



# **INFORMATION ON WORKING CONDITIONS**

**negotiated in collective agreements**

**2019**

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**Ministry of Labour and Social Affairs**

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## **Introduction**





## Basic informations about IPP

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

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

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

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

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

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

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

## Description of published tables

In 2019 selected data about wage and working conditions were analyzed from 1,584 collective agreements from 27 different trade unions, of which:

- 1,259 collective agreements agreed in the entrepreneurial area
- 325 collective agreements agreed in public services and administration

### Outputs are classified separately for:

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

### always according to:

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

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

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

## A. TABLE SECTION FOR THE CORPORATE AREA

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

The output is:

- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the minimum wage was negotiated. The minimum wage is reported only in cases when it was determined to be above the limit specified by Statutory Decree No. 567/2006 Coll., i.e. in an amount exceeding 13,350 CZK/month and 79.80 CZK/hour with a 40-hour working week
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the wage scales were negotiated

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The system follows:

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

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

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

The system follows:

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

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

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

The system follows:

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

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

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

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

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

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

The output is:

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

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

The output is:

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

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

The output is:

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



J - other use

K - balance of the fund

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

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

The output is:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (13/12, 14/13, 15/14, 16/15, 17/16, 18/17, 19/18) of the negotiated monthly wage scales.

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

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (13/12, 14/13, 15/14, 16/15, 17/16, 18/17, 19/18) of the negotiated hourly wage scales in the fund of working hours of 40 hours/week.

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

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (13/12, 14/13, 15/14, 16/15, 17/16, 18/17, 19/18) of the negotiated hourly wage scales in the fund of working hours of 37,5 hours/week.

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

The output is the year-on-year comparison (13/12, 14/13, 15/14, 16/15, 17/16, 18/17, 19/18) of negotiated wage supplementary charges and bonuses.

**B. TABLE SECTION OF PUBLIC SERVICES AND ADMINISTRATION**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The output is:

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

P - fund balance

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

The output is:

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

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

The output is:

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

H - due to care for a sick family member within the calendar year

I - due to sick days taking within the calendar year

J - in case of other impediments

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

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

The output is:

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

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

The output is:

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

**Collective agreements in numbers – agreed for the corporate area in the Czech Republic for the year 2019**  
(based on the sample of 1,259 collective agreements)

**1. Wage agreements**

**Minimum monthly and hourly salary**

The minimum monthly and hourly salary are followed in the system on the condition that they have been agreed beyond the framework given by Statutory Decree 567/2006 Coll., i.e. in an amount above CZK 13,350.00/month and CZK 79.80/hour with a working hour fund of 40 hours per week.

The average minimum monthly salary has been agreed in the amount of... CZK **15,660.00**/month

The average minimum hourly salary at a working hour fund of 40 hours per week has been agreed in the amount of ..... CZK **85.59**/hour

**Wage scales**

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

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

1 <sup>st</sup> tariff scale.....	CZK <b>12,835.00</b>
2 <sup>nd</sup> tariff scale.....	CZK <b>13,586.00</b>
3 <sup>rd</sup> tariff scale .....	CZK <b>14,435.00</b>
4 <sup>th</sup> tariff scale .....	CZK <b>15,497.00</b>
5 <sup>th</sup> tariff scale .....	CZK <b>16,771.00</b>
6 <sup>th</sup> tariff scale .....	CZK <b>18,223.00</b>
7 <sup>th</sup> tariff scale .....	CZK <b>19,921.00</b>
8 <sup>th</sup> tariff scale .....	CZK <b>21,750.00</b>
9 <sup>th</sup> tariff scale .....	CZK <b>23,690.00</b>
10 <sup>th</sup> tariff scale.....	CZK <b>26,151.00</b>
11 <sup>th</sup> tariff scale.....	CZK <b>29,030.00</b>
12 <sup>th</sup> tariff scale.....	CZK <b>32,129.00</b>

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

	<u>40 hours/week</u>	<u>37.5 hours/week</u>
1 <sup>st</sup> tariff scale.....	CZK <b>74.02</b>	CZK <b>76.97</b>
2 <sup>nd</sup> tariff scale.....	CZK <b>77.33</b>	CZK <b>80.98</b>
3 <sup>rd</sup> tariff scale .....	CZK <b>81.72</b>	CZK <b>86.50</b>
4 <sup>th</sup> tariff scale .....	CZK <b>86.36</b>	CZK <b>92.96</b>
5 <sup>th</sup> tariff scale .....	CZK <b>93.32</b>	CZK <b>100.54</b>
6 <sup>th</sup> tariff scale .....	CZK <b>100.72</b>	CZK <b>108.91</b>
7 <sup>th</sup> tariff scale .....	CZK <b>110.55</b>	CZK <b>119.15</b>
8 <sup>th</sup> tariff scale .....	CZK <b>110.59</b>	CZK <b>130.41</b>
9 <sup>th</sup> tariff scale .....	CZK <b>113.55</b>	CZK <b>137.78</b>
10 <sup>th</sup> tariff scale.....	CZK <b>124.56</b>	CZK <b>146.33</b>
11 <sup>th</sup> tariff scale.....	CZK <b>140.78</b>	CZK <b>160.75</b>
12 <sup>th</sup> tariff scale.....	CZK <b>145.19</b>	CZK <b>174.61</b>



## Wage development

Number of collective agreements regulating wage development ...**916** (i.e. 72.8% of the total amount of collective agreements in the file).

The wage increases is agreed in 72.6% collective agreements, of which:

- 43.5% collective agreements, offering a year-on-year increase of wage scales by... **5.5%**
- 25.9% collective agreements offering a year-on-year increase of the average nominal wage by ..... **5.0%**
- 2% collective agreements offering an increase of the average real wage by ..... **2.4%**

## Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day .....	<b>26.4%</b> AE
overtime bonus for work on Saturdays and Sundays .....	<b>47.7%</b> AE
overtime bonus for work undistinguished .....	<b>26.7%</b> AE
overtime bonus for work on public holidays .....	<b>102.6%</b> AE
bonus for night work .....	CZK <b>17.26</b> /hour
.....	<b>11.7%</b> AE
bonus for work in difficult conditions .....	CZK <b>9.16</b> /hour
.....	<b>10.9%</b> AE
.....	<b>10.4%</b> MM
bonus for work on Saturdays and Sundays .....	CZK <b>23.53</b> /hour
.....	<b>23.6%</b> AE
bonus for afternoon work .....	CZK <b>8.16</b> /hour
.....	<b>8.6%</b> AE
bonus for working in shift operation.....	CZK <b>106.49</b> /shift
.....	<b>18.5%</b> AE
bonus for team management .....	CZK <b>7.03</b> /hour
bonus for working at heights .....	CZK <b>6.41</b> /hour
bonus for working in hazardous conditions .....	CZK <b>26.96</b> /hour
bonus for the knowledge of foreign languages .....	CZK <b>733.33</b> /month
bonus for substitution .....	CZK <b>1,540.00</b> /month
.....	<b>29.2%</b> AE
bonus for training other people .....	CZK <b>720.27</b> /month
.....	<b>10.2%</b> AE
remuneration for standby duty.....	CZK <b>17.31</b> /hour
.....	<b>16.8%</b> AE

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

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

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

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

one's own wedding.....	<b>1.4 days</b>
birth of a child to the wife of an employee.....	<b>1.3 days</b>
death of a direct relative .....	<b>2.2 days</b>
escorting a disabled child to a health or social care provider.....	<b>6.5 days</b>
moving house.....	<b>1.2 days</b>
looking for a new job .....	<b>3.7 days</b>
for mothers caring for a child (per year).....	<b>3.9 days</b>
care for a family member (per year).....	<b>2.3 days</b>
sick days (per year).....	<b>3.2 days</b>

## 3. Benefits and working conditions to employees

### Company catering

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

costs.....	CZK <b>42.92</b>	
.....		<b>54.5%</b> of the price of a meal
profit, social fund, FSCR.....	CZK <b>13.93</b>	
.....		<b>21.2%</b> of the price of a meal
without distinguishing sources .....	CZK <b>48.81</b>	
.....		<b>56.4%</b> of the price of a meal

### Additional pension fund

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

minimum average value of the contribution .....	CZK <b>539.24</b> /month
maximum average value of the contribution .....	CZK <b>868.71</b> /month

### Life insurance

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

minimum average value of the contribution .....	CZK <b>507.19</b> /month
maximum average value of the contribution .....	CZK <b>758.91</b> /month

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

Trade union	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
<b>Total</b>	<b>1,584</b>	<b>1,259</b>	<b>325</b>	<b>124</b>
Agriculture and Nutrition	41	37	4	
Banking and Insurance	14	14		
Catering, Hotels and Tourism	15	15		
Civilian Employees of the Army	6	5	1	
Commerce	15	15		
Culture and Nature Preservation	36		36	
Education	39		39	
ECHO	67	67		
Fire Fighters	13		13	
Food Industry and Allied Trade	62	61	1	
Glass, Ceramic & Porcelain	31	31		
Health Service and Social Care	68	22	46	
KOVO	515	512	3	
Mines, Geology and Oil Industry	27	24	3	
Postal, Telecom. and Newspaper Services	7	7		
Profess.and Trade Union of Orchestral Music.	15	3	12	
Railway Trade Unions	32	30	2	
Science and Research	28	28		
State Bodies and Organisations	125		125	122
STAVBA	118	105	13	
Textile, Clothing and Leather Industry	35	35		
Transport	26	26		
Transport, Road Economy and Repair Vehicles	11	11		
Union of Aviation Employees	4	4		
UNIOS	141	118	23	2
Universities Trade Union	20	20		
Wood.Industry, Forestry and Manag.of Water	73	69	4	

### Recapitulation of agreements classification based on regions

Region NUTS 3	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
<b>Total</b>	<b>1,584</b>	<b>1,259</b>	<b>325</b>	<b>124</b>
CZ010 Capital Prague	228	200	28	6
CZ020 Středočeský	120	78	42	22
CZ031 Jihočeský	106	86	20	7
CZ032 Plzeňský	97	68	29	14
CZ041 Karlovarský	53	41	12	7
CZ042 Ústecký	113	77	36	12
CZ051 Liberecký	73	60	13	5
CZ052 Královéhradecký	92	74	18	7
CZ053 Pardubický	72	58	14	4
CZ061 Vysočina	86	71	15	4
CZ062 Jihomoravský	142	114	28	7
CZ071 Olomoucký	122	100	22	12
CZ072 Zlínský	97	85	12	3
CZ080 Moravskoslezský	183	147	36	14



## **Table section A**

### **Corporate area**



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

Trade union	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
<b>Total</b>	<b>58</b>	<b>4.6</b>	<b>15,660</b>	<b>6</b>	<b>0.5</b>	<b>85.59</b>	<b>15</b>	<b>1.2</b>	<b>96.65</b>	<b>233</b>	<b>18.5</b>	<b>353</b>	<b>28.0</b>	<b>46</b>	<b>3.7</b>	<b>72</b>	<b>5.7</b>	<b>92</b>	<b>7.3</b>	<b>186</b>	<b>14.8</b>
Agriculture and Nutrition	1	2.7								4	10.8	13	35.1	4	10.8	8	21.6			2	5.4
Banking and Insurance	3	21.4	19,000									1	7.1			1	7.1				
Catering, Hotels and Tourism												6	40.0			1	6.7				
Civilian Employees of the Army												3	60.0							1	20.0
Commerce												1	6.7			1	6.7				
ECHO	5	7.5	16,440				1	1.5		33	49.3	17	25.4	1	1.5			4	6.0	7	10.4
Food Industry and Allied Trade	1	1.6								2	3.3	17	27.9			5	8.2	2	3.3	11	18.0
Glass, Ceramic & Porcelain										14	45.2	9	29.0	1	3.2			10	32.3	8	25.8
Health Service and Social Care	1	4.5								5	22.7	3	13.6								
KOVO	23	4.5	16,657	2	0.4		7	1.4	100.01	92	18.0	151	29.5	10	2.0	19	3.7	45	8.8	105	20.5
Mines, Geology and Oil Industry										6	25.0	9	37.5	1	4.2			5	20.8	5	20.8
Postal, Telecom. and Newspaper Services	1	14.3		1	14.3							2	28.6								
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	2	6.7					1	3.3		1	3.3	8	26.7							1	3.3
Science and Research												1	3.6								
STAVBA	19	18.1	14,502	3	2.9	84.00	3	2.9	96.72	39	37.1	24	22.9	21	20.0	21	20.0	12	11.4	5	4.8
Textile, Clothing and Leather Industry										8	22.9	8	22.9	1	2.9			5	14.3	13	37.1
Transport												5	19.2							2	7.7
Transport, Road Economy and Repair Vehicles										3	27.3	5	45.5			1	9.1	2	18.2	4	36.4
Union of Aviation Employees												1	25.0			1	25.0				
UNIOS										12	10.2	39	33.1	4	3.4	10	8.5	3	2.5	9	7.6
Universities Trade Union										3	15.0	10	50.0	1	5.0	1	5.0	1	5.0		
Wood.Industry, Forestry and Manag.of Water	2	2.9					3	4.3	90.07	11	15.9	20	29.0	2	2.9	3	4.3	3	4.3	13	18.8

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

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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
<b>Total</b>	<b>209</b>	<b>12,835</b>	<b>215</b>	<b>13,586</b>	<b>223</b>	<b>14,435</b>	<b>226</b>	<b>15,497</b>	<b>230</b>	<b>16,771</b>	<b>232</b>	<b>18,223</b>	<b>233</b>	<b>19,921</b>	<b>231</b>	<b>21,750</b>	<b>227</b>	<b>23,690</b>	<b>225</b>	<b>26,151</b>	<b>224</b>	<b>29,030</b>	<b>219</b>	<b>32,129</b>
Agriculture and Nutrition	4	13,228	4	13,758	4	14,515	4	15,640	4	17,037	4	18,590	4	20,239	4	22,002	3	22,111	3	23,838	3	26,191	3	28,431
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	30	13,215	31	14,259	32	15,486	32	16,838	33	18,562	33	20,604	33	22,825	33	25,289	33	28,090	33	31,162	33	34,867	33	39,535
Food Industry and Allied Trade	2		2		2		2		2		2		2		2		1		1		1		1	
Glass, Ceramic & Porcelain	13	14,071	13	14,856	14	15,491	14	16,198	14	16,986	14	18,000	14	18,979	14	20,112	14	21,438	14	22,947	14	25,208	14	27,280
Health Service and Social Care	5	12,172	5	12,864	5	13,450	5	14,266	5	14,842	5	15,745	5	17,443	5	18,718	5	20,854	5	24,875	5	28,905	5	32,547
KOVO	83	12,351	86	13,143	86	14,114	88	15,213	90	16,429	91	17,782	92	19,341	90	20,986	88	22,705	88	24,890	87	27,292	83	29,275
Mines, Geology and Oil Industry	6	14,552	6	15,135	6	16,793	6	18,135	6	19,810	6	21,843	6	24,060	6	26,268	6	29,235	6	32,435	6	37,502	6	43,393
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions	1		1		1		1		1		1		1		1		1		1		1		1	
Science and Research																								
STAVBA	36	13,281	38	13,911	38	14,675	38	15,875	39	17,339	39	18,942	39	21,083	39	23,237	39	25,301	39	28,358	39	31,587	39	35,228
Textile, Clothing and Leather Industry	8	12,414	8	13,029	8	13,671	8	14,667	8	15,602	8	16,801	8	18,065	8	19,444	8	21,143	8	23,350	8	26,285	7	28,314
Transport																								
Transport, Road Economy and Repair Vehicles	2		2		2		3	15,094	3	16,664	3	18,420	3	20,033	3	21,312	3	23,133	3	25,088	3	27,437	3	29,537
Union of Aviation Employees																								
UNIOS	9	11,647	9	12,017	11	11,893	11	12,484	11	13,236	12	14,568	12	15,787	12	17,262	12	19,013	11	21,381	11	23,681	11	27,164
Universities Trade Union	3	11,733	3	12,100	3	12,467	3	12,933	3	14,500	3	16,340	3	18,747	3	21,527	3	24,587	2		2		2	
Wood.Industry, Forestry and Manag.of Water	7	13,433	7	14,207	11	14,441	11	15,135	11	15,856	11	16,698	11	17,782	11	19,306	11	20,975	11	22,911	11	25,035	11	27,768

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



Monthly wage scales - other tariff systems

SCALE SYSTEM	TARIFF SCALE																																															
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20									
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m										
2 scale																																																
3 scale	7	11,652	7	14,989	7	20,314																																										
4 scale	11	15,986	11	17,522	12	21,375	12	25,234																																								
5 scale	15	15,057	15	16,981	15	19,136	15	21,470	15	24,151																																						
6 scale	23	14,110	23	17,175	24	21,028	24	23,687	23	28,251	22	31,050																																				
7 scale	25	15,471	25	17,447	27	19,348	26	20,374	26	23,111	26	26,103	18	25,262																																		
8 scale	61	12,844	62	14,442	62	16,111	63	18,091	63	20,244	63	22,546	63	25,196	63	28,280																																
9 scale	28	12,798	30	13,811	31	15,008	33	16,455	34	18,167	34	20,397	33	22,891	32	25,961	31	29,794																														
10 scale	37	13,162	37	14,257	37	15,455	40	16,528	43	17,699	43	19,409	43	21,478	43	24,001	41	26,563	41	29,659																												
11 scale	22	12,510	22	13,335	22	14,418	23	15,653	24	17,258	24	19,099	25	21,217	25	23,641	25	26,821	25	30,908	24	35,159																										
13 scale	19	11,756	25	12,551	26	13,667	26	14,770	27	15,885	28	16,976	28	18,495	29	19,966	29	21,695	29	23,969	29	26,620	29	29,630	28	33,515																						
14 scale	13	13,081	13	14,476	14	15,400	14	16,362	15	17,552	16	18,780	16	20,239	18	21,441	18	23,541	17	26,171	17	29,302	17	32,796	17	39,831	15	45,149																				
15 scale	8	14,836	9	16,312	11	17,501	11	19,090	11	20,490	12	21,111	11	21,922	11	23,675	11	25,824	11	29,062	11	31,954	11	34,825	11	38,683	11	41,686	11	44,913																		
16 scale	9	13,031	9	13,781	9	15,034	10	15,720	10	17,195	10	18,567	11	19,721	11	21,160	11	22,911	11	24,455	11	26,102	11	27,783	11	29,535	11	31,488	11	34,454	11	37,355																
17 scale	9	11,669	10	12,134	10	12,880	10	13,836	10	14,721	10	15,661	10	17,172	10	18,769	10	20,354	10	22,180	10	23,976	10	29,757	10	35,693	10	41,041	10	44,795	10	49,134	10	65,870														
18 scale																																																
19 scale	13	14,200	13	14,200	13	14,200	13	14,200	14	14,064	14	14,151	14	14,249	14	14,354	14	14,611	14	15,157	14	15,345	14	15,733	14	16,183	14	16,835	14	17,646	14	18,431	14	19,239	14	20,164	14	21,350										
20 scale	5	13,497	5	14,360	5	15,263	5	16,104	5	17,113	5	17,950	5	18,793	5	19,728	5	20,680	5	21,659	5	22,662	5	23,705	4	26,097	4	27,544	4	29,107	4	30,706	4	32,278	4	33,864	4	35,543	4	37,291								

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

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

Trade union	TARIFF SCALE																								
	1		2		3		4		5		6		7		8		9		10		11		12		
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	
<b>Total</b>	<b>45</b>	<b>74.02</b>	<b>44</b>	<b>77.33</b>	<b>44</b>	<b>81.72</b>	<b>45</b>	<b>86.36</b>	<b>45</b>	<b>93.32</b>	<b>45</b>	<b>100.72</b>	<b>45</b>	<b>110.55</b>	<b>18</b>	<b>110.59</b>	<b>11</b>	<b>113.55</b>	<b>10</b>	<b>124.56</b>	<b>10</b>	<b>140.78</b>	<b>10</b>	<b>145.19</b>	
Agriculture and Nutrition	4	79.57	4	82.75	4	87.30	4	94.01	4	102.38	4	111.63	4	121.61	2		1		1		1		1		1
Banking and Insurance																									
Catering, Hotels and Tourism																									
Civilian Employees of the Army																									
Commerce																									
ECHO	1		1		1		1		1		1		1		1		1		1		1		1		1
Food Industry and Allied Trade																									
Glass, Ceramic & Porcelain	1		1		1		1		1		1		1		1		1		1		1		1		1
Health Service and Social Care																									
KOVO	9	57.26	8	59.21	8	63.21	9	65.06	9	72.13	9	78.79	9	87.28	6	104.28	3	104.33	3	116.90	3	130.17	3	144.23	
Mines, Geology and Oil Industry	1		1		1		1		1		1		1												
Postal, Telecom. and Newspaper Services																									
Profess.and Trade Union of Orchestral Music.																									
Railway Trade Unions																									
Science and Research																									
STAVBA	21	79.74	21	82.54	21	86.18	21	91.83	21	99.49	21	108.32	21	120.53	1										
Textile, Clothing and Leather Industry	1		1		1		1		1		1		1		1		1		1		1		1		1
Transport																									
Transport, Road Economy and Repair Vehicles																									
Union of Aviation Employees																									
UNIOS	4	68.70	4	71.95	4	76.18	4	79.10	4	80.95	4	84.35	4	90.88	4	98.55	2		1		1		1		1
Universities Trade Union	1		1		1		1		1		1		1												
Wood.Industry, Forestry and Manag.of Water	2		2		2		2		2		2		2		2		2		2		2		2		2

Explanatory notes: NCA  
CZK/h

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

## Hourly wage scales (40 hours/week) - other tariff systems

SCALE SYSTEM	TARIFF SCALE																																								
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19				
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h			
2 scale																																									
3 scale																																									
4 scale	4	76.20	4	85.78	4	95.58	4	105.60																																	
5 scale	4	60.75	3	72.00	3	84.00	3	100.93	3	116.83																															
6 scale					1		2		2		2																														
7 scale	13	80.39	13	84.53	13	89.14	14	97.79	13	103.06	12	109.06	12	118.41																											
8 scale	22	77.80	22	85.26	22	94.31	23	102.69	22	112.95	22	124.52	22	137.96	21	153.53																									
9 scale	5	71.74	6	77.72	5	78.68	5	82.66	5	89.22	5	95.76	3	109.97	1		1																								
10 scale	4	81.90	4	88.80	4	94.55	5	104.14	5	109.10	5	115.58	3	114.13	1		1		1																						
11 scale	3	77.63	3	87.30	3	98.70	3	108.73	6	113.85	6	124.47	6	135.97	5	152.74	4	175.23	4	197.95	4	226.43																			
13 scale	2		2		2		2		1		1																														
14 scale	4	76.05	4	79.63	4	84.63	4	88.38	4	93.63	4	98.03	4	104.65	2		2		2		1		1		1		1		1		1		1		1		1		1		
15 scale									1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		
16 scale																																									
17 scale																																									
18 scale	1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		
19 scale																																									

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

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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
<b>Total</b>	<b>81</b>	<b>76.97</b>	<b>87</b>	<b>80.98</b>	<b>90</b>	<b>86.50</b>	<b>91</b>	<b>92.96</b>	<b>92</b>	<b>100.54</b>	<b>92</b>	<b>108.91</b>	<b>90</b>	<b>119.15</b>	<b>55</b>	<b>130.41</b>	<b>35</b>	<b>137.78</b>	<b>31</b>	<b>146.33</b>	<b>29</b>	<b>160.75</b>	<b>29</b>	<b>174.61</b>
Agriculture and Nutrition																								
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	3	79.47	3	84.90	4	91.57	4	96.43	4	104.11	4	115.07	4	127.19	4	143.21	2		1		1		1	
Food Industry and Allied Trade	2		2		2		2		2		2		2		1									
Glass, Ceramic & Porcelain	10	85.11	10	88.18	10	92.13	10	95.12	10	99.34	10	104.73	10	109.69	9	112.16	8	116.91	8	124.94	8	137.60	8	147.58
Health Service and Social Care																								
KOVO	41	72.38	43	77.50	44	83.77	45	91.06	45	99.38	45	108.15	45	118.17	29	135.93	18	143.28	15	153.75	15	166.79	15	180.99
Mines, Geology and Oil Industry	5	87.54	5	88.84	5	97.02	5	102.76	5	111.32	5	120.66	5	130.44	1									
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions																								
Science and Research																								
STAVBA	8	84.45	10	86.72	11	89.30	11	97.01	12	104.48	12	113.58	12	125.40	3	122.40	2		2		1		1	
Textile, Clothing and Leather Industry	5	69.18	5	74.55	5	78.13	5	82.02	5	87.14	5	93.26	5	99.07	3	91.10	1		1		1		1	
Transport																								
Transport, Road Economy and Repair Vehicles	1		2		2		2		2		2		2		2		1		1					
Union of Aviation Employees																								
UNIOS	2		3	67.05	3	72.48	3	78.19	3	85.62	3	93.39	1											
Universities Trade Union	1		1		1		1		1		1		1											
Wood.Industry, Forestry and Manag.of Water	3	85.27	3	90.30	3	96.17	3	102.43	3	109.07	3	116.07	3	124.93	3	135.00	3	145.30	3	156.97	3	170.80	3	186.43

Explanatory notes: NCA  
CZK/h

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

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

SCALE SYSTEM	TARIFF SCALE																																																			
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20													
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h												
2 scale																																																				
3 scale	2		2		2																																															
4 scale	5	92.72	5	99.10	4	113.60	4	125.90																																												
5 scale	10	87.26	10	95.55	9	104.77	9	115.43	7	132.95																																										
6 scale	10	83.12	10	89.41	11	91.64	11	99.74	11	109.53	9	120.33																																								
7 scale	29	85.26	29	92.68	30	100.58	30	108.38	30	118.27	30	129.78	30	143.36																																						
8 scale	22	84.09	23	92.90	23	98.38	24	108.92	25	118.93	24	129.61	24	141.78	23	155.96																																				
9 scale	9	83.58	9	88.31	11	94.76	11	102.31	11	111.20	9	121.66	8	135.26	7	146.94	6	163.80																																		
10 scale	22	81.35	21	83.40	22	89.72	22	98.52	22	108.35	20	118.60	18	130.40	11	154.17	7	163.84	7	183.38																																
11 scale	5	73.62	5	76.54	5	87.62	5	99.90	5	110.74	5	123.82	5	140.62	1																																					
13 scale	7	74.37	8	77.60	9	77.99	9	81.40	11	83.35	11	90.46	11	99.49	10	110.02	7	116.72	5	122.03	4	128.70	4	138.02	4	151.08																										
14 scale	7	82.38	7	90.63	10	96.82	10	102.32	11	112.51	10	121.29	10	132.17	10	145.59	6	153.90	6	167.73	5	175.91	5	199.01	5	226.40	5	260.19																								
15 scale	2		2		4	91.05	4	96.70	4	107.25	3	112.40	3	123.50	2		1																																			
16 scale	6	74.90	6	78.55	6	83.80	8	85.20	8	91.91	8	97.71	7	112.15	7	119.39	7	129.60	6	132.47	5	144.57	5	152.49	4	164.37	4	172.47	4	184.21	4	193.03																				
17 scale	5	89.82	5	92.70	5	97.76	5	103.90	6	112.95	6	120.68	6	134.08	5	153.02	4	165.05	2		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1			
18 scale	1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1			
19 scale	13	98.50	13	98.50	13	98.50	13	98.50	13	98.50	13	101.50	13	109.00	13	117.00	13	125.50																																		
20 scale	4	93.73	4	98.18	4	103.79	4	109.44	4	116.32	4	122.18	4	128.43	4	134.05	4	141.39	4	147.06	4	153.00	4	158.39	4	164.78	4	172.06	4	179.09	4	187.50	4	195.03	4	200.82	4	206.65	4	212.57												

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

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

Trade union	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE	% AE																
<b>Total</b>	<b>1,065</b>	<b>84.6</b>	<b>26.4</b>	<b>47.7</b>	<b>26.7</b>	<b>966</b>	<b>76.7</b>	<b>102.6</b>	<b>1,041</b>	<b>82.7</b>	<b>17.26</b>	<b>11.7</b>	<b>760</b>	<b>60.4</b>	<b>9.16</b>	<b>10.9</b>	<b>10.4</b>	<b>1,006</b>	<b>79.9</b>	<b>23.53</b>	<b>23.6</b>
Agriculture and Nutrition	30	81.1	25.0	46.7	25.0	28	75.7	110.7	31	83.8	20.45	13.0	26	70.3	9.75		11.0	29	78.4	34.00	18.0
Banking and Insurance	7	50.0	25.0	50.0	28.8	7	50.0	100.0	5	35.7	25.00	11.0	1	7.1				6	42.9		43.3
Catering, Hotels and Tourism	15	100.0	25.0		29.6	15	100.0	100.0	15	100.0		10.0	2	13.3				15	100.0	25.00	10.0
Civilian Employees of the Army	3	60.0	27.5	50.0	25.0	2	40.0		3	60.0	10.00	10.0	3	60.0	12.17			3	60.0		20.0
Commerce	11	73.3	25.0	50.0	25.6	10	66.7	102.5	12	80.0	9.00	12.3	5	33.3	8.00	10.0	13.8	11	73.3	18.33	10.6
ECHO	65	97.0	28.4	47.3	27.9	62	92.5	104.7	62	92.5	21.56	12.1	51	76.1	9.81		10.0	61	91.0	26.30	24.2
Food Industry and Allied Trade	54	88.5	26.1	51.0	26.9	52	85.2	103.8	57	93.4	16.64	11.7	35	57.4	7.89	17.5	10.0	54	88.5	27.95	26.0
Glass, Ceramic & Porcelain	31	100.0	30.0		30.3	28	90.3	101.1	30	96.8	18.35	16.4	27	87.1	10.05		10.0	30	96.8	19.50	29.3
Health Service and Social Care	16	72.7	25.0	50.0	26.0	17	77.3	100.0	18	81.8	15.50	19.9	8	36.4	8.48		10.0	18	81.8	19.00	23.9
KOVO	451	88.1	26.5	48.8	25.9	418	81.6	102.4	443	86.5	17.94	11.1	304	59.4	8.68	10.3	10.2	427	83.4	28.56	25.8
Mines, Geology and Oil Industry	23	95.8	25.0	52.5	26.4	20	83.3	100.0	23	95.8	18.24	11.4	20	83.3	9.72			22	91.7	19.56	21.5
Postal, Telecom. and Newspaper Services	5	71.4	25.0	40.0	25.0	3	42.9	100.0	4	57.1	26.67	10.0	5	71.4	9.33		25.0	4	57.1	43.33	10.0
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	22	73.3	25.0	48.1	26.4	19	63.3	100.0	21	70.0	14.80	11.4	18	60.0	9.11	11.0	10.0	21	70.0	16.50	17.4
Science and Research	5	17.9			25.0	3	10.7	100.0	5	17.9		12.0	7	25.0			10.0	5	17.9		13.0
STAVBA	96	91.4	25.8	47.5	30.8	97	92.4	101.0	96	91.4	13.79	10.5	91	86.7	9.72	13.3	10.2	92	87.6	33.23	18.8
Textile, Clothing and Leather Industry	31	88.6	28.1	44.4	26.0	28	80.0	102.7	32	91.4	17.07	14.3	22	62.9	8.69	10.0	10.0	31	88.6	12.80	14.4
Transport	25	96.2	29.1	55.0	30.5	18	69.2	100.0	26	100.0	7.37	10.1	24	92.3	9.11	10.0	10.0	26	100.0		32.0
Transport, Road Economy and Repair Vehicles	11	100.0			25.5	11	100.0	100.0	11	100.0	9.67	10.3	9	81.8	7.42	10.0		11	100.0	35.00	32.0
Union of Aviation Employees	3	75.0	30.0		26.3	3	75.0	100.0	3	75.0	25.00	17.5	2	50.0				3	75.0		20.0
UNIOS	84	71.2	26.3	48.6	25.0	50	42.4	106.3	68	57.6	13.94	11.8	41	34.7	9.03	10.8	10.4	64	54.2	13.86	22.2
Universities Trade Union	18	90.0	25.0	50.0	25.0	17	85.0	100.0	18	90.0	8.00	13.1	13	65.0	18.75		10.0	18	90.0		19.4
Wood.Industry, Forestry and Manag.of Water	59	85.5	26.2	42.6	26.3	58	84.1	102.9	58	84.1	12.92	12.3	46	66.7	9.62	10.0	10.8	55	79.7	25.38	19.2

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

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

Trade union	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
<b>Total</b>	<b>19</b>	<b>8.6</b>	<b>587</b>	<b>8.16</b>	<b>5</b>	<b>11</b>	<b>18.5</b>	<b>27</b>	<b>106.49</b>	<b>132</b>	<b>5</b>	<b>7.6</b>	<b>143</b>	<b>7.03</b>	<b>45</b>	<b>2</b>		<b>168</b>	<b>6.41</b>	
Agriculture and Nutrition	1		13	8.26						4			3	23.67						
Banking and Insurance			1																	
Catering, Hotels and Tourism																				
Civilian Employees of the Army			1																	
Commerce																				
ECHO			34	8.90	1			1		35	1		3	5.33	1			22	10.75	
Food Industry and Allied Trade	1		39	6.80	1	1				8	1		6	6.00						
Glass, Ceramic & Porcelain	2		27	9.05									4	4.75	1			2		
Health Service and Social Care			1							4										
KOVO	14	8.5	332	8.54	2	9	20.7	17	100.76	51	2		74	7.36	13	2		96	5.05	
Mines, Geology and Oil Industry			7	4.67						2			2		5			8	5.25	
Postal, Telecom. and Newspaper Services																		1		
Profess.and Trade Union of Orchestral Music.																				
Railway Trade Unions			7	7.14				2		7	1		4	4.50	2			4	10.50	
Science and Research															2					
STAVBA	1		46	5.68						11			28	5.33	8			23	6.07	
Textile, Clothing and Leather Industry			32	8.91						1			7	8.03	1					
Transport			2																	
Transport, Road Economy and Repair Vehicles			3	2.73									6	4.08				1		
Union of Aviation Employees								1					1					1		
UNIOS			26	8.48	1	1		6	84.58	3			4	7.00	10			6	11.42	
Universities Trade Union										6					2			1		
Wood.Industry, Forestry and Manag.of Water			16	7.94									1					3	5.00	

