62,5	3	37,5			2	25,0	1	12,5	4	50,0			2	25,0	2	25,0				
Culture and Nature Preservation	22	71,0	5,6	13	41,9	13	41,9	4	12,9	3	9,7	10	32,3	7	22,6	23	74,2	3	9,7	3	9,7	12	38,7	1,8			
Food Industry and Allied Trade	1	100,0																									
Railway Trade Unions	1	33,3	7,1	1	33,3	1	33,3									2	66,7			1	33,3	1	33,3				
Agriculture and Nutrition	1	16,7		1	16,7							2	33,3	1	16,7	6	100,0					2	33,3				
Commerce																1	50,0										
Science and Research	2	11,8										1	5,9			3	17,6			1	5,9	2	11,8				
State Bodies and Organisations	54	48,6	5,1	25	22,5	52	46,8	12	10,8	3	2,7	24	21,6			83	74,8	22	19,8	7	6,3	29	26,1	2,3			
UNIOS	23	92,0	3,3	11	44,0	15	60,0			2	8,0	6	24,0			19	76,0			11	44,0	11	44,0	2,7			
Health Service and Social Care	44	51,2	6,9	58	67,4	52	60,5	5	5,8	2	2,3	38	44,2	7	8,1	72	83,7			12	14,0	23	26,7	1,1			

Explanatory notes: PV	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. mult.	average multiple of the increased compensation money
3.1	Does the CA agree on a more detailed arrangement concerning provision of economic information (terms, ways of provision etc. - Section 18 of the Labour Code)?
3.2	Year-on-year growth of the average wage.
3.3	Does the CA agree on more detailed conditions for provision of personal bonuses?
3.4	Does the CA agree on more detailed conditions for the provision of remunerations?
3.5	Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?
3.6	Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?
3.7	Does the CA agree on rules for specification of the wage scale within the extent of the lowest to the highest wage scale stage of the appropriate wage class for employees ranked in the first to fourth wage classes?
3.8	Does the CA agree on rules for specification of the wage scale within the extent of the lowest to the highest wage stage of the appropriate wage class for employees given in Section 6, Subsection 1, Letter b) of Statutory Decree No. 330/2003 Coll., including the 5th and higher wage scales?
3.9	Does the CA agree on a regular term of wage payment?
3.10	Does the CA agree on the payment of wages outside the worksite or outside working hours?
3.11	Does the CA agree on a more detailed arrangement for finding the average earnings?
3.12	Does the CA agree on an increase of the compensation money beyond the framework of Section 60a of the Labour Code?

Evaluation of collective agreements - public services and administration

Labour law requirements

Classification based on: Trade unions

in days, minutes

ISPP																								Labour law requirements								2006	
TRADE UNION	4.1																4.2				4.3		4.4										
	A		B		C		D		E		F		G		H		I		J		PV	days	PV	minutes									
	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days													
Total	26	1,6	26	4,9	56	2,0	23	1,5	23	3,5	27	1,4	57	7,6	30	4,4	5	1,0	18	12,7	13	6,6	52	16,4									
Civilian Employees of the Army	1																																
Education	9	2,1	6	7,7	1		1		2		7	1,7	1		16	1,9					1		13	20,4									
Wood, Industry, Forestry and Manag. of Water																																	
Fire Fighters	1				3	2,3	1				1		1																				
Mines, Geology and Oil Industry																																	
KOVO	3	1,0	1		3	1,0	2				1																						
Culture and Nature Preservation							1		1				8	9,1	5	8,8			1				6	17,5									
Food Industry and Allied Trade	1		1								1																						
Railway Trade Unions			1		1				1				1																				
Agriculture and Nutrition			1		1						1		2										1										
Commerce																																	
Science and Research													1										1										
State Bodies and Organisations	8	1,4	8	4,3	17	2,4	14	1,7	8	2,6	13	1,4	29	7,9	6	8,8	5	1,0	5	14,8	9	5,4											
UNIOS	1		7	3,9	10	1,0	2		1		1		4	1,0	2				3	8,3			4	18,8									
Health Service and Social Care	2		1		20	2,3	2		10	3,9	2		10	7,3	1				9	12,7	3	8,3	27	13,9									

- Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
 days average extent of time off (in days)
 min. average length included in working hours
- 4.1 Serious personal obstacles to work on the part of the employee, for which time off is provided beyond the annex to Statutory Decree No. 108/1994 Coll. - without wage compensation
- A birth of a child to the wife (a companion) of an employee
 B accompanying a disabled child to a medical institution
 C death of a direct relative
 D one's own wedding
 E looking for a new job
 F moving
 G to mothers, due to caring for a child (per year)
 H care for a family member (per year)
- 4.2 Obstacles on the part of the employer due to public interest (beyond the framework of the Labour Code and other related regulations) without wage compensation
- I activity of a blood donor
 J activity of guides in children's and youth camps
- 4.3 Increase of requirements of time off for training and studies at work - without wage compensation
 4.4 Extent of time necessary for personal cleanup, included in working hours

Evaluation of collective agreements - public service and administration (without municipalities)
 Care for employees - Contribution to corporate catering, contribution to contributory pension scheme
 Classification based on: Trade unions

% of collective agreements, average CZK, average % of price of meal

ISPP													Care for employees													2006												
TRADE UNION	Employer contribution to corporate catering						There is an agreed contribution to corporate catering for pensioners		Contribution of the employer for the contributory pension scheme																													
	arranged in CA		amount of contribution*						arranged in CA		amount of contribution of FSCR		agreed conditions for provision																									
	PV	% CA	of budget		of FSCR		PV	% CA	PV	% CA	aver. CZK/month	PV																										
			aver. CZK	aver. % price	aver CZK	aver % price																																
Total	147	63,6	20,73	49,5	11,16	28,5	55	23,8	53	22,9	208,56	39																										
Civilian Employees of the Army																																						
Education	13	32,5		42,5	7,35		16	40,0	3	7,5	100,00	1																										
Wood.Industry, Forestry and Manag.of Water	1	50,0							1	50,0																												
Fire Fighters	6	75,0	19,30		15,07		1	12,5	5	62,5	290,00	2																										
Mines, Geology and Oil Industry	1	50,0					1	50,0																														
KOVO	4	50,0		55,0			2	25,0	2	25,0		1																										
Culture and Nature Preservation	24	77,4	20,81	40,2	11,64	26,0	3	9,7	4	12,9	175,00	4																										
Food Industry and Allied Trade																																						
Railway Trade Unions	3	100,0			11,67	25,6	1	33,3	2	66,7		2																										
Agriculture and Nutrition	5	83,3		50,0	8,13		2	33,3	2	33,3		1																										
Commerce																																						
Science and Research	9	52,9	20,16	55,0	17,20		1	5,9	5	29,4	300,00	3																										
UNIOS	17	70,8	21,73	53,8	11,22		3	12,5	4	16,7	175,00	4																										
Health Service and Social Care	64	74,4	19,26	52,0	10,87	35,0	25	29,1	25	29,1	215,00	21																										