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

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

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

Trade union	Supplementary charge																					
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)				for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge		
	% of aver. earnings		paid by the hour	other form	% of aver. earnings		paid by the month	other form	% of aver. earnings		paid by the month	other form	% of aver. earnings		paid by the month	other form	Other supplementary charge					
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	
<b>Total</b>	<b>5</b>	<b>8.3</b>	<b>167</b>	<b>26.96</b>	<b>8</b>	<b>2</b>		<b>9</b>	<b>733</b>	<b>3</b>	<b>30</b>	<b>29.2</b>	<b>10</b>	<b>1,540</b>	<b>99</b>	<b>15</b>	<b>10.2</b>	<b>22</b>	<b>720</b>	<b>63</b>	<b>505</b>	
Agriculture and Nutrition											1				1						10	
Banking and Insurance					1					1					1						3	
Catering, Hotels and Tourism											2							1			2	
Civilian Employees of the Army																					2	
Commerce															2						1	7
ECHO			19	66.35						1	1		3	2,333	11	1		1			3	37
Food Industry and Allied Trade			3	9.00							2				8						1	22
Glass, Ceramic & Porcelain	1		1								1										1	20
Health Service and Social Care								2							2							10
KOVO	2		89	11.37	3	1		6	800	1	6	50.8	3	1,333	23	3	10.0	15	588		36	186
Mines, Geology and Oil Industry			6	47.17											7						8	11
Postal, Telecom. and Newspaper Services																						4
Profess.and Trade Union of Orchestral Music.																						
Railway Trade Unions	2		6	38.67	1			1			1		1		3	6	9.7	1			4	11
Science and Research															1							4
STAVBA			31	44.66							1				4	1		1			2	46
Textile, Clothing and Leather Industry			1								2		1		5	1		1			3	20
Transport			1													1						19
Transport, Road Economy and Repair Vehicles			2		1	1							1								4	10
Union of Aviation Employees			1												2			1				1
UNIOS			1		1						12	26.7	1		17	2		1				42
Universities Trade Union					1										8							19
Wood.Industry, Forestry and Manag.of Water			6	29.00							1				4							19

Explanatory notes: NCA

% AE

CZK/h

CZK/month

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

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

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per month



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

Trade union	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>561</b>	<b>44.6</b>	<b>202</b>	<b>16.0</b>	<b>352</b>	<b>28.0</b>	<b>221</b>	<b>17.6</b>	<b>54</b>	<b>4.3</b>	<b>127</b>	<b>10.1</b>	<b>139</b>	<b>11.0</b>	<b>99</b>	<b>7.9</b>	<b>689</b>	<b>54.7</b>
Agriculture and Nutrition	11	29.7	2	5.4	8	21.6	7	18.9			2	5.4	4	10.8	4	10.8	26	70.3
Banking and Insurance	5	35.7	1	7.1	2	14.3	1	7.1	1	7.1					3	21.4	5	35.7
Catering, Hotels and Tourism	6	40.0	1	6.7	4	26.7			2	13.3	1	6.7	3	20.0	1	6.7	12	80.0
Civilian Employees of the Army	1	20.0	1	20.0	1	20.0											3	60.0
Commerce	2	13.3			1	6.7	1	6.7									7	46.7
ECHO	43	64.2	14	20.9	32	47.8	22	32.8	10	14.9	4	6.0	22	32.8	6	9.0	50	74.6
Food Industry and Allied Trade	58	95.1	19	31.1	24	39.3	15	24.6	3	4.9	31	50.8	6	9.8	13	21.3	52	85.2
Glass, Ceramic & Porcelain	5	16.1	3	9.7	2	6.5	1	3.2					2	6.5			6	19.4
Health Service and Social Care																	20	90.9
KOVO	234	45.7	90	17.6	159	31.1	79	15.4	11	2.1	41	8.0	46	9.0	36	7.0	256	50.0
Mines, Geology and Oil Industry	17	70.8	3	12.5	7	29.2	11	45.8	2	8.3	5	20.8	4	16.7	4	16.7	18	75.0
Postal, Telecom. and Newspaper Services	1	14.3			1	14.3	1	14.3									2	28.6
Profess.and Trade Union of Orchestral Music.																	2	66.7
Railway Trade Unions	8	26.7			5	16.7			2	6.7	2	6.7	1	3.3			19	63.3
Science and Research																	1	3.6
STAVBA	51	48.6	13	12.4	38	36.2	20	19.0	19	18.1	14	13.3	16	15.2	10	9.5	30	28.6
Textile, Clothing and Leather Industry	15	42.9	5	14.3	12	34.3	8	22.9	1	2.9	1	2.9	2	5.7	5	14.3	14	40.0
Transport	2	7.7	1	3.8	2	7.7	1	3.8					2	7.7			21	80.8
Transport, Road Economy and Repair Vehicles	6	54.5			1	9.1	2	18.2			1	9.1	1	9.1	1	9.1	9	81.8
Union of Aviation Employees																		
UNIOS	56	47.5	23	19.5	30	25.4	34	28.8	1	0.8	21	17.8	13	11.0	6	5.1	76	64.4
Universities Trade Union	7	35.0	7	35.0	1	5.0	5	25.0	2	10.0	1	5.0	1	5.0	3	15.0	13	65.0
Wood.Industry, Forestry and Manag.of Water	33	47.8	19	27.5	22	31.9	13	18.8			3	4.3	16	23.2	7	10.1	47	68.1

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

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

Trade union	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
<b>Total</b>	<b>687</b>	<b>54.6</b>	<b>72</b>	<b>3,265</b>	<b>275</b>	<b>3,536</b>	<b>489</b>	<b>5,402</b>	<b>543</b>	<b>6,903</b>	<b>650</b>	<b>8,397</b>	<b>682</b>	<b>9,645</b>	<b>686</b>	<b>11,106</b>	<b>686</b>	<b>12,232</b>	<b>687</b>	<b>13,602</b>	<b>9</b>	<b>0.7</b>	<b>10,889</b>
Agriculture and Nutrition	18	48.6	2		12	4,083	15	6,667	17	8,971	18	10,289	18	11,717	18	13,206	18	14,522	18	15,567			
Banking and Insurance	7	50.0	1		2		7	5,857	7	8,429	7	10,714	7	12,143	7	13,571	7	15,429	7	16,143	1	7.1	
Catering, Hotels and Tourism	10	66.7	4	9,750	6	9,333	10	9,800	10	11,700	10	15,000	10	17,000	10	17,500	10	18,000	10	18,500			
Civilian Employees of the Army	3	60.0			1		1		2		3	3,700	3	4,867	3	6,033	3	7,533	3	8,700			
Commerce	7	46.7			5	2,400	7	5,429	7	7,286	7	9,571	7	10,929	7	11,071	7	11,071	7	11,071			
ECHO	26	38.8	3	3,667	10	3,400	17	5,088	19	6,550	24	8,825	26	9,810	26	11,496	26	13,656	26	15,969	2	3.0	
Food Industry and Allied Trade	41	67.2	1		11	3,455	31	4,790	36	5,869	37	7,968	41	8,883	41	10,634	41	11,739	41	13,100			
Glass, Ceramic & Porcelain	17	54.8			4	3,500	8	8,563	11	10,109	14	11,521	15	13,960	17	15,194	17	18,535	17	21,865			
Health Service and Social Care	13	59.1	2		3	4,667	5	6,200	7	5,857	12	5,875	13	6,577	13	7,808	13	8,577	13	9,808	2	9.1	
KOVO	306	59.8	35	2,997	143	3,612	233	5,602	250	7,411	292	8,871	305	10,359	305	11,870	305	13,007	306	14,518			
Mines, Geology and Oil Industry	12	50.0	2		8	3,813	10	6,320	10	8,670	12	10,258	12	12,292	12	13,908	12	15,525	12	17,233			
Postal, Telecom. and Newspaper Services	2	28.6			2		2		2		2		2		2		2		2				
Profess.and Trade Union of Orchestral Music.																							
Railway Trade Unions	12	40.0	2		7	3,714	11	4,818	11	5,795	12	7,958	12	9,146	12	11,583	12	13,104	12	16,125	1	3.3	
Science and Research	2	7.1									2		2		2		2		2		2	7.1	
STAVBA	76	72.4	4	3,125	15	3,727	54	5,139	61	6,411	72	8,589	76	9,572	76	11,422	76	12,200	76	12,958			
Textile, Clothing and Leather Industry	20	57.1			7	2,607	11	4,023	11	5,086	18	5,767	20	6,130	20	7,005	20	7,580	20	8,730			
Transport	12	46.2	1		1		2		5	4,720	11	4,709	12	5,467	12	6,267	12	7,017	12	7,600			
Transport, Road Economy and Repair Vehicles	8	72.7			2		3	3,500	6	3,917	8	4,281	8	5,125	8	6,063	8	6,438	8	6,938			
Union of Aviation Employees	2	50.0	1		1		1		1		2		2		2		2		2				
UNIOS	57	48.3	7	2,686	17	2,406	36	3,783	41	4,529	51	6,351	55	7,102	57	8,154	57	9,009	57	10,126			
Universities Trade Union	6	30.0	1		2		3	5,167	5	4,300	6	4,167	6	4,417	6	4,667	6	4,917	6	5,167	1	5.0	
Wood.Industry, Forestry and Manag.of Water	30	43.5	6	2,000	16	2,407	22	4,376	24	5,855	30	7,026	30	8,502	30	9,777	30	10,919	30	11,894			

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

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

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>703</b>	<b>55.8</b>	<b>309</b>	<b>3,593</b>	<b>641</b>	<b>4,328</b>	<b>690</b>	<b>5,399</b>	<b>696</b>	<b>6,343</b>	<b>703</b>	<b>7,277</b>	<b>703</b>	<b>7,801</b>
Agriculture and Nutrition	22	59.5	13	2,862	20	4,635	22	4,782	22	5,032	22	5,305	22	5,464
Banking and Insurance	6	42.9	2		5	9,800	6	9,417	6	9,417	6	9,417	6	9,417
Catering, Hotels and Tourism	12	80.0	12	3,708	12	5,250	12	5,417	12	5,583	12	5,833	12	5,833
Civilian Employees of the Army	3	60.0	1		3	2,333	3	3,500	3	4,400	3	6,067	3	6,900
Commerce	7	46.7	1		6	2,250	7	2,886	7	3,714	7	4,643	7	5,500
ECHO	36	53.7	11	3,636	36	7,194	36	12,450	36	17,972	36	23,708	36	24,333
Food Industry and Allied Trade	36	59.0	11	3,227	24	3,646	34	4,768	36	5,503	36	6,361	36	7,083
Glass, Ceramic & Porcelain	21	67.7	12	3,475	21	5,124	21	5,281	21	5,510	21	5,714	21	5,838
Health Service and Social Care	9	40.9	6	2,250	8	4,063	9	4,111	9	4,500	9	4,778	9	4,778
KOVO	258	50.4	93	3,385	229	3,890	248	4,831	252	5,770	258	6,617	258	7,417
Mines, Geology and Oil Industry	20	83.3	7	3,214	18	3,361	20	4,365	20	5,645	20	7,200	20	8,350
Postal, Telecom. and Newspaper Services	3	42.9			3	10,000	3	10,000	3	10,000	3	10,000	3	10,000
Profess.and Trade Union of Orchestral Music.	3	100.0	2		2		3	5,000	3	5,000	3	5,000	3	5,000
Railway Trade Unions	15	50.0	7	3,529	14	5,136	15	7,500	15	8,033	15	8,667	15	8,733
Science and Research	10	35.7	8	4,938	10	4,950	10	5,350	10	5,350	10	5,650	10	5,650
STAVBA	70	66.7	33	4,591	63	4,783	70	6,114	70	7,108	70	7,933	70	8,315
Textile, Clothing and Leather Industry	27	77.1	9	3,100	27	3,557	27	4,609	27	5,146	27	5,743	27	6,231
Transport	17	65.4	9	2,478	17	2,956	17	3,459	17	3,891	17	4,171	17	4,365
Transport, Road Economy and Repair Vehicles	7	63.6	3	1,500	7	2,500	7	2,714	7	3,071	7	3,500	7	3,786
Union of Aviation Employees	1	25.0					1		1		1		1	
UNIOS	79	66.9	52	3,638	78	4,113	78	4,510	78	4,726	79	4,935	79	5,078
Universities Trade Union	11	55.0	5	5,500	10	4,910	11	6,600	11	7,145	11	7,327	11	7,509
Wood.Industry, Forestry and Manag.of Water	30	43.5	12	2,951	28	4,013	30	5,115	30	5,928	30	7,085	30	7,627

Explanatory notes: NCA  
% CA  
CZK

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

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

Trade union	agreed in CA		length of employment in the organization:																	
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>832</b>	<b>66.1</b>	<b>349</b>	<b>4,891</b>	<b>732</b>	<b>6,557</b>	<b>807</b>	<b>8,501</b>	<b>822</b>	<b>10,191</b>	<b>830</b>	<b>11,998</b>	<b>830</b>	<b>13,279</b>	<b>831</b>	<b>14,441</b>	<b>831</b>	<b>15,379</b>	<b>832</b>	<b>16,210</b>
Agriculture and Nutrition	22	59.5	13	3,554	20	5,810	22	6,259	22	6,736	22	6,918	22	6,986	22	7,009	22	7,032	22	7,055
Banking and Insurance	8	57.1	2		7	18,071	8	19,500	8	20,438	8	21,375	8	22,000	8	22,625	8	23,250	8	23,875
Catering, Hotels and Tourism	13	86.7	12	5,167	13	7,692	13	8,231	13	8,769	13	9,000	13	9,000	13	9,000	13	9,000	13	9,000
Civilian Employees of the Army	3	60.0	1		3	2,333	3	3,500	3	4,400	3	6,067	3	6,900	3	7,733	3	8,567	3	9,400
Commerce	10	66.7	1		8	4,188	10	4,220	10	4,800	10	5,350	10	5,850	10	6,200	10	6,300	10	6,400
ECHO	46	68.7	23	9,139	44	13,327	45	19,170	45	22,891	46	27,468	46	31,107	46	35,736	46	39,303	46	41,916
Food Industry and Allied Trade	41	67.2	11	5,345	29	4,731	39	6,572	41	7,788	41	9,517	41	10,917	41	12,317	41	13,385	41	14,471
Glass, Ceramic & Porcelain	20	64.5	8	3,750	16	6,500	19	8,579	20	10,650	20	12,650	20	15,650	20	18,850	20	21,150	20	24,000
Health Service and Social Care	13	59.1	5	2,700	11	7,318	12	8,083	13	9,500	13	9,692	13	9,923	13	10,077	13	10,077	13	10,231
KOVO	322	62.9	112	3,626	269	5,015	308	6,642	317	8,807	320	10,360	320	11,906	321	13,137	321	14,212	322	15,309
Mines, Geology and Oil Industry	21	87.5	8	7,813	19	7,316	21	8,633	21	11,043	21	12,738	21	14,452	21	15,881	21	16,833	21	17,119
Postal, Telecom. and Newspaper Services	3	42.9	1		3	65,000	3	65,000	3	65,000	3	65,000	3	65,000	3	65,000	3	65,000	3	65,000
Profess.and Trade Union of Orchestral Music.	3	100.0	2		2		3	7,000	3	7,000	3	7,000	3	7,000	3	7,000	3	7,000	3	7,000
Railway Trade Unions	22	73.3	8	5,250	20	10,025	21	15,286	22	18,955	22	23,523	22	25,068	22	26,773	22	28,227	22	29,682
Science and Research	10	35.7	8	5,563	10	5,450	10	5,750	10	5,850	10	6,050	10	6,050	10	6,050	10	6,050	10	6,050
STAVBA	88	83.8	41	8,634	82	9,253	86	12,756	87	13,980	88	18,006	88	18,864	88	19,767	88	20,226	88	20,569
Textile, Clothing and Leather Industry	28	80.0	9	2,500	27	3,078	28	4,343	28	5,034	28	5,663	28	6,329	28	6,739	28	7,418	28	7,668
Transport	18	69.2	8	2,038	17	3,062	18	3,972	18	4,708	18	5,278	18	5,694	18	5,750	18	5,806	18	5,861
Transport, Road Economy and Repair Vehicles	9	81.8	3	3,667	7	4,786	9	9,389	9	11,111	9	12,444	9	14,056	9	15,056	9	16,056	9	17,056
Union of Aviation Employees	4	100.0			2		4	14,500	4	15,000	4	15,750	4	16,250	4	17,500	4	18,750	4	20,000
UNIOS	78	66.1	49	4,447	75	5,375	75	6,315	75	7,075	78	7,600	78	8,149	78	8,328	78	8,700	78	8,727
Universities Trade Union	13	65.0	6	5,667	12	4,958	13	6,577	13	7,269	13	8,308	13	8,385	13	8,769	13	8,769	13	8,769
Wood.Industry, Forestry and Manag.of Water	37	53.6	18	2,308	36	4,157	37	5,811	37	7,077	37	8,722	37	9,677	37	10,522	37	10,954	37	11,346

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

**Wage development  
classification based on trade unions**

Trade union	Wage development contracted																												Wage development is bound to economic indicators								
	NCA	% CA	of this																																		
			by maintaining the aver. wage		by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage						by increasing the average real wage				by keeping real wage		by combination of given issues												
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	NCA	% CA	without manag.	NCA	% CA	NCA		% CA							
<b>Total</b>	<b>916</b>	<b>72.8</b>	<b>3</b>	<b>0.2</b>	<b>548</b>	<b>43.5</b>	<b>91</b>	<b>1,147</b>	<b>457</b>	<b>5.5</b>	<b>112</b>	<b>8.9</b>	<b>20</b>	<b>1.6</b>	<b>326</b>	<b>25.9</b>	<b>314</b>	<b>5.0</b>	<b>12</b>	<b>1,271</b>	<b>11</b>	<b>5.1</b>	<b>25</b>	<b>2.0</b>	<b>25</b>	<b>2.4</b>	<b>2</b>	<b>163</b>	<b>12.9</b>	<b>10</b>	<b>0.8</b>	<b>234</b>	<b>18.6</b>	<b>167</b>	<b>13.3</b>		
Agriculture and Nutrition	14	37.8			9	24.3	3	933	6	5.0	1	2.7			2	5.4	2													3	8.1	1	2.7	1	2.7	4	10.8
Banking and Insurance	12	85.7			6	42.9	1		5	4.9	4	28.6			5	35.7	5	3.9												1	7.1			4	28.6	2	14.3
Catering, Hotels and Tourism	10	66.7			2	13.3			2		1	6.7	1	6.7	7	46.7	7	2.9											1	6.7			1	6.7	4	26.7	
Civilian Employees of the Army	2	40.0			2	40.0			2						1	20.0	1																1	20.0			
Commerce	7	46.7			4	26.7	1		3	7.0					1	6.7	1												3	20.0			1	6.7	1	6.7	
ECHO	62	92.5			37	55.2	4	1,600	33	4.9	18	26.9	5	7.5	15	22.4	14	4.1	1		2			4	6.0	4	4.1	1	6	9.0			18	26.9	17	25.4	
Food Industry and Allied Trade	36	59.0			22	36.1	3	1,507	19	4.5	15	24.6	4	6.6	9	14.8	9	4.6					2	3.3	2			4	6.6			16	26.2	6	9.8		
Glass, Ceramic & Porcelain	15	48.4			10	32.3	1		9	4.3	1	3.2			5	16.1	5	4.8					1	3.2	1						2	6.5	1	3.2			
Health Service and Social Care	15	68.2			12	54.5	3	1,333	9	6.3	1	4.5			4	18.2	3	13.7	1												2	9.1	2	9.1			
KOVO	414	80.9	2	0.4	242	47.3	49	1,160	193	5.0	34	6.6	9	1.8	181	35.4	172	5.2	9	1,367				9	1.8	9	2.6	1	94	18.4	6	1.2	122	23.8	91	17.8	
Mines, Geology and Oil Industry	18	75.0			4	16.7	2		2		3	12.5			7	29.2	7	6.1			3	7.7						7	29.2			3	12.5	3	12.5		
Postal, Telecom. and Newspaper Services	1	14.3													1	14.3	1																	1	14.3		
Profess.and Trade Union of Orchestral Music.																																					
Railway Trade Unions	26	86.7			17	56.7	3	1,167	14	5.7	4	13.3			7	23.3	7	4.6														2	6.7	2	6.7		
Science and Research	4	14.3	1	3.6																									3	10.7			3	10.7			
STAVBA	90	85.7			74	70.5	11	823	63	7.4	7	6.7			22	21.0	22	4.6					2	1.9	2			5	4.8	3	2.9	20	19.0	9	8.6		
Textile, Clothing and Leather Industry	26	74.3			7	20.0			7	6.1	3	8.6			16	45.7	16	5.2										8	22.9			7	20.0	7	20.0		
Transport	20	76.9			19	73.1			19	8.5	1	3.8											1	3.8	1			2	7.7			3	11.5	1	3.8		
Transport, Road Economy and Repair Vehicles	8	72.7			6	54.5			6	5.1					1	9.1	1											3	27.3			2	18.2	1	9.1		
Union of Aviation Employees	3	75.0			2	50.0	1		1		3	75.0	1	25.0																	2	50.0	2	50.0			
UNIOS	74	62.7			42	35.6	3	1,250	39	4.9	11	9.3			21	17.8	20	4.9	1		1							17	14.4			17	14.4	5	4.2		
Universities Trade Union	2	10.0			1	5.0			1																			1	5.0								
Wood,Industry, Forestry and Manag.of Water	57	82.6			30	43.5	6	1,093	24	4.8	5	7.2			21	30.4	21	4.5			4	2.8	6	8.7	6	1.0		5	7.2			10	14.5	5	7.2		

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

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

Trade union	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue											
NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h	
<b>Total</b>	<b>737</b>	<b>58.5</b>	<b>110</b>	<b>8.7</b>	<b>49</b>	<b>3.9</b>	<b>621</b>	<b>49.3</b>	<b>257</b>	<b>20.4</b>	<b>96.6</b>	<b>229</b>	<b>18.2</b>	<b>85.2</b>	<b>340</b>	<b>27.0</b>	<b>16.8</b>	<b>17.31</b>
Agriculture and Nutrition	18	48.6	1	2.7	1	2.7	17	45.9	6	16.2	100.0	5	13.5	100.0	5	13.5	16.3	7.00
Banking and Insurance	7	50.0	1	7.1			7	50.0				6	42.9	97.5	1	7.1		
Catering, Hotels and Tourism	8	53.3					8	53.3	11	73.3	100.0	9	60.0	100.0	6	40.0	15.0	
Civilian Employees of the Army	1	20.0					1	20.0				1	20.0					
Commerce	7	46.7	1	6.7			6	40.0	5	33.3	100.0	4	26.7	85.0	2	13.3		
ECHO	51	76.1	7	10.4	1	1.5	43	64.2	39	58.2	91.0	41	61.2	76.1	26	38.8	14.7	15.92
Food Industry and Allied Trade	28	45.9					28	45.9	5	8.2	100.0	6	9.8	82.5	8	13.1	18.3	12.67
Glass, Ceramic & Porcelain	23	74.2	2	6.5			21	67.7	1	3.2		4	12.9	80.0	6	19.4	19.2	
Health Service and Social Care	16	72.7					16	72.7	1	4.5		2	9.1		5	22.7	17.5	30.00
KOVO	289	56.4	37	7.2	25	4.9	237	46.3	89	17.4	96.1	69	13.5	84.1	107	20.9	18.7	17.58
Mines, Geology and Oil Industry	20	83.3	3	12.5	1	4.2	16	66.7	13	54.2	100.0	12	50.0	97.9	10	41.7	15.0	15.44
Postal, Telecom. and Newspaper Services	4	57.1					4	57.1	1	14.3		2	28.6					
Profess.and Trade Union of Orchestral Music.																		
Railway Trade Unions	14	46.7	1	3.3	4	13.3	9	30.0	7	23.3	91.4	9	30.0	81.7	9	30.0	15.3	17.67
Science and Research	5	17.9					5	17.9	2	7.1		2	7.1					
STAVBA	69	65.7	37	35.2	8	7.6	43	41.0	29	27.6	100.0	4	3.8	77.5	83	79.0	15.9	16.00
Textile, Clothing and Leather Industry	21	60.0	9	25.7	4	11.4	16	45.7	2	5.7		2	5.7		5	14.3	17.3	20.00
Transport	25	96.2					25	96.2	12	46.2	99.2	10	38.5	94.0	14	53.8	18.5	24.50
Transport, Road Economy and Repair Vehicles	11	100.0					11	100.0	3	27.3	96.7	2	18.2		3	27.3	15.0	10.00
Union of Aviation Employees	3	75.0	1	25.0			2	50.0				1	25.0					
UNIOS	59	50.0	5	4.2	1	0.8	55	46.6	15	12.7	95.7	22	18.6	83.6	23	19.5	16.3	17.41
Universities Trade Union	19	95.0	2	10.0			18	90.0	1	5.0		1	5.0		5	25.0	15.0	
Wood.Industry, Forestry and Manag.of Water	39	56.5	3	4.3	4	5.8	33	47.8	15	21.7	100.0	15	21.7	88.3	22	31.9	14.9	19.44

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

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

Trade union	Applying the working hours account under Section 86 LC								Applying the working hours account in overtime under Subsec. 4, LC			Use of wage by the task			
	agreed in CA		compensatory period weeks	The amount of fixed wages beyond the scope of Section 120, subsec. 1, LC			agreed in CA			extent hours	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		NCA	% CA	% AE	other form		NCA		% CA	NCA	% CA	NCA	% CA
			NCA				% CA	NCA		% CA					
<b>Total</b>	<b>93</b>	<b>7.4</b>	<b>48.3</b>	<b>24</b>	<b>1.9</b>	<b>94.8</b>	<b>2</b>	<b>0.2</b>	<b>11</b>	<b>0.9</b>	<b>83.1</b>	<b>182</b>	<b>14.5</b>	<b>99</b>	<b>7.9</b>
Agriculture and Nutrition	7	18.9	52.0	3	8.1	85.0						12	32.4		
Banking and Insurance															
Catering, Hotels and Tourism												1	6.7	1	6.7
Civilian Employees of the Army	1	20.0										2	40.0	2	40.0
Commerce	1	6.7		1	6.7										
ECHO	7	10.4	52.0	1	1.5							9	13.4		
Food Industry and Allied Trade	5	8.2	31.2	2	3.3							10	16.4	6	9.8
Glass, Ceramic & Porcelain	1	3.2										7	22.6	4	12.9
Health Service and Social Care	1	4.5										1	4.5	1	4.5
KOVO	46	9.0	49.1	13	2.5	97.3	2	0.4	6	1.2	86.7	80	15.6	52	10.2
Mines, Geology and Oil Industry	3	12.5	52.0									4	16.7	2	8.3
Postal, Telecom. and Newspaper Services	1	14.3										2	28.6	2	28.6
Profess.and Trade Union of Orchestral Music.															
Railway Trade Unions	5	16.7	52.0	2	6.7				4	13.3	85.5	6	20.0	4	13.3
Science and Research												1	3.6	1	3.6
STAVBA	8	7.6	52.0									14	13.3	11	10.5
Textile, Clothing and Leather Industry	5	14.3	46.8	2	5.7				1	2.9		10	28.6	7	20.0
Transport												3	11.5	1	3.8
Transport, Road Economy and Repair Vehicles												4	36.4	1	9.1
Union of Aviation Employees															
UNIOS	1	0.8										3	2.5		
Universities Trade Union												2	10.0	1	5.0
Wood.Industry, Forestry and Manag.of Water	1	1.4										11	15.9	3	4.3

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

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

Trade union	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>1,213</b>	<b>96.3</b>	<b>1,077</b>	<b>85.5</b>	<b>693</b>	<b>55.0</b>	<b>639</b>	<b>50.8</b>	<b>883</b>	<b>70.1</b>
Agriculture and Nutrition	36	97.3	29	78.4	22	59.5	15	40.5	22	59.5
Banking and Insurance	14	100.0	11	78.6	14	100.0	4	28.6	11	78.6
Catering, Hotels and Tourism	15	100.0	14	93.3	3	20.0	8	53.3	9	60.0
Civilian Employees of the Army	5	100.0	4	80.0	4	80.0	2	40.0	4	80.0
Commerce	15	100.0	11	73.3	13	86.7	4	26.7	11	73.3
ECHO	66	98.5	61	91.0	27	40.3	50	74.6	56	83.6
Food Industry and Allied Trade	58	95.1	51	83.6	11	18.0	29	47.5	31	50.8
Glass, Ceramic & Porcelain	30	96.8	30	96.8	21	67.7	29	93.5	29	93.5
Health Service and Social Care	22	100.0	20	90.9	13	59.1	13	59.1	18	81.8
KOVO	489	95.5	456	89.1	319	62.3	254	49.6	385	75.2
Mines, Geology and Oil Industry	24	100.0	23	95.8	17	70.8	18	75.0	22	91.7
Postal, Telecom. and Newspaper Services	7	100.0	4	57.1	7	100.0	2	28.6	4	57.1
Profess.and Trade Union of Orchestral Music.	2	66.7			2	66.7				
Railway Trade Unions	27	90.0	19	63.3	15	50.0	2	6.7	9	30.0
Science and Research	24	85.7	5	17.9	24	85.7	1	3.6	6	21.4
STAVBA	104	99.0	92	87.6	50	47.6	41	39.0	59	56.2
Textile, Clothing and Leather Industry	33	94.3	30	85.7	17	48.6	10	28.6	22	62.9
Transport	26	100.0	26	100.0	1	3.8			1	3.8
Transport, Road Economy and Repair Vehicles	11	100.0	10	90.9	1	9.1	9	81.8	9	81.8
Union of Aviation Employees	4	100.0	2	50.0	3	75.0	3	75.0	2	50.0
UNIOS	113	95.8	112	94.9	57	48.3	86	72.9	102	86.4
Universities Trade Union	20	100.0	7	35.0	20	100.0	16	80.0	17	85.0
Wood.Industry, Forestry and Manag.of Water	68	98.6	60	87.0	32	46.4	43	62.3	54	78.3

Explanatory notes: NCA  
% CA  
\*

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



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

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly					Establishment of commission for the interpretation and fulfilment of obligations entailed in CA			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
<b>Total</b>	<b>1,101</b>	<b>87.5</b>	<b>253</b>	<b>20.1</b>	<b>670</b>	<b>53.2</b>	<b>1,113</b>	<b>88.4</b>	<b>1,003</b>	<b>433</b>	<b>770</b>	<b>455</b>	<b>233</b>	<b>385</b>	<b>30.6</b>
Agriculture and Nutrition	25	67.6	2	5.4	9	24.3	28	75.7	24	9	19	6	5	5	13.5
Banking and Insurance	14	100.0	1	7.1	7	50.0	12	85.7	11	7	12	4	7		
Catering, Hotels and Tourism	15	100.0					14	93.3	13	11	10	12			
Civilian Employees of the Army	5	100.0	1	20.0	4	80.0	5	100.0	5	2	5	2	2	1	20.0
Commerce	14	93.3			5	33.3	12	80.0	10	10	11	7	10	7	46.7
ECHO	64	95.5	14	20.9	49	73.1	65	97.0	58	44	49	19	24	20	29.9
Food Industry and Allied Trade	51	83.6	3	4.9	50	82.0	51	83.6	48	13	18	26	11	6	9.8
Glass, Ceramic & Porcelain	29	93.5	2	6.5	22	71.0	26	83.9	23	1	10	1	2	17	54.8
Health Service and Social Care	18	81.8			15	68.2	20	90.9	20	8	19	3	10	2	9.1
KOVO	445	86.9	165	32.2	264	51.6	461	90.0	396	200	328	232	47	259	50.6
Mines, Geology and Oil Industry	19	79.2	10	41.7	12	50.0	21	87.5	20	4	21	12	9	9	37.5
Postal, Telecom. and Newspaper Services	5	71.4	3	42.9	5	71.4	6	85.7	5	4	6	1	4		
Profess.and Trade Union of Orchestral Music.	2	66.7					2	66.7	2		2				
Railway Trade Unions	26	86.7	11	36.7	15	50.0	28	93.3	27	16	22	12	11		
Science and Research	25	89.3			10	35.7	23	82.1	21	2	18	3	9	4	14.3
STAVBA	89	84.8	18	17.1	39	37.1	96	91.4	86	39	54	56	13	9	8.6
Textile, Clothing and Leather Industry	30	85.7	6	17.1	8	22.9	26	74.3	25	6	17	6		12	34.3
Transport	22	84.6	7	26.9			21	80.8	21	6	12	20		3	11.5
Transport, Road Economy and Repair Vehicles	8	72.7	4	36.4	6	54.5	10	90.9	10	3	4	6	1	6	54.5
Union of Aviation Employees	4	100.0			2	50.0	3	75.0	3		3			2	50.0
UNIOS	111	94.1	5	4.2	93	78.8	99	83.9	93	24	59	21	14	8	6.8
Universities Trade Union	19	95.0			6	30.0	19	95.0	19	1	17	3	5	5	25.0
Wood.Industry, Forestry and Manag.of Water	61	88.4	1	1.4	49	71.0	65	94.2	63	23	54	3	49	10	14.5