Explanatory notes: PV 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. % of price average contribution specified as a percentage of the price of a meal
 aver. CZK/month average contribution in CZK per month
 aver. CZK average contribution in CZK
 * the contribution has been agreed from the budget, or from the budget and FSCR, or from the FSCR

Evaluation of collective agreements - public service and administration
 Industrial safety and health protection at work
 Classification based on: Trade unions

% of collective agreements

ISPP Industrial safety and health protection at work 2006										
TRADE UNION	In the collective agreement the following are contracted									
	industrial safety of employees		the decisive period for finding of aver. earnings is the previous calendar year		discussing issues of ISHPW with the trade union body		specific term measures for ensuring ISHPW		written evaluation of the situation by the employer	
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA
Total	311	90,7	67	19,5	273	79,6	123	35,9	124	36,2
Civilian Employees of the Army	1	100,0	1	100,0	1	100,0				
Education	37	92,5	13	32,5	30	75,0	7	17,5	22	55,0
Wood.Industry, Forestry and Manag.of Water	2	100,0			2	100,0				
Fire Fighters	7	87,5	1	12,5	7	87,5	1	12,5	6	75,0
Mines, Geology and Oil Industry	2	100,0			1	50,0				
KOVO	8	100,0	1	12,5	8	100,0	2	25,0	6	75,0
Culture and Nature Preservation	27	87,1	3	9,7	26	83,9	17	54,8	13	41,9
Food Industry and Allied Trade	1	100,0			1	100,0	1	100,0	1	100,0
Railway Trade Unions	3	100,0			2	66,7	1	33,3		
Agriculture and Nutrition	6	100,0	3	50,0	2	33,3			1	16,7
Commerce	2	100,0								
Science and Research	11	64,7	2	11,8	9	52,9	2	11,8	2	11,8
State Bodies and Organisations	99	89,2	7	6,3	84	75,7	47	42,3	40	36,0
UNIOS	25	100,0	8	32,0	24	96,0	15	60,0	20	80,0
Health Service and Social Care	80	93,0	28	32,6	76	88,4	30	34,9	13	15,1

Explanatory notes: PV 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 - public service and administration (without municipalities)

Fund for social and cultural requirements

Classification based on: Trade unions

average % of total creation

ISPP Fund for social and cultural requirements 2006																						
TRADE UNION	principles for use in CA	budget parts of CA	Structure of planned use of the fund																			
			A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
			aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	193	113	5,4	1,0	0,1	2,7	0,1	0,1	0,6	4,2	0,7	20,7	11,4	0,8	1,3	1,4	2,5	7,5	0,1	5,5	9,9	24,0
Civilian Employees of the Army	1																					
Education	32	11	0,5	2,6		4,6	0,6	0,2	2,4	5,6	3,2	16,2	15,6	0,1	0,7	3,9	10,2	1,5		5,0	11,2	15,8
Wood.Industry, Forestry and Manag.of Water	1																					
Fire Fighters	7	2																				
Mines, Geology and Oil Industry	2																					
KOVO	5	4		3,1	3,7	7,5			3,7		0,9	16,9	27,8		0,6	3,8				5,0	4,8	22,4
Culture and Nature Preservation	28	21	1,1	1,1	0,1	2,5			0,5	12,7	5,0	30,9	4,2	3,1	1,8	0,6	1,5	4,3		4,8	5,4	20,4
Food Industry and Allied Trade	1																					
Railway Trade Unions	2	3		0,2		8,7						35,2	5,7	16,2	0,5	0,5		4,2	0,8	4,9	3,1	19,9
Agriculture and Nutrition	3	2																				
Commerce	1	2																				
Science and Research	16	7	2,2	4,6	0,1	1,8			0,1	5,1		22,3	12,3		1,3	1,7	9,8	8,4		5,3	9,9	15,1
UNIOS	19	10	9,9	0,1	1,9	1,8			0,9	2,5		37,5	7,7		0,1	1,4	0,6	7,7		5,4	0,8	21,7
Health Service and Social Care	75	51	6,1	0,8		2,5		0,2	0,5	3,6	0,1	16,9	12,4	0,6	1,4	1,4	2,3	7,3	0,1	5,5	11,4	26,8

Explanatory notes: PV

aver.%

A

B

C

D

E

F

G

H

I

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

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

contribution for operation costs of cultural, recreational, physical education facilities

contribution for equipment to improve working environment

contribution for physical education and sport equipment

contribution to physical education and sports events

contribution to work wear and work shoes

contribution to uniform clothing

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

loans to procure housing

loans to purchase home equipment

J contribution to corporate catering

K contribution to domestic recreation

L contribution to foreign recreation

M contribution to children's recreation

N social assistance

O social loans

P contributions to contributory pension scheme

Q contribution to trade union organization

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

S other uses

T fund balance

Evaluation of collective agreements - public service and administration
 Cooperation of contracting parties
 Classification based on: Trade unions

% of collective agreements

ISPP Cooperation of contracting parties 2006						
TRADE UNION	Collection of membership fees via wage deductions		Provision of information to BO TU for collecting membership fees		Coverage of insurance by the employer for released officials	
	PV	% CA	PV	% CA	PV	% CA
Total	216	63,0	83	24,2	11	3,2
Civilian Employees of the Army						
Education	12	30,0	10	25,0		
Wood, Industry, Forestry and Manag. of Water						
Fire Fighters	7	87,5	2	25,0		
Mines, Geology and Oil Industry	2	100,0				
KOVO	7	87,5	6	75,0		
Culture and Nature Preservation	18	58,1	6	19,4		
Food Industry and Allied Trade	1	100,0			1	100,0
Railway Trade Unions	2	66,7	1	33,3		
Agriculture and Nutrition	3	50,0			1	16,7
Commerce						
Science and Research	11	64,7	6	35,3		
State Bodies and Organisations	84	75,7	46	41,4	9	8,1
UNIOS	21	84,0	1	4,0		
Health Service and Social Care	48	55,8	5	5,8		

Explanatory notes: PV
 % CA

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

Table NO. B1b

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

% of collective agreements, multiple of compensation money

ISPP Employee Wages 2006																								
REGION	3.1		3.2	3.3		3.4		3.5		3.6		3.7		3.8		3.9		3.10		3.11		3.12		
	PV	% CA	aver. %	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	aver. multiple
Total	158	46,1	5,3	120	35,0	150	43,7	31	9,0	11	3,2	95	27,7	16	4,7	258	75,2	25	7,3	49	14,3	90	26,2	1,9
City of Prague	18	48,6	5,1	12	32,4	13	35,1	3	8,1			7	18,9	2	5,4	20	54,1	1	2,7	7	18,9	11	29,7	1,8
Central Bohemia	17	33,3	5,0	18	35,3	27	52,9	5	9,8	4	7,8	15	29,4	3	5,9	39	76,5	3	5,9	4	7,8	8	15,7	2,5
South Bohemia	6	24,0	5,7	6	24,0	12	48,0	3	12,0			10	40,0			21	84,0	3	12,0	2	8,0	7	28,0	1,6
Pilsen	11	52,4	4,8	4	19,0	8	38,1	1	4,8	2	9,5	5	23,8			14	66,7	3	14,3	2	9,5	6	28,6	2,2
Karlovy Vary	4	40,0	3,6	5	50,0	4	40,0					3	30,0			8	80,0	1	10,0	2	20,0	3	30,0	1,7
Ústí	16	57,1	8,3	12	42,9	12	42,9	2	7,1			8	28,6	2	7,1	21	75,0	4	14,3	4	14,3	3	10,7	2,0
Liberec	5	45,5	8,5	6	54,5	5	45,5	2	18,2	1	9,1	4	36,4	3	27,3	9	81,8					3	27,3	1,7
Hradec Králové	10	32,3	5,8	4	12,9	11	35,5	3	9,7			8	25,8			25	80,6	2	6,5	8	25,8	10	32,3	1,6
Pardubice	14	66,7	5,5	11	52,4	13	61,9	3	14,3	1	4,8	8	38,1	2	9,5	17	81,0	2	9,5	6	28,6	4	19,0	1,5
South Moravia	17	60,7	4,7	13	46,4	14	50,0	3	10,7	2	7,1	8	28,6			22	78,6	2	7,1	4	14,3	11	39,3	1,9
Vysočina	11	61,1	3,1	8	44,4	10	55,6	4	22,2			5	27,8			12	66,7	2	11,1	2	11,1	4	22,2	2,0
Olomouc	11	57,9	5,7	8	42,1	7	36,8	2	10,5			1	5,3	1	5,3	17	89,5	2	10,5	3	15,8	4	21,1	1,8
Moravia-Silesia	14	42,4	4,3	9	27,3	11	33,3					10	30,3	3	9,1	24	72,7			3	9,1	12	36,4	1,7
Zlín	4	40,0	4,2	4	40,0	3	30,0			1	10,0	3	30,0			9	90,0			2	20,0	4	40,0	2,5

- Explanatory notes: PV 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. mult. average multiple of the increased compensation money
- 3.1 Does the CA agree on a more detailed arrangement concerning provision of economic information (terms, ways of provision etc. - Section 18 of the Labour Code)?
 3.2 Year-on-year growth of the average wage.
 3.3 Does the CA agree on more detailed conditions for provision of personal bonuses?
 3.4 Does the CA agree on more detailed conditions for the provision of remunerations?
 3.5 Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?
 3.6 Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?
 3.7 Does the CA agree on rules for specification of the wage scale within the extent of the lowest to the highest wage scale stage of the appropriate wage class for employees ranked in the first to fourth wage classes?
 3.8 Does the CA agree on rules for specification of the wage scale within the extent of the lowest to the highest wage stage of the appropriate wage class for employees given in Section 6, Subsection 1, Letter b) of Statutory Decree No. 330/2003 Coll., including the 5th and higher wage scales?
 3.9 Does the CA agree on a regular term of wage payment?
 3.10 Does the CA agree on the payment of wages outside the worksite or outside working hours?
 3.11 Does the CA agree on a more detailed arrangement for finding the average earnings?
 3.12 Does the CA agree on an increase of the compensation money beyond the framework of Section 60a of the Labour Code?

Evaluation of collective agreements - public services and administration

Labour law requirements

Classification based on: Higher administrative territorial units - regions

in days, minutes

ISPP																								Labour law requirements												2006	
REGION	4.1												4.2				4.3		4.4																		
	A		B		C		D		E		F		G		H		I		J		PV	days	PV	minutes													
	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	minutes													
Total	26	1,6	26	4,9	56	2,0	23	1,5	23	3,5	27	1,4	57	7,6	30	4,4	5	1,0	18	12,7	13	6,6	52	16,4													
City of Prague	3	2,0	1		5	1,8			3	2,3	1		6	13,2	2				3	16,7			2														
Central Bohemia	4	2,0	4	5,3	5	2,2	3	1,3	5	4,0	3	1,7	9	6,6	6	4,2			2		1		4	22,5													
South Bohemia	3	2,0	3	6,7	3	4,7	2		2		3	3,0	5	5,6	5	3,2			1				3	25,0													
Pilsen	3	2,3	1		2		2		1		3	1,3	5	9,4	3	4,7					6	3,8	3	23,3													
Karlovy Vary					1								1										1														
Ústí	4	1,0	4	1,8	10	1,4	6	1,2	3	1,0	6	1,2	5	7,2	3	5,7	3	1,0	2				6	14,2													
Liberec	1		1		2		1				1								1				3	13,3													
Hradec Králové	1		3	7,7	1						1		4	7,0	5	3,6	1		1		2		3	13,3													
Pardubice	2		2		10	2,3	6	1,3	4	3,0	4	1,0	5	6,6	2		1		3	8,3	2		4	15,0													
South Moravia					1				1				4	8,3	1				3	9,0	1		6	15,8													
Vysočina	2		2		3	1,0							2		1								5	13,0													
Olomouc	1				4	1,8			1		1		3	5,3					1				3	13,3													
Moravia-Silesia	2		4	5,3	6	1,7	3	1,0	3	5,0	4	1,3	7	8,1	2				1		1		8	16,3													
Zlín			1		3	1,7							1										1														

- Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
 days average extent of time off (in days)
 min. average length included in working hours
- 4.1 Serious personal obstacles to work on the part of the employee, for which time off is provided beyond the annex to Statutory Decree No. 108/1994 Coll. - without wage compensation
- A birth of a child to the wife (a companion) of an employee
 B accompanying a disabled child to a medical institution
 C death of a direct relative
 D one's own wedding
 E looking for a new job
 F moving
 G to mothers, due to caring for a child (per year)
 H care for a family member (per year)
- 4.2 Obstacles on the part of the employer due to public interest (beyond the framework of the Labour Code and other related regulations) without wage compensation
- I activity of a blood donor
 J activity of guides in children's and youth camps
- 4.3 Increase of requirements of time off for training and studies at work - without wage compensation
- 4.4 Extent of time necessary for personal cleanup, included in working hours

Evaluation of collective agreements - public service and administration (without municipalities)
 Care for employees - Contribution to corporate catering, contribution to contributory pension scheme
 Classification based on: Higher administrative territorial units - regions