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

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

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>963</b>	<b>76.5</b>	<b>145</b>	<b>11.5</b>	<b>63</b>	<b>5.0</b>	<b>22</b>	<b>1.7</b>	<b>66</b>	<b>5.2</b>	<b>282</b>	<b>95.3</b>	<b>14</b>	<b>4.7</b>	<b>1,018</b>	<b>80.9</b>	<b>392</b>	<b>31.1</b>	<b>880</b>	<b>69.9</b>	<b>310</b>	<b>24.6</b>
Agriculture and Nutrition	28	75.7	8	21.6			1	2.7			9	100.0			13	35.1	3	8.1	8	21.6	1	2.7
Banking and Insurance	9	64.3	2	14.3					3	21.4	3	60.0	2	40.0	13	92.9	4	28.6	12	85.7	5	35.7
Catering, Hotels and Tourism	12	80.0							3	20.0	3	100.0			13	86.7	2	13.3	13	86.7	2	13.3
Civilian Employees of the Army	2	40.0			2	40.0			1	20.0	2	66.7	1	33.3	5	100.0	3	60.0	5	100.0	4	80.0
Commerce	7	46.7	2	13.3			3	20.0	3	20.0	8	100.0			11	73.3	1	6.7	9	60.0	3	20.0
ECHO	43	64.2	8	11.9	3	4.5	2	3.0	11	16.4	24	100.0			61	91.0	30	44.8	46	68.7	38	56.7
Food Industry and Allied Trade	38	62.3	14	23.0	6	9.8	1	1.6	2	3.3	23	100.0			47	77.0	29	47.5	27	44.3	4	6.6
Glass, Ceramic & Porcelain	20	64.5	7	22.6	2	6.5	2	6.5			9	81.8	2	18.2	26	83.9	25	80.6	12	38.7	21	67.7
Health Service and Social Care	11	50.0	5	22.7	2	9.1	2	9.1	2	9.1	11	100.0			19	86.4	3	13.6	13	59.1	3	13.6
KOVO	435	85.0	58	11.3	12	2.3	2	0.4	5	1.0	73	94.8	4	5.2	418	81.6	218	42.6	398	77.7	149	29.1
Mines, Geology and Oil Industry	19	79.2	1	4.2	1	4.2	1	4.2	2	8.3	5	100.0			20	83.3	13	54.2	20	83.3	15	62.5
Postal, Telecom. and Newspaper Services	6	85.7	1	14.3							1	100.0			6	85.7	3	42.9	5	71.4	1	14.3
Profess.and Trade Union of Orchestral Music.	3	100.0													3	100.0	1	33.3	1	33.3	2	66.7
Railway Trade Unions	14	46.7	8	26.7	2	6.7	2	6.7	4	13.3	15	93.8	1	6.3	28	93.3	3	10.0	24	80.0	3	10.0
Science and Research	27	96.4	1	3.6									1	100.0	20	71.4	10	35.7	14	50.0	14	50.0
STAVBA	69	65.7	13	12.4	6	5.7	2	1.9	15	14.3	36	100.0			77	73.3	11	10.5	66	62.9	8	7.6
Textile, Clothing and Leather Industry	32	91.4	2	5.7	1	2.9					3	100.0			14	40.0	7	20.0	10	28.6	8	22.9
Transport	20	76.9	1	3.8	2	7.7	1	3.8	2	7.7	6	100.0			20	76.9			20	76.9		
Transport, Road Economy and Repair Vehicles	5	45.5	4	36.4	1	9.1			1	9.1	6	100.0			9	81.8	1	9.1	10	90.9	7	63.6
Union of Aviation Employees	1	25.0			2	50.0	1	25.0			3	100.0			4	100.0	3	75.0	4	100.0	3	75.0
UNIOS	101	85.6	3	2.5	12	10.2			2	1.7	17	100.0			118	100.0	4	3.4	118	100.0	4	3.4
Universities Trade Union	12	60.0	1	5.0	1	5.0	1	5.0	5	25.0	5	62.5	3	37.5	18	90.0	1	5.0	16	80.0	5	25.0
Wood.Industry, Forestry and Manag.of Water	49	71.0	6	8.7	8	11.6	1	1.4	5	7.2	20	100.0			55	79.7	17	24.6	29	42.0	10	14.5

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

**Compensation money  
classification based on trade unions**

Trade union	Increase of compensation money beyond the framework of Section 67 of the LC																										
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money										
	employment up to 1 year				employment up to 2 years				employment over 2 years						agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences				
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences		
	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
<b>Total</b>	<b>411</b>	<b>32.6</b>	<b>1.4</b>	<b>2.3</b>	<b>422</b>	<b>33.5</b>	<b>1.2</b>	<b>2.1</b>	<b>637</b>	<b>50.6</b>	<b>1.4</b>	<b>4.6</b>	<b>91</b>	<b>7.2</b>	<b>1.3</b>	<b>2.7</b>	<b>620</b>	<b>49.2</b>	<b>458</b>	<b>36.4</b>	<b>391</b>	<b>31.1</b>	<b>91</b>	<b>7.2</b>	<b>87</b>	<b>6.9</b>	
Agriculture and Nutrition	8	21.6	2.1	2.3	8	21.6	1.3	1.4	5	13.5	1.2	3.0					5	13.5	3	8.1	2	5.4	1	2.7	1	2.7	
Banking and Insurance	9	64.3	1.4	2.6	9	64.3	1.2	2.3	13	92.9	1.2	5.0					13	92.9	11	78.6	9	64.3	2	14.3	1	7.1	
Catering, Hotels and Tourism	8	53.3	1.0	1.8	8	53.3	1.1	1.9	8	53.3	1.3	2.0					8	53.3	2	13.3	6	40.0			1	6.7	
Civilian Employees of the Army	3	60.0	1.0	1.7	3	60.0	1.0	1.7	5	100.0	1.0	3.4	1	20.0			5	100.0	5	100.0	3	60.0			1	20.0	
Commerce	5	33.3	1.5	2.1	5	33.3	1.2	1.8	6	40.0	1.0	1.7					5	33.3	2	13.3	1	6.7			2	13.3	
ECHO	50	74.6	1.3	2.5	50	74.6	1.2	2.4	60	89.6	1.6	9.4	8	11.9	1.1	3.3	60	89.6	57	85.1	49	73.1	19	28.4	6	9.0	
Food Industry and Allied Trade	6	9.8	1.0	2.3	7	11.5	1.2	2.3	27	44.3	1.4	4.9					26	42.6	22	36.1	13	21.3	4	6.6	7	11.5	
Glass, Ceramic & Porcelain	8	25.8	2.0	2.1	8	25.8	1.0	1.1	22	71.0	1.0	3.3	2	6.5			25	80.6	25	80.6	5	16.1	1	3.2	2	6.5	
Health Service and Social Care	4	18.2	1.5	2.0	4	18.2	1.0	1.5	2	9.1							2	9.1			2	9.1					
KOVO	125	24.4	1.6	2.1	128	25.0	1.3	1.8	214	41.8	1.4	3.3	22	4.3	1.6	3.4	213	41.6	144	28.1	123	24.0	26	5.1	42	8.2	
Mines, Geology and Oil Industry	17	70.8	1.4	2.6	17	70.8	1.3	2.6	19	79.2	1.2	5.5	1	4.2			19	79.2	12	50.0	15	62.5	1	4.2	2	8.3	
Postal, Telecom. and Newspaper Services	6	85.7	1.2	1.8	6	85.7	1.2	1.8	7	100.0	1.3	5.4					7	100.0	6	85.7	4	57.1	2	28.6	1	14.3	
Profess.and Trade Union of Orchestral Music.																											
Railway Trade Unions	12	40.0	1.3	2.5	13	43.3	1.1	2.3	18	60.0	1.2	3.5	3	10.0	2.3	3.7	20	66.7	14	46.7	15	50.0	5	16.7	7	23.3	
Science and Research	3	10.7	2.0	2.7	3	10.7	2.0	2.7	7	25.0	1.7	2.3					5	17.9	3	10.7	2	7.1			3	10.7	
STAVBA	79	75.2	1.3	2.4	79	75.2	1.1	2.2	87	82.9	1.1	4.2	48	45.7	1.0	2.1	84	80.0	47	44.8	79	75.2	7	6.7	4	3.8	
Textile, Clothing and Leather Industry	3	8.6	1.3	1.3	4	11.4	1.5	1.5	8	22.9	2.1	2.6	1	2.9			8	22.9	7	20.0	1	2.9	4	11.4			
Transport									10	38.5	1.4						6	23.1	6	23.1							
Transport, Road Economy and Repair Vehicles	4	36.4	2.0	3.3	4	36.4	1.0	2.5	5	45.5	3.0	3.6	2	18.2			5	45.5	2	18.2	4	36.4					
Union of Aviation Employees									2	50.0							2	50.0	2	50.0	1	25.0					
UNIOS	24	20.3	1.4	2.1	29	24.6	1.3	2.0	52	44.1	1.9	6.8	2	1.7			45	38.1	37	31.4	24	20.3	6	5.1	6	5.1	
Universities Trade Union	6	30.0	1.2	1.8	6	30.0	1.0	1.7	11	55.0	1.0	2.9	1	5.0			10	50.0	6	30.0	7	35.0	2	10.0			
Wood.Industry, Forestry and Manag.of Water	31	44.9	1.4	2.4	31	44.9	1.1	2.1	49	71.0	1.2	5.0					47	68.1	45	65.2	26	37.7	11	15.9	1	1.4	

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

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

Trade union	Length of working hours											Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished		in working modes						agreed in CA			by days		by 1 week	by 2 weeks	by 3 and more weeks		
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
								hours/week	hours/week	hours/week	hours/week									
<b>Total</b>	<b>1,155</b>	<b>91.7</b>	<b>782</b>	<b>62.1</b>	<b>38.1</b>	<b>373</b>	<b>29.6</b>	<b>39.7</b>	<b>38.33</b>	<b>37.4</b>	<b>37.3</b>	<b>351</b>	<b>27.9</b>	<b>1,113</b>	<b>88.4</b>	<b>8.3</b>	<b>4.3</b>	<b>77.7</b>	<b>2.5</b>	
Agriculture and Nutrition	32	86.5	18	48.6	39.2	14	37.8	40.0	38.46	37.5	37.5	10	27.0	32	86.5	16.2	4.8	70.3		
Banking and Insurance	14	100.0	9	64.3	39.7	5	35.7	40.0	38.44	37.5	37.5	11	78.6	13	92.9			85.7	7.1	
Catering, Hotels and Tourism	15	100.0				15	100.0	40.0	38.75	37.5	37.5	1	6.7	4	26.7			26.7		
Civilian Employees of the Army	5	100.0	4	80.0	37.5	1	20.0					4	80.0	5	100.0	40.0	5.0	60.0		
Commerce	12	80.0	7	46.7	39.3	5	33.3	40.0	38.75	37.5	37.5	3	20.0	9	60.0	6.7	2.0	53.3		
ECHO	66	98.5	51	76.1	37.7	15	22.4	38.0	37.53	37.3	36.7	34	50.7	66	98.5	1.5	5.0	97.0		
Food Industry and Allied Trade	61	100.0	35	57.4	37.9	26	42.6	39.8	38.61	37.4	37.4	18	29.5	53	86.9	11.5	4.7	75.4		
Glass, Ceramic & Porcelain	31	100.0	24	77.4	37.5	7	22.6	39.6	38.44	37.5	37.5	6	19.4	29	93.5			93.5		
Health Service and Social Care	12	54.5	1	4.5		11	50.0	40.0	38.75	37.5	37.5	5	22.7	20	90.9	4.5	5.0	86.4		
KOVO	465	90.8	331	64.6	37.8	134	26.2	39.8	38.29	37.4	37.3	110	21.5	455	88.9	12.1	3.9	76.4	0.4	
Mines, Geology and Oil Industry	22	91.7	20	83.3	37.8	2	8.3					16	66.7	23	95.8			75.0	20.8	
Postal, Telecom. and Newspaper Services	7	100.0	1	14.3		6	85.7	39.2	37.05	37.0	37.1	5	71.4	6	85.7			85.7		
Profess.and Trade Union of Orchestral Music.														2	66.7			66.7		
Railway Trade Unions	29	96.7	16	53.3	38.0	13	43.3	39.1	38.44	37.5	36.9	18	60.0	30	100.0	16.7	4.6	70.0	13.3	
Science and Research	13	46.4	13	46.4	40.0							13	46.4	24	85.7	3.6	5.0	82.1		
STAVBA	101	96.2	46	43.8	38.4	55	52.4	40.0	38.36	37.5	37.5	22	21.0	92	87.6	1.0	3.0	86.7		
Textile, Clothing and Leather Industry	34	97.1	31	88.6	37.5	3	8.6	39.6	37.88	37.5	37.5	8	22.9	23	65.7	8.6	3.7	57.1		
Transport	25	96.2	22	84.6	38.8	3	11.5	40.0	38.75	37.5		2	7.7	18	69.2	3.8	3.0	65.4		
Transport, Road Economy and Repair Vehicles	9	81.8				9	81.8	37.5	37.50	37.5		5	45.5	11	100.0			100.0		
Union of Aviation Employees	4	100.0	2	50.0		2	50.0					3	75.0	4	100.0			100.0		
UNIOS	115	97.5	93	78.8	38.5	22	18.6	39.9	38.61	37.5	37.3	14	11.9	113	95.8	7.6	5.0	85.6	2.5	
Universities Trade Union	17	85.0	6	30.0	39.6	11	55.0	40.0	38.75	37.5	37.5	12	60.0	19	95.0			30.0	65.0	
Wood.Industry, Forestry and Manag.of Water	66	95.7	52	75.4	37.8	14	20.3	39.3	37.92	37.3	37.0	31	44.9	62	89.9	5.8	6.0	79.7	4.3	

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

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

Trade union	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
<b>Total</b>	<b>3</b>	<b>0.2</b>	<b>84</b>	<b>873</b>	<b>69.3</b>	<b>50.0</b>	<b>549</b>	<b>43.6</b>	<b>48.7</b>
Agriculture and Nutrition				25	67.6	52.0	10	27.0	49.4
Banking and Insurance				7	50.0	46.3	3	21.4	52.0
Catering, Hotels and Tourism				14	93.3	26.0	14	93.3	44.6
Civilian Employees of the Army				5	100.0	52.0	2	40.0	
Commerce				10	66.7	44.2	9	60.0	43.3
ECHO				52	77.6	50.5	48	71.6	51.5
Food Industry and Allied Trade	1	1.6		48	78.7	49.3	23	37.7	45.2
Glass, Ceramic & Porcelain				26	83.9	49.9	23	74.2	50.5
Health Service and Social Care				17	77.3	52.0	15	68.2	48.5
KOVO				336	65.6	51.1	183	35.7	49.5
Mines, Geology and Oil Industry				23	95.8	48.6	18	75.0	49.1
Postal, Telecom. and Newspaper Services				6	85.7	52.0	5	71.4	52.0
Profess.and Trade Union of Orchestral Music.									
Railway Trade Unions				25	83.3	48.3	18	60.0	45.7
Science and Research				3	10.7	43.3	3	10.7	52.0
STAVBA	1	1.0		92	87.6	49.2	76	72.4	49.9
Textile, Clothing and Leather Industry				18	51.4	44.8	9	25.7	52.0
Transport				18	69.2	52.0	11	42.3	49.6
Transport, Road Economy and Repair Vehicles				8	72.7	52.0	8	72.7	18.9
Union of Aviation Employees				3	75.0	49.3	3	75.0	50.7
UNIOS	1	0.8		63	53.4	51.6	28	23.7	46.6
Universities Trade Union				15	75.0	52.0	8	40.0	46.5
Wood.Industry, Forestry and Manag.of Water				59	85.5	50.2	32	46.4	50.4

Explanatory notes: NCA

% CA

hours/year

weeks

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

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

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

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

Trade union	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>37</b>	<b>2.9</b>	<b>39</b>	<b>3.1</b>	<b>38</b>	<b>3.0</b>	<b>73</b>	<b>5.8</b>
Agriculture and Nutrition	1	2.7					3	8.1
Banking and Insurance			2	14.3			2	14.3
Catering, Hotels and Tourism							7	46.7
Civilian Employees of the Army								
Commerce			1	6.7	1	6.7	1	6.7
ECHO	1	1.5	1	1.5	1	1.5	1	1.5
Food Industry and Allied Trade	2	3.3					7	11.5
Glass, Ceramic & Porcelain	3	9.7						
Health Service and Social Care							2	9.1
KOVO	30	5.9	21	4.1	8	1.6	15	2.9
Mines, Geology and Oil Industry					5	20.8	6	25.0
Postal, Telecom. and Newspaper Services							1	14.3
Profess.and Trade Union of Orchestral Music.								
Railway Trade Unions			2	6.7	3	10.0	4	13.3
Science and Research					1	3.6	2	7.1
STAVBA			7	6.7	6	5.7	6	5.7
Textile, Clothing and Leather Industry			1	2.9				
Transport								
Transport, Road Economy and Repair Vehicles			1	9.1	1	9.1	6	54.5
Union of Aviation Employees								
UNIOS			1	0.8	10	8.5	2	1.7
Universities Trade Union			1	5.0	2	10.0	4	20.0
Wood.Industry, Forestry and Manag.of Water			1	1.4			4	5.8

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

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

Trade union	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work							
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>450</b>	<b>35.7</b>	<b>16</b>	<b>1.3</b>	<b>442</b>	<b>35.1</b>	<b>9</b>	<b>0.7</b>	<b>15</b>	<b>1.2</b>	<b>14</b>	<b>1.1</b>	<b>1</b>	<b>0.1</b>	<b>1</b>	<b>0.1</b>	<b>2</b>	<b>0.2</b>
Agriculture and Nutrition	12	32.4			12	32.4												
Banking and Insurance	12	85.7			12	85.7			1	7.1	1	7.1						
Catering, Hotels and Tourism	6	40.0			5	33.3	1	6.7										
Civilian Employees of the Army	3	60.0			3	60.0												
Commerce	10	66.7			10	66.7												
ECHO	48	71.6	4	6.0	48	71.6	1	1.5	4	6.0	4	6.0	1	1.5	1	1.5	1	1.5
Food Industry and Allied Trade	37	60.7	2	3.3	36	59.0			1	1.6	1	1.6						
Glass, Ceramic & Porcelain									2	6.5	2	6.5						
Health Service and Social Care	3	13.6			3	13.6			1	4.5	1	4.5						
KOVO	131	25.6	6	1.2	128	25.0	1	0.2	1	0.2	1	0.2						
Mines, Geology and Oil Industry	13	54.2			13	54.2			1	4.2	1	4.2						
Postal, Telecom. and Newspaper Services	4	57.1			4	57.1												
Profess.and Trade Union of Orchestral Music.																		
Railway Trade Unions	22	73.3	4	13.3	20	66.7	1	3.3										
Science and Research	2	7.1			2	7.1			1	3.6	1	3.6						
STAVBA	22	21.0			22	21.0	1	1.0										
Textile, Clothing and Leather Industry									1	2.9	1	2.9						
Transport	1	3.8			1	3.8												
Transport, Road Economy and Repair Vehicles	5	45.5			5	45.5	2	18.2										
Union of Aviation Employees	2	50.0			2	50.0	1	25.0	1	25.0							1	25.0
UNIOS	59	50.0			58	49.2	1	0.8	1	0.8	1	0.8						
Universities Trade Union	13	65.0			13	65.0												
Wood.Industry, Forestry and Manag.of Water	45	65.2			45	65.2												

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

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

Trade union	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>1,204</b>	<b>95.6</b>	<b>42.92</b>	<b>54.5</b>	<b>13.93</b>	<b>21.2</b>	<b>48.81</b>	<b>56.4</b>	<b>299</b>	<b>187</b>	<b>14.9</b>	<b>32</b>	<b>2.5</b>	<b>26</b>	<b>2.1</b>
Agriculture and Nutrition	36	97.3	44.75	55.0	6.25	20.0	55.08	55.0	6	4	10.8	1	2.7		
Banking and Insurance	13	92.9	55.75	55.0	20.69		92.00		4	1	7.1				
Catering, Hotels and Tourism	15	100.0	35.00	55.0	10.00			100.0		2	13.3	1	6.7		
Civilian Employees of the Army	5	100.0	32.49	54.4	23.10	18.1				2	40.0				
Commerce	12	80.0	35.00	55.0	3.00		51.83	55.0	1						
ECHO	67	100.0	46.62	55.0	16.80		53.30	55.1	23	22	32.8	1	1.5	1	1.5
Food Industry and Allied Trade	58	95.1	25.67	54.7	9.88		82.00		23	8	13.1				
Glass, Ceramic & Porcelain	30	96.8		55.0	23.83		31.40	55.0	15	14	45.2				
Health Service and Social Care	20	90.9	25.00	55.0	6.33		35.00	52.5	12	7	31.8	2	9.1	1	4.5
KOVO	492	96.1	41.22	54.5	10.73		42.30	56.7	158	67	13.1	15	2.9	11	2.1
Mines, Geology and Oil Industry	23	95.8		55.0	7.50		49.00	54.2	2	2	8.3	1	4.2	1	4.2
Postal, Telecom. and Newspaper Services	7	100.0	46.80	55.0	14.50		65.00			1	14.3				
Profess.and Trade Union of Orchestral Music.	2	66.7													
Railway Trade Unions	30	100.0	37.00	53.0	7.30		45.17	56.9	2	6	20.0	2	6.7	1	3.3
Science and Research	26	92.9	34.02	44.5	24.72	31.0			6	5	17.9				
STAVBA	97	92.4	42.73	54.7	10.36	28.2	52.10	56.0	7	10	9.5	4	3.8	4	3.8
Textile, Clothing and Leather Industry	31	88.6	36.87	53.2	4.00		41.68	53.2	4	3	8.6				
Transport	25	96.2	26.20	54.9	11.64	13.0									
Transport, Road Economy and Repair Vehicles	9	81.8	47.00	55.0	19.67		50.00			8	72.7	2	18.2	2	18.2
Union of Aviation Employees	4	100.0		53.3	10.00				1						
UNIOS	117	99.2	47.77	54.6	14.15	18.9			12	8	6.8	2	1.7	3	2.5
Universities Trade Union	17	85.0		55.0			41.80	55.0	8	2	10.0				
Wood.Industry, Forestry and Manag.of Water	68	98.6	55.89	55.0	14.47	28.0	57.71	54.4	15	15	21.7	1	1.4	2	2.9

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



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

Trade union	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices		Contribution to pension insurance						Contribution to life insurance						
			agreed in CA		amount allowed				agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision	
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
<b>Total</b>	<b>31</b>	<b>2.5</b>	<b>88</b>	<b>7.0</b>	<b>759</b>	<b>65.8</b>	<b>270</b>	<b>21.4</b>	<b>827</b>	<b>65.7</b>	<b>539</b>	<b>869</b>	<b>3.1</b>	<b>625</b>	<b>49.6</b>	<b>319</b>	<b>25.3</b>	<b>507</b>	<b>759</b>	<b>258</b>	<b>20.5</b>
Agriculture and Nutrition			3	8.1	750	70.0	13	35.1	16	43.2	355	578	5.0	12	32.4	3	8.1	175	400	3	8.1
Banking and Insurance	1	7.1					8	57.1	11	78.6	508	1,074	4.0	7	50.0	8	57.1	688	1,100	7	50.0
Catering, Hotels and Tourism							11	73.3	11	73.3	430	510	3.0	11	73.3	8	53.3	425	500	8	53.3
Civilian Employees of the Army			2	40.0			1	20.0	3	60.0	500	750	4.0	3	60.0	1	20.0			1	20.0
Commerce			1	6.7			5	33.3	8	53.3	336	393	3.0	8	53.3	4	26.7	475	615	4	26.7
ECHO	3	4.5	3	4.5	1,163		12	17.9	61	91.0	732	1,201	3.3	53	79.1	26	38.8	686	726	24	35.8
Food Industry and Allied Trade	1	1.6	5	8.2	972		22	36.1	37	60.7	529	779	3.0	29	47.5	17	27.9	553	919	16	26.2
Glass, Ceramic & Porcelain			1	3.2			3	9.7	27	87.1	509	706	3.5	25	80.6	9	29.0	400	533	7	22.6
Health Service and Social Care	1	4.5					9	40.9	13	59.1	327	842	2.0	12	54.5	3	13.6	550	1,400	2	9.1
KOVO	6	1.2	55	10.7	677	65.1	60	11.7	327	63.9	555	803	3.1	239	46.7	111	21.7	474	676	84	16.4
Mines, Geology and Oil Industry	2	8.3	1	4.2			3	12.5	20	83.3	529	627	3.3	19	79.2	5	20.8	673	767	5	20.8
Postal, Telecom. and Newspaper Services							1	14.3	3	42.9	433	500		3	42.9	2	28.6			2	28.6
Profess.and Trade Union of Orchestral Music.																1	33.3				
Railway Trade Unions	2	6.7					15	50.0	26	86.7	604	1,126	3.0	21	70.0	18	60.0	592	1,009	15	50.0
Science and Research							6	21.4	13	46.4	414	601		7	25.0	5	17.9	259	763	3	10.7
STAVBA	8	7.6	3	2.9		66.7	32	30.5	76	72.4	390	1,116	2.4	64	61.0	26	24.8	282	817	24	22.9
Textile, Clothing and Leather Industry			2	5.7			4	11.4	15	42.9	463	533	3.5	3	8.6	4	11.4	283	583	2	5.7
Transport							19	73.1			350	406	2.8	3	11.5	3	11.5	400	400		
Transport, Road Economy and Repair Vehicles							7	63.6			700	900	3.0	7	63.6	2	18.2			1	9.1
Union of Aviation Employees	2	50.0	1	25.0			2	50.0	4	100.0	600	1,250	2.5	2	50.0						
UNIOS	1	0.8	7	5.9	1,480	50.0	26	22.0	76	64.4	582	850	3.2	49	41.5	37	31.4	536	780	27	22.9
Universities Trade Union							11	55.0	5	25.0	325	1,100	2.8	3	15.0						
Wood.Industry, Forestry and Manag.of Water	4	5.8	4	5.8	570	30.0	26	37.7	49	71.0	597	1,036	2.9	45	65.2	26	37.7	672	1,009	23	33.3

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

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

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

Trade union	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
<b>Total</b>	<b>407</b>	<b>32.3</b>	<b>45</b>	<b>2.3</b>	<b>30</b>	<b>2,097</b>	<b>77</b>	<b>1.8</b>	<b>232</b>	<b>126</b>	<b>3,961</b>	<b>217</b>	<b>17.2</b>	<b>40</b>	<b>7,465</b>	<b>17</b>	<b>2.1</b>	<b>103</b>	<b>105</b>	<b>3,036</b>	
Agriculture and Nutrition	12	32.4	2		1				9	1		1	2.7					1	1		
Banking and Insurance	11	78.6	5	2.4			3	2.2	1	3	45,231	1	7.1					1			
Catering, Hotels and Tourism	4	26.7							1	4	18	4	26.7	1				2	3	101	
Civilian Employees of the Army	5	100.0					4	2.1	1	4	5,849										
Commerce	6	40.0					1		3	2											
ECHO	25	37.3			3	1,683	2		15	12	5,541	23	34.3	16	13,155			5	6	2,937	
Food Industry and Allied Trade	23	37.7	1		3	2,583	1		18	1		6	9.8	2				4			
Glass, Ceramic & Porcelain	11	35.5	8	2.8					3	2		17	54.8			8	2.6	9	9	6,410	
Health Service and Social Care	9	40.9					1		8	1		1	4.5							1	
KOVO	91	17.8	3	1.8	11	3,118	10	2.6	59	29	1,825	73	14.3	10	1,740	1		51	30	2,465	
Mines, Geology and Oil Industry	10	41.7	1		1		3	1.5	5	3	10,722	4	16.7			1		2	2		
Postal, Telecom. and Newspaper Services	3	42.9					1		2	2											
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	17	56.7	1		2		6	1.7	8	6	2,882	1	3.3	1							
Science and Research	25	89.3	2				20	2.0	3	20	3,117										
STAVBA	26	24.8	2		1		13	1.1	7	14	467	44	41.9	6	5,117			5	39	2,502	
Textile, Clothing and Leather Industry	7	20.0			5	1,120	1		1	1		4	11.4	1				2	2		
Transport	9	34.6	5	2.0	1				3	1		1	3.8	1							
Transport, Road Economy and Repair Vehicles	3	27.3	1				1		1												
Union of Aviation Employees												2	50.0					2			
UNIOS	67	56.8	10	2.1	2				55	12	1,173	18	15.3	2				15	1		
Universities Trade Union	12	60.0	1				4	1.5	7												
Wood.Industry, Forestry and Manag.of Water	31	44.9	3	2.3			6	2.1	22	8	6,807	17	24.6			7	1.6	4	11	5,143	

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

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

Trade union	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
<b>Total</b>	<b>7.55</b>	<b>5.02</b>	<b>1.53</b>	<b>24.00</b>	<b>1.41</b>	<b>3.20</b>	<b>0.37</b>	<b>9.51</b>	<b>2.26</b>	<b>31.83</b>	<b>13.32</b>	<b>364</b>	<b>28.9</b>	<b>152</b>	<b>12.1</b>
Agriculture and Nutrition												7	18.9	5	13.5
Banking and Insurance	2.14	3.87	0.41	26.53	0.59	0.89		16.47		38.76	10.34	12	85.7	8	57.1
Catering, Hotels and Tourism									100.00			3	20.0		
Civilian Employees of the Army	14.07			35.80	1.97	6.72		15.51	0.60	6.19	19.15	4	80.0	2	40.0
Commerce												1	6.7	2	13.3
ECHO	9.51	9.44	2.91	27.17	1.73	3.70	0.42	7.64	2.09	32.12	3.27	23	34.3	27	40.3
Food Industry and Allied Trade												9	14.8	8	13.1
Glass, Ceramic & Porcelain	3.53	6.90		22.14	3.56	3.67		4.73		53.78	1.68	15	48.4	3	9.7
Health Service and Social Care												8	36.4	2	9.1
KOVO	5.58	1.83	2.06	27.76	1.70	5.29	1.32	4.87	2.26	37.42	9.90	103	20.1	21	4.1
Mines, Geology and Oil Industry	9.47	19.92		1.23	1.03	0.99		19.42	0.35	35.64	11.95	9	37.5	5	20.8
Postal, Telecom. and Newspaper Services												1	14.3		
Profess.and Trade Union of Orchestral Music.															
Railway Trade Unions	9.71	36.43	0.29	8.05	2.19	7.81		14.03	2.34	12.61	6.55	20	66.7	1	3.3
Science and Research	4.92	0.37	3.56	36.01	4.72	3.93		4.20	0.21	23.92	18.16	18	64.3	10	35.7
STAVBA	18.34	0.78	0.85	16.13	0.10	3.15		0.53	5.29	45.12	9.69	28	26.7	20	19.0
Textile, Clothing and Leather Industry	38.14	9.47			24.94	5.68			17.04	4.73		9	25.7	2	5.7
Transport												1	3.8		
Transport, Road Economy and Repair Vehicles												4	36.4		
Union of Aviation Employees														2	50.0
UNIOS	18.12	1.35	8.68	17.47	0.83	3.52		3.75	0.42	6.52	39.34	62	52.5	24	20.3
Universities Trade Union												8	40.0		
Wood.Industry, Forestry and Manag.of Water	5.00	4.50	1.86	31.85	0.18	2.29		11.59	3.32	15.27	24.14	19	27.5	10	14.5

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



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

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>425</b>	<b>33.8</b>	<b>23</b>	<b>1.8</b>	<b>416</b>	<b>33.0</b>	<b>1058</b>	<b>84.0</b>	<b>651</b>	<b>51.7</b>	<b>4</b>	<b>0.3</b>	<b>17</b>	<b>1.4</b>
Agriculture and Nutrition	5	13.5			16	43.2	36	97.3	4	10.8				
Banking and Insurance	12	85.7			13	92.9	14	100.0	4	28.6				
Catering, Hotels and Tourism	10	66.7			9	60.0	14	93.3	11	73.3				
Civilian Employees of the Army	4	80.0			2	40.0	5	100.0	2	40.0				
Commerce	4	26.7			9	60.0	14	93.3	5	33.3	3	20.0	1	6.7
ECHO	40	59.7	1	1.5	28	41.8	66	98.5	30	44.8				
Food Industry and Allied Trade	28	45.9			3	4.9	58	95.1	38	62.3				
Glass, Ceramic & Porcelain					2	6.5	30	96.8	27	87.1				
Health Service and Social Care	14	63.6	1	4.5	9	40.9	19	86.4	6	27.3				
KOVO	125	24.4	5	1.0	151	29.5	380	74.2	289	56.4			11	2.1
Mines, Geology and Oil Industry	8	33.3			3	12.5	23	95.8	7	29.2				
Postal, Telecom. and Newspaper Services	3	42.9			2	28.6	7	100.0	1	14.3				
Profess.and Trade Union of Orchestral Music.	1	33.3					1	33.3						
Railway Trade Unions	20	66.7	3	10.0	15	50.0	27	90.0	23	76.7	1	3.3	4	13.3
Science and Research	17	60.7	2	7.1	3	10.7	21	75.0	5	17.9				
STAVBA	26	24.8			71	67.6	89	84.8	49	46.7			1	1.0
Textile, Clothing and Leather Industry					4	11.4	32	91.4	17	48.6				
Transport	1	3.8					12	46.2	13	50.0				
Transport, Road Economy and Repair Vehicles	4	36.4					8	72.7	7	63.6				
Union of Aviation Employees	3	75.0			3	75.0	4	100.0						
UNIOS	44	37.3	11	9.3	29	24.6	111	94.1	93	78.8				
Universities Trade Union	15	75.0			9	45.0	18	90.0	6	30.0				
Wood.Industry, Forestry and Manag.of Water	41	59.4			35	50.7	69	100.0	14	20.3				

Explanatory notes: NCA  
% CA

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



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

Region NUTS 3	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
<b>Total</b>	<b>58</b>	<b>4.6</b>	<b>15,660</b>	<b>6</b>	<b>0.5</b>	<b>85.59</b>	<b>15</b>	<b>1.2</b>	<b>96.65</b>	<b>233</b>	<b>18.5</b>	<b>353</b>	<b>28.0</b>	<b>46</b>	<b>3.7</b>	<b>72</b>	<b>5.7</b>	<b>92</b>	<b>7.3</b>	<b>186</b>	<b>14.8</b>
CZ010 Capital Prague	12	6.0	15,063	4	2.0	84.45	1	0.5		19	9.5	53	26.5	8	4.0	11	5.5	4	2.0	12	6.0
CZ020 Středočeský	3	3.8	18,167				1	1.3		8	10.3	15	19.2	2	2.6	4	5.1	4	5.1	12	15.4
CZ031 Jihočeský	3	3.5	14,000							13	15.1	22	25.6	3	3.5	1	1.2	5	5.8	9	10.5
CZ032 Plzeňský	11	16.2	17,726				5	7.4	102.98	16	23.5	20	29.4	3	4.4	1	1.5	10	14.7	11	16.2
CZ041 Karlovarský										7	17.1	9	22.0	1	2.4	4	9.8	6	14.6	6	14.6
CZ042 Ústecký	1	1.3					1	1.3		26	33.8	29	37.7			2	2.6	10	13.0	6	7.8
CZ051 Liberecký	4	6.7	14,018							14	23.3	15	25.0	5	8.3	3	5.0	3	5.0	12	20.0
CZ052 Královéhradecký	2	2.7								19	25.7	19	25.7	3	4.1	4	5.4	4	5.4	11	14.9
CZ053 Pardubický	1	1.7					2	3.4		7	12.1	17	29.3	3	5.2	7	12.1	3	5.2	10	17.2
CZ061 Vysočina	8	11.3	15,916	1	1.4					12	16.9	13	18.3	5	7.0	9	12.7	6	8.5	10	14.1
CZ062 Jihomoravský	2	1.8					1	0.9		20	17.5	39	34.2	3	2.6	8	7.0	10	8.8	14	12.3
CZ071 Olomoucký	3	3.0	15,133				2	2.0		17	17.0	42	42.0	2	2.0	7	7.0	8	8.0	38	38.0
CZ072 Zlínský	6	7.1	14,494	1	1.2					10	11.8	15	17.6	5	5.9	7	8.2	6	7.1	7	8.2
CZ080 Moravskoslezský	2	1.4					2	1.4		45	30.6	45	30.6	3	2.0	4	2.7	13	8.8	28	19.0