% of collective agreements, average CZK, average % of price of meal

ISPP												
Care for employees											2006	
REGION	Employer contribution to corporate catering						There is an agreed contribution to corporate catering for pensioners		Contribution of the employer for the contributory pension scheme			
	arranged in CA		amount of contribution*						arranged in CA		amount of contribution of FSCR	agreed conditions for provision
	PV	% CA	of budget		of FSCR		PV	% CA	PV	% CA	aver. CZK/month	PV
			aver. CZK	aver. % price	aver CZK	aver % price						
Total	147	63,6	20,73	49,5	11,16	28,5	55	23,8	53	22,9	208,56	39
City of Prague	20	58,8	21,00	50,4	15,34	21,8	4	11,8	11	32,4	274,55	10
Central Bohemia	19	61,3	27,03		8,87		9	29,0	3	9,7	166,67	2
South Bohemia	9	64,3	21,20	40,0	9,94	20,0	5	35,7	4	28,6	212,50	3
Pilsen	6	54,5	17,74	41,3	9,05				3	27,3	166,67	3
Karlovy Vary	3	60,0	19,00		6,33				1	20,0		1
Ústí	10	55,6	18,90	55,0	12,23		6	33,3	3	16,7	183,33	2
Liberec	8	80,0	23,78	55,0	11,76		1	10,0	4	40,0	200,00	3
Hradec Králové	5	26,3	19,20	55,0	10,12		4	21,1	1	5,3		1
Pardubice	11	78,6	16,98	50,0	11,72		4	28,6	5	35,7	170,00	4
South Moravia	18	81,8	20,75	53,8	12,77	50,0	5	22,7	6	27,3	200,00	2
Vysočina	9	75,0		55,0	10,47		7	58,3	4	33,3	191,67	2
Olomouc	8	80,0	17,38	38,0	13,38	26,8	2	20,0	1	10,0		1
Moravia-Silesia	15	65,2	25,67	34,0	8,35	30,0	7	30,4	4	17,4	262,50	4
Zlín	6	75,0	18,75	47,0	10,30	24,0	1	12,5	3	37,5	133,33	1

Explanatory notes: PV

% CA

aver. % of price

aver. CZK/month

aver. CZK

*

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

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

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

average contribution in CZK per month

average contribution in CZK

the contribution has been agreed from the budget, or from the budget and FSCR, or from the FSCR

Evaluation of collective agreements - public service and administration
 Industrial safety and health protection at work
 Classification based on: Higher administrative territorial units - regions

% of collective agreements

ISPP Industrial safety and health protection at work 2006										
REGION	In the collective agreement the following are contracted									
	industrial safety of employees		the decisive period for finding of aver. earnings is the previous calendar year		discussing issues of ISHPW with the trade union body		specific term measures for ensuring ISHPW		written evaluation of the situation by the employer	
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA
Total	311	90,7	67	19,5	273	79,6	123	35,9	124	36,2
City of Prague	30	81,1	9	24,3	27	73,0	9	24,3	7	18,9
Central Bohemia	49	96,1	9	17,6	41	80,4	22	43,1	18	35,3
South Bohemia	24	96,0	3	12,0	21	84,0	7	28,0	11	44,0
Pilsen	18	85,7	3	14,3	14	66,7	10	47,6	6	28,6
Karlovy Vary	9	90,0	2	20,0	7	70,0	1	10,0	2	20,0
Ústí	27	96,4	6	21,4	24	85,7	11	39,3	8	28,6
Liberec	9	81,8	2	18,2	8	72,7	6	54,5	2	18,2
Hradec Králové	27	87,1	6	19,4	22	71,0	7	22,6	10	32,3
Pardubice	17	81,0	6	28,6	16	76,2	7	33,3	9	42,9
South Moravia	28	100,0	5	17,9	28	100,0	16	57,1	15	53,6
Vysočina	17	94,4	5	27,8	16	88,9	3	16,7	9	50,0
Olomouc	15	78,9	4	21,1	13	68,4	6	31,6	6	31,6
Moravia-Silesia	32	97,0	5	15,2	28	84,8	14	42,4	14	42,4
Zlín	9	90,0	2	20,0	8	80,0	4	40,0	7	70,0

Explanatory notes: PV

% 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. B5b

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

ISPP Fund for social and cultural requirements 2006																							
REGION	principles for use in CA	budget parts of CA	Structure of planned use of the fund																				
			A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	
			aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	193	113	5,4	1,0	0,1	2,7	0,1	0,1	0,6	4,2	0,7	20,7	11,4	0,8	1,3	1,4	2,5	7,5	0,1	5,5	9,9	24,0	
City of Prague	31	18	12,9	1,6	0,1	2,0			0,8	4,2	0,5	22,8	10,4	0,9	1,9	1,3	4,7	6,7	0,3	5,7	3,6	19,5	
Central Bohemia	29	14	3,9	4,9		2,7			3,0	0,7	2,4	2,7	20,3	18,8		0,3	1,6	7,3	3,5		4,4	8,7	14,7
South Bohemia	12	5			0,1	1,5			0,1	21,6	1,3	15,8	2,3	2,6	0,2	0,4	1,3	11,6	0,1	4,6	17,8	18,9	
Pilsen	10	4	3,9	2,3		1,9			0,7		15,7	3,1	24,2	13,3	2,5	0,7	2,6	1,3		0,1	6,4	10,0	11,4
Karlovy Vary	2																						
Ústí	13	10	2,9	0,2	0,6	0,5				0,5	1,4	0,1	13,2	11,3	0,2	0,3	0,8	0,8	2,5		3,3	4,1	57,1
Liberec	10	6	4,5	0,8		3,1				1,4		0,1	13,9	4,5	0,2	2,0	1,9	0,8	8,9		4,0	9,5	44,4
Hradec Králové	13	5	1,0	4,5		2,1	0,5				3,9		23,0	4,4	0,3	0,6	4,9	9,7	0,8		4,9	7,5	31,9
Pardubice	12	8	1,4	0,1		1,3	0,1			0,6	3,3	3,0	47,6	6,3		0,5	0,8	1,3	13,3		8,6	2,2	9,5
South Moravia	20	12	2,7			3,4				0,5	2,7	0,5	24,2	12,5	0,1	0,1	2,7	1,3	2,8		7,3	28,3	10,7
Vysočina	9	6	1,3	0,1	1,1	1,5				0,1		0,3	25,6	42,2		0,5	0,6	3,7	4,9		7,7	0,9	9,3
Olomouc	8	6	4,2	0,1		8,5					1,6	3,8	47,0	1,1	5,8		0,2	2,7	4,0	0,2	6,3	11,5	3,1
Moravia-Silesia	17	14	2,3	0,8		4,2				0,1	5,3		17,4	18,1	1,4	2,1	1,7	1,5	10,1	0,2	6,7	18,7	9,3
Zlín	7	5	7,7			8,8					2,3	1,5	32,8	4,7			2,0		17,6	0,1	5,4	14,3	2,8

Explanatory notes: PV 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 operation costs of cultural, recreational, physical education facilities
 B contribution for equipment to improve working environment
 C contribution for physical education and sport equipment
 D contribution to physical education and sports events
 E contribution to work wear and work shoes
 F contribution to uniform clothing
 G funds for procurement of tangible property used for employee cult. and soc. development
 H loans to procure housing
 I loans to purchase home equipment

J contribution to corporate catering
 K contribution to domestic recreation
 L contribution to foreign recreation
 M contribution to children's recreation
 N social assistance
 O social loans
 P contributions to contributory pension scheme
 Q contribution to trade union organization
 R gifts (for extraordinary activity, working anniversaries, life anniversaries...)
 S other uses
 T fund balance

Evaluation of collective agreements - public service and administration
 Cooperation of contracting parties
 Classification based on: Higher administrative territorial units - regions

% of collective agreements

ISPP Cooperation of contracting parties 2006						
REGION	Collection of membership fees via wage deductions		Provision of information to BO TU for collecting membership fees		Coverage of insurance by the employer for released officials	
	PV	% CA	PV	% CA	PV	% CA
Total	216	63,0	83	24,2	11	3,2
City of Prague	23	62,2	10	27,0	1	2,7
Central Bohemia	25	49,0	7	13,7	2	3,9
South Bohemia	18	72,0	11	44,0		
Pilsen	16	76,2	7	33,3		
Karlovy Vary	8	80,0	3	30,0		
Ústí	21	75,0	7	25,0	3	10,7
Liberec	7	63,6	4	36,4		
Hradec Králové	13	41,9	6	19,4		
Pardubice	16	76,2	5	23,8	1	4,8
South Moravia	20	71,4	4	14,3		
Vysočina	12	66,7	8	44,4	2	11,1
Olomouc	13	68,4	3	15,8	1	5,3
Moravia-Silesia	17	51,5	7	21,2	1	3,0
Zlín	7	70,0	1	10,0		

Explanatory notes: PV
 % 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 services and administration

Employee Wages

Classification based on: Legal form

% of collective agreements, multiple of compensation money

ISPP		Employee Wages																				2006		
LEGAL FORM	3.1		3.2	3.3		3.4		3.5		3.6		3.7		3.8		3.9		3.10		3.11		3.12		
	PV	% CA	aver. %	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	aver. multiple
Total	158	46,1	5,3	120	35,0	150	43,7	31	9,0	11	3,2	95	27,7	16	4,7	258	75,2	25	7,3	49	14,3	90	26,2	1,9
Budget organization	7	31,8	4,5	2	9,1	3	13,6					1	4,5			8	36,4			1	4,5	5	22,7	1,8
Allowance organization	96	45,9	5,9	93	44,5	94	45,0	19	9,1	8	3,8	70	33,5	16	7,7	166	79,4	3	1,4	41	19,6	56	26,8	1,6
Municipality (municipal office)	55	49,1	5,1	25	22,3	53	47,3	12	10,7	3	2,7	24	21,4			84	75,0	22	19,6	7	6,3	29	25,9	2,3

Explanatory notes: PV	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. mult.	average multiple of the increased compensation money
3.1	Does the CA agree on a more detailed arrangement concerning provision of economic information (terms, ways of provision etc. - Section 18 of the Labour Code)?
3.2	Year-on-year growth of the average wage.
3.3	Does the CA agree on more detailed conditions for provision of personal bonuses?
3.4	Does the CA agree on more detailed conditions for the provision of remunerations?
3.5	Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?
3.6	Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?
3.7	Does the CA agree on rules for specification of the wage scale within the extent of the lowest to the highest wage scale stage of the appropriate wage class for employees ranked in the first to fourth wage classes?
3.8	Does the CA agree on rules for specification of the wage scale within the extent of the lowest to the highest wage stage of the appropriate wage class for employees given in Section 6, Subsection 1, Letter b) of Statutory Decree No. 330/2003 Coll., including the 5th and higher wage scales?
3.9	Does the CA agree on a regular term of wage payment?
3.10	Does the CA agree on the payment of wages outside the worksite or outside working hours?
3.11	Does the CA agree on a more detailed arrangement for finding the average earnings?
3.12	Does the CA agree on an increase of the compensation money beyond the framework of Section 60a of the Labour Code?

Evaluation of collective agreements - public services and administration
 Labour law requirements
 Classification based on: Legal form

in days, minutes

ISPP Labour law requirements 2006																								
LEGAL FORM	4.1																4.2				4.3		4.4	
	A		B		C		D		E		F		G		H		I		J		PV	days	PV	minutes
	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days	PV	days				
Total	26	1,6	26	4,9	56	2,0	23	1,5	23	3,5	27	1,4	57	7,6	30	4,4	5	1,0	18	12,7	13	6,6	52	16,4
Budget organization			1		1				1				2										2	
Allowance organization	18	1,7	16	5,4	37	1,8	9	1,2	14	4,1	14	1,5	26	7,0	23	3,3			13	11,8	4	9,3	50	16,5
Municipality (municipal office)	8	1,4	9	4,2	18	2,3	14	1,7	8	2,6	13	1,4	29	7,9	7	7,7	5	1,0	5	14,8	9	5,4		

- Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
- days average extent of time off (in days)
- min. average length included in working hours
- 4.1 Serious personal obstacles to work on the part of the employee, for which time off is provided beyond the annex to Statutory Decree No. 108/1994 Coll. - without wage compensation
- A birth of a child to the wife (a companion) of an employee
- B accompanying a disabled child to a medical institution
- C death of a direct relative
- D one's own wedding
- E looking for a new job
- F moving
- G to mothers, due to caring for a child (per year)
- H care for a family member (per year)
- 4.2 Obstacles on the part of the employer due to public interest (beyond the framework of the Labour Code and other related regulations) without wage compensation
- I activity of a blood donor
- J activity of guides in children's and youth camps
- 4.3 Increase of requirements of time off for training and studies at work - without wage compensation
- 4.4 Extent of time necessary for personal cleanup, included in working hours

Evaluation of collective agreements - public service and administration (without municipalities)
 Care for employees - Contribution to corporate catering, contribution to contributory pension scheme
 Classification based on: Legal form

% of collective agreements, average CZK, average % of price of meal

ISPP		Care for employees								2006		
LEGAL FORM	Employer contribution to corporate catering						There is an agreed contribution to corporate catering for pensioners		Contribution of the employer for the contributory pension scheme			
	arranged in CA		amount of contribution*						arranged in CA		amount of contribution of FSCR	agreed conditions for provision
	PV	% CA	of budget		of FSCR		PV	% CA	PV	% CA	aver. CZK/month	PV
			aver. CZK	aver. % price	aver CZK	aver % price						
Total	147	63,6	20,73	49,5	11,16	28,5	55	23,8	53	22,9	208,56	39
Budget organization	13	59,1	20,16	55,0	15,99		2	9,1	6	27,3	278,33	4
Allowance organization	134	64,1	20,80	48,7	10,72	28,5	53	25,4	47	22,5	199,46	35