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

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

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
<b>Total</b>	<b>209</b>	<b>12,835</b>	<b>215</b>	<b>13,586</b>	<b>223</b>	<b>14,435</b>	<b>226</b>	<b>15,497</b>	<b>230</b>	<b>16,771</b>	<b>232</b>	<b>18,223</b>	<b>233</b>	<b>19,921</b>	<b>231</b>	<b>21,750</b>	<b>227</b>	<b>23,690</b>	<b>225</b>	<b>26,151</b>	<b>224</b>	<b>29,030</b>	<b>219</b>	<b>32,129</b>
CZ010 Capital Prague	19	13,194	19	14,019	19	14,954	19	16,163	19	17,621	19	19,393	19	21,558	19	24,051	19	26,592	19	30,164	19	33,897	19	38,888
CZ020 Středočeský	8	13,991	8	14,447	8	15,132	8	16,036	8	17,200	8	18,462	8	20,048	8	21,758	8	23,645	8	26,122	8	28,669	8	31,201
CZ031 Jihočeský	9	10,261	10	10,925	12	11,461	12	12,547	13	13,908	13	15,325	13	16,877	13	18,445	13	20,139	13	22,148	13	24,911	13	28,481
CZ032 Plzeňský	13	11,127	15	12,518	16	13,673	16	15,066	16	16,570	16	18,264	16	20,383	16	22,587	15	25,015	15	27,913	15	31,118	15	34,688
CZ041 Karlovarský	7	12,987	7	13,621	7	14,319	7	14,946	7	15,846	7	16,796	7	17,977	7	19,250	7	20,894	7	22,733	7	25,704	7	28,971
CZ042 Ústecký	25	13,728	25	14,435	26	15,365	26	16,471	26	17,749	26	19,209	26	20,862	26	22,528	26	24,610	26	26,892	26	29,595	26	32,924
CZ051 Liberecký	12	12,410	13	12,735	14	13,654	14	14,530	14	15,739	14	17,088	14	18,752	14	20,394	14	22,586	14	25,842	14	29,405	14	33,727
CZ052 Královéhradecký	15	13,124	16	13,777	19	14,448	19	15,399	19	16,455	19	17,745	19	19,332	18	21,142	18	23,069	17	25,741	17	28,536	17	31,412
CZ053 Pardubický	7	12,061	7	12,570	7	13,299	7	14,004	7	15,090	7	16,369	7	17,924	7	19,346	6	20,651	6	22,387	6	24,554	6	26,914
CZ061 Vysočina	10	11,861	10	12,635	10	13,654	11	14,235	12	15,580	12	16,808	12	18,221	12	19,677	12	21,176	12	23,015	12	24,981	12	27,100
CZ062 Jihomoravský	19	12,716	19	13,495	19	14,334	19	15,521	19	16,835	19	18,353	20	19,695	20	21,641	19	23,441	18	24,699	18	27,077	17	29,095
CZ071 Olomoucký	15	13,413	15	14,086	15	14,935	15	15,993	16	17,331	17	18,571	17	20,242	17	22,177	16	23,839	16	26,666	16	29,955	16	34,223
CZ072 Zlínský	8	12,358	9	13,083	9	13,667	9	14,720	10	15,335	10	16,665	10	18,222	10	19,828	10	21,609	10	23,632	10	26,190	10	28,663
CZ080 Moravskoslezský	42	13,295	42	14,285	42	15,313	44	16,469	44	17,966	45	19,544	45	21,412	44	23,314	44	25,173	44	27,719	43	30,627	39	32,736

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



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

Region NUTS 3	TARIFF SCALE																								
	1		2		3		4		5		6		7		8		9		10		11		12		
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	
<b>Total</b>	<b>45</b>	<b>74.02</b>	<b>44</b>	<b>77.33</b>	<b>44</b>	<b>81.72</b>	<b>45</b>	<b>86.36</b>	<b>45</b>	<b>93.32</b>	<b>45</b>	<b>100.72</b>	<b>45</b>	<b>110.55</b>	<b>18</b>	<b>110.59</b>	<b>11</b>	<b>113.55</b>	<b>10</b>	<b>124.56</b>	<b>10</b>	<b>140.78</b>	<b>10</b>	<b>145.19</b>	
CZ010 Capital Prague	8	80.73	8	85.00	8	90.25	8	96.81	8	104.69	8	115.44	8	129.75											
CZ020 Středočeský	2		2		2		2		2		2		2		1		1		1		1		1		1
CZ031 Jihočeský	3	71.53	2		2		2		2		2		2												
CZ032 Plzeňský	3	44.53	3	47.57	3	51.33	3	55.40	3	60.67	3	66.97	3	74.73	1		1		1		1		1		1
CZ041 Karlovarský	1		1		1		1		1		1		1		1		1		1		1		1		1
CZ042 Ústecký																									
CZ051 Liberecký	5	73.72	5	76.36	5	81.22	5	84.43	5	90.24	5	95.64	5	104.37	4	101.90	2		2		2		2		2
CZ052 Královéhradecký	3	78.03	3	80.30	3	82.77	3	86.60	3	90.63	3	94.30	3	103.87	2		2		1		1		1		1
CZ053 Pardubický	3	78.27	3	81.27	3	84.00	3	88.33	3	95.00	3	103.33	3	111.67	3	120.00	2		2		2		2		2
CZ061 Vysočina	4	68.60	4	70.15	4	72.63	5	71.75	5	82.05	5	89.40	5	98.52	1		1		1		1		1		1
CZ062 Jihomoravský	3	77.60	3	81.37	3	85.77	3	91.47	3	98.20	3	104.63	3	113.83	1										
CZ071 Olomoucký	2		2		2		2		2		2		2		1										
CZ072 Zlínský	5	73.60	5	75.62	5	77.78	5	82.80	5	89.10	5	96.44	5	105.42	1		1		1		1		1		1
CZ080 Moravskoslezský	3	82.97	3	87.00	3	98.93	3	111.73	3	120.63	3	128.77	3	136.47	2										

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

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

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
<b>Total</b>	<b>81</b>	<b>76.97</b>	<b>87</b>	<b>80.98</b>	<b>90</b>	<b>86.50</b>	<b>91</b>	<b>92.96</b>	<b>92</b>	<b>100.54</b>	<b>92</b>	<b>108.91</b>	<b>90</b>	<b>119.15</b>	<b>55</b>	<b>130.41</b>	<b>35</b>	<b>137.78</b>	<b>31</b>	<b>146.33</b>	<b>29</b>	<b>160.75</b>	<b>29</b>	<b>174.61</b>
CZ010 Capital Prague	4	78.83	4	81.33	4	84.38	4	88.60	4	94.48	4	101.33	4	108.85	3	130.47	2		2		2		2	
CZ020 Středočeský	4	79.95	4	81.75	4	84.03	4	87.48	4	91.53	4	96.35	4	103.98	1		1		1		1		1	
CZ031 Jihočeský	4	48.00	5	52.36	5	57.96	5	64.20	5	71.36	5	79.52	4	91.00										
CZ032 Plzeňský	8	73.65	10	81.43	10	88.78	10	98.49	10	108.05	10	118.13	10	130.83	6	134.48	4	144.83	4	158.78	4	173.10	4	189.98
CZ041 Karlovarský	6	80.02	6	81.97	6	85.15	6	88.48	6	93.03	6	98.20	6	104.67	5	123.52	3	103.40	3	110.70	3	122.40	3	135.40
CZ042 Ústecký	9	83.53	9	87.66	10	92.56	10	97.51	10	105.31	10	114.51	10	124.14	7	121.43	6	139.79	6	152.43	6	166.13	6	182.05
CZ051 Liberecký	3	82.33	3	83.70	3	91.53	3	94.70	3	102.13	3	111.10	3	116.27	2		1		1		1		1	
CZ052 Královéhradecký	3	77.98	4	80.99	4	88.51	4	97.17	4	105.54	4	114.30	4	124.95	2		1		1		1		1	
CZ053 Pardubický	3	87.70	3	91.20	3	95.83	3	100.27	3	107.17	3	113.53	3	121.07	3	128.10	3	134.30	2		1		1	
CZ061 Vysočina	5	66.94	6	72.10	6	78.43	6	85.25	6	93.75	6	102.87	6	110.97	4	127.50	2		2		2		2	
CZ062 Jihomoravský	9	76.00	9	82.93	10	87.27	10	94.50	10	102.10	10	111.63	10	122.58	5	130.84	2		2		1		1	
CZ071 Olomoucký	6	85.23	6	91.55	6	97.17	7	106.35	8	113.24	8	122.07	8	135.09	5	140.22	3	149.33	2		2		2	
CZ072 Zlínský	6	76.40	6	79.78	6	83.92	6	89.55	6	97.52	6	105.83	6	114.17	4	126.38	2		2		2		2	
CZ080 Moravskoslezský	11	77.59	12	81.73	13	88.58	13	94.74	13	102.52	13	110.75	12	121.77	8	140.61	5	157.24	3	157.77	3	174.00	3	190.10

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

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

Region NUTS 3	Supplementary charge																					
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)				
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE	
			% AE	% AE																		% AE
<b>Total</b>	<b>1,065</b>	<b>84.6</b>	<b>26.4</b>	<b>47.7</b>	<b>26.7</b>	<b>966</b>	<b>76.7</b>	<b>102.6</b>	<b>1,041</b>	<b>82.7</b>	<b>17.26</b>	<b>11.7</b>	<b>760</b>	<b>60.4</b>	<b>9.16</b>	<b>10.9</b>	<b>10.4</b>	<b>1,006</b>	<b>79.9</b>	<b>23.53</b>	<b>23.6</b>	
CZ010 Capital Prague	146	73.0	26.0	48.2	27.5	126	63.0	100.6	140	70.0	15.66	11.6	108	54.0	8.96	10.6	11.3	140	70.0	27.38	23.1	
CZ020 Středočeský	61	78.2	26.4	47.7	26.7	55	70.5	103.5	62	79.5	14.39	11.8	44	56.4	10.55	10.0	10.4	58	74.4	22.39	19.1	
CZ031 Jihočeský	74	86.0	27.6	51.2	25.6	63	73.3	106.3	74	86.0	16.29	12.2	48	55.8	8.50	15.0	10.0	71	82.6	23.13	28.8	
CZ032 Plzeňský	59	86.8	27.8	47.8	25.2	60	88.2	103.3	57	83.8	18.78	12.1	44	64.7	9.17		10.0	58	85.3	17.00	23.0	
CZ041 Karlovarský	35	85.4	27.3	46.5	26.6	27	65.9	100.0	31	75.6	17.09	12.6	26	63.4	8.47	10.0	10.3	33	80.5	29.00	21.6	
CZ042 Ústecký	68	88.3	27.0	47.2	27.4	58	75.3	102.8	65	84.4	17.10	13.0	50	64.9	8.71		10.0	62	80.5	19.80	19.8	
CZ051 Liberecký	54	90.0	26.5	50.3	27.7	47	78.3	109.0	51	85.0	19.73	11.0	33	55.0	10.30	10.0	11.7	47	78.3	14.00	25.2	
CZ052 Královéhradecký	64	86.5	25.3	44.6	26.2	55	74.3	101.1	65	87.8	16.67	12.6	38	51.4	10.42	10.0	10.0	56	75.7	17.57	21.1	
CZ053 Pardubický	47	81.0	26.7	46.0	26.6	43	74.1	103.0	49	84.5	18.62	12.2	31	53.4	8.09	10.0	10.0	46	79.3	20.38	19.3	
CZ061 Vysočina	61	85.9	25.5	47.5	25.5	55	77.5	102.8	56	78.9	18.05	11.1	48	67.6	9.00	10.0	10.4	58	81.7	21.78	25.6	
CZ062 Jihomoravský	98	86.0	25.8	47.7	28.3	89	78.1	101.3	100	87.7	15.75	11.6	74	64.9	8.70	10.4	10.0	95	83.3	16.94	23.0	
CZ071 Olomoucký	93	93.0	25.7	46.9	26.0	88	88.0	102.3	91	91.0	17.40	10.4	65	65.0	10.37	13.8	10.5	90	90.0	33.75	25.2	
CZ072 Zlínský	76	89.4	25.7	45.6	27.0	74	87.1	100.7	74	87.1	20.01	11.9	59	69.4	7.80	10.0	10.0	69	81.2	26.36	29.2	
CZ080 Moravskoslezský	129	87.8	27.6	48.1	26.6	126	85.7	102.9	126	85.7	17.03	11.2	92	62.6	9.39	10.0	10.4	123	83.7	28.44	22.8	

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

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

Region NUTS 3	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
<b>Total</b>	<b>19</b>	<b>8.6</b>	<b>587</b>	<b>8.16</b>	<b>5</b>	<b>11</b>	<b>18.5</b>	<b>27</b>	<b>106.49</b>	<b>132</b>	<b>5</b>	<b>7.6</b>	<b>143</b>	<b>7.03</b>	<b>45</b>	<b>2</b>		<b>168</b>	<b>6.41</b>	
CZ010 Capital Prague	1		44	7.75		2		3	83.33	13			15	6.28	7			27	8.49	
CZ020 Středočeský	2		29	7.08	1	1		3	94.17	8			6	7.27	3			2		
CZ031 Jihočeský	4	10.0	51	8.20		2		8	134.25	11			10	6.88	1			13	7.77	
CZ032 Plzeňský			37	7.61	1	1				9			4	13.28				12	7.89	
CZ041 Karlovarský			19	5.71				1		5			4	4.50	1			4	6.00	
CZ042 Ústecký	2		26	7.55				1		8	2		4	12.50				11	6.25	
CZ051 Liberecký			38	9.47		1		1		4			6	5.58	4			2		
CZ052 Královéhradecký	2		45	8.57						8			6	18.68	2			7	6.63	
CZ053 Pardubický			29	8.45				2		9			8	5.63	2			4	5.20	
CZ061 Vysočina			44	8.70				4	56.25	4			14	7.57	2			9	5.29	
CZ062 Jihomoravský	3	9.7	41	7.30	1					7	2		8	6.45	6			14	5.75	
CZ071 Olomoucký	1		70	10.84	1					20			32	5.99	3			29	4.75	
CZ072 Zlínský	3	6.8	47	8.11		1		3	34.00	14	1		5	4.50	2	1		3	4.67	
CZ080 Moravskoslezský	1		67	6.32	1	3	20.0	1		12			21	5.50	12	1		31	6.09	

Explanatory notes: NCA

% AE

CZK/h

CZK/shift

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

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

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per shift

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

Region NUTS 3	Supplementary charge																					
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge	
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form		
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	
<b>Total</b>	<b>5</b>	<b>8.3</b>	<b>167</b>	<b>26.96</b>	<b>8</b>	<b>2</b>		<b>9</b>	<b>733</b>	<b>3</b>	<b>30</b>	<b>29.2</b>	<b>10</b>	<b>1,540</b>	<b>99</b>	<b>15</b>	<b>10.2</b>	<b>22</b>	<b>720</b>	<b>63</b>	<b>505</b>	
CZ010 Capital Prague	1		23	36.76	3			1		2	9	30.0	3	1,133	11	4	9.8	4	940	1	73	
CZ020 Středočeský			4	41.13							1				7	1		1		4	20	
CZ031 Jihočeský			12	13.45		1		1					1		13					1	40	
CZ032 Plzeňský			10	11.55				3	1,100		2				2	1					17	
CZ041 Karlovarský			5	28.80				1			1				2					3	17	
CZ042 Ústecký	1		13	38.80	1			1			7	32.9			8	1		1		8	42	
CZ051 Liberecký			4	8.33		1					1				4	1				3	28	
CZ052 Královéhradecký			7	28.76									2		6					4	34	
CZ053 Pardubický			4	19.63											9			1		4	31	
CZ061 Vysočina			10	25.10				1		1	3	23.3			5						28	
CZ062 Jihomoravský			12	30.11	1						4	21.3			7	3	11.7	2		1	50	
CZ071 Olomoucký			11	8.26											6	1		2		7	34	
CZ072 Zlínský			14	24.54				1					1		5			4	350	3	45	
CZ080 Moravskoslezský	3	10.0	38	31.78	3						2		3	1,500	14	3	11.7	7	710	24	46	

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

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

Region NUTS 3	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>561</b>	<b>44.6</b>	<b>202</b>	<b>16.0</b>	<b>352</b>	<b>28.0</b>	<b>221</b>	<b>17.6</b>	<b>54</b>	<b>4.3</b>	<b>127</b>	<b>10.1</b>	<b>139</b>	<b>11.0</b>	<b>99</b>	<b>7.9</b>	<b>689</b>	<b>54.7</b>
CZ010 Capital Prague	61	30.5	16	8.0	37	18.5	22	11.0	12	6.0	15	7.5	18	9.0	14	7.0	93	46.5
CZ020 Středočeský	27	34.6	16	20.5	17	21.8	11	14.1			7	9.0	8	10.3	8	10.3	31	39.7
CZ031 Jihočeský	51	59.3	23	26.7	30	34.9	27	31.4	7	8.1	20	23.3	14	16.3	12	14.0	65	75.6
CZ032 Plzeňský	33	48.5	7	10.3	22	32.4	15	22.1	5	7.4	2	2.9	17	25.0	5	7.4	46	67.6
CZ041 Karlovarský	12	29.3	6	14.6	4	9.8	5	12.2	2	4.9	4	9.8	1	2.4	2	4.9	25	61.0
CZ042 Ústecký	43	55.8	9	11.7	21	27.3	24	31.2	3	3.9	10	13.0	14	18.2	5	6.5	41	53.2
CZ051 Liberecký	28	46.7	9	15.0	16	26.7	9	15.0	5	8.3	7	11.7	5	8.3	5	8.3	36	60.0
CZ052 Královéhradecký	39	52.7	17	23.0	26	35.1	15	20.3	2	2.7	9	12.2	11	14.9	4	5.4	46	62.2
CZ053 Pardubický	25	43.1	5	8.6	15	25.9	11	19.0	3	5.2	4	6.9	7	12.1	5	8.6	27	46.6
CZ061 Vysočina	23	32.4	11	15.5	14	19.7	9	12.7	2	2.8	7	9.9	4	5.6	4	5.6	35	49.3
CZ062 Jihomoravský	53	46.5	13	11.4	35	30.7	23	20.2	2	1.8	7	6.1	14	12.3	10	8.8	62	54.4
CZ071 Olomoucký	21	21.0	7	7.0	11	11.0	6	6.0	1	1.0	4	4.0	3	3.0	7	7.0	49	49.0
CZ072 Zlínský	56	65.9	18	21.2	45	52.9	11	12.9	4	4.7	5	5.9	8	9.4	7	8.2	48	56.5
CZ080 Moravskoslezský	89	60.5	45	30.6	59	40.1	33	22.4	6	4.1	26	17.7	15	10.2	11	7.5	85	57.8

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
<b>Total</b>	<b>687</b>	<b>54.6</b>	<b>72</b>	<b>3,265</b>	<b>275</b>	<b>3,536</b>	<b>489</b>	<b>5,402</b>	<b>543</b>	<b>6,903</b>	<b>650</b>	<b>8,397</b>	<b>682</b>	<b>9,645</b>	<b>686</b>	<b>11,106</b>	<b>686</b>	<b>12,232</b>	<b>687</b>	<b>13,602</b>	<b>9</b>	<b>0.7</b>	<b>10,889</b>
CZ010 Capital Prague	108	54.0	11	5,709	32	4,966	80	6,451	87	8,205	105	10,118	108	11,378	108	13,369	108	14,935	108	16,319	2	1.0	
CZ020 Středočeský	44	56.4	7	2,200	19	3,668	34	5,803	36	7,722	42	9,810	44	11,419	44	13,143	44	13,958	44	15,102	1	1.3	
CZ031 Jihočeský	47	54.7	5	3,420	18	3,181	27	4,643	30	5,815	47	7,899	47	9,465	47	11,172	47	12,433	47	14,791	1	1.2	
CZ032 Plzeňský	32	47.1	5	2,100	17	3,618	29	6,052	31	7,935	32	9,844	32	11,531	32	12,719	32	13,641	32	14,844	1	1.5	
CZ041 Karlovarský	22	53.7	3	2,000	6	1,750	11	3,818	13	4,731	21	6,000	21	7,395	22	9,059	22	10,418	22	11,909	1	2.4	
CZ042 Ústecký	40	51.9	3	3,800	18	3,534	33	5,399	34	6,958	40	8,705	40	10,411	40	12,258	40	14,042	40	16,238			
CZ051 Liberecký	38	63.3	4	3,625	21	4,129	29	6,700	31	8,884	35	9,877	38	10,776	38	12,105	38	13,274	38	14,495			
CZ052 Královéhradecký	41	55.4	6	1,583	16	1,972	26	4,283	29	5,560	39	6,667	40	7,973	40	9,143	40	10,040	41	11,059			
CZ053 Pardubický	33	56.9	4	3,000	11	3,682	23	5,587	27	6,706	32	7,781	33	8,644	33	10,106	33	10,947	33	12,121			
CZ061 Vysočina	40	56.3	4	1,750	17	4,168	30	5,815	37	7,595	39	9,569	39	11,309	40	12,604	40	13,519	40	14,859			
CZ062 Jihomoravský	67	58.8	6	3,567	23	3,602	40	5,427	45	7,005	55	8,560	66	9,295	67	11,080	67	12,280	67	13,851	2	1.8	
CZ071 Olomoucký	70	70.0	5	2,760	34	2,368	50	4,222	56	5,627	65	7,065	70	8,674	70	9,756	70	10,649	70	11,563			
CZ072 Zlínský	32	37.6	3	5,167	11	4,655	24	5,108	25	6,020	27	6,796	31	7,484	32	8,375	32	9,531	32	11,000	1	1.2	
CZ080 Moravskoslezský	73	49.7	6	3,033	32	3,341	53	4,672	62	5,777	71	6,785	73	7,585	73	8,470	73	9,195	73	10,248			

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>703</b>	<b>55.8</b>	<b>309</b>	<b>3,593</b>	<b>641</b>	<b>4,328</b>	<b>690</b>	<b>5,399</b>	<b>696</b>	<b>6,343</b>	<b>703</b>	<b>7,277</b>	<b>703</b>	<b>7,801</b>
CZ010 Capital Prague	94	47.0	48	4,906	89	6,354	93	7,992	94	9,246	94	10,365	94	10,653
CZ020 Středočeský	35	44.9	16	3,219	32	3,844	34	4,941	34	5,874	35	6,426	35	6,967
CZ031 Jihočeský	59	68.6	26	3,035	55	3,455	58	3,903	59	4,487	59	4,894	59	5,916
CZ032 Plzeňský	39	57.4	14	2,439	32	3,666	37	5,905	39	7,776	39	8,782	39	9,442
CZ041 Karlovarský	22	53.7	8	4,363	20	4,805	22	5,291	22	6,132	22	7,086	22	7,450
CZ042 Ústecký	46	59.7	14	4,500	44	5,278	46	6,625	46	8,113	46	9,650	46	9,966
CZ051 Liberecký	31	51.7	15	3,173	29	4,117	31	4,704	31	5,065	31	5,762	31	6,067
CZ052 Královéhradecký	50	67.6	24	3,396	48	3,874	50	5,051	50	5,939	50	6,826	50	6,962
CZ053 Pardubický	32	55.2	12	3,367	30	3,823	32	4,775	32	5,366	32	6,009	32	6,344
CZ061 Vysočina	48	67.6	22	2,427	42	3,529	48	4,663	48	5,614	48	6,738	48	7,573
CZ062 Jihomoravský	70	61.4	37	3,918	63	4,236	69	4,845	69	5,457	70	6,237	70	6,926
CZ071 Olomoucký	51	51.0	20	1,643	44	3,028	51	4,049	51	4,944	51	6,041	51	6,855
CZ072 Zlínský	46	54.1	30	3,693	46	3,930	46	4,924	46	5,402	46	6,283	46	6,913
CZ080 Moravskoslezský	80	54.4	23	4,378	67	4,487	73	5,555	75	6,635	80	7,703	80	8,052

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



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

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>832</b>	<b>66.1</b>	<b>349</b>	<b>4,891</b>	<b>732</b>	<b>6,557</b>	<b>807</b>	<b>8,501</b>	<b>822</b>	<b>10,191</b>	<b>830</b>	<b>11,998</b>	<b>830</b>	<b>13,279</b>	<b>831</b>	<b>14,441</b>	<b>831</b>	<b>15,379</b>	<b>832</b>	<b>16,210</b>
CZ010 Capital Prague	128	64.0	51	5,957	113	9,607	125	12,825	126	14,177	127	17,351	127	18,524	127	19,571	127	20,363	128	20,989
CZ020 Středočeský	41	52.6	13	3,808	36	5,144	40	7,663	40	9,643	41	11,549	41	12,921	41	14,720	41	16,213	41	17,183
CZ031 Jihočeský	64	74.4	26	5,673	58	7,897	62	9,507	63	11,203	64	12,549	64	15,093	64	16,460	64	17,886	64	18,936
CZ032 Plzeňský	45	66.2	14	3,136	37	5,234	39	7,638	44	12,863	45	14,573	45	15,736	45	16,576	45	17,107	45	17,529
CZ041 Karlovarský	23	56.1	9	12,778	21	8,429	23	9,891	23	11,022	23	12,565	23	13,293	23	13,826	23	13,924	23	13,978
CZ042 Ústecký	52	67.5	15	6,487	45	8,683	50	11,625	52	14,044	52	16,031	52	18,017	52	19,921	52	21,392	52	22,729
CZ051 Liberecký	35	58.3	16	4,156	30	5,250	34	6,550	34	8,082	35	10,109	35	11,291	35	12,406	35	13,506	35	14,863
CZ052 Královéhradecký	61	82.4	34	3,847	55	4,709	59	6,147	60	7,141	60	8,247	60	8,833	61	9,672	61	10,190	61	11,608
CZ053 Pardubický	41	70.7	18	4,856	36	5,253	40	6,530	40	7,584	41	8,651	41	9,455	41	10,595	41	11,217	41	11,893
CZ061 Vysočina	56	78.9	23	2,813	50	4,401	56	5,888	56	7,130	56	8,593	56	10,051	56	10,879	56	11,515	56	11,827
CZ062 Jihomoravský	77	67.5	36	6,064	72	8,280	76	10,159	76	12,175	77	14,084	77	15,754	77	17,095	77	18,386	77	18,993
CZ071 Olomoucký	74	74.0	33	1,877	60	3,489	70	5,521	73	7,397	74	9,557	74	11,249	74	13,055	74	14,728	74	16,410
CZ072 Zlínský	51	60.0	32	5,353	50	5,516	51	6,784	51	7,716	51	8,902	51	9,725	51	10,686	51	11,294	51	11,716
CZ080 Moravskoslezský	84	57.1	29	5,141	69	5,838	82	7,001	84	8,151	84	9,158	84	9,590	84	10,273	84	10,727	84	11,179

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

### Wage development classification based on regions

Region NUTS 3	Wage development contracted																												Wage development is bound to economic indicators						
	NCA	% CA	of this																																
			by maintaining the aver. wage				by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage				by increasing the average real wage				by keeping real wage				by combination of given issues								
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		NCA	% CA				
<b>Total</b>	<b>916</b>	<b>72.8</b>	<b>3</b>	<b>0.2</b>	<b>548</b>	<b>43.5</b>	<b>91</b>	<b>1,147</b>	<b>457</b>	<b>5.5</b>	<b>112</b>	<b>8.9</b>	<b>20</b>	<b>1.6</b>	<b>326</b>	<b>25.9</b>	<b>314</b>	<b>5.0</b>	<b>12</b>	<b>1,271</b>	<b>11</b>	<b>5.1</b>	<b>25</b>	<b>2.0</b>	<b>25</b>	<b>2.4</b>	<b>2</b>	<b>163</b>	<b>12.9</b>	<b>10</b>	<b>0.8</b>	<b>234</b>	<b>18.6</b>	<b>167</b>	<b>13.3</b>
CZ010 Capital Prague	138	69.0	2	1.0	86	43.0	14	1,025	72	5.8	19	9.5	3	1.5	33	16.5	32	4.8	1				3	1.5	3	1.9		23	11.5			28	14.0	22	11.0
CZ020 Středočeský	60	76.9			37	47.4	9	1,592	28	5.1	8	10.3	2	2.6	18	23.1	16	4.0	2		1		1	1.3	1		9	11.5	1	1.3	13	16.7	2	2.6	
CZ031 Jihočeský	65	75.6			49	57.0	2		47	4.8	16	18.6	3	3.5	18	20.9	16	4.4	2		2		5	5.8	5	3.8	1	9	10.5			26	30.2	18	20.9
CZ032 Plzeňský	60	88.2			32	47.1	3	1,133	29	4.7	6	8.8	2	2.9	22	32.4	21	4.6	1				1	1.5	1		23	33.8	4	5.9	22	32.4	22	32.4	
CZ041 Karlovarský	31	75.6			10	24.4	2		8	5.6	6	14.6	2	4.9	17	41.5	17	4.5					2	4.9	2		6	14.6			10	24.4	13	31.7	
CZ042 Ústecký	56	72.7			35	45.5	3	1,000	32	5.3	6	7.8	2	2.6	18	23.4	18	5.4			3	7.7	3	3.9	3	2.0	10	13.0	4	5.2	14	18.2	10	13.0	
CZ051 Liberecký	41	68.3			26	43.3	6	1,083	20	6.0	2	3.3			15	25.0	15	4.6			1		1	1.7	1		2	3.3			5	8.3	1	1.7	
CZ052 Královéhradecký	56	75.7			33	44.6	6	1,167	27	5.1	4	5.4	1	1.4	22	29.7	22	5.0									5	6.8			7	9.5	9	12.2	
CZ053 Pardubický	39	67.2			17	29.3	2		15	6.4	10	17.2	1	1.7	17	29.3	16	5.2	1		1		1	1.7	1		6	10.3			12	20.7	5	8.6	
CZ061 Vysočina	48	67.6			25	35.2	8	1,533	17	5.9	4	5.6			22	31.0	20	4.0	2				1	1.4	1		7	9.9			11	15.5	6	8.5	
CZ062 Jihomoravský	76	66.7			42	36.8	5	972	37	6.2	9	7.9	2	1.8	29	25.4	29	5.0			1		3	2.6	3	2.6	11	9.6			17	14.9	17	14.9	
CZ071 Olomoucký	83	83.0	1	1.0	43	43.0	7	814	36	5.9	1	1.0			29	29.0	26	4.8	3	1,100							20	20.0			11	11.0	6	6.0	
CZ072 Zlínský	66	77.6			50	58.8	7	1,000	43	5.6	12	14.1	1	1.2	40	47.1	40	6.3					2	2.4	2		1	19	22.4	1	1.2	43	50.6	22	25.9
CZ080 Moravskoslezský	97	66.0			63	42.9	17	1,078	46	5.3	9	6.1	1	0.7	26	17.7	26	5.9			2		2	1.4	2		13	8.8			15	10.2	14	9.5	

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

### Remuneration of employees I classification based on regions

Region NUTS 3	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue		NCA	% CA	% AE	NCA	% CA	% AE				
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
<b>Total</b>	<b>737</b>	<b>58.5</b>	<b>110</b>	<b>8.7</b>	<b>49</b>	<b>3.9</b>	<b>621</b>	<b>49.3</b>	<b>257</b>	<b>20.4</b>	<b>96.6</b>	<b>229</b>	<b>18.2</b>	<b>85.2</b>	<b>340</b>	<b>27.0</b>	<b>16.8</b>	<b>17.31</b>
CZ010 Capital Prague	103	51.5	8	4.0	2	1.0	96	48.0	46	23.0	96.6	42	21.0	86.9	57	28.5	15.8	17.19
CZ020 Středočeský	36	46.2	5	6.4	2	2.6	32	41.0	9	11.5	97.8	5	6.4	86.0	15	19.2	17.1	18.00
CZ031 Jihočeský	54	62.8	5	5.8			51	59.3	23	26.7	96.3	22	25.6	87.3	33	38.4	17.6	17.52
CZ032 Plzeňský	42	61.8	5	7.4	10	14.7	28	41.2	11	16.2	95.5	13	19.1	85.4	16	23.5	17.8	20.67
CZ041 Karlovarský	25	61.0	4	9.8	2	4.9	20	48.8	10	24.4	97.0	10	24.4	89.0	16	39.0	20.2	18.20
CZ042 Ústecký	45	58.4	11	14.3			34	44.2	21	27.3	96.2	25	32.5	82.6	25	32.5	21.9	13.74
CZ051 Liberecký	27	45.0	4	6.7	1	1.7	24	40.0	10	16.7	97.5	9	15.0	90.0	10	16.7	15.7	24.33
CZ052 Královéhradecký	40	54.1	5	6.8	2	2.7	35	47.3	19	25.7	96.3	8	10.8	83.1	26	35.1	16.8	19.11
CZ053 Pardubický	30	51.7	7	12.1	1	1.7	25	43.1	11	19.0	95.0	8	13.8	79.4	13	22.4	16.2	15.64
CZ061 Vysočina	46	64.8	8	11.3	4	5.6	42	59.2	15	21.1	96.0	17	23.9	85.9	18	25.4	16.8	19.17
CZ062 Jihomoravský	73	64.0	16	14.0	4	3.5	61	53.5	20	17.5	99.3	14	12.3	87.9	33	28.9	15.8	18.16
CZ071 Olomoucký	61	61.0	14	14.0	15	15.0	34	34.0	16	16.0	95.6	15	15.0	85.0	27	27.0	15.5	20.09
CZ072 Zlínský	53	62.4	9	10.6	1	1.2	45	52.9	17	20.0	98.2	13	15.3	82.3	22	25.9	17.1	18.00
CZ080 Moravskoslezský	102	69.4	9	6.1	5	3.4	94	63.9	29	19.7	95.9	28	19.0	82.3	29	19.7	15.1	12.59