Explanatory notes: PV 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. % of price average contribution specified as a percentage of the price of a meal
 aver. CZK/month average contribution in CZK per month
 aver. CZK average contribution in CZK
 * the contribution has been agreed from the budget, or from the budget and FSCR, or from the FSCR

Evaluation of collective agreements - public service and administration
 Industrial safety and health protection at work
 Classification based on: Legal form

% of collective agreements

ISPP		Industrial safety and health protection at work						2006		
LEGAL FORM	In the collective agreement the following are contracted									
	industrial safety of employees		the decisive period for finding of aver. earnings is the previous calendar year		discussing issues of ISHPW with the trade union body		specific term measures for ensuring ISHPW		written evaluation of the situation by the employer	
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA
Total	311	90,7	67	19,5	273	79,6	123	35,9	124	36,2
Budget organization	16	72,7	2	9,1	13	59,1	3	13,6	3	13,6
Allowance organization	195	93,3	58	27,8	175	83,7	73	34,9	80	38,3
Municipality (municipal office)	100	89,3	7	6,3	85	75,9	47	42,0	41	36,6

Explanatory notes: PV
 % 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 (without municipalities)

Fund for social and cultural requirements

Classification based on: Legal form

average % of total creation

ISPP Fund for social and cultural requirements 2006																						
LEGAL FORM	principles for use in CA	budget parts of CA	Structure of planned use of the fund																			
			A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	PV	PV	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	193	113	5,4	1,0	0,1	2,7	0,1	0,1	0,6	4,2	0,7	20,7	11,4	0,8	1,3	1,4	2,5	7,5	0,1	5,5	9,9	24,0
Budget organization	19	9	5,8	3,6		1,5			0,1	4,0		23,3	10,4	0,8	1,0	1,4	7,7	7,1		4,7	7,8	20,8
Allowance organization	174	104	5,4	0,8	0,1	2,7	0,1	0,2	0,6	4,3	0,7	20,5	11,4	0,8	1,3	1,4	2,2	7,6	0,1	5,5	10,0	24,2

Explanatory notes: PV	number of collective agreements in which the appropriate indicator has been agreed	J	contribution to corporate catering
aver.%	average percentage of use for this purpose of the overall creation of funds	K	contribution to domestic recreation
A	contribution for operation costs of cultural, recreational, physical education facilities	L	contribution to foreign recreation
B	contribution for equipment to improve working environment	M	contribution to children's recreation
C	contribution for physical education and sport equipment	N	social assistance
D	contribution to physical education and sports events	O	social loans
E	contribution to work wear and work shoes	P	contributions to contributory pension scheme
F	contribution to uniform clothing	Q	contribution to trade union organization
G	funds for procurement of tangible property used for employee cult. and soc. development	R	gifts (for extraordinary activity, working anniversaries, life anniversaries...)
H	loans to procure housing	S	other uses
I	loans to purchase home equipment	T	fund balance

Evaluation of collective agreements - public service and administration
 Cooperation of contracting parties
 Classification based on: Legal form

% of collective agreements

ISPP		Cooperation of contracting parties				2006	
LEGAL FORM	Collection of membership fees via wage deductions		Provision of information to BO TU for collecting membership fees		Coverage of insurance by the employer for released officials		
	PV	% CA	PV	% CA	PV	% CA	
Total	216	63,0	83	24,2	11	3,2	
Budget organization	15	68,2	7	31,8			
Allowance organization	116	55,5	30	14,4	2	1,0	
Municipality (municipal office)	85	75,9	46	41,1	9	8,0	

Explanatory notes: PV
 % 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 %

ISPP												Social fund - creation												2006	
TRADE UNION	Social fund creation												union right of co-decision												
	agreed in CA	allotment in percentage of AWF		allotment in percentage of paid wages		allotment via abs. amount per employee		allotment spec. otherwise	other resources		for budget	for drawing													
	PV	PV	aver.%	PV	aver.%	PV	aver. CZK	PV	PV	aver. CZK	PV	PV													
Total	102	54	3,1	31	3,0	3	2 820	16	36	163 047	80	84													
State Bodies and Organisations	102	54	3,1	31	3,0	3	2 820	16	36	163 047	80	84													
UNIOS																									

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
 aver.% average percentage of the allotment to the fund
 AWF amount of wage funds (wages)
 aver.CZK average absolute amount of the allotment to the fund in CZK per employee per year

Evaluation of collective agreements - municipalities and regions

Social fund - use

Classification based on: Trade unions

average %

ISPP		Social fund - use																2006	
TRADE UNION		Structure of the planned use of the fund																	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
		aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	
Total		0,1	0,5	2,0	2,0	2,6	2,6	30,0	11,6	3,3	1,1	0,5	0,8	13,0	1,5	3,3	15,8	9,4	
State Bodies and Organisations		0,1	0,5	2,0	2,0	2,6	2,6	30,0	11,6	3,3	1,1	0,5	0,8	13,0	1,5	3,3	15,8	9,4	
UNIOS																			

Explanatory notes: 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** contribution to physical education and sports events**D** contribution to work wear and work shoes**E** loans to procure housing**F** loans to purchase home equipment**G** contribution to corporate catering**H** contribution to domestic recreation**I** contribution to foreign recreation**J** contribution to children's recreation**K** social assistance**L** social loans**M** contributions to contributory pension scheme**N** contribution to trade union organization**O** gifts (for extraordinary activity, working anniversaries, life anniversaries...)**P** other uses**Q** fund balance

Evaluation of collective agreements - municipalities and regions

Care for employees - Contribution to corporate catering, contribution to contributory pension scheme

Classification based on: Trade unions

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

ISPP		Care for employees										2006			
TRADE UNION	Employer contribution to corporate catering								There is an agreed contribution for corporate catering for pensioners		Contribution of the employer to the contributory pension scheme				
	arranged in CA		amount of contribution*								arranged in CA		amount of contribution from the social fund		agreed conditions for provision
	PV	% CA	aver. CZK	aver.% price	aver.CZK	aver.% price	aver.CZK	aver.% price	PV	% CA	PV	% CA	aver.CZK/month	PV	
Total	96	85,7	22,09	47,4	14,29	31,1	25,14	30,0	29	25,9	53	47,3	230,09	30	
State Bodies and Organisations	95	85,6	22,26	47,4	14,15	31,1	25,14	30,0	29	26,1	53	47,7	230,09	30	
UNIOS	1	100,0													