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

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

Region NUTS 3	Applying the working hours account under Section 86 LC								Applying the working hours account in overtime under Subsec. 4, LC			Use of wage by the task			
	agreed in CA		compensatory period	The amount of fixed wages beyond the scope of Section 120, subsec. 1, LC				agreed in CA		extent	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		weeks	NCA	% CA	% AE	NCA	% CA		NCA	% CA	NCA	% CA	
<b>Total</b>	<b>93</b>	<b>7.4</b>	<b>48.3</b>	<b>24</b>	<b>1.9</b>	<b>94.8</b>	<b>2</b>	<b>0.2</b>	<b>11</b>	<b>0.9</b>	<b>83.1</b>	<b>182</b>	<b>14.5</b>	<b>99</b>	<b>7.9</b>
CZ010 Capital Prague	12	6.0	47.7	2	1.0				1	0.5		21	10.5	13	6.5
CZ020 Středočeský	2	2.6										4	5.1		
CZ031 Jihočeský	16	18.6	52.0	1	1.2				2	2.3		9	10.5	3	3.5
CZ032 Plzeňský	6	8.8	45.0	3	4.4	100.0	2	2.9				24	35.3	21	30.9
CZ041 Karlovarský	3	7.3	52.0									12	29.3	9	22.0
CZ042 Ústecký	7	9.1	52.0	1	1.3				1	1.3		9	11.7	5	6.5
CZ051 Liberecký	8	13.3	47.1	4	6.7	87.5			1	1.7		6	10.0	3	5.0
CZ052 Královéhradecký	3	4.1	43.3									14	18.9	1	1.4
CZ053 Pardubický	6	10.3	39.0	5	8.6	98.0						6	10.3	4	6.9
CZ061 Vysočina	3	4.2	52.0	1	1.4							11	15.5	4	5.6
CZ062 Jihomoravský	2	1.8		2	1.8				1	0.9		13	11.4	5	4.4
CZ071 Olomoucký	10	10.0	46.8	2	2.0				2	2.0		6	6.0	2	2.0
CZ072 Zlínský	3	3.5	52.0						1	1.2		27	31.8	15	17.6
CZ080 Moravskoslezský	12	8.2	47.7	3	2.0	90.0			2	1.4		20	13.6	14	9.5

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

**Remuneration of employees III  
classification based on regions**

Region NUTS 3	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>1,213</b>	<b>96.3</b>	<b>1,077</b>	<b>85.5</b>	<b>693</b>	<b>55.0</b>	<b>639</b>	<b>50.8</b>	<b>883</b>	<b>70.1</b>
CZ010 Capital Prague	190	95.0	153	76.5	115	57.5	89	44.5	124	62.0
CZ020 Středočeský	69	88.5	60	76.9	35	44.9	26	33.3	45	57.7
CZ031 Jihočeský	84	97.7	76	88.4	37	43.0	48	55.8	60	69.8
CZ032 Plzeňský	67	98.5	60	88.2	56	82.4	18	26.5	59	86.8
CZ041 Karlovarský	40	97.6	39	95.1	21	51.2	15	36.6	30	73.2
CZ042 Ústecký	76	98.7	69	89.6	38	49.4	51	66.2	58	75.3
CZ051 Liberecký	55	91.7	52	86.7	22	36.7	25	41.7	33	55.0
CZ052 Královéhradecký	71	95.9	59	79.7	37	50.0	39	52.7	50	67.6
CZ053 Pardubický	54	93.1	49	84.5	29	50.0	31	53.4	41	70.7
CZ061 Vysočina	69	97.2	65	91.5	28	39.4	18	25.4	39	54.9
CZ062 Jihomoravský	111	97.4	98	86.0	73	64.0	74	64.9	85	74.6
CZ071 Olomoucký	97	97.0	86	86.0	52	52.0	44	44.0	69	69.0
CZ072 Zlínský	84	98.8	79	92.9	37	43.5	44	51.8	61	71.8
CZ080 Moravskoslezský	146	99.3	132	89.8	113	76.9	117	79.6	129	87.8

Explanatory notes: NCA  
% CA  
\*

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
<b>Total</b>	<b>1,101</b>	<b>87.5</b>	<b>253</b>	<b>20.1</b>	<b>670</b>	<b>53.2</b>	<b>1,113</b>	<b>88.4</b>	<b>1,003</b>	<b>433</b>	<b>770</b>	<b>455</b>	<b>233</b>	<b>385</b>	<b>30.6</b>
CZ010 Capital Prague	179	89.5	34	17.0	98	49.0	178	89.0	160	82	130	61	52	50	25.0
CZ020 Středočeský	64	82.1	9	11.5	32	41.0	67	85.9	63	21	54	25	16	15	19.2
CZ031 Jihočeský	74	86.0	19	22.1	53	61.6	78	90.7	66	28	51	39	17	27	31.4
CZ032 Plzeňský	59	86.8	14	20.6	41	60.3	59	86.8	54	17	37	39	10	30	44.1
CZ041 Karlovarský	37	90.2	8	19.5	23	56.1	33	80.5	31	9	20	14	4	14	34.1
CZ042 Ústecký	67	87.0	16	20.8	44	57.1	66	85.7	65	29	44	24	17	23	29.9
CZ051 Liberecký	50	83.3	8	13.3	26	43.3	55	91.7	48	13	40	18	6	22	36.7
CZ052 Královéhradecký	64	86.5	9	12.2	32	43.2	70	94.6	68	21	53	17	20	24	32.4
CZ053 Pardubický	52	89.7	15	25.9	27	46.6	54	93.1	51	18	34	16	14	20	34.5
CZ061 Vysočina	66	93.0	13	18.3	43	60.6	63	88.7	63	23	44	37	6	7	9.9
CZ062 Jihomoravský	86	75.4	17	14.9	43	37.7	97	85.1	88	36	63	53	21	15	13.2
CZ071 Olomoucký	92	92.0	30	30.0	39	39.0	89	89.0	71	31	60	14	8	23	23.0
CZ072 Zlínský	73	85.9	21	24.7	61	71.8	73	85.9	52	34	36	24	20	36	42.4
CZ080 Moravskoslezský	138	93.9	40	27.2	108	73.5	131	89.1	123	71	104	74	22	79	53.7

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

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

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		governing the provision of information to TU		provided to TU beyond the scope of LC stipulated		the procedures for discussing materials with TU		beyond the scope of LC stipulated	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>963</b>	<b>76.5</b>	<b>145</b>	<b>11.5</b>	<b>63</b>	<b>5.0</b>	<b>22</b>	<b>1.7</b>	<b>66</b>	<b>5.2</b>	<b>282</b>	<b>95.3</b>	<b>14</b>	<b>4.7</b>	<b>1,018</b>	<b>80.9</b>	<b>392</b>	<b>31.1</b>	<b>880</b>	<b>69.9</b>	<b>310</b>	<b>24.6</b>
CZ010 Capital Prague	131	65.5	28	14.0	14	7.0	3	1.5	24	12.0	61	88.4	8	11.6	167	83.5	58	29.0	136	68.0	55	27.5
CZ020 Středočeský	62	79.5	9	11.5	3	3.8	2	2.6	2	2.6	16	100.0			55	70.5	14	17.9	44	56.4	17	21.8
CZ031 Jihočeský	67	77.9	7	8.1	8	9.3	1	1.2	3	3.5	18	94.7	1	5.3	70	81.4	17	19.8	54	62.8	19	22.1
CZ032 Plzeňský	50	73.5	7	10.3	4	5.9	2	2.9	5	7.4	18	100.0			59	86.8	35	51.5	53	77.9	29	42.6
CZ041 Karlovarský	37	90.2	1	2.4	1	2.4	2	4.9			4	100.0			35	85.4	17	41.5	27	65.9	15	36.6
CZ042 Ústecký	60	77.9	8	10.4	3	3.9	2	2.6	4	5.2	17	100.0			52	67.5	19	24.7	43	55.8	27	35.1
CZ051 Liberecký	49	81.7	8	13.3	1	1.7			2	3.3	11	100.0			40	66.7	16	26.7	35	58.3	12	20.0
CZ052 Královéhradecký	60	81.1	5	6.8	5	6.8			4	5.4	14	100.0			63	85.1	14	18.9	53	71.6	12	16.2
CZ053 Pardubický	43	74.1	12	20.7			1	1.7	2	3.4	15	100.0			45	77.6	12	20.7	39	67.2	9	15.5
CZ061 Vysočina	62	87.3	5	7.0	2	2.8	1	1.4	1	1.4	9	100.0			31	43.7	13	18.3	23	32.4	5	7.0
CZ062 Jihomoravský	89	78.1	9	7.9	6	5.3	2	1.8	8	7.0	24	96.0	1	4.0	97	85.1	44	38.6	89	78.1	18	15.8
CZ071 Olomoucký	73	73.0	19	19.0	4	4.0	1	1.0	3	3.0	24	88.9	3	11.1	86	86.0	48	48.0	78	78.0	11	11.0
CZ072 Zlínský	75	88.2	6	7.1	3	3.5	1	1.2			10	100.0			79	92.9	25	29.4	73	85.9	17	20.0
CZ080 Moravskoslezský	105	71.4	21	14.3	9	6.1	4	2.7	8	5.4	41	97.6	1	2.4	139	94.6	60	40.8	133	90.5	64	43.5

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

TU Trade union

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

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

**Compensation money  
classification based on regions**

Region NUTS 3	Increase of compensation money beyond the framework of Section 67 of the LC																									
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	employment up to 1 year				employment up to 2 years				employment over 2 years				agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences	
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE															
NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
<b>Total</b>	<b>411</b>	<b>32.6</b>	<b>1.4</b>	<b>2.3</b>	<b>422</b>	<b>33.5</b>	<b>1.2</b>	<b>2.1</b>	<b>637</b>	<b>50.6</b>	<b>1.4</b>	<b>4.6</b>	<b>91</b>	<b>7.2</b>	<b>1.3</b>	<b>2.7</b>	<b>620</b>	<b>49.2</b>	<b>458</b>	<b>36.4</b>	<b>391</b>	<b>31.1</b>	<b>91</b>	<b>7.2</b>	<b>87</b>	<b>6.9</b>
CZ010 Capital Prague	80	40.0	1.4	2.4	82	41.0	1.2	2.2	126	63.0	1.3	4.9	12	6.0	1.2	2.6	119	59.5	99	49.5	78	39.0	20	10.0	22	11.0
CZ020 Středočeský	18	23.1	1.6	2.2	19	24.4	1.5	2.1	31	39.7	1.5	4.2	7	9.0	1.2	2.3	30	38.5	27	34.6	13	16.7	6	7.7	6	7.7
CZ031 Jihočeský	20	23.3	1.2	2.2	23	26.7	1.0	2.0	33	38.4	1.7	9.9	5	5.8	1.8	4.0	33	38.4	22	25.6	22	25.6	8	9.3	7	8.1
CZ032 Plzeňský	24	35.3	1.2	2.1	25	36.8	1.1	2.0	43	63.2	1.2	3.7	7	10.3	1.0	2.9	40	58.8	29	42.6	31	45.6	7	10.3	1	1.5
CZ041 Karlovarský	11	26.8	2.1	3.0	11	26.8	2.0	2.8	24	58.5	1.6	4.7	1	2.4			21	51.2	18	43.9	12	29.3	5	12.2	4	9.8
CZ042 Ústecký	36	46.8	1.4	2.5	37	48.1	1.2	2.2	52	67.5	1.3	4.9	5	6.5	1.0	4.0	51	66.2	38	49.4	31	40.3	5	6.5	2	2.6
CZ051 Liberecký	5	8.3	1.3	1.6	6	10.0	1.2	1.6	18	30.0	1.6	4.4	3	5.0	2.0	2.7	19	31.7	18	30.0	9	15.0	2	3.3	1	1.7
CZ052 Královéhradecký	17	23.0	1.3	2.5	16	21.6	1.2	2.4	36	48.6	1.3	4.8	3	4.1	1.0	1.7	37	50.0	28	37.8	18	24.3	11	14.9	10	13.5
CZ053 Pardubický	15	25.9	1.1	2.3	16	27.6	1.1	2.1	21	36.2	1.3	4.4	2	3.4			21	36.2	13	22.4	17	29.3	4	6.9	4	6.9
CZ061 Vysočina	18	25.4	1.5	2.3	19	26.8	1.2	1.9	31	43.7	1.2	2.3	2	2.8			30	42.3	16	22.5	19	26.8	2	2.8	9	12.7
CZ062 Jihomoravský	40	35.1	1.4	2.1	40	35.1	1.1	1.7	47	41.2	1.4	4.1	15	13.2	1.4	2.9	49	43.0	41	36.0	24	21.1	3	2.6	5	4.4
CZ071 Olomoucký	49	49.0	1.5	2.1	48	48.0	1.1	1.8	60	60.0	1.1	2.7	10	10.0	1.3	2.5	60	60.0	37	37.0	34	34.0	3	3.0	1	1.0
CZ072 Zlínský	28	32.9	1.5	2.4	29	34.1	1.0	2.1	30	35.3	1.3	3.5	6	7.1	1.0	3.5	30	35.3	13	15.3	23	27.1	3	3.5	3	3.5
CZ080 Moravskoslezský	50	34.0	1.5	2.2	51	34.7	1.4	2.1	85	57.8	1.6	4.9	13	8.8	1.3	2.1	80	54.4	59	40.1	60	40.8	12	8.2	12	8.2

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



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

Region NUTS 3	Length of working hours											Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes								agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
								hours/week	hours/week	hours/week	hours/week									
<b>Total</b>	<b>1,155</b>	<b>91.7</b>	<b>782</b>	<b>62.1</b>	<b>38.1</b>	<b>373</b>	<b>29.6</b>	<b>39.7</b>	<b>38.33</b>	<b>37.4</b>	<b>37.3</b>	<b>351</b>	<b>27.9</b>	<b>1,113</b>	<b>88.4</b>	<b>8.3</b>	<b>4.3</b>	<b>77.7</b>	<b>2.5</b>	
CZ010 Capital Prague	172	86.0	92	46.0	38.5	80	40.0	39.6	38.26	37.3	37.2	76	38.0	171	85.5	5.5	5.1	77.0	3.0	
CZ020 Středočeský	65	83.3	44	56.4	38.1	21	26.9	39.9	38.51	37.5	37.4	12	15.4	62	79.5	2.6	5.0	76.9		
CZ031 Jihočeský	83	96.5	44	51.2	38.4	39	45.3	39.3	38.23	37.3	37.1	20	23.3	71	82.6	7.0	3.8	74.4	1.2	
CZ032 Plzeňský	63	92.6	42	61.8	37.7	21	30.9	39.8	38.03	37.4	37.4	21	30.9	61	89.7	10.3	5.4	77.9	1.5	
CZ041 Karlovarský	37	90.2	25	61.0	38.2	12	29.3	39.8	38.61	37.5	37.3	6	14.6	35	85.4	9.8	3.0	75.6		
CZ042 Ústecký	75	97.4	60	77.9	37.7	15	19.5	39.7	38.46	37.5	37.5	28	36.4	74	96.1	6.5	3.6	83.1	6.5	
CZ051 Liberecký	51	85.0	39	65.0	38.1	12	20.0	39.2	37.71	37.5	37.5	13	21.7	53	88.3	8.3	4.6	76.7	3.3	
CZ052 Královéhradecký	72	97.3	51	68.9	38.0	21	28.4	39.9	38.47	37.5	37.5	21	28.4	64	86.5	2.7	4.0	82.4	1.4	
CZ053 Pardubický	54	93.1	28	48.3	38.1	26	44.8	40.0	38.43	37.5	37.5	12	20.7	52	89.7	12.1	4.6	74.1	3.4	
CZ061 Vysočina	67	94.4	45	63.4	38.2	22	31.0	39.8	38.54	37.5	37.4	17	23.9	62	87.3	12.7	4.3	70.4	4.2	
CZ062 Jihomoravský	104	91.2	77	67.5	38.2	27	23.7	39.8	38.25	37.5	37.4	20	17.5	101	88.6	11.4	2.9	72.8	4.4	
CZ071 Olomoucký	97	97.0	79	79.0	37.8	18	18.0	39.6	38.28	37.3	37.2	20	20.0	89	89.0	8.0	4.0	80.0	1.0	
CZ072 Zlínský	82	96.5	51	60.0	38.1	31	36.5	39.8	38.53	37.5	37.2	14	16.5	81	95.3	8.2	5.1	85.9	1.2	
CZ080 Moravskoslezský	133	90.5	105	71.4	37.7	28	19.0	39.6	38.46	37.5	37.4	71	48.3	137	93.2	12.2	4.3	78.9	2.0	

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

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

Region NUTS 3	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
<b>Total</b>	<b>3</b>	<b>0.2</b>	<b>84</b>	<b>873</b>	<b>69.3</b>	<b>50.0</b>	<b>549</b>	<b>43.6</b>	<b>48.7</b>
CZ010 Capital Prague	1	0.5		134	67.0	48.1	97	48.5	47.4
CZ020 Středočeský				44	56.4	50.2	30	38.5	49.4
CZ031 Jihočeský				59	68.6	50.2	42	48.8	46.3
CZ032 Plzeňský	1	1.5		59	86.8	51.1	25	36.8	49.3
CZ041 Karlovarský				29	70.7	51.1	17	41.5	48.4
CZ042 Ústecký				55	71.4	50.8	45	58.4	50.6
CZ051 Liberecký				30	50.0	46.7	14	23.3	52.0
CZ052 Královéhradecký				49	66.2	51.5	27	36.5	49.6
CZ053 Pardubický	1	1.7		40	69.0	48.1	20	34.5	42.9
CZ061 Vysočina				51	71.8	48.7	21	29.6	48.3
CZ062 Jihomoravský				68	59.6	50.1	34	29.8	52.0
CZ071 Olomoucký				82	82.0	51.4	52	52.0	50.1
CZ072 Zlínský				57	67.1	52.0	24	28.2	49.8
CZ080 Moravskoslezský				116	78.9	50.1	101	68.7	48.3

Explanatory notes: NCA

% CA

hours/year

weeks

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

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

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

**Employment rate I  
classification based on regions**

Region NUTS 3	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>37</b>	<b>2.9</b>	<b>39</b>	<b>3.1</b>	<b>38</b>	<b>3.0</b>	<b>73</b>	<b>5.8</b>
CZ010 Capital Prague	3	1.5	7	3.5	12	6.0	25	12.5
CZ020 Středočeský	4	5.1	3	3.8	1	1.3	5	6.4
CZ031 Jihočeský	1	1.2	5	5.8	1	1.2	5	5.8
CZ032 Plzeňský	5	7.4	6	8.8	2	2.9	2	2.9
CZ041 Karlovarský			1	2.4			1	2.4
CZ042 Ústecký	1	1.3	1	1.3	7	9.1	10	13.0
CZ051 Liberecký	4	6.7	2	3.3	2	3.3	3	5.0
CZ052 Královéhradecký			2	2.7	2	2.7	3	4.1
CZ053 Pardubický			2	3.4	2	3.4	3	5.2
CZ061 Vysočina	6	8.5	3	4.2			1	1.4
CZ062 Jihomoravský	1	0.9	1	0.9	2	1.8	5	4.4
CZ071 Olomoucký	3	3.0	2	2.0	1	1.0	6	6.0
CZ072 Zlínský	2	2.4	1	1.2	1	1.2	1	1.2
CZ080 Moravskoslezský	7	4.8	3	2.0	5	3.4	3	2.0

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

**Employment rate II**  
**classification based on regions**

Region NUTS 3	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work									
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"		other forms of work and modes of work	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>450</b>	<b>35.7</b>	<b>16</b>	<b>1.3</b>	<b>442</b>	<b>35.1</b>	<b>9</b>	<b>0.7</b>	<b>15</b>	<b>1.2</b>	<b>14</b>	<b>1.1</b>	<b>1</b>	<b>0.1</b>	<b>1</b>	<b>0.1</b>	<b>2</b>	<b>0.2</b>		
CZ010 Capital Prague	84	42.0	3	1.5	83	41.5	3	1.5	4	2.0	3	1.5					1	0.5		
CZ020 Středočeský	25	32.1	3	3.8	24	30.8			1	1.3	1	1.3								
CZ031 Jihočeský	37	43.0	3	3.5	37	43.0	2	2.3	2	2.3	2	2.3	1	1.2	1	1.2	1	1.2		
CZ032 Plzeňský	27	39.7			27	39.7			1	1.5	1	1.5								
CZ041 Karlovarský	8	19.5			8	19.5														
CZ042 Ústecký	32	41.6	1	1.3	30	39.0	1	1.3												
CZ051 Liberecký	5	8.3			5	8.3			2	3.3	2	3.3								
CZ052 Královéhradecký	24	32.4	1	1.4	23	31.1			1	1.4	1	1.4								
CZ053 Pardubický	18	31.0			18	31.0			1	1.7	1	1.7								
CZ061 Vysočina	26	36.6			26	36.6														
CZ062 Jihomoravský	24	21.1			24	21.1	1	0.9	1	0.9	1	0.9								
CZ071 Olomoucký	43	43.0			43	43.0														
CZ072 Zlínský	26	30.6			26	30.6														
CZ080 Moravskoslezský	71	48.3	5	3.4	68	46.3	2	1.4	2	1.4	2	1.4								

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

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

Region NUTS 3	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>1,204</b>	<b>95.6</b>	<b>42.92</b>	<b>54.5</b>	<b>13.93</b>	<b>21.2</b>	<b>48.81</b>	<b>56.4</b>	<b>299</b>	<b>187</b>	<b>14.9</b>	<b>32</b>	<b>2.5</b>	<b>26</b>	<b>2.1</b>
CZ010 Capital Prague	193	96.5	44.26	53.9	18.07	19.4	60.29	59.7	31	22	11.0	2	1.0	3	1.5
CZ020 Středočeský	70	89.7	42.24	54.2	16.10	40.0	49.45	55.0	16	7	9.0	1	1.3	1	1.3
CZ031 Jihočeský	83	96.5	39.33	54.7	10.81	22.5	47.39	54.7	18	18	20.9	4	4.7	7	8.1
CZ032 Plzeňský	65	95.6	41.63	55.0	10.00		39.00	55.0	37	7	10.3				
CZ041 Karlovarský	35	85.4	44.37	54.1	8.75		35.90	55.5	11	8	19.5	3	7.3	3	7.3
CZ042 Ústecký	75	97.4	48.39	54.7	15.18		58.43	55.0	17	21	27.3	3	3.9	2	2.6
CZ051 Liberecký	58	96.7	45.39	54.9	17.67	14.0	48.94	62.0	12	11	18.3	2	3.3	1	1.7
CZ052 Královéhradecký	72	97.3	44.91	55.0	13.95	20.0	52.67	53.9	14	13	17.6	1	1.4		
CZ053 Pardubický	54	93.1	44.33	54.3	5.29		38.43	55.0	17	17	29.3				
CZ061 Vysočina	66	93.0	35.51	54.4	14.46		49.86	54.6	14	10	14.1	1	1.4	2	2.8
CZ062 Jihomoravský	109	95.6	35.91	54.8	13.29	23.0	41.48	59.2	15	20	17.5	5	4.4	3	2.6
CZ071 Olomoucký	99	99.0	38.17	53.9	11.32	15.0	47.70	55.4	52	8	8.0				
CZ072 Zlínský	84	98.8	47.18	54.7	13.83		41.08	54.8	9	9	10.6	10	11.8	2	2.4
CZ080 Moravskoslezský	141	95.9	44.83	54.6	11.28	15.0	40.42	55.8	36	16	10.9			2	1.4

Explanatory notes: NCA

% CA

aver. CZK

aver.% of price

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

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

average contribution in CZK

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

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

Region NUTS 3	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices	Contribution to pension insurance						Contribution to life insurance							
			agreed in CA		amount allowed			agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision		
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
<b>Total</b>	<b>31</b>	<b>2.5</b>	<b>88</b>	<b>7.0</b>	<b>759</b>	<b>65.8</b>	<b>270</b>	<b>21.4</b>	<b>827</b>	<b>65.7</b>	<b>539</b>	<b>869</b>	<b>3.1</b>	<b>625</b>	<b>49.6</b>	<b>319</b>	<b>25.3</b>	<b>507</b>	<b>759</b>	<b>258</b>	<b>20.5</b>
CZ010 Capital Prague	18	9.0	6	3.0	1,100	66.7	55	27.5	136	68.0	499	996	3.3	106	53.0	57	28.5	535	740	49	24.5
CZ020 Středočeský			5	6.4	713	70.0	18	23.1	53	67.9	527	767	3.1	38	48.7	26	33.3	517	710	22	28.2
CZ031 Jihočeský	1	1.2	21	24.4	805	38.0	17	19.8	62	72.1	500	710	2.9	51	59.3	28	32.6	535	666	25	29.1
CZ032 Plzeňský			6	8.8	1,333		20	29.4	47	69.1	442	698	3.3	41	60.3	20	29.4	404	725	18	26.5
CZ041 Karlovarský	1	2.4	3	7.3	1,000	100.0	7	17.1	25	61.0	539	846	2.7	20	48.8	9	22.0	663	944	6	14.6
CZ042 Ústecký	2	2.6	3	3.9	570		16	20.8	59	76.6	559	915	2.9	50	64.9	22	28.6	453	921	19	24.7
CZ051 Liberecký	1	1.7	1	1.7			11	18.3	33	55.0	506	786	2.8	23	38.3	11	18.3	633	759	8	13.3
CZ052 Královéhradecký	1	1.4	5	6.8	237	65.0	17	23.0	48	64.9	613	836	3.2	33	44.6	19	25.7	446	481	16	21.6
CZ053 Pardubický	2	3.4	4	6.9	1,900	50.0	12	20.7	39	67.2	519	838	3.0	29	50.0	14	24.1	473	1,096	11	19.0
CZ061 Vysočina	1	1.4	5	7.0	1,095	50.0	13	18.3	41	57.7	607	952	3.2	33	46.5	12	16.9	551	767	8	11.3
CZ062 Jihomoravský	1	0.9	5	4.4	530		20	17.5	64	56.1	519	726	2.8	37	32.5	23	20.2	560	809	16	14.0
CZ071 Olomoucký			6	6.0	213		20	20.0	64	64.0	725	1,001	3.0	55	55.0	19	19.0	567	778	18	18.0
CZ072 Zlínský	2	2.4	9	10.6	650	45.0	12	14.1	58	68.2	582	1,013	3.4	36	42.4	13	15.3	376	740	10	11.8
CZ080 Moravskoslezský	1	0.7	9	6.1	178	80.0	32	21.8	98	66.7	489	865	3.0	73	49.7	46	31.3	479	742	32	21.8

Explanatory notes: NCA

% CA

CZK/month

aver. % of price

average % MBA

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

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

average contribution in CZK per month

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

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

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

Region NUTS 3	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
<b>Total</b>	<b>407</b>	<b>32.3</b>	<b>45</b>	<b>2.3</b>	<b>30</b>	<b>2,097</b>	<b>77</b>	<b>1.8</b>	<b>232</b>	<b>126</b>	<b>3,961</b>	<b>217</b>	<b>17.2</b>	<b>40</b>	<b>7,465</b>	<b>17</b>	<b>2.1</b>	<b>103</b>	<b>105</b>	<b>3,036</b>	
CZ010 Capital Prague	84	42.0	15	2.3	3	1,400	32	1.8	32	29	7,428	39	19.5	14	8,607	3	2.1	13	17	4,168	
CZ020 Středočeský	25	32.1	2		3	4,833	3	2.7	14	10	1,262	11	14.1	1		1		5	5	1,352	
CZ031 Jihočeský	34	39.5	1		3	1,017	9	1.8	17	11	2,746	19	22.1	3	4,833			14	4	640	
CZ032 Plzeňský	19	27.9	1		2		1		14	3	538	6	8.8	1		1			4	4,254	
CZ041 Karlovarský	10	24.4	3	1.9					7	5	5,677	10	24.4	1		2		5	4	2,935	
CZ042 Ústecký	38	49.4	7	2.6	4	1,150			26	9	2,896	18	23.4	4	7,696	3	1.8	7	11	4,157	
CZ051 Liberecký	17	28.3			2		1		13	4	682	11	18.3	1		1		8	4	7,192	
CZ052 Královéhradecký	27	36.5	2		1		3	1.5	18	7	444	11	14.9	3	11,467	2		1	6	5,456	
CZ053 Pardubický	24	41.4	5	2.5	4	2,800	1		12	7	8,333	6	10.3					2	4	5,466	
CZ061 Vysočina	19	26.8	1		2		1		13	4	4,024	7	9.9					3	4	1,608	
CZ062 Jihomoravský	32	28.1	3	1.7	1		11	1.6	16	12	1,610	23	20.2			2		15	18	1,599	
CZ071 Olomoucký	15	15.0	1				4	1.5	10	6	2,313	14	14.0			1		7	9	1,702	
CZ072 Zlínský	24	28.2	3	1.8	5	3,080	3	2.1	11	8	2,739	26	30.6	8	1,050			16	7	1,602	
CZ080 Moravskoslezský	39	26.5	1				8	2.1	29	11	4,492	16	10.9	4	15,750	1		7	8	2,374	

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

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

Region NUTS 3	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
<b>Total</b>	<b>7.55</b>	<b>5.02</b>	<b>1.53</b>	<b>24.00</b>	<b>1.41</b>	<b>3.20</b>	<b>0.37</b>	<b>9.51</b>	<b>2.26</b>	<b>31.83</b>	<b>13.32</b>	<b>364</b>	<b>28.9</b>	<b>152</b>	<b>12.1</b>
CZ010 Capital Prague	5.49	1.93	1.21	26.27	1.90	1.79		14.27	2.68	33.24	11.22	84	42.0	49	24.5
CZ020 Středočeský	14.67	1.24	1.34	24.84	2.91	4.82	6.19	7.13	7.07	25.77	4.03	17	21.8	8	10.3
CZ031 Jihočeský	11.21	1.57	1.74	6.06	1.37	4.52	0.08	5.55	3.49	15.84	48.56	38	44.2	9	10.5
CZ032 Plzeňský	78.26	2.15		8.43	0.27	0.38	2.15	7.24	0.64	0.49		14	20.6	6	8.8
CZ041 Karlovarský	7.20	7.14	0.37	8.39	1.12	0.26		20.04	0.90	45.97	8.61	13	31.7	5	12.2
CZ042 Ústecký	7.44	24.38		27.12	1.20	2.48	0.49	10.79	2.31	13.49	10.30	29	37.7	14	18.2
CZ051 Liberecký	2.95	0.32		20.52	2.50	1.21		3.67	3.14	64.84	0.84	20	33.3	6	10.0
CZ052 Královéhradecký	1.94	0.68		29.82	0.94	3.62		3.22	3.19	19.46	37.13	16	21.6	6	8.1
CZ053 Pardubický	2.99	0.38	1.35	27.41	0.42	2.62		0.26	0.17	58.31	6.10	15	25.9	6	10.3
CZ061 Vysočina	2.44	14.74	19.75	33.93	1.64	10.34	4.26	6.66	1.55	4.16	0.51	17	23.9	1	1.4
CZ062 Jihomoravský	7.93	0.89	0.86	24.72	0.73	7.12	0.10	5.88	2.74	40.75	8.27	39	34.2	11	9.6
CZ071 Olomoucký	2.97	1.68	2.82	34.62	3.32	7.27		7.56	5.43	27.28	7.05	19	19.0	13	13.0
CZ072 Zlínský	7.94	13.99	0.15	23.85	1.14	1.48		11.71	1.26	31.12	7.36	16	18.8	4	4.7
CZ080 Moravskoslezský	7.04	6.62	1.83	19.32	0.24	6.65		5.36	0.36	20.15	32.44	27	18.4	14	9.5

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



**Obstacles to work  
classification based on regions**

Region NUTS 3	Employee's inability to work									Average number of days of leave with compensation for wage above the requirement of the LC																												
	wage compensation for the first 3 days of the inability						wage compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																												
	agreed in CA		compensation amount		other form of compensation		agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I			J	
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA			
<b>Total</b>	<b>78</b>	<b>6.2</b>	<b>57.6</b>	<b>248</b>	<b>24</b>	<b>1.9</b>	<b>7</b>	<b>0.6</b>	<b>73.6</b>	<b>513</b>	<b>40.7</b>	<b>1.4</b>	<b>461</b>	<b>36.6</b>	<b>1.3</b>	<b>675</b>	<b>53.6</b>	<b>2.2</b>	<b>268</b>	<b>21.3</b>	<b>6.5</b>	<b>305</b>	<b>24.2</b>	<b>1.2</b>	<b>120</b>	<b>9.5</b>	<b>3.7</b>	<b>225</b>	<b>17.9</b>	<b>3.9</b>	<b>100</b>	<b>7.9</b>	<b>2.3</b>	<b>136</b>	<b>10.8</b>	<b>3.2</b>	<b>510</b>	<b>40.5</b>
CZ010 Capital Prague	22	11.0	45.5	256	4	2.0	2	1.0		75	37.5	1.5	74	37.0	1.5	103	51.5	2.0	58	29.0	5.6	51	25.5	1.2	27	13.5	3.6	43	21.5	4.4	20	10.0	2.2	48	24.0	3.3	93	46.5
CZ020 Středočeský	2	2.6			2	2.6	1	1.3		25	32.1	1.6	18	23.1	1.2	33	42.3	2.1	11	14.1	6.9	10	12.8	1.3	4	5.1	4.0	11	14.1	3.1	5	6.4	1.4	9	11.5	3.6	18	23.1
CZ031 Jihočeský	9	10.5	60.0	296						50	58.1	1.3	46	53.5	1.3	55	64.0	1.9	23	26.7	4.7	32	37.2	1.4	8	9.3	3.4	26	30.2	3.1	7	8.1	3.1	3	3.5	3.3	35	40.7
CZ032 Plzeňský	4	5.9	60.0	200	3	4.4				31	45.6	1.0	37	54.4	1.1	39	57.4	2.3	9	13.2	5.7	23	33.8	1.1	7	10.3	3.6	8	11.8	6.3	2	2.9		3	4.4	2.7	29	42.6
CZ041 Karlovarský	2	4.9								13	31.7	1.4	13	31.7	1.5	21	51.2	2.0	11	26.8	9.2	6	14.6	1.2	4	9.8	4.3	7	17.1	5.1	6	14.6	1.5	3	7.3	3.0	15	36.6
CZ042 Ústecký	5	6.5	37.5	267						45	58.4	1.6	34	44.2	1.4	48	62.3	2.0	34	44.2	8.7	24	31.2	1.4	15	19.5	3.7	13	16.9	3.2	14	18.2	2.0	13	16.9	2.9	41	53.2
CZ051 Liberecký	3	5.0	80.0		3	5.0				17	28.3	1.5	15	25.0	1.2	27	45.0	2.4	14	23.3	10.3	8	13.3	1.1	2	3.3		7	11.7	4.0	8	13.3	1.8	4	6.7	3.0	17	28.3
CZ052 Královéhradecký	7	9.5	55.0	187	1	1.4				18	24.3	1.2	19	25.7	1.3	26	35.1	1.7	10	13.5	6.5	7	9.5	1.0	4	5.4	4.5	12	16.2	4.3	3	4.1	1.0	10	13.5	3.8	25	33.8
CZ053 Pardubický	2	3.4			1	1.7	2	3.4		23	39.7	1.1	20	34.5	1.2	32	55.2	2.1	9	15.5	8.2	13	22.4	1.0	3	5.2	3.3	7	12.1	3.9	1	1.7		4	6.9	2.8	16	27.6
CZ061 Vysočina	3	4.2	66.5		1	1.4				26	36.6	1.5	25	35.2	1.4	33	46.5	2.3	10	14.1	4.0	18	25.4	1.3	5	7.0	3.6	9	12.7	6.4	2	2.8		2	2.8		19	26.8
CZ062 Jihomoravský	1	0.9			1	0.9				43	37.7	1.5	39	34.2	1.3	56	49.1	2.2	24	21.1	6.6	29	25.4	1.2	11	9.6	3.6	17	14.9	2.8	10	8.8	3.1	12	10.5	2.8	35	30.7
CZ071 Olomoucký	6	6.0	63.3	180	4	4.0				50	50.0	1.3	44	44.0	1.2	65	65.0	2.7	13	13.0	4.5	35	35.0	1.1	7	7.0	4.0	6	6.0	5.5	1	1.0		9	9.0	2.8	61	61.0
CZ072 Zlínský	1	1.2					2	2.4		43	50.6	1.2	35	41.2	1.2	51	60.0	2.5	15	17.6	5.9	18	21.2	1.0	8	9.4	3.3	7	8.2	2.1	4	4.7	2.0	6	7.1	2.8	45	52.9
CZ080 Moravskoslezský	11	7.5	71.4	200	4	2.7				54	36.7	1.1	42	28.6	1.2	86	58.5	2.0	27	18.4	5.5	31	21.1	1.2	15	10.2	4.0	52	35.4	3.4	17	11.6	2.7	10	6.8	3.6	61	41.5

Explanatory notes:

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

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

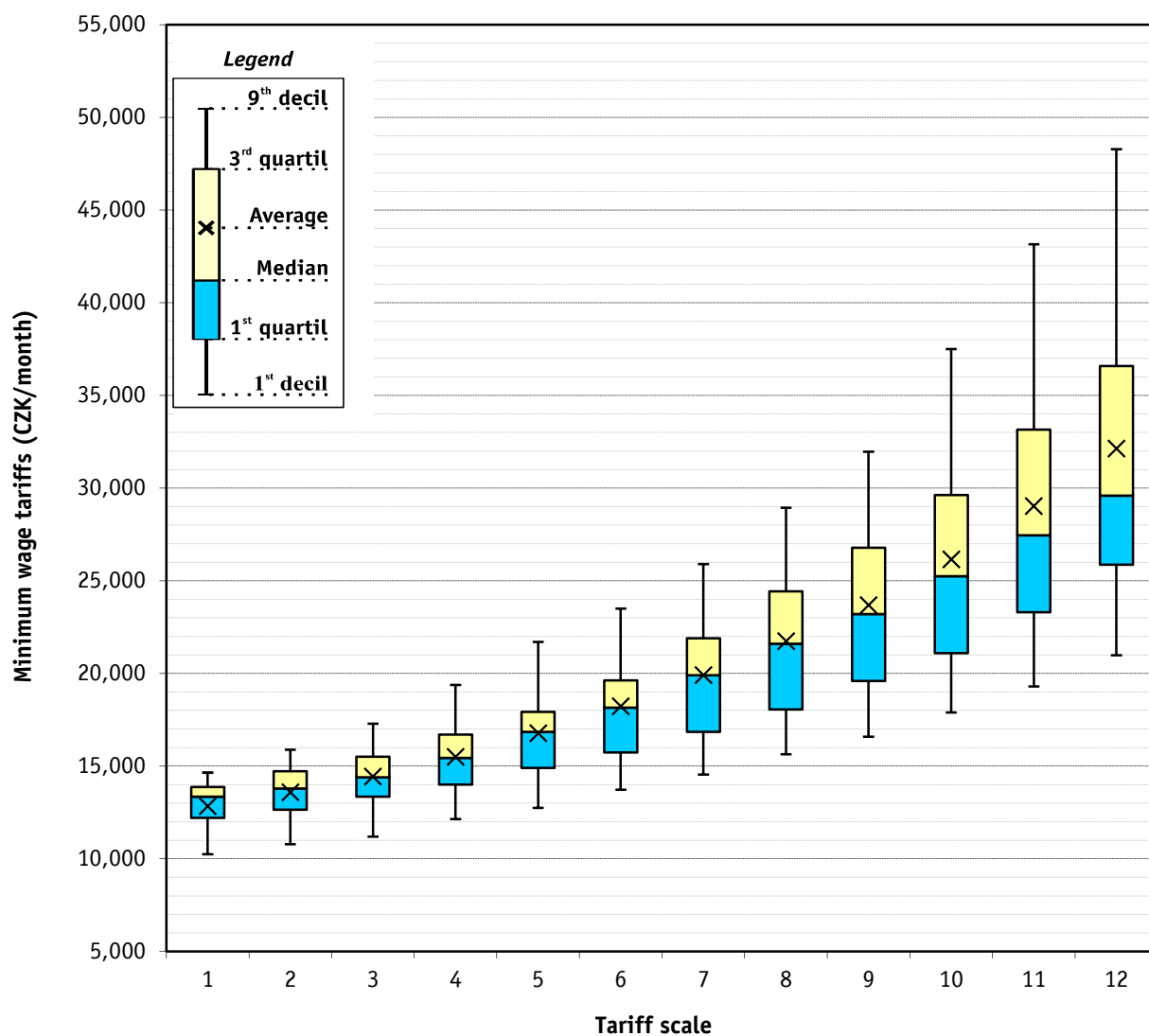
Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>425</b>	<b>33.8</b>	<b>23</b>	<b>1.8</b>	<b>416</b>	<b>33.0</b>	<b>1058</b>	<b>84.0</b>	<b>651</b>	<b>51.7</b>	<b>4</b>	<b>0.3</b>	<b>17</b>	<b>1.4</b>
CZ010 Capital Prague	94	47.0	8	4.0	79	39.5	166	83.0	89	44.5	2	1.0	2	1.0
CZ020 Středočeský	21	26.9	1	1.3	16	20.5	59	75.6	29	37.2	1	1.3	1	1.3
CZ031 Jihočeský	30	34.9	4	4.7	21	24.4	76	88.4	60	69.8			1	1.2
CZ032 Plzeňský	12	17.6			23	33.8	63	92.6	34	50.0			3	4.4
CZ041 Karlovarský	11	26.8			8	19.5	34	82.9	20	48.8				
CZ042 Ústecký	32	41.6	2	2.6	16	20.8	70	90.9	44	57.1				
CZ051 Liberecký	4	6.7			13	21.7	47	78.3	33	55.0				
CZ052 Královéhradecký	19	25.7			24	32.4	52	70.3	34	45.9	1	1.4	1	1.4
CZ053 Pardubický	15	25.9	1	1.7	10	17.2	40	69.0	28	48.3				
CZ061 Vysočina	12	16.9	1	1.4	14	19.7	43	60.6	46	64.8				
CZ062 Jihomoravský	28	24.6	1	0.9	29	25.4	88	77.2	47	41.2			1	0.9
CZ071 Olomoucký	41	41.0	1	1.0	13	13.0	97	97.0	47	47.0				
CZ072 Zlínský	38	44.7	1	1.2	58	68.2	79	92.9	41	48.2			8	9.4
CZ080 Moravskoslezský	68	46.3	3	2.0	92	62.6	144	98.0	99	67.3				

Explanatory notes: NCA  
% CA

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

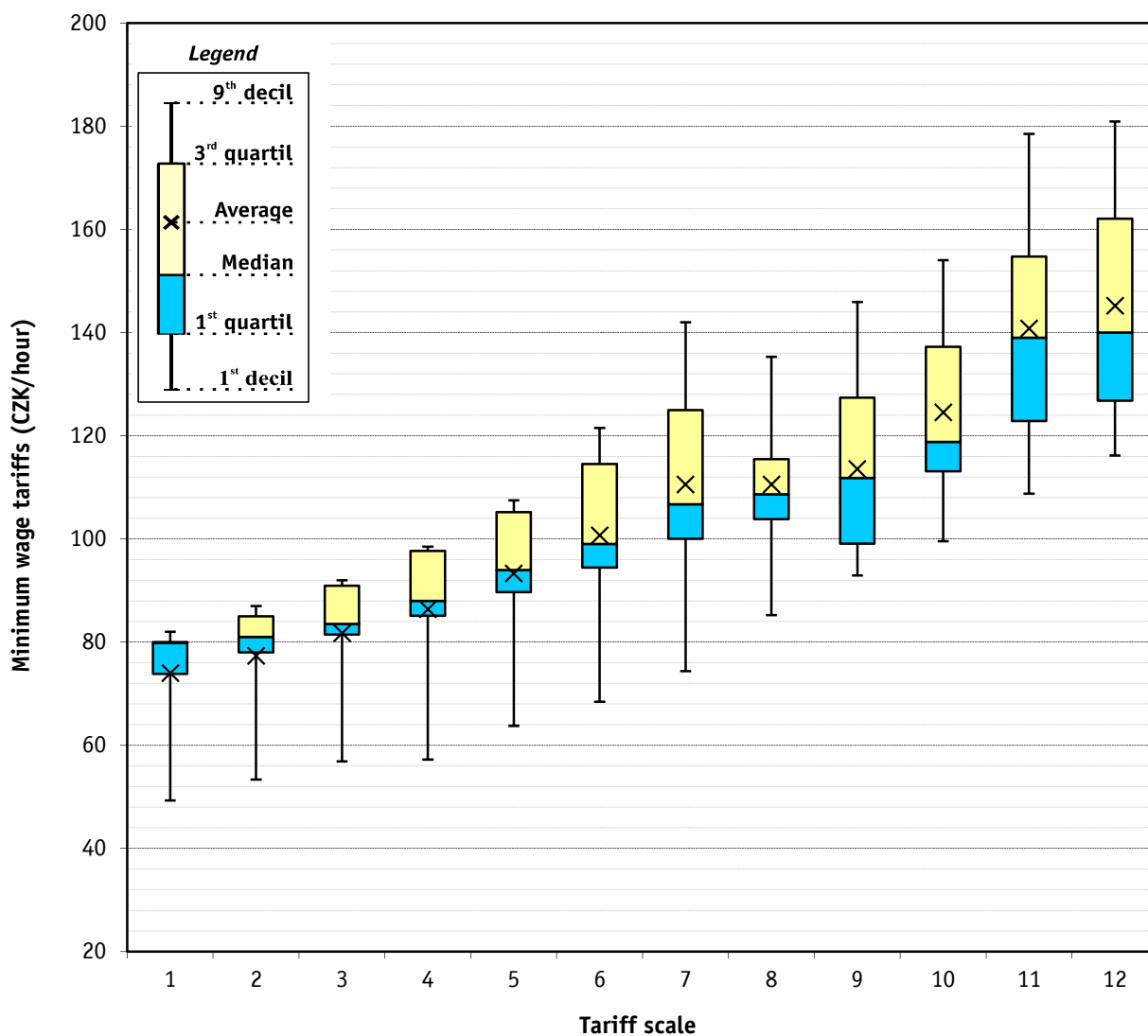
## Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
<b>Minimum wage</b>	<b>58</b>	<b>15,660</b>	<b>13,475</b>	<b>14,000</b>	<b>14,540</b>	<b>16,463</b>	<b>20,250</b>
Tariff scale 1	209	12,835	10,240	12,200	13,350	13,880	14,650
Tariff scale 2	215	13,586	10,781	12,650	13,800	14,720	15,880
Tariff scale 3	223	14,435	11,190	13,350	14,400	15,500	17,290
Tariff scale 4	226	15,497	12,135	14,000	15,450	16,695	19,378
Tariff scale 5	230	16,771	12,743	14,900	16,850	17,930	21,700
Tariff scale 6	232	18,223	13,725	15,744	18,150	19,630	23,500
Tariff scale 7	233	19,921	14,550	16,848	19,900	21,900	25,894
Tariff scale 8	231	21,750	15,633	18,050	21,600	24,430	28,935
Tariff scale 9	227	23,690	16,583	19,600	23,200	26,775	31,965
Tariff scale 10	225	26,151	17,900	21,100	25,250	29,632	37,500
Tariff scale 11	224	29,030	19,300	23,300	27,450	33,150	43,150
Tariff scale 12	219	32,129	20,975	25,865	29,600	36,580	48,285



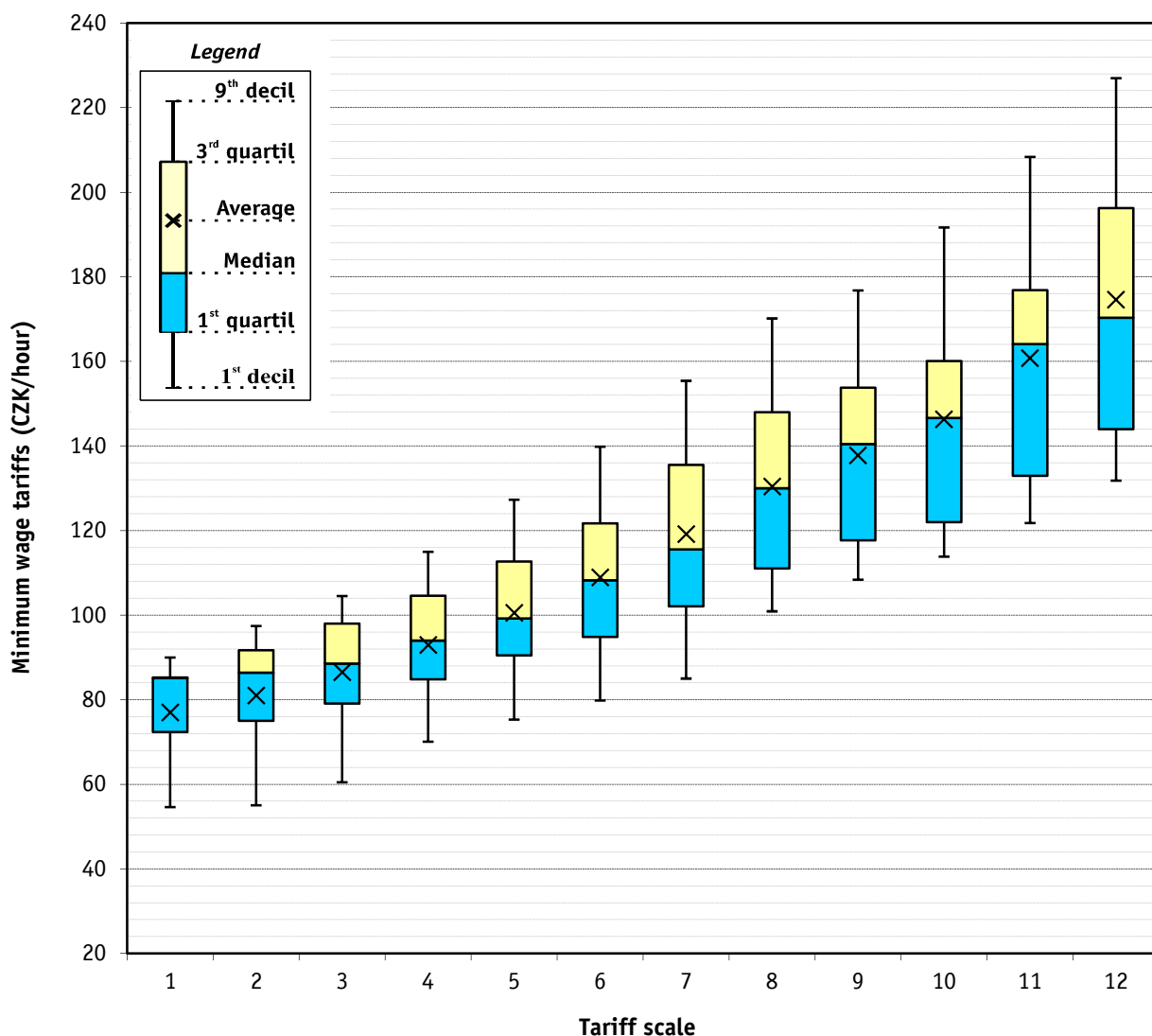
## Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
<b>Minimum wage</b>	<b>6</b>	<b>85.59</b>	<b>82.00</b>	<b>84.00</b>	<b>84.00</b>	<b>84.90</b>	<b>90.78</b>
Tariff scale 1	45	74.02	49.30	73.85	79.80	80.00	82.00
Tariff scale 2	44	77.33	53.35	77.99	81.00	85.00	87.00
Tariff scale 3	44	81.72	56.85	81.50	83.50	90.90	92.00
Tariff scale 4	45	86.36	57.25	85.10	88.00	97.65	98.50
Tariff scale 5	45	93.32	63.78	89.70	94.00	105.20	107.50
Tariff scale 6	45	100.72	68.45	94.45	99.00	114.50	121.50
Tariff scale 7	45	110.55	74.35	100.00	106.70	125.00	142.00
Tariff scale 8	18	110.59	85.25	103.84	108.65	115.45	135.30
Tariff scale 9	11	113.55	92.95	99.10	111.80	127.40	145.95
Tariff scale 10	10	124.56	99.55	113.13	118.80	137.25	154.05
Tariff scale 11	10	140.78	108.75	122.89	139.00	154.75	178.50
Tariff scale 12	10	145.19	116.15	126.79	140.00	162.05	180.95



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

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
<b>Minimum wage</b>	<b>15</b>	<b>96.65</b>	<b>87.25</b>	<b>90.00</b>	<b>95.50</b>	<b>100.00</b>	<b>101.10</b>
Tariff scale 1	81	76.97	54.60	72.35	85.10	85.25	90.00
Tariff scale 2	87	80.98	55.00	75.00	86.40	91.70	97.45
Tariff scale 3	90	86.50	60.50	79.10	88.55	98.00	104.50
Tariff scale 4	91	92.96	70.05	84.80	93.95	104.55	115.00
Tariff scale 5	92	100.54	75.30	90.50	99.20	112.70	127.30
Tariff scale 6	92	108.91	79.80	94.85	108.25	121.70	139.80
Tariff scale 7	90	119.15	85.00	102.10	115.55	135.55	155.40
Tariff scale 8	55	130.41	100.90	111.00	130.00	148.00	170.15
Tariff scale 9	35	137.78	108.40	117.70	140.45	153.75	176.80
Tariff scale 10	31	146.33	113.80	122.00	146.60	160.05	191.70
Tariff scale 11	29	160.75	121.80	132.95	164.10	176.85	208.35
Tariff scale 12	29	174.61	131.80	143.95	170.30	196.25	227.00



## Year-on-year comparison - monthly wage scales

Tariff scale	nominal index							real index after deduction of the inflation rate						
	13/12	14/13	15/14	16/15	17/16	18/17	19/18	13/12	14/13	15/14	16/15	17/16	18/17	19/18
Tariff scale 1	100.8	102.3	104.0	105.7	108.4	108.0	109.5	99.4	101.9	103.7	105.0	105.7	105.7	107.1
Tariff scale 2	100.7	102.2	103.8	105.8	108.4	107.1	109.3	99.3	101.8	103.5	105.1	105.7	104.9	106.9
Tariff scale 3	100.5	101.9	103.9	105.5	108.4	106.6	109.1	99.1	101.5	103.6	104.8	105.7	104.4	106.7
Tariff scale 4	100.5	102.0	103.9	105.8	108.0	106.2	108.7	99.1	101.6	103.6	105.0	105.3	103.9	106.3
Tariff scale 5	100.4	102.1	104.1	105.7	107.3	105.4	108.5	99.0	101.7	103.8	104.9	104.6	103.2	106.2
Tariff scale 6	100.9	102.4	104.1	105.6	106.8	105.3	108.3	99.4	102.0	103.8	104.8	104.1	103.1	105.9
Tariff scale 7	101.0	102.4	104.6	105.1	106.4	104.8	108.0	99.6	102.0	104.3	104.4	103.8	102.6	105.6
Tariff scale 8	101.2	102.1	104.8	105.0	106.2	104.3	107.7	99.8	101.7	104.5	104.3	103.6	102.1	105.4
Tariff scale 9	101.1	101.8	104.4	104.1	106.1	104.0	107.2	99.7	101.3	104.1	103.4	103.4	101.8	104.8
Tariff scale 10	101.1	101.5	103.8	103.5	105.9	104.0	107.8	99.7	101.1	103.5	102.8	103.2	101.8	105.4
Tariff scale 11	100.5	101.7	103.0	103.2	105.6	104.3	107.7	99.1	101.3	102.6	102.5	103.0	102.1	105.3
Tariff scale 12	101.1	100.9	103.6	102.7	105.6	104.4	106.4	99.7	100.5	103.3	102.0	103.0	102.2	104.0

Inflation rate per individual year	2012	2013	2014	2015	2016	2017	2018	2019
	3.3	1.4	0.4	0.3	0.7	2.5	2.1	2.2*

\* Year-on-year inflation rate - data from January 2019

source: CZSO

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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	13/12	14/13	15/14	16/15	17/16	18/17	19/18	13/12	14/13	15/14	16/15	17/16	18/17	19/18
Tariff scale 1	100.8	100.5	103.7	102.5	110.1	113.1	106.3	99.4	100.1	103.3	101.8	107.4	110.7	104.0
Tariff scale 2	100.9	100.8	102.2	103.1	109.5	113.6	106.0	99.4	100.4	101.9	102.4	106.8	111.2	103.7
Tariff scale 3	100.6	100.4	102.2	102.1	109.0	112.5	106.6	99.2	100.0	101.9	101.4	106.3	110.2	104.2
Tariff scale 4	100.5	100.6	102.5	101.0	107.6	111.5	106.0	99.1	100.2	102.2	100.2	104.9	109.2	103.7
Tariff scale 5	100.3	100.9	102.5	101.8	106.5	111.2	105.3	98.9	100.5	102.2	101.1	103.9	108.8	103.0
Tariff scale 6	100.0	101.1	102.4	102.4	106.2	111.2	103.6	98.6	100.7	102.1	101.7	103.6	108.8	101.4
Tariff scale 7	99.7	101.5	102.7	101.5	106.2	111.1	102.6	98.3	101.1	102.4	100.8	103.5	108.8	100.4
Tariff scale 8	98.1	100.3	104.7	106.7	103.1	114.2	99.7	96.7	99.9	104.4	106.0	100.5	111.8	97.6
Tariff scale 9	98.7	104.2	105.4	101.3	100.8	114.9	101.0	97.3	103.8	105.1	100.6	98.3	112.5	98.8
Tariff scale 10	98.8	104.7	104.8	102.0	96.4	117.6	101.9	97.4	104.3	104.4	101.3	94.0	115.2	99.7
Tariff scale 11	96.7	109.4	105.0	97.5	102.0	116.6	106.0	95.4	108.9	104.7	96.9	99.5	114.2	103.6
Tariff scale 12	97.1	109.8	105.2	96.4	101.2	115.2	101.3	95.8	109.3	104.9	95.7	98.7	112.8	99.1

Inflation rate per individual year	2012	2013	2014	2015	2016	2017	2018	2019
	3.3	1.4	0.4	0.3	0.7	2.5	2.1	2.2*

\* Year-on-year inflation rate - data from January 2019

source: CZSO

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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	13/12	14/13	15/14	16/15	17/16	18/17	19/18	13/12	14/13	15/14	16/15	17/16	18/17	19/18
Tariff scale 1	100.3	101.2	103.4	106.2	105.3	107.3	113.0	98.9	100.8	103.1	105.4	102.7	105.1	110.6
Tariff scale 2	100.0	101.6	104.0	105.4	105.6	106.3	112.2	98.6	101.2	103.6	104.7	102.9	104.0	109.7
Tariff scale 3	100.3	101.5	103.9	104.9	106.0	105.9	111.5	98.9	101.1	103.5	104.1	103.4	103.7	109.1
Tariff scale 4	100.6	101.7	104.5	104.2	106.4	105.6	110.9	99.2	101.3	104.1	103.5	103.7	103.4	108.4
Tariff scale 5	100.9	101.6	104.5	103.9	106.1	105.8	110.2	99.4	101.2	104.2	103.1	103.4	103.6	107.8
Tariff scale 6	101.0	102.1	104.2	103.8	105.6	105.4	109.8	99.6	101.7	103.9	103.1	103.0	103.2	107.4
Tariff scale 7	101.1	102.1	104.5	103.8	105.1	105.3	109.6	99.7	101.7	104.2	103.0	102.4	103.1	107.2
Tariff scale 8	102.4	100.2	106.7	102.1	106.7	107.5	108.8	101.0	99.8	106.4	101.4	104.1	105.2	106.4
Tariff scale 9	101.9	98.4	106.4	105.9	104.6	108.1	109.1	100.4	98.0	106.1	105.2	102.0	105.8	106.7
Tariff scale 10	103.3	97.9	104.8	106.1	101.9	107.1	109.6	101.8	97.5	104.4	105.3	99.4	104.8	107.2
Tariff scale 11	104.2	96.8	106.1	106.0	100.9	106.9	109.4	102.8	96.4	105.8	105.3	98.4	104.7	107.0
Tariff scale 12	105.1	95.5	107.5	105.3	100.0	107.0	108.5	103.7	95.1	107.2	104.6	97.5	104.8	106.1

Inflation rate per individual year	2012	2013	2014	2015	2016	2017	2018	2019
	3.3	1.4	0.4	0.3	0.7	2.5	2.1	2.2*

\* Year-on-year inflation rate - data from January 2019

source: CZSO

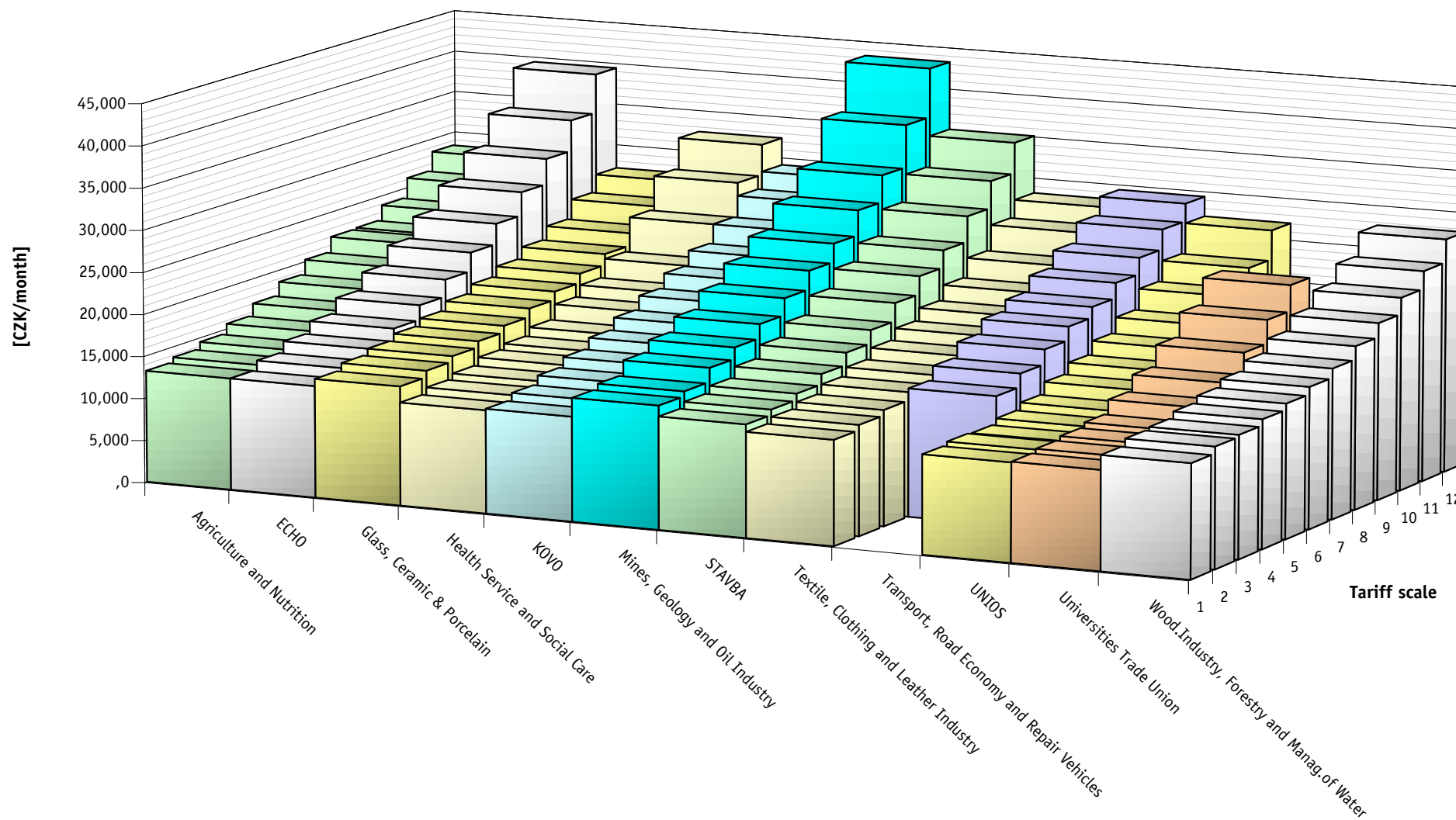


## Year-on-year comparison - wage supplementary charges and bonuses

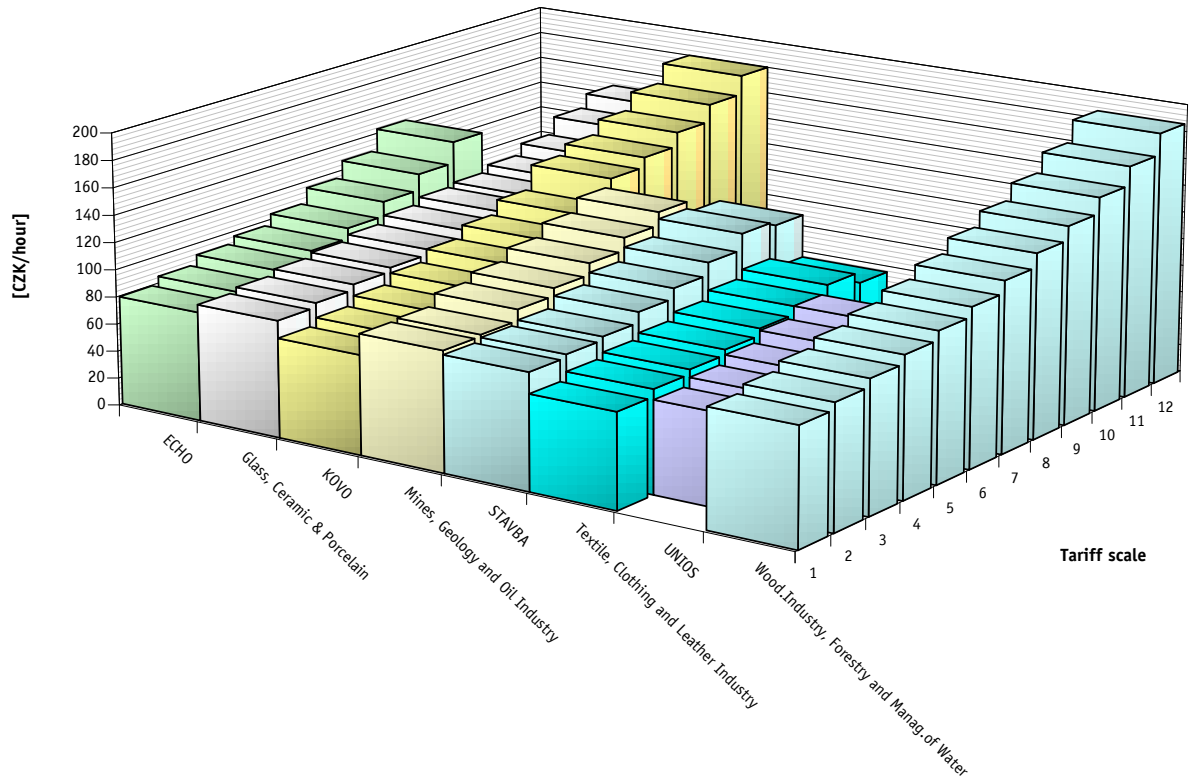
	unit of measure	2012	2013	2014	2015	2016	2017	2018	2019	index 13/12	index 14/13	index 15/14	index 16/15	index 17/16	index 18/17	index 19/18
For overtime work on working days	% AE	26.0	25.9	26.1	26.2	26.1	26.2	26.3	26.4	99.7	100.6	100.3	99.6	100.4	100.7	100.2
For overtime work on Saturdays and Sundays	% AE	48.2	48.3	48.4	48.0	48.3	47.8	47.7	47.7	100.1	100.4	99.1	100.6	99.0	99.7	100.0
For overtime work undistinguished	% AE	26.7	26.5	26.5	26.5	26.5	26.6	26.6	26.7	99.4	99.9	100.1	100.2	100.2	100.1	100.2
For working on public holidays	% AE	101.9	101.7	101.5	101.8	101.7	101.8	101.8	102.6	99.9	99.7	100.4	99.8	100.1	100.1	100.8
For night work	CZK/hour	13.54	13.43	14.11	14.25	14.59	15.14	15.82	17.26	99.2	105.1	101.0	102.4	103.8	104.5	109.1
	% AE	11.6	11.5	11.4	11.4	11.2	11.3	11.6	11.7	99.0	99.8	99.9	98.4	100.8	102.1	100.8
For work on Saturdays and Sundays	% AE	22.2	23.4	23.2	23.3	23.6	23.6	22.9	23.6	105.6	98.9	100.7	101.2	100.1	97.1	102.9
For work in difficult conditions	CZK/hour	7.46	7.51	7.51	7.56	7.67	7.87	8.15	9.16	100.7	100.1	100.7	101.4	102.6	103.6	112.4
	% MM	10.5	10.5	10.8	10.7	10.6	10.5	10.4	10.4	100.7	102.5	99.2	98.7	99.1	99.7	99.9
For afternoon work	CZK/hour	6.40	6.73	6.95	6.86	7.05	7.23	7.54	8.16	105.1	103.3	98.6	102.8	102.6	104.3	108.1
For standby duty	CZK/hour	15.13	15.09	14.79	15.81	15.36	15.57	16.44	17.31	99.7	98.0	106.9	97.2	101.3	105.6	105.3
	% AE	17.3	17.3	17.4	16.8	16.7	16.6	16.9	16.8	99.7	100.8	96.4	99.7	99.5	101.6	99.5