Explanatory notes: PV 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. % of price average contribution specified as a percentage of the price of a meal
 aver. CZK/month average contribution in CZK per month
 aver. CZK average contribution in CZK
 * contribution has been agreed from the budget, or from the budget and the social fund, or from the social fund, or without distinguishing resources

Evaluation of collective agreements - municipalities and regions

Other social performance

Classification based on: Trade unions

% of collective agreements

ISPP		Other social performance										2006		
TRADE UNION	Provision of allowance for employees													
	for clothing contribution		for transportation to work		for accident insurance		for life insurance		for healing, recondition and rehabilitation stays		for reimbursement of entrance medical examinations		for coverage of preventive medical examinations	
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA
Total	45	40,2	6	5,4	3	2,7	14	12,5	30	26,8	27	24,1	31	27,7
State Bodies and Organisations	45	40,5	6	5,4	3	2,7	14	12,6	30	27,0	27	24,3	31	27,9
UNIOS														

Explanatory notes: PV 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 - municipalities and regions

Social fund - creation

Classification based on: Higher administrative territorial units - regions

average %

ISPP Social fund - creation 2006												
REGION	Social fund creation											
	agreed in CA	allotment in percentage of AWF		allotment in percentage of paid wages		allotment via abs. amount per employee		allotment spec. otherwise	other resources		union right of co-decision	
	PV	PV	aver.%	PV	aver.%	PV	aver. CZK	PV	PV	aver. CZK	PV	PV
Total	102	54	3,1	31	3,0	3	2 820	16	36	163 047	80	84
City of Prague	2	1		1							1	2
Central Bohemia	18	11	3,3	4	3,5	2		3	10	110 148	13	15
South Bohemia	10	4	2,7	4	2,3			1	1		8	8
Pilsen	9	6	3,4	1				2	2		8	9
Karlovy Vary	5	2		1				3	2		5	5
Ústí	8	2		4	3,5	1		2	1		6	7
Liberec	1			1					1		1	1
Hradec Králové	11	8	2,9	3	2,8				6	84 563	8	8
Pardubice	7	4	2,3	1				2	3	154 000	7	5
South Moravia	6	2		4	4,5				1		4	5
Vysočina	5	3	2,7	1				1			3	3
Olomouc	9	4	3,1	3	2,0			1	5	443 936	8	7
Moravia-Silesia	9	6	3,4	2				1	4	242 463	6	7
Zlín	2	1		1							2	2

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
 aver.% average percentage of the allotment to the fund
 AWF amount of wage funds (wages)
 aver.CZK average absolute amount of the allotment to the fund in CZK per employee per year

Evaluation of collective agreements - municipalities and regions

Social fund - use

Classification based on: Higher administrative territorial units - regions

average %

ISPP Social fund - use 2006																	
REGION	Structure of the planned use of the fund																
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	0,1	0,5	2,0	2,0	2,6	2,6	30,0	11,6	3,3	1,1	0,5	0,8	13,0	1,5	3,3	15,8	9,4
City of Prague			7,3				55,0			1,7	0,5	0,5	18,3	0,5	8,5	6,9	1,0
Central Bohemia			0,7	4,1	1,7	8,8	21,4	22,9	2,2	1,0	2,0	4,7	8,4	0,6	3,2	7,4	10,9
South Bohemia			0,1	0,4	0,9	1,3	37,2	13,1	0,6	0,7			28,0	0,7	1,7	5,1	10,2
Pilsen			2,7		3,7	4,0	37,9	6,0	2,2	2,4	0,1		10,0	4,1	4,6	4,4	17,8
Karlovy Vary	0,2	0,2	8,3	5,1	1,7	1,7	9,8	20,5			0,6	3,4	8,2	20,5	3,9	15,7	0,3
Ústí		1,8	0,9	1,1			36,4	7,7	0,2	1,9	0,6	0,8	20,5	0,2	2,8	19,0	5,9
Liberec																	
Hradec Králové		1,6	3,6		0,5	1,8	29,6	6,2	0,5	1,1	0,3	1,1	24,3	0,1	4,9	13,0	11,2
Pardubice	0,3		2,1		1,9	5,0	31,4	9,5	0,1	1,5	0,7		13,0	1,6	1,8	20,3	10,8
South Moravia			0,2	1,6	0,5		28,1	17,6	12,5	1,2	0,3		2,5	1,2	2,1	27,5	4,9
Vysočina		4,9		2,9		8,6	29,7	8,0		0,9	0,9	3,0	27,2	2,2	3,8	8,1	
Olomouc			0,9	0,5	13,8	6,4	27,0	17,0			0,3	0,2	22,5		6,1	3,7	1,8
Moravia-Silesia		0,1	3,5	7,4	3,8	3,2	36,9	4,0	2,5	0,9	0,4		1,3	0,8	2,8	18,4	13,9
Zlín																	

Explanatory notes: 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** contribution to physical education and sports events**D** contribution to work wear and work shoes**E** loans to procure housing**F** loans to purchase home equipment**G** contribution to corporate catering**H** contribution to domestic recreation**I** contribution to foreign recreation**J** contribution to children's recreation**K** social assistance**L** social loans**M** contributions to contributory pension scheme**N** contribution to trade union organization**O** gifts (for extraordinary activity, working anniversaries, life anniversaries...)**P** other uses**Q** fund balance

Table NO. C3b

Evaluation of collective agreements - municipalities and regions

Care for employees - Contribution to corporate catering, contribution to contributory pension scheme

Classification based on: Higher administrative territorial units - regions

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

ISPP		Care for employees										2006			
REGION	Employer contribution to corporate catering								There is an agreed contribution for corporate catering for pensioners		Contribution of the employer to the contributory pension scheme				
	arranged in CA		amount of contribution*								arranged in CA		amount of contribution from the social fund	agreed conditions for provision	
	PV	% CA	from the budget		from the soc. fund		without distinguishing resources		PV	% CA	PV	% CA	aver.CZK/month	PV	
			aver. CZK	aver.% price	aver.CZK	aver.% price	aver.CZK	aver.% price							
Total	96	85,7	22,09	47,4	14,29	31,1	25,14	30,0	29	25,9	53	47,3	230,09	30	
City of Prague	2	66,7							1	33,3	1	33,3		1	
Central Bohemia	16	80,0	27,02	55,0	16,50		33,33		3	15,0	7	35,0	252,86	2	
South Bohemia	11	100,0	22,29	46,3	14,02	62,5	19,00		3	27,3	4	36,4	275,00	2	
Pilsen	8	80,0	20,46	43,0	14,31	25,0	12,25	30,0	1	10,0	7	70,0	228,57	5	
Karlovy Vary	5	100,0	20,13	40,0	14,38	20,0			2	40,0	3	60,0	266,67	3	
Ústí	10	100,0	18,78	50,0	14,22				3	30,0	8	80,0	175,00	4	
Liberec	1	100,0													
Hradec Králové	11	91,7	21,22	46,0	11,30	25,0			4	33,3	8	66,7	193,75	6	
Pardubice	7	100,0	20,42		12,50				2	28,6	4	57,1	175,00	2	
South Moravia	4	66,7	20,38		13,50				2	33,3	2	33,3		1	
Vysočina	4	66,7	18,45	37,0	14,66	29,0			4	66,7	2	33,3		1	
Olomouc	9	100,0	26,75	53,3	13,33	30,0			2	22,2	3	33,3	333,33	2	
Moravia-Silesia	6	60,0	20,75		18,75	50,0			2	20,0	3	30,0	166,67		
Zlín	2	100,0									1	50,0		1	