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

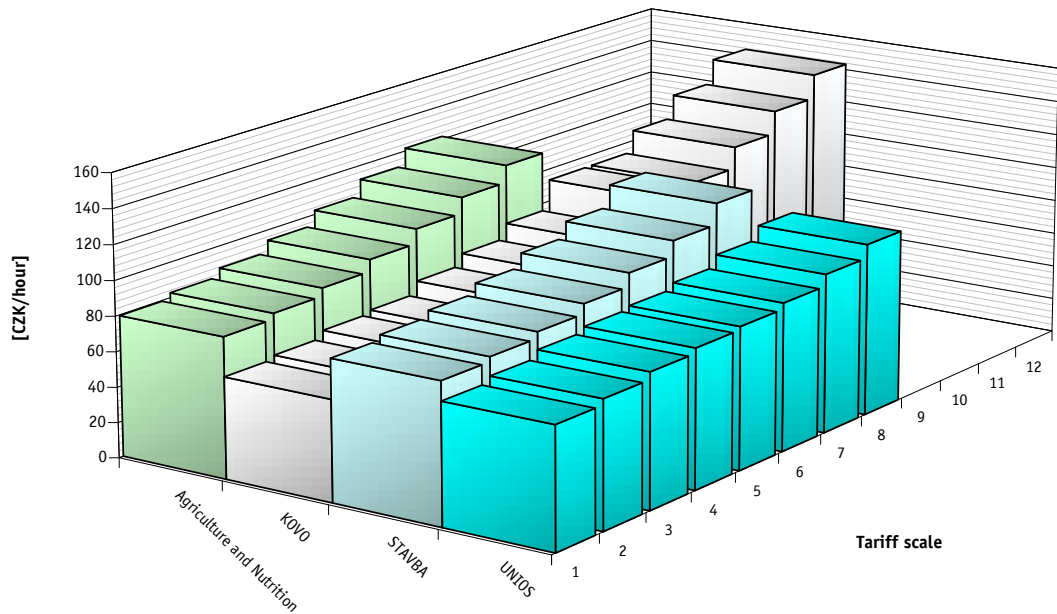
Monthly wage scales - 12-scale tariff system



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

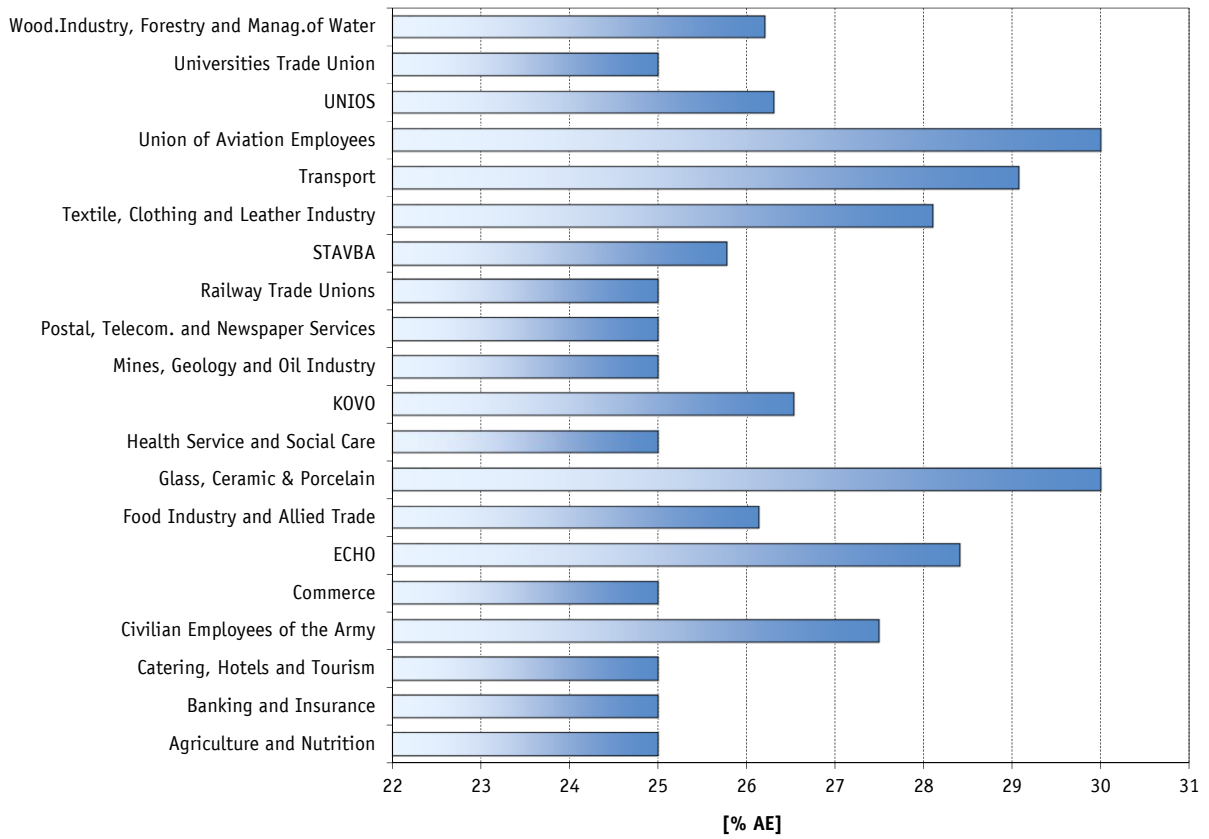


Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

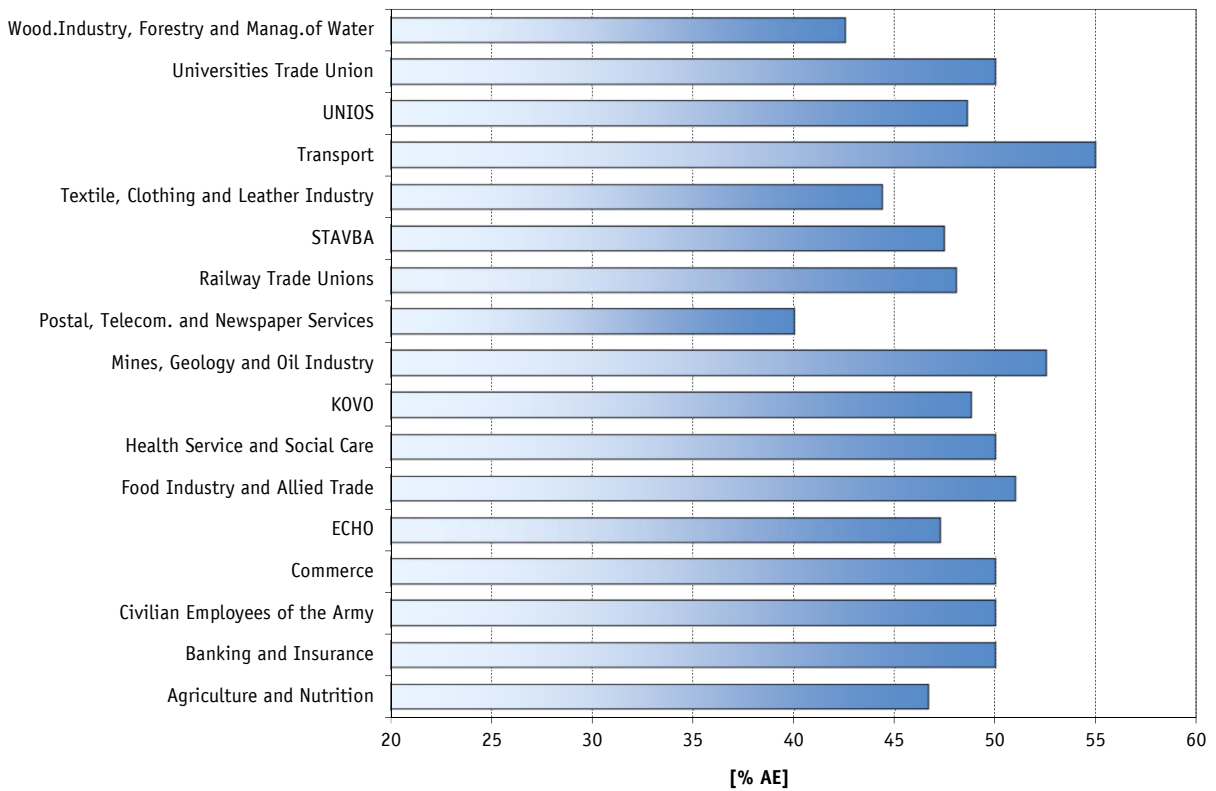


Wage supplementary charges

A - for overtime work on working day

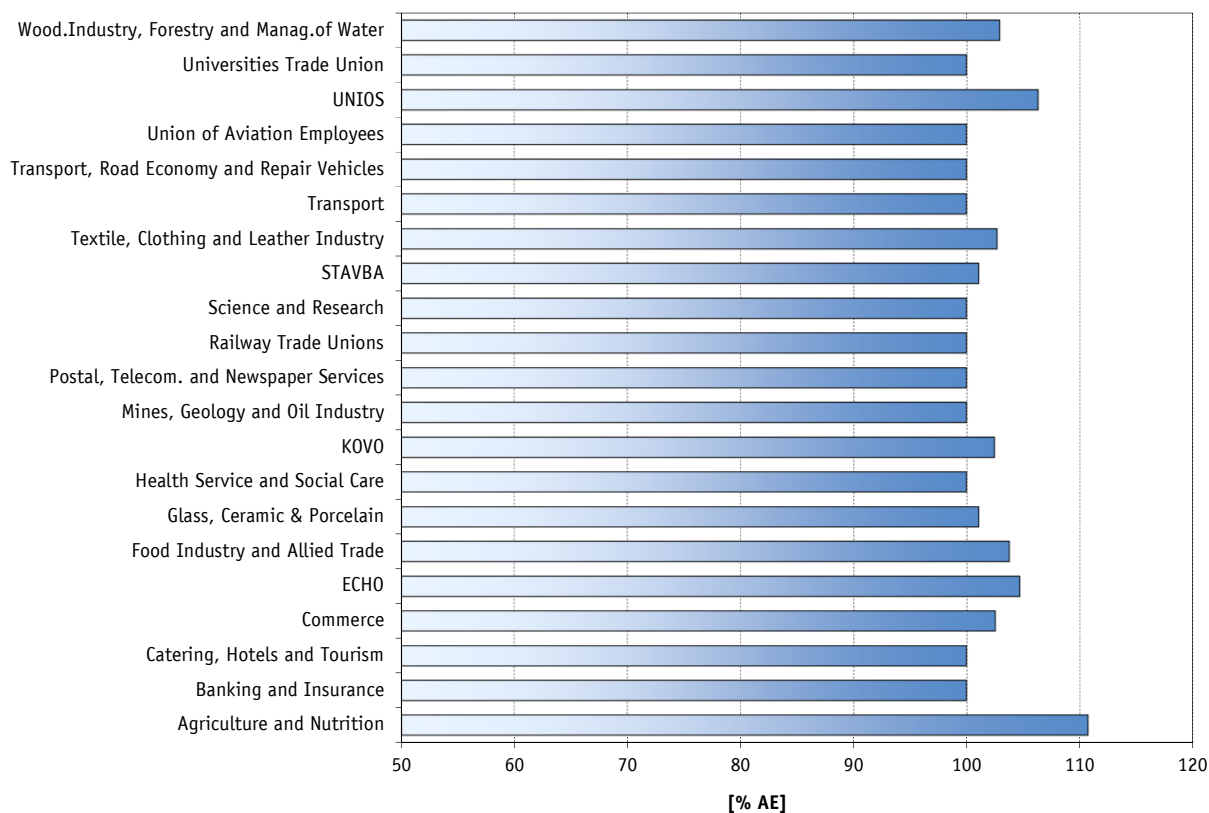


B - for overtime work on Saturdays and Sundays

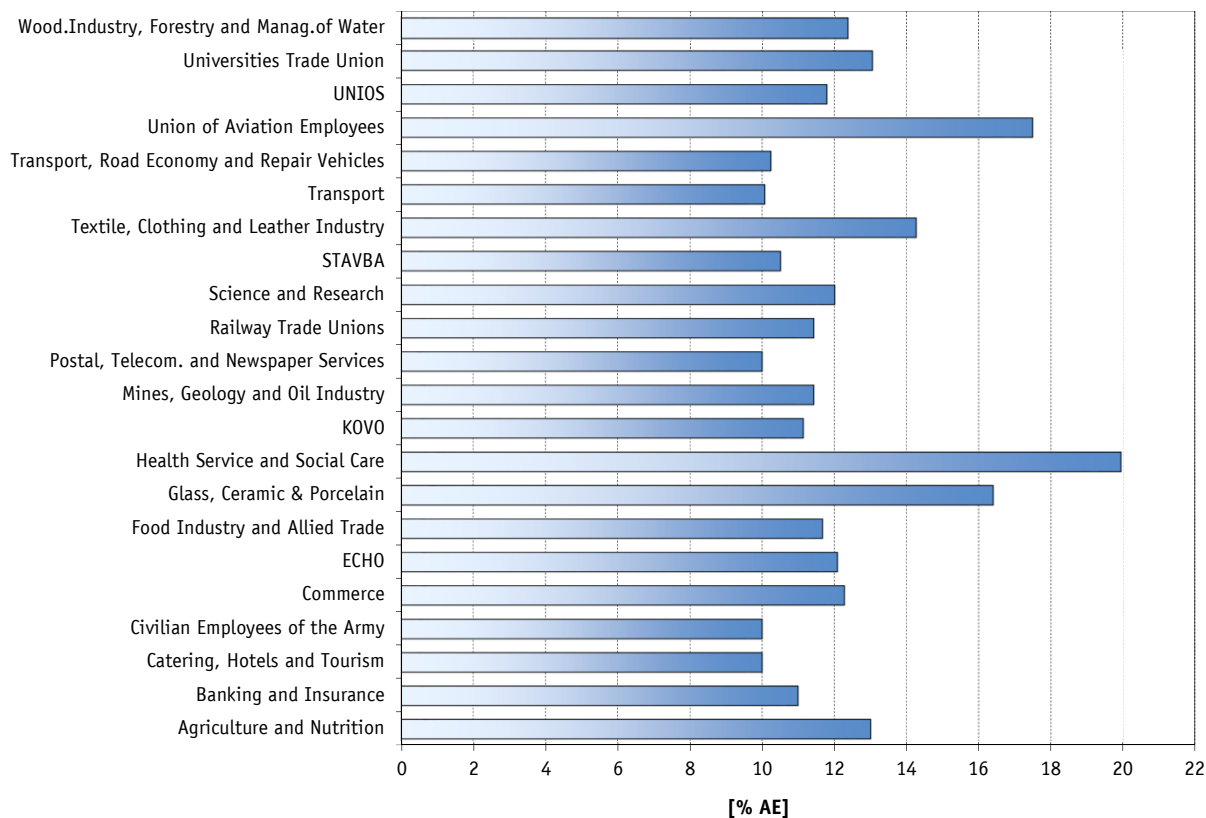


Wage supplementary charges

C - for working on public holidays

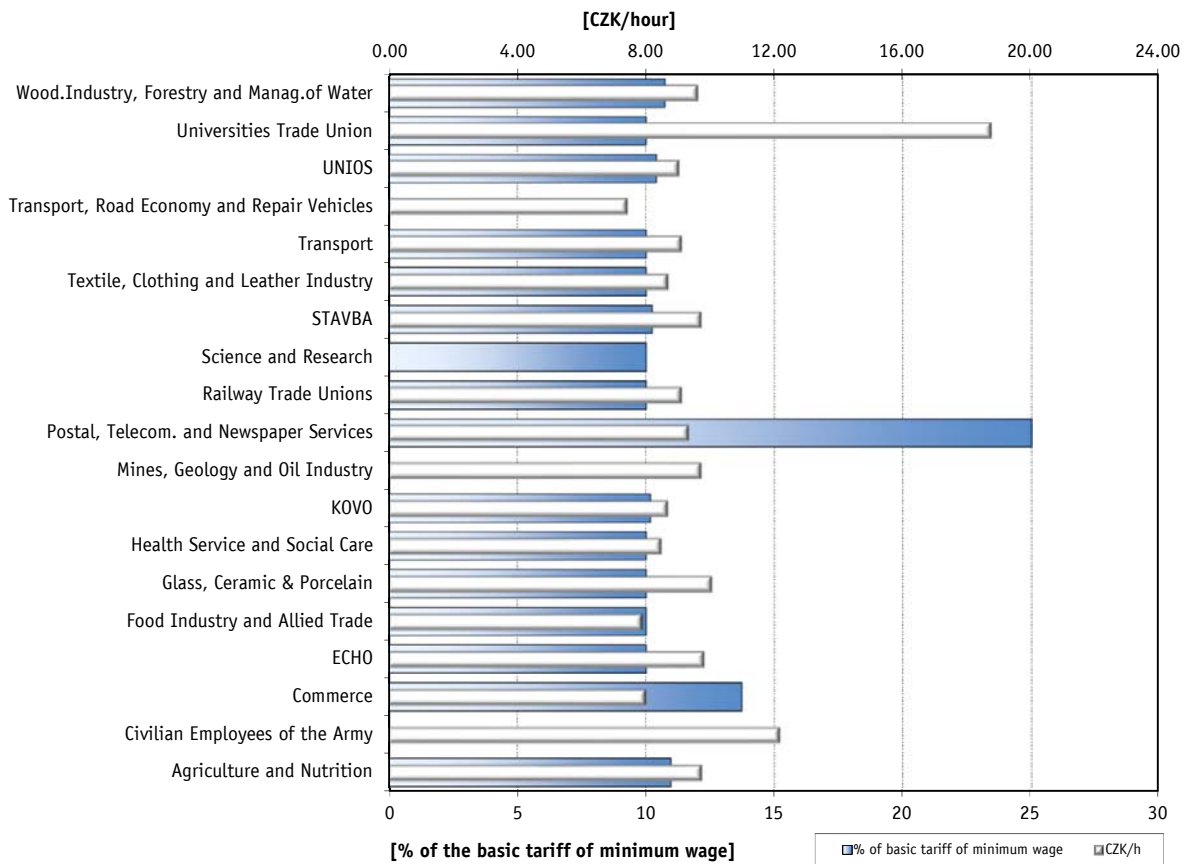


D - for night work

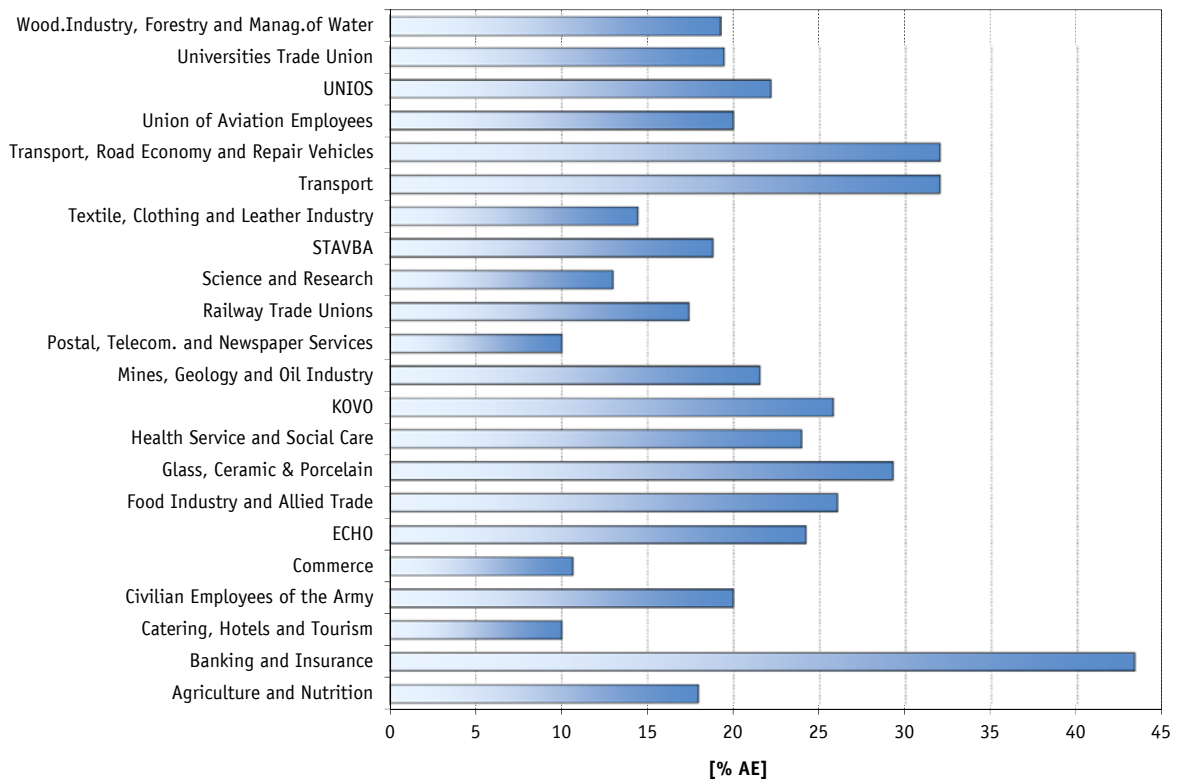


Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays





## **Table section B**

### **Public service and administration**





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

Trade union	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage				3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9	
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin											
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA										
<b>Total</b>	<b>325</b>	<b>3</b>	<b>4.8</b>	<b>7</b>	<b>5.3</b>	<b>2</b>	<b>0.6</b>	<b>5</b>	<b>1.5</b>	<b>117</b>	<b>36.0</b>	<b>75</b>	<b>23.1</b>	<b>98</b>	<b>76</b>	<b>29</b>	<b>115</b>	<b>85</b>	<b>4</b>	<b>58</b>	<b>263</b>	<b>19</b>	
Agriculture and Nutrition	4									1	25.0	1	25.0	1							1	4	
Civilian Employees of the Army	1																						
Culture and Nature Preservation	36			1						21	58.3	7	19.4	13	7	4					4	29	1
Education	39									10	25.6	17	43.6	12	9	8					8	32	
Fire Fighters	13											1	7.7			1					1	11	
Food Industry and Allied Trade	1																						
Health Service and Social Care	46			2						33	71.7	22	47.8	32	14	1					15	45	
KOVO	3													1	1	1						2	
Mines, Geology and Oil Industry	3																					3	
Profess.and Trade Union of Orchestral Music.	12									5	41.7	2	16.7	2	6	1					1	9	
Railway Trade Unions	2									1	50.0	1	50.0	2	2	1					1	2	
State Bodies and Organisations	125	2		4	4.0	2	1.6	5	4.0	33	26.4	20	16.0	26	32	12	115	85	3	22	99	17	
STAVBA	13									4	30.8	2	15.4	1							1	9	1
UNIOS	23	1								9	39.1	1	4.3	7	4					1	3	17	
Wood.Industry, Forestry and Manag.of Water	4											1	25.0	1	1						1	1	

Explanatory notes: NCA  
% CA  
aver. %  
TAPF  
3.1  
3.2  
3.3  
3.4  
3.5  
3.6  
3.7  
  
3.8  
3.9  
\*  
\*\*

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 increase in percentage  
total amount of payroll funds  
Does the CA agree on more detailed conditions for provision of personal bonuses?  
Does the CA agree on more detailed conditions for the provision of remunerations?  
Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?  
Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?  
Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?  
Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?  
Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 341/2017 Coll.)?  
Does the CA agree on a regular term of wage payment?  
Does the CA agree on the payment of wages outside the worksite or outside working hours?  
Item observed only in the case of municipalities and regions  
Item observed only in the case of allowance organizations

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

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>92</b>	<b>45.8</b>	<b>78</b>	<b>3,301</b>	<b>88</b>	<b>3,636</b>	<b>92</b>	<b>3,960</b>	<b>92</b>	<b>4,226</b>	<b>92</b>	<b>4,583</b>	<b>92</b>	<b>4,746</b>
Agriculture and Nutrition	2	50.0	2		2		2		2		2		2	
Civilian Employees of the Army														
Culture and Nature Preservation	5	13.9	4	5,500	4	5,500	5	5,400	5	5,500	5	5,700	5	5,700
Education	20	51.3	20	3,625	20	3,700	20	4,000	20	4,050	20	4,500	20	4,500
Fire Fighters	9	69.2	8	3,531	9	3,806	9	4,500	9	4,639	9	5,111	9	5,250
Food Industry and Allied Trade														
Health Service and Social Care	20	43.5	13	3,192	20	4,075	20	4,800	20	5,350	20	5,750	20	6,100
KOVO	2	66.7	2		2		2		2		2		2	
Mines, Geology and Oil Industry	2	66.7	1		1		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	3	25.0	3	4,833	3	4,833	3	4,833	3	4,833	3	4,833	3	4,833
Railway Trade Unions	2	100.0					2		2		2		2	
State Bodies and Organisations														
STAVBA	11	84.6	11	1,886	11	2,568	11	2,750	11	2,841	11	3,068	11	3,114
UNIOS	15	71.4	14	3,571	15	3,600	15	3,733	15	3,900	15	4,033	15	4,100
Wood.Industry, Forestry and Manag.of Water	1	25.0			1		1		1		1		1	

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

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

Trade union	agreed in CA		length of employment in the organization:																	
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>89</b>	<b>44.3</b>	<b>69</b>	<b>3,757</b>	<b>83</b>	<b>3,950</b>	<b>87</b>	<b>4,840</b>	<b>88</b>	<b>5,281</b>	<b>89</b>	<b>5,570</b>	<b>89</b>	<b>5,711</b>	<b>89</b>	<b>5,930</b>	<b>89</b>	<b>6,020</b>	<b>89</b>	<b>6,160</b>
Agriculture and Nutrition	2	50.0	2		2		2		2		2		2		2		2		2	
Civilian Employees of the Army																				
Culture and Nature Preservation	8	22.2	5	5,800	6	5,667	8	6,125	8	6,188	8	6,313	8	6,313	8	6,313	8	6,313	8	6,313
Education	21	53.8	19	3,895	20	4,250	21	5,000	21	5,548	21	6,048	21	6,381	21	6,857	21	7,095	21	7,333
Fire Fighters	4	30.8	4	4,250	4	4,250	4	4,500	4	4,500	4	4,750	4	4,750	4	4,750	4	4,750	4	4,750
Food Industry and Allied Trade																				
Health Service and Social Care	20	43.5	12	3,833	19	4,242	20	6,115	20	6,900	20	7,175	20	7,375	20	7,525	20	7,675	20	8,050
KOVO	2	66.7	2		2		2		2		2		2		2		2		2	
Mines, Geology and Oil Industry	2	66.7	1		1		1		2		2		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	3	25.0	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167
Railway Trade Unions	1	50.0			1		1		1		1		1		1		1		1	
State Bodies and Organisations																				
STAVBA	11	84.6	10	2,775	11	2,886	11	3,068	11	3,114	11	3,250	11	3,295	11	3,386	11	3,386	11	3,386
UNIOS	14	66.7	11	3,273	13	3,192	13	3,769	13	3,885	14	4,286	14	4,357	14	4,750	14	4,750	14	4,750
Wood.Industry, Forestry and Manag.of Water	1	25.0			1		1		1		1		1		1		1		1	

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

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

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
<b>Total</b>	<b>262</b>	<b>80.6</b>	<b>10</b>	<b>3.1</b>	<b>128</b>	<b>39.4</b>	<b>274</b>	<b>84.3</b>	<b>253</b>	<b>83</b>	<b>221</b>	<b>69</b>	<b>56</b>
Agriculture and Nutrition	3	75.0					2	50.0	2				2
Civilian Employees of the Army	1	100.0	1	100.0			1	100.0	1	1			
Culture and Nature Preservation	26	72.2	1	2.8	18	50.0	30	83.3	28	3	24	9	4
Education	22	56.4			6	15.4	36	92.3	34	11	32	1	2
Fire Fighters	12	92.3			2	15.4	12	92.3	9	3	9		9
Food Industry and Allied Trade	1	100.0	1	100.0									
Health Service and Social Care	39	84.8	1	2.2	23	50.0	44	95.7	42	21	32	12	16
KOVO	2	66.7			1	33.3	3	100.0	3			3	
Mines, Geology and Oil Industry	3	100.0			1	33.3	3	100.0	3	1	3		
Profess.and Trade Union of Orchestral Music.	10	83.3			3	25.0	11	91.7	9		11		2
Railway Trade Unions	2	100.0			1	50.0	1	50.0	1	1	1	1	
State Bodies and Organisations	107	85.6	6	4.8	54	43.2	95	76.0	86	40	78	31	17
STAVBA	10	76.9			2	15.4	12	92.3	11	1	11	6	1
UNIOS	22	95.7			16	69.6	21	91.3	21		17	6	2
Wood.Industry, Forestry and Manag.of Water	2	50.0			1	25.0	3	75.0	3	1	3		1

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

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

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>267</b>	<b>82.2</b>	<b>35</b>	<b>10.8</b>	<b>12</b>	<b>3.7</b>	<b>2</b>	<b>0.6</b>	<b>9</b>	<b>2.8</b>	<b>50</b>	<b>86.2</b>	<b>8</b>	<b>13.8</b>	<b>241</b>	<b>74.2</b>	<b>47</b>	<b>14.5</b>	<b>150</b>	<b>46.2</b>	<b>66</b>	<b>20.3</b>
Agriculture and Nutrition	3	75.0	1	25.0							1	100.0			1	25.0	2	50.0	2	50.0	3	75.0
Civilian Employees of the Army	1	100.0													1	100.0						
Culture and Nature Preservation	32	88.9	2	5.6					2	5.6	4	100.0			32	88.9	8	22.2	17	47.2	10	27.8
Education	36	92.3	3	7.7							3	100.0			31	79.5	1	2.6	19	48.7	18	46.2
Fire Fighters	4	30.8	2	15.4	1	7.7	1	7.7	5	38.5	2	22.2	7	77.8	5	38.5	1	7.7	6	46.2	5	38.5
Food Industry and Allied Trade	1	100.0																				
Health Service and Social Care	29	63.0	11	23.9	5	10.9			1	2.2	17	100.0			38	82.6	9	19.6	23	50.0	3	6.5
KOVO	1	33.3	2	66.7							2	100.0			3	100.0	1	33.3	3	100.0	1	33.3
Mines, Geology and Oil Industry	2	66.7	1	33.3							1	100.0			3	100.0	2	66.7	2	66.7	2	66.7
Profess.and Trade Union of Orchestral Music.	7	58.3	2	16.7	2	16.7	1	8.3			5	100.0			10	83.3	5	41.7	7	58.3	6	50.0
Railway Trade Unions	1	50.0	1	50.0							1	100.0			2	100.0			1	50.0		
State Bodies and Organisations	116	92.8	7	5.6	2	1.6					8	88.9	1	11.1	77	61.6	16	12.8	37	29.6	16	12.8
STAVBA	9	69.2	2	15.4	2	15.4					4	100.0			13	100.0	1	7.7	10	76.9		
UNIOS	23	100.0													22	95.7	1	4.3	22	95.7	1	4.3
Wood.Industry, Forestry and Manag.of Water	2	50.0	1	25.0					1	25.0	2	100.0			3	75.0			1	25.0	1	25.0

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

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

Trade union	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																				
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money								
	NCA	% CA	NCA	% CA	NCA	% CA	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		
							NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA
<b>Total</b>	<b>3</b>	<b>0.9</b>	<b>1</b>	<b>0.3</b>	<b>30</b>	<b>9.2</b>	<b>31</b>	<b>9.5</b>	<b>1.7</b>	<b>2.0</b>	<b>31</b>	<b>9.5</b>	<b>1.4</b>	<b>1.7</b>	<b>58</b>	<b>17.8</b>	<b>1.7</b>	<b>3.1</b>	<b>48</b>	<b>14.8</b>	<b>42</b>	<b>12.9</b>	<b>6</b>	<b>1.8</b>	<b>2</b>	<b>0.6</b>	
Agriculture and Nutrition																											
Civilian Employees of the Army															1	100.0			1	100.0	1	100.0					
Culture and Nature Preservation					8	22.2	5	13.9	1.8	2.4	5	13.9	1.4	2.0	18	50.0	1.2	2.4	16	44.4	14	38.9	2	5.6			
Education					1	2.6	2	5.1			2	5.1															
Fire Fighters							2	15.4			2	15.4			1	7.7			1	7.7	1	7.7				1	7.7
Food Industry and Allied Trade																											
Health Service and Social Care					1	2.2	6	13.0	1.7	1.8	6	13.0	1.0	1.2	7	15.2	1.4	2.0	7	15.2	6	13.0	1	2.2			
KOVO																											
Mines, Geology and Oil Industry					1	33.3																					
Profess.and Trade Union of Orchestral Music.							1	8.3			1	8.3			2	16.7			1	8.3	1	8.3					
Railway Trade Unions					1	50.0	1	50.0			1	50.0			1	50.0			1	50.0	1	50.0					
State Bodies and Organisations	3	2.4	1	0.8	18	14.4	10	8.0	1.6	1.9	9	7.2	2.4	2.4	14	11.2	3.0	5.6	10	8.0	9	7.2	1	0.8	1	0.8	
STAVBA							2	15.4			2	15.4			1	7.7			1	7.7					1	7.7	
UNIOS							1	4.3			2	8.7			11	47.8	1.6	2.9	9	39.1	8	34.8	1	4.3			
Wood.Industry, Forestry and Manag.of Water							1	25.0			1	25.0			2	50.0			1	25.0	1	25.0					

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

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

Trade union	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund															
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
						aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
<b>Total</b>	<b>176</b>	<b>87.6</b>	<b>106</b>	<b>52.7</b>	<b>4,748</b>	<b>0.81</b>	<b>0.75</b>	<b>0.02</b>	<b>15.14</b>	<b>0.76</b>	<b>0.19</b>	<b>0.71</b>	<b>15.23</b>	<b>15.03</b>	<b>0.70</b>	<b>18.61</b>	<b>0.97</b>	<b>0.21</b>	<b>5.88</b>	<b>2.96</b>	<b>22.02</b>
Agriculture and Nutrition	4	100.0	3	75.0	1,051				7.93	0.06			29.98		2.86				6.27	21.73	31.17
Civilian Employees of the Army	1	100.0	1	100.0																	
Culture and Nature Preservation	32	88.9	23	63.9	1,340	0.83	0.29	0.15	5.45	0.05	0.05	3.54	44.72	0.76	1.34	6.91		0.01	3.37	1.48	31.06
Education	38	97.4	23	59.0	831	1.33	2.27		20.76	0.34	1.39	3.45	14.88	16.59	1.94	11.49		0.21	6.05	4.24	15.08
Fire Fighters	12	92.3	5	38.5	8,385	3.96	0.48		10.79		0.61	2.39	42.27	5.34	0.50	17.46	0.19	0.05	6.34		9.64
Food Industry and Allied Trade																					
Health Service and Social Care	43	93.5	28	60.9	12,678	0.30	0.85		16.77	0.49	0.10	0.15	8.32	17.06	0.58	20.18	1.27	0.24	6.32	3.23	24.13
KOVO	2	66.7																			
Mines, Geology and Oil Industry	3	100.0	2	66.7																	
Profess.and Trade Union of Orchestral Music.	5	41.7																			
Railway Trade Unions	2	100.0	1	50.0																	
State Bodies and Organisations	2	66.7	2	66.7																	
STAVBA	12	92.3	8	61.5	1,249	1.20		0.05	6.64		0.20	2.35	15.57	11.92	2.05	14.14	3.12	0.15	2.94	2.55	37.11
UNIOS	19	90.5	9	42.9	939	6.00			0.73		0.35		37.04	1.16	0.59	15.26			4.14	1.71	33.02
Wood.Industry, Forestry and Manag.of Water	1	25.0	1	25.0																	