Explanatory notes: PV

% CA

aver. % of price

aver. CZK/month

aver. CZK

*

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

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

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

average contribution in CZK per month

average contribution in CZK

contribution has been agreed from the budget, or from the budget and the social fund, or from the social fund, or without distinguishing resources

Evaluation of collective agreements - municipalities and regions

Other social performance

Classification based on: Higher administrative territorial units - regions

% of collective agreements

ISPP														Other social performance		2006	
REGION	Provision of allowance for employees																
	for clothing contribution		for transportation to work		for accident insurance		for life insurance		for healing, recondition and rehabilitation stays		for reimbursement of entrance medical examinations		for coverage of preventive medical examinations				
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA			
Total	45	40,2	6	5,4	3	2,7	14	12,5	30	26,8	27	24,1	31	27,7			
City of Prague	1	33,3							1	33,3	1	33,3	1	33,3			
Central Bohemia	8	40,0	1	5,0			2	10,0	8	40,0	5	25,0	5	25,0			
South Bohemia	2	18,2							6	54,5	1	9,1	3	27,3			
Pilsen	5	50,0					3	30,0	1	10,0	5	50,0	3	30,0			
Karlovy Vary	5	100,0	2	40,0							1	20,0	1	20,0			
Ústí	5	50,0					1	10,0	1	10,0	4	40,0	6	60,0			
Liberec									1	100,0							
Hradec Králové	5	41,7			1	8,3	4	33,3	3	25,0	1	8,3	1	8,3			
Pardubice	1	14,3	2	28,6	1	14,3	1	14,3	1	14,3	2	28,6	3	42,9			
South Moravia	4	66,7					1	16,7	3	50,0	2	33,3	1	16,7			
Vysočina	3	50,0							1	16,7	2	33,3	2	33,3			
Olomouc	2	22,2							1	11,1	1	11,1	1	11,1			
Moravia-Silesia	3	30,0	1	10,0	1	10,0	2	20,0	2	20,0	1	10,0	3	30,0			
Zlín	1	50,0							1	50,0	1	50,0	1	50,0			

Explanatory notes: PV 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 - municipalities and regions

Social fund - creation

Classification based on: Legal form

average %

ISPP												Social fund - creation												2006	
LEGAL FORM	Social fund creation												union right of co-decision												
	agreed in CA	allotment in percentage of AWF		allotment in percentage of paid wages		allotment via abs. amount per employee		allotment spec. otherwise	other resources		for budget	for drawing													
	PV	PV	aver.%	PV	aver.%	PV	aver. CZK	PV	PV	aver. CZK	PV	PV													
Total	102	54	3,1	31	3,0	3	2 820	16	36	163 047	80	84													
Municipality (municipal office)	102	54	3,1	31	3,0	3	2 820	16	36	163 047	80	84													

Explanatory notes: PV number of collective agreements in which the appropriate indicator has been agreed
 aver.% average percentage of the allotment to the fund
 AWF amount of wage funds (wages)
 aver.CZK average absolute amount of the allotment to the fund in CZK per employee per year

Evaluation of collective agreements - municipalities and regions

Social fund - use

Classification based on: Legal form

average %

ISPP																	
Social fund - use																	2006
LEGAL FORM	Structure of the planned use of the fund																
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	0,1	0,5	2,0	2,0	2,6	2,6	30,0	11,6	3,3	1,1	0,5	0,8	13,0	1,5	3,3	15,8	9,4
Municipality (municipal office)	0,1	0,5	2,0	2,0	2,6	2,6	30,0	11,6	3,3	1,1	0,5	0,8	13,0	1,5	3,3	15,8	9,4

Explanatory notes: 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** contribution to physical education and sports events**D** contribution to work wear and work shoes**E** loans to procure housing**F** loans to purchase home equipment**G** contribution to corporate catering**H** contribution to domestic recreation**I** contribution to foreign recreation**J** contribution to children's recreation**K** social assistance**L** social loans**M** contributions to contributory pension scheme**N** contribution to trade union organization**O** gifts (for extraordinary activity, working anniversaries, life anniversaries...)**P** other uses**Q** fund balance

Evaluation of collective agreements - municipalities and regions

Care for employees - Contribution to corporate catering, contribution to contributory pension scheme

Classification based on: Legal form

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

ISPP														Care for employees				2006	
LEGAL FORM	Employer contribution to corporate catering								There is an agreed contribution for corporate catering for pensioners		Contribution of the employer to the contributory pension scheme								
	arranged in CA		amount of contribution*								arranged in CA		amount of contribution from the social fund		agreed conditions for provision				
	PV	% CA	from the budget		from the soc. fund		without distinguishing resources		PV	% CA	PV	% CA	aver.CZK/month		PV				
			aver. CZK	aver.% price	aver.CZK	aver.% price	aver.CZK	aver.% price					aver.CZK	aver.% price					
Total	96	85,7	22,09	47,4	14,29	31,1	25,14	30,0	29	25,9	53	47,3	230,09	30					
Municipality (municipal office)	96	85,7	22,09	47,4	14,29	31,1	25,14	30,0	29	25,9	53	47,3	230,09	30					

Explanatory notes: PV 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. % of price average contribution specified as a percentage of the price of a meal
 aver. CZK/month average contribution in CZK per month
 aver. CZK average contribution in CZK
 * contribution has been agreed from the budget, or from the budget and the social fund, or from the social fund, or without distinguishing resources

Evaluation of collective agreements - municipalities and regions

Other social performance

Classification based on: Legal form

% of collective agreements

ISPP		Other social performance										2006		
LEGAL FORM	Provision of allowance for employees													
	for clothing contribution		for transportation to work		for accident insurance		for life insurance		for healing, recondition and rehabilitation stays		for reimbursement of entrance medical examinations		for coverage of preventive medical examinations	
	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA	PV	% CA
Total	45	40,2	6	5,4	3	2,7	14	12,5	30	26,8	27	24,1	31	27,7
Municipality (municipal office)	45	40,2	6	5,4	3	2,7	14	12,5	30	26,8	27	24,1	31	27,7

Explanatory notes: PV 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