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

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

Trade union	Employer's contribution to corporate catering							There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance						Contribution to life insurance						
	arranged in CA		amount of contribution				without specification of the amount of allowance		agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision		
			of budget		of FSCR																
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA		NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA
<b>Total</b>	<b>181</b>	<b>90.0</b>	<b>33.82</b>	<b>52.8</b>	<b>16.22</b>	<b>25.2</b>	<b>46</b>	<b>52</b>	<b>25.9</b>	<b>76</b>	<b>37.8</b>	<b>274</b>	<b>360</b>	<b>52</b>	<b>25.9</b>	<b>15</b>	<b>7.5</b>	<b>370</b>	<b>474</b>	<b>11</b>	<b>5.5</b>
Agriculture and Nutrition	4	100.0	55.00	55.0	12.75			3	75.0	3	75.0	383	450	2	50.0	1	25.0			1	25.0
Civilian Employees of the Army	1	100.0					1	1	100.0												
Culture and Nature Preservation	33	91.7	35.71	49.0	22.35	23.5	8			10	27.8	206	230	8	22.2	2	5.6			2	5.6
Education	33	84.6	24.51		11.06	20.0	5	16	41.0	13	33.3	190	273	6	15.4	1	2.6				
Fire Fighters	13	100.0	11.20		30.89		4			9	69.2	234	339	8	61.5	2	15.4			2	15.4
Food Industry and Allied Trade	1	100.0					1														
Health Service and Social Care	43	93.5	35.00		13.67	50.0	9	18	39.1	23	50.0	325	466	18	39.1	5	10.9	417	492	4	8.7
KOVO	3	100.0					3	2	66.7							1	33.3			1	33.3
Mines, Geology and Oil Industry	3	100.0					2	1	33.3	1	33.3										
Profess.and Trade Union of Orchestral Music.	6	50.0	23.50		21.00		4			1	8.3			1	8.3						
Railway Trade Unions	2	100.0								1	50.0										
State Bodies and Organisations	3	100.0		55.0	23.00		1			1	33.3			1	33.3	1	33.3				
STAVBA	12	92.3	31.83		8.67		1	9	69.2	6	46.2	277	408	4	30.8	2	15.4			1	7.7
UNIOS	20	95.2	43.85	55.0	18.81	9.0	5	2	9.5	6	28.6	383	410	2	9.5						
Wood.Industry, Forestry and Manag.of Water	4	100.0	56.50		11.75		2			2	50.0			2	50.0						

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

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



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

Trade union	Employee's inability to work							Average number of days of leave without compensation of pay above the requirement of the LC																								Activity of guides in children's and youth camps										
	pay compensation for the first 3 days of the inability				pay compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																																		
	agreed in CA		compensation amount		agreed in CA		compensation amount	A			B			C			D			E			F			G			H				I			J						
	NCA	% CA	% AE	aver.CZK	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days		NCA	% CA	days							
<b>Total</b>	<b>34</b>	<b>10.5</b>	<b>59.6</b>	<b>350</b>	<b>5</b>	<b>1.5</b>	<b>81.0</b>	<b>21</b>	<b>6.5</b>	<b>1.3</b>	<b>29</b>	<b>8.9</b>	<b>1.6</b>	<b>32</b>	<b>9.8</b>	<b>1.8</b>	<b>11</b>	<b>3.4</b>	<b>3.8</b>	<b>25</b>	<b>7.7</b>	<b>1.4</b>	<b>14</b>	<b>4.3</b>	<b>2.7</b>	<b>40</b>	<b>12.3</b>	<b>7.8</b>	<b>27</b>	<b>8.3</b>	<b>4.5</b>	<b>105</b>	<b>32.3</b>	<b>3.5</b>	<b>71</b>	<b>21.8</b>	<b>19</b>	<b>11.8</b>				
Agriculture and Nutrition											1	25.0												1	25.0		1	25.0														
Civilian Employees of the Army																											1	100.0						1	100.0							
Culture and Nature Preservation																																										
Education											2	5.1	12	30.8	1.7	1	2.6										8	22.2	7.8	5	13.9	8.8	22	61.1	3.4	5	13.9	1				
Fire Fighters											1	7.7	1	7.7	2	15.4											1	7.7														
Food Industry and Allied Trade																																										
Health Service and Social Care	2	4.3									1	2.2	2	4.3	7	15.2	3.4	1	2.2							2	4.3	6	13.0	5.8	1	2.2	15	32.6	2.6	11	23.9	3	15.0			
KOVO											1	33.3	1	33.3	1	33.3											1	33.3														
Mines, Geology and Oil Industry											1	33.3	1	33.3													1	33.3														
Profess.and Trade Union of Orchestral Music.																																										
Railway Trade Unions																																										
State Bodies and Organisations	31	24.8	59.6	350	5	4.0	81.0	11	8.8	1.5	9	7.2	1.7	12	9.6	1.4	5	4.0	1.0	8	6.4	1.4	6	4.8	1.5	19	15.2	8.5	8	6.4	5.9	42	33.6	3.6	29	23.2	14	12.1				
STAVBA											1	7.7			2	15.4																										
UNIOS	1	4.3									1	4.3			5	21.7	1.2	1	4.3								1	4.3	3	13.0	2.7	9	39.1	2.9	4	17.4	1					
Wood.Industry, Forestry and Manag.of Water																											1	25.0														

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

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

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>199</b>	<b>61.2</b>	<b>13</b>	<b>4.0</b>	<b>68</b>	<b>20.9</b>	<b>301</b>	<b>92.6</b>	<b>148</b>	<b>45.5</b>	<b>4</b>	<b>1.2</b>	<b>8</b>	<b>2.5</b>
Agriculture and Nutrition					3	75.0	4	100.0	1	25.0				
Civilian Employees of the Army	1	100.0			1	100.0	1	100.0	1	100.0				
Culture and Nature Preservation	22	61.1			5	13.9	35	97.2	16	44.4				
Education	27	69.2	1	2.6	2	5.1	36	92.3	24	61.5				
Fire Fighters	5	38.5			3	23.1	10	76.9	8	61.5				
Food Industry and Allied Trade							1	100.0	1	100.0				
Health Service and Social Care	27	58.7	2	4.3	11	23.9	46	100.0	18	39.1			1	2.2
KOVO							2	66.7	2	66.7				
Mines, Geology and Oil Industry	3	100.0	1	33.3	2	66.7	3	100.0						
Profess.and Trade Union of Orchestral Music.	3	25.0			3	25.0	11	91.7						
Railway Trade Unions	2	100.0					2	100.0	2	100.0				
State Bodies and Organisations	95	76.0	6	4.8	28	22.4	111	88.8	50	40.0	4	3.2	7	5.6
STAVBA	4	30.8	2	15.4	6	46.2	12	92.3	6	46.2				
UNIOS	7	30.4	1	4.3	3	13.0	23	100.0	19	82.6				
Wood.Industry, Forestry and Manag.of Water	3	75.0			1	25.0	4	100.0						

Explanatory notes: NCA  
% CA

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

**Employee Wages**  
**classification based on regions - public service and administration**

Region NUTS 3	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage				3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin										
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA									
<b>Total</b>	<b>325</b>	<b>3</b>	<b>4.8</b>	<b>7</b>	<b>5.3</b>	<b>2</b>	<b>0.6</b>	<b>5</b>	<b>1.5</b>	<b>117</b>	<b>36.0</b>	<b>75</b>	<b>23.1</b>	<b>98</b>	<b>76</b>	<b>29</b>	<b>115</b>	<b>85</b>	<b>4</b>	<b>58</b>	<b>263</b>	<b>19</b>
CZ010 Capital Prague	28									9	32.1	7	25.0	9	6	1	4	3		6	21	
CZ020 Středočeský	42	1						1	2.4	8	19.0	9	21.4	13	12	5	18	11	2	6	30	5
CZ031 Jihočeský	20									8	40.0	3	15.0	4	2	1	6	4		1	17	
CZ032 Plzeňský	29			1						12	41.4	4	13.8	9	11	3	14	8		6	24	
CZ041 Karlovarský	12			1						6	50.0	2	16.7	4	1	2	7	5		2	11	1
CZ042 Ústecký	36									18	50.0	16	44.4	13	9	2	10	9		7	30	1
CZ051 Liberecký	13					1	7.7	1	7.7	4	30.8	2	15.4	3		1	5	5		2	10	2
CZ052 Královéhradecký	18	1								4	22.2	1	5.6	2	3	1	7	6		1	12	
CZ053 Pardubický	14	1		1						8	57.1	4	28.6	3	5		4	4	1	2	14	1
CZ061 Vysočina	15					1	6.7			6	40.0	7	46.7	7	2	3	4	2		7	13	4
CZ062 Jihomoravský	28							1	3.6	12	42.9	6	21.4	9	8	5	7	5	1	6	24	
CZ071 Olomoucký	22			2				1	4.5	9	40.9	5	22.7	7	7	3	12	11		3	19	1
CZ072 Zlínský	12									5	41.7	2	16.7	4	4	2	3	3		1	10	1
CZ080 Moravskoslezský	36			2				1	2.8	8	22.2	7	19.4	11	6		14	9		8	28	3

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>92</b>	<b>45.8</b>	<b>78</b>	<b>3,301</b>	<b>88</b>	<b>3,636</b>	<b>92</b>	<b>3,960</b>	<b>92</b>	<b>4,226</b>	<b>92</b>	<b>4,583</b>	<b>92</b>	<b>4,746</b>
CZ010 Capital Prague	7	31.8	5	2,000	6	2,750	7	3,286	7	4,429	7	5,286	7	6,143
CZ020 Středočeský	12	60.0	11	2,773	12	3,042	12	3,042	12	3,042	12	3,042	12	3,042
CZ031 Jihočeský	5	38.5	5	2,900	5	2,900	5	3,100	5	3,100	5	3,300	5	3,300
CZ032 Plzeňský	6	40.0	5	3,400	6	4,000	6	4,667	6	5,333	6	5,667	6	6,000
CZ041 Karlovarský	2	40.0	2		2		2		2		2		2	
CZ042 Ústecký	10	41.7	10	2,600	10	3,100	10	3,950	10	4,300	10	5,450	10	5,700
CZ051 Liberecký	5	62.5	3	2,333	5	2,900	5	3,500	5	3,600	5	3,600	5	3,600
CZ052 Královéhradecký	5	45.5	4	2,000	4	2,125	5	3,100	5	3,300	5	3,500	5	3,500
CZ053 Pardubický	6	60.0	4	2,125	6	2,000	6	2,250	6	2,417	6	2,833	6	3,083
CZ061 Vysočina	8	72.7	7	2,929	8	3,688	8	4,031	8	4,250	8	4,656	8	4,813
CZ062 Jihomoravský	9	42.9	8	6,438	9	6,444	9	6,556	9	6,667	9	6,833	9	6,889
CZ071 Olomoucký	3	30.0	2		2		3	4,200	3	4,267	3	4,300	3	4,367
CZ072 Zlínský	5	55.6	4	3,750	5	4,800	5	5,200	5	5,400	5	5,800	5	6,000
CZ080 Moravskoslezský	9	40.9	8	3,750	8	3,875	9	3,889	9	4,111	9	4,333	9	4,333

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>89</b>	<b>44.3</b>	<b>69</b>	<b>3,757</b>	<b>83</b>	<b>3,950</b>	<b>87</b>	<b>4,840</b>	<b>88</b>	<b>5,281</b>	<b>89</b>	<b>5,570</b>	<b>89</b>	<b>5,711</b>	<b>89</b>	<b>5,930</b>	<b>89</b>	<b>6,020</b>	<b>89</b>	<b>6,160</b>
CZ010 Capital Prague	7	31.8	4	2,500	7	3,357	7	4,214	7	5,071	7	5,071	7	5,071	7	5,071	7	5,071	7	5,071
CZ020 Středočeský	12	60.0	10	3,700	11	3,636	11	3,636	11	3,636	12	3,542	12	3,542	12	3,583	12	3,583	12	3,583
CZ031 Jihočeský	5	38.5	4	2,875	4	2,875	5	4,500	5	4,500	5	4,700	5	4,700	5	4,700	5	4,700	5	4,700
CZ032 Plzeňský	7	46.7	6	3,917	7	4,357	7	4,643	7	5,286	7	5,429	7	5,500	7	5,571	7	5,571	7	5,571
CZ041 Karlovarský	1	20.0	1		1		1		1		1		1		1		1		1	
CZ042 Ústecký	9	37.5	9	1,889	9	2,556	9	3,500	9	3,889	9	4,722	9	5,000	9	5,833	9	6,111	9	6,389
CZ051 Liberecký	4	50.0	2		4	2,250	4	2,875	4	2,875	4	2,875	4	2,875	4	2,875	4	2,875	4	2,875
CZ052 Královéhradecký	6	54.5	3	3,667	4	3,125	6	4,750	6	4,917	6	4,917	6	4,917	6	4,917	6	4,917	6	4,917
CZ053 Pardubický	5	50.0	3	3,000	5	2,500	5	2,800	5	3,000	5	3,500	5	3,800	5	3,900	5	4,000	5	5,000
CZ061 Vysočina	7	63.6	6	4,042	7	4,964	7	5,964	7	6,821	7	7,750	7	8,607	7	9,321	7	10,036	7	10,750
CZ062 Jihomoravský	9	42.9	7	6,857	9	6,500	9	6,833	9	7,500	9	7,667	9	7,722	9	7,722	9	7,722	9	7,722
CZ071 Olomoucký	4	40.0	3	5,833	3	5,833	4	10,625	4	10,625	4	10,625	4	10,625	4	10,625	4	10,625	4	10,625
CZ072 Zlínský	5	55.6	4	4,250	5	4,600	5	6,500	5	7,700	5	9,000	5	9,300	5	10,400	5	10,400	5	10,400
CZ080 Moravskoslezský	8	36.4	7	3,786	7	3,943	7	4,043	8	4,688	8	4,938	8	4,938	8	4,938	8	4,938	8	4,938

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
<b>Total</b>	<b>262</b>	<b>80.6</b>	<b>10</b>	<b>3.1</b>	<b>128</b>	<b>39.4</b>	<b>274</b>	<b>84.3</b>	<b>253</b>	<b>83</b>	<b>221</b>	<b>69</b>	<b>56</b>
CZ010 Capital Prague	22	78.6	2	7.1	10	35.7	27	96.4	25	5	22	3	4
CZ020 Středočeský	34	81.0	2	4.8	20	47.6	33	78.6	31	10	28	10	6
CZ031 Jihočeský	14	70.0	1	5.0	4	20.0	12	60.0	10	3	10	2	5
CZ032 Plzeňský	24	82.8	2	6.9	12	41.4	22	75.9	21	9	17	8	4
CZ041 Karlovarský	11	91.7			4	33.3	8	66.7	8	4	5	3	1
CZ042 Ústecký	28	77.8			19	52.8	33	91.7	29	13	25	10	4
CZ051 Liberecký	11	84.6			4	30.8	12	92.3	12	4	10	5	1
CZ052 Královéhradecký	13	72.2			7	38.9	15	83.3	14	2	11	2	4
CZ053 Pardubický	14	100.0	1	7.1	5	35.7	14	100.0	13	3	10	1	4
CZ061 Vysočina	9	60.0			6	40.0	14	93.3	13	5	13	2	2
CZ062 Jihomoravský	25	89.3	1	3.6	10	35.7	26	92.9	26	6	23	9	7
CZ071 Olomoucký	19	86.4			11	50.0	18	81.8	17	6	17	5	9
CZ072 Zlínský	9	75.0			3	25.0	11	91.7	10	4	10	5	
CZ080 Moravskoslezský	29	80.6	1	2.8	13	36.1	29	80.6	24	9	20	4	5

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

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

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>267</b>	<b>82.2</b>	<b>35</b>	<b>10.8</b>	<b>12</b>	<b>3.7</b>	<b>2</b>	<b>0.6</b>	<b>9</b>	<b>2.8</b>	<b>50</b>	<b>86.2</b>	<b>8</b>	<b>13.8</b>	<b>241</b>	<b>74.2</b>	<b>47</b>	<b>14.5</b>	<b>150</b>	<b>46.2</b>	<b>66</b>	<b>20.3</b>
CZ010 Capital Prague	23	82.1	2	7.1					3	10.7	5	100.0			26	92.9	7	25.0	17	60.7	8	28.6
CZ020 Středočeský	38	90.5	2	4.8	1	2.4			1	2.4	3	75.0	1	25.0	30	71.4	5	11.9	19	45.2	5	11.9
CZ031 Jihočeský	19	95.0							1	5.0			1	100.0	9	45.0	3	15.0	8	40.0	5	25.0
CZ032 Plzeňský	23	79.3	3	10.3	2	6.9	1	3.4			6	100.0			23	79.3	5	17.2	14	48.3	4	13.8
CZ041 Karlovarský	9	75.0	2	16.7	1	8.3					2	66.7	1	33.3	8	66.7			3	25.0	1	8.3
CZ042 Ústecký	33	91.7	3	8.3							3	100.0			30	83.3	7	19.4	16	44.4	8	22.2
CZ051 Liberecký	9	69.2	2	15.4	1	7.7	1	7.7			2	50.0	2	50.0	11	84.6	3	23.1	7	53.8	1	7.7
CZ052 Královéhradecký	15	83.3	2	11.1					1	5.6	2	66.7	1	33.3	11	61.1	1	5.6	6	33.3	2	11.1
CZ053 Pardubický	12	85.7	2	14.3							2	100.0			12	85.7	2	14.3	7	50.0	3	21.4
CZ061 Vysočina	12	80.0	1	6.7	1	6.7			1	6.7	2	66.7	1	33.3	11	73.3	1	6.7	5	33.3	7	46.7
CZ062 Jihomoravský	20	71.4	6	21.4	1	3.6			1	3.6	7	87.5	1	12.5	22	78.6	5	17.9	16	57.1	9	32.1
CZ071 Olomoucký	17	77.3	3	13.6	2	9.1					5	100.0			15	68.2	2	9.1	9	40.9	2	9.1
CZ072 Zlínský	9	75.0	2	16.7	1	8.3					3	100.0			7	58.3	1	8.3	7	58.3	2	16.7
CZ080 Moravskoslezský	28	77.8	5	13.9	2	5.6			1	2.8	8	100.0			26	72.2	5	13.9	16	44.4	9	25.0

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

**Employment rate**  
**classification based on regions - public service and administration**

Region NUTS 3	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																			
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money							
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>3</b>	<b>0.9</b>	<b>1</b>	<b>0.3</b>	<b>30</b>	<b>9.2</b>	<b>31</b>	<b>9.5</b>	<b>1.7</b>	<b>2.0</b>	<b>31</b>	<b>9.5</b>	<b>1.4</b>	<b>1.7</b>	<b>58</b>	<b>17.8</b>	<b>1.7</b>	<b>3.1</b>	<b>48</b>	<b>14.8</b>	<b>42</b>	<b>12.9</b>	<b>6</b>	<b>1.8</b>	<b>2</b>	<b>0.6</b>
CZ010 Capital Prague				3	10.7	5	17.9	1.2	1.8	5	17.9	1.4	2.0	10	35.7	1.4	2.7	9	32.1	7	25.0	2	7.1	1	3.6	
CZ020 Středočeský				6	14.3	3	7.1	1.7	3.0	2	4.8			7	16.7	1.4	3.6	8	19.0	7	16.7	1	2.4			
CZ031 Jihočeský														3	15.0	1.0	2.7	3	15.0	3	15.0					
CZ032 Plzeňský	1	3.4			2	6.9	1	3.4			1	3.4			7	24.1	2.5	3.0	5	17.2	5	17.2				
CZ041 Karlovarský				1	8.3	1	8.3			1	8.3			1	8.3											
CZ042 Ústecký				2	5.6	5	13.9	1.8	1.8	5	13.9	1.0	1.0	5	13.9	1.5	2.8	3	8.3	3	8.3			1	2.8	
CZ051 Liberecký				2	15.4	2	15.4			2	15.4			3	23.1	2.0	2.7	2	15.4	2	15.4					
CZ052 Královéhradecký				3	16.7	1	5.6			2	11.1			5	27.8	1.2	2.3	5	27.8	5	27.8					
CZ053 Pardubický						1	7.1			1	7.1			1	7.1			1	7.1	1	7.1					
CZ061 Vysočina	1	6.7	1	6.7										1	6.7											
CZ062 Jihomoravský	1	3.6			3	10.7	4	14.3	2.3	2.3	4	14.3	1.3	1.3	4	14.3	1.5	2.8	2	7.1	2	7.1				
CZ071 Olomoucký				5	22.7	2	9.1			2	9.1			2	9.1			2	9.1	1	4.5	1	4.5			
CZ072 Zlínský				1	8.3	1	8.3			1	8.3			1	8.3			1	8.3			1	8.3			
CZ080 Moravskoslezský				2	5.6	5	13.9	1.4	1.5	5	13.9	1.8	2.0	8	22.2	1.9	2.7	7	19.4	6	16.7	1	2.8			

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



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

Region NUTS 3	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund															
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
					aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
<b>Total</b>	<b>176</b>	<b>87.6</b>	<b>106</b>	<b>52.7</b>	<b>4,748</b>	<b>0.81</b>	<b>0.75</b>	<b>0.02</b>	<b>15.14</b>	<b>0.76</b>	<b>0.19</b>	<b>0.71</b>	<b>15.23</b>	<b>15.03</b>	<b>0.70</b>	<b>18.61</b>	<b>0.97</b>	<b>0.21</b>	<b>5.88</b>	<b>2.96</b>	<b>22.02</b>
CZ010 Capital Prague	19	86.4	13	59.1	7,005	1.58	3.31		8.80	3.31	0.02	0.31	23.05	12.15	0.71	13.89	1.65	0.11	4.96	3.00	23.15
CZ020 Středočeský	18	90.0	9	45.0	2,728	0.81	1.21	0.29	18.48	0.08		0.26	32.85	2.52	0.94	17.06		0.06	5.29	1.79	18.37
CZ031 Jihočeský	12	92.3	7	53.8	1,266	0.68	0.08		11.85	0.02		1.69	24.59	3.11	0.45	24.02		0.05	2.74	6.64	24.09
CZ032 Plzeňský	13	86.7	10	66.7	9,841		0.07	0.05	23.71	0.04	0.27	0.59	11.38	29.45	0.80	9.67	3.05	0.53	9.19	6.08	5.12
CZ041 Karlovarský	5	100.0	2	40.0																	
CZ042 Ústecký	21	87.5	15	62.5	1,004	2.66	0.44		6.07	0.06	0.43	0.66	18.05	12.14	0.73	30.94	2.07	0.38	3.24	6.81	15.32
CZ051 Liberecký	7	87.5	4	50.0	3,916	0.32			3.98		0.13	0.96	5.32	31.12	0.96	38.50		0.05	3.28	0.96	14.42
CZ052 Královéhradecký	7	63.6	4	36.4	1,900	0.13			2.17			6.58	24.69	1.67	0.20	12.21			1.71	0.68	49.95
CZ053 Pardubický	9	90.0	7	70.0	1,670	0.41	1.71		7.44			0.51	46.56	0.81	0.90	13.43		0.03	5.29	4.92	17.97
CZ061 Vysočina	10	90.9	6	54.5	4,242	5.21	0.14		16.30		0.65	3.93	22.31	19.68	1.39	12.39		0.08	8.97	0.47	8.47
CZ062 Jihomoravský	19	90.5	12	57.1	1,349	0.71			10.50	1.54	2.16	3.21	27.07	23.23	1.76	3.45			5.00	3.19	18.17
CZ071 Olomoucký	8	80.0	3	30.0	32,534				5.30				5.88	0.04	0.37	18.29		0.12	6.89	0.20	62.89
CZ072 Zlínský	9	100.0	3	33.3	873	5.50	0.76		22.45			7.26	48.12		0.38			1.91	3.44	6.68	3.50
CZ080 Moravskoslezský	19	86.4	11	50.0	7,601	0.04	0.06		29.83	0.61	0.07		4.36	22.70	0.48	34.90		0.17	2.96	2.80	1.04

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

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

Region NUTS 3	Employer's contribution to corporate catering						There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance				Contribution to life insurance										
	arranged in CA		amount of contribution					without specification of the amount of allowance		agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision		
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price		NCA	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA
<b>Total</b>	<b>181</b>	<b>90.0</b>	<b>33.82</b>	<b>52.8</b>	<b>16.22</b>	<b>25.2</b>	<b>46</b>	<b>52</b>	<b>25.9</b>	<b>76</b>	<b>37.8</b>	<b>274</b>	<b>360</b>	<b>52</b>	<b>25.9</b>	<b>15</b>	<b>7.5</b>	<b>370</b>	<b>474</b>	<b>11</b>	<b>5.5</b>	
CZ010 Capital Prague	19	86.4	38.71	50.0	17.96	20.0	5	5	22.7	5	22.7	283	390	4	18.2	2	9.1			2	9.1	
CZ020 Středočeský	18	90.0	46.50	55.0	14.50	14.5	5	2	10.0	5	25.0	150	405	3	15.0	1	5.0					
CZ031 Jihočeský	12	92.3	33.67	55.0	14.55			5	38.5	8	61.5	219	244	4	30.8	1	7.7					
CZ032 Plzeňský	13	86.7	22.70		12.57		7	7	46.7	7	46.7	300	400	5	33.3	2	13.3				1	6.7
CZ041 Karlovarský	4	80.0	24.50		19.00			2	40.0	2	40.0			2	40.0	1	20.0				1	20.0
CZ042 Ústecký	23	95.8	23.25		15.02		4	5	20.8	10	41.7	266	332	6	25.0	2	8.3				1	4.2
CZ051 Liberecký	8	100.0	24.33		15.50		4	2	25.0	3	37.5	200	469	3	37.5	2	25.0				2	25.0
CZ052 Královéhradecký	10	90.9	41.92	36.0	16.54	27.0	3	1	9.1	4	36.4	330	340	2	18.2	1	9.1				1	9.1
CZ053 Pardubický	10	100.0	35.67	55.0	15.23		2	3	30.0	2	20.0			2	20.0	1	10.0				1	10.0
CZ061 Vysočina	11	100.0	20.00		13.95		3	6	54.5	6	54.5	310	350	4	36.4							
CZ062 Jihomoravský	18	85.7	35.21	55.0	22.63	50.0	5	4	19.0	6	28.6	422	443	4	19.0	1	4.8				1	4.8
CZ071 Olomoucký	8	80.0	27.00		21.10			2	20.0	4	40.0	383	438	3	30.0							
CZ072 Zlínský	8	88.9	40.00	55.0	24.25		3	2	22.2	2	22.2			1	11.1							
CZ080 Moravskoslezský	19	86.4	32.33	55.0	10.80		5	6	27.3	12	54.5	226	309	9	40.9	1	4.5				1	4.5

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

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

Region NUTS 3	Employee's inability to work							Average number of days of leave without compensation of pay above the requirement of the LC																												Activity of guides in children's and youth camps			
	pay compensation for the first 3 days of the inability				pay compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																															
	agreed in CA		compensation amount		agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I			J				
	NCA	% CA	% AE	aver.CZK	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days					
<b>Total</b>	<b>34</b>	<b>10.5</b>	<b>59.6</b>	<b>350</b>	<b>5</b>	<b>1.5</b>	<b>81.0</b>	<b>21</b>	<b>6.5</b>	<b>1.3</b>	<b>29</b>	<b>8.9</b>	<b>1.6</b>	<b>32</b>	<b>9.8</b>	<b>1.8</b>	<b>11</b>	<b>3.4</b>	<b>3.8</b>	<b>25</b>	<b>7.7</b>	<b>1.4</b>	<b>14</b>	<b>4.3</b>	<b>2.7</b>	<b>40</b>	<b>12.3</b>	<b>7.8</b>	<b>27</b>	<b>8.3</b>	<b>4.5</b>	<b>105</b>	<b>32.3</b>	<b>3.5</b>	<b>71</b>	<b>21.8</b>	<b>19</b>	<b>11.8</b>	
CZ010 Capital Prague	4	14.3	50.0		1	3.6		2	7.1		3	10.7	2.7	3	10.7	1.3	2	7.1		2	7.1		2	7.1		7	25.0	7.4	4	14.3	5.5	14	50.0	3.7	10	35.7	3	13.0	
CZ020 Středočeský	7	16.7	57.5		3	7.1	85.0	2	4.8		5	11.9	1.4	5	11.9	1.6	3	7.1	7.0	5	11.9	1.4	1	2.4		7	16.7	10.6	7	16.7	5.9	14	33.3	3.4	9	21.4	4	6.5	
CZ031 Jihočeský	1	5.0																					1	5.0		1	5.0						3	15.0	4.7	1	5.0	1	
CZ032 Plzeňský	3	10.3	55.0	500	1	3.4		1	3.4		3	10.3	2.3	3	10.3	4.7	2	6.9		2	6.9		2	6.9		3	10.3	5.3	1	3.4		7	24.1	3.6	11	37.9			
CZ041 Karlovarský														1	8.3								1	8.3		1	8.3					4	33.3	4.3	2	16.7			
CZ042 Ústecký	4	11.1	73.3	200				3	8.3	1.0	4	11.1	1.5	5	13.9	1.4				3	8.3	1.7	1	2.8		3	8.3	6.7	2	5.6		12	33.3	3.3	10	27.8	1		
CZ051 Liberecký								1	7.7																	2	15.4				4	30.8	4.0	1	7.7	1			
CZ052 Královéhradecký	1	5.6						2	11.1		1	5.6		2	11.1					1	5.6					3	16.7	6.0	2	11.1		5	27.8	3.6	2	11.1	1		
CZ053 Pardubický	1	7.1						1	7.1		2	14.3		2	14.3					1	7.1					1	7.1				7	50.0	3.6	2	14.3	1			
CZ061 Vysočina														1	6.7		1	6.7					1	6.7					2	13.3		2	13.3		3	20.0	1		
CZ062 Jihomoravský	1	3.6						4	14.3	1.3	4	14.3	1.3	3	10.7	1.0	2	7.1		4	14.3	1.3	2	7.1		6	21.4	6.2	5	17.9	2.8	10	35.7	3.7	4	14.3	3	7.3	
CZ071 Olomoucký	7	31.8	52.5					1	4.5		1	4.5		2	9.1											3	13.6	12.3			8	36.4	3.3	6	27.3	2			
CZ072 Zlínský								1	8.3		1	8.3		1	8.3					1	8.3									4	33.3	4.3	1	8.3					
CZ080 Moravskoslezský	5	13.9	60.0					3	8.3	1.3	5	13.9	1.0	4	11.1	1.5	1	2.8		6	16.7	1.3	3	8.3	2.3	3	8.3	8.7	4	11.1	5.0	11	30.6	3.0	9	25.0	1		

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

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

Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>199</b>	<b>61.2</b>	<b>13</b>	<b>4.0</b>	<b>68</b>	<b>20.9</b>	<b>301</b>	<b>92.6</b>	<b>148</b>	<b>45.5</b>	<b>4</b>	<b>1.2</b>	<b>8</b>	<b>2.5</b>
CZ010 Capital Prague	17	60.7	1	3.6	7	25.0	26	92.9	15	53.6			1	3.6
CZ020 Středočeský	28	66.7	2	4.8	13	31.0	40	95.2	23	54.8	1	2.4	1	2.4
CZ031 Jihočeský	9	45.0			6	30.0	19	95.0	1	5.0				
CZ032 Plzeňský	18	62.1	2	6.9	4	13.8	27	93.1	15	51.7	2	6.9	3	10.3
CZ041 Karlovarský	6	50.0			1	8.3	10	83.3	2	16.7				
CZ042 Ústecký	25	69.4	2	5.6	7	19.4	30	83.3	13	36.1				
CZ051 Liberecký	8	61.5	3	23.1	2	15.4	13	100.0	6	46.2	1	7.7	1	7.7
CZ052 Královéhradecký	8	44.4			1	5.6	15	83.3	5	27.8				
CZ053 Pardubický	8	57.1			2	14.3	14	100.0	7	50.0				
CZ061 Vysočina	12	80.0			2	13.3	15	100.0	11	73.3				
CZ062 Jihomoravský	18	64.3	1	3.6	10	35.7	26	92.9	16	57.1				
CZ071 Olomoucký	16	72.7	1	4.5	5	22.7	21	95.5	8	36.4			1	4.5
CZ072 Zlínský	8	66.7			2	16.7	11	91.7	7	58.3				
CZ080 Moravskoslezský	18	50.0	1	2.8	6	16.7	34	94.4	19	52.8			1	2.8

Explanatory notes: NCA  
% CA

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



## **Table section C**

### **Municipalities and regions**



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

Trade union	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
<b>Total</b>	<b>117</b>	<b>94.4</b>	<b>57</b>	<b>3.9</b>	<b>5</b>	<b>7,340</b>	<b>33</b>	<b>3.6</b>	<b>16</b>	<b>2,876</b>	<b>70</b>	<b>56.5</b>	<b>68</b>	<b>54.8</b>
State Bodies and Organisations	115	94.3	56	3.9	5	7,340	33	3.6	15	2,876	70	57.4	68	55.7
UNIOS	2	100.0	1						1					

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

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

Trade union	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
<b>Total</b>	<b>0.02</b>	<b>0.36</b>	<b>4.40</b>	<b>0.05</b>	<b>4.25</b>	<b>0.82</b>	<b>1.82</b>	<b>32.33</b>	<b>12.94</b>	<b>1.29</b>	<b>16.20</b>	<b>1.61</b>	<b>0.52</b>	<b>3.37</b>	<b>6.09</b>	<b>13.92</b>	<b>86</b>	<b>69.4</b>
State Bodies and Organisations	0.02	0.36	4.40	0.05	4.25	0.82	1.82	32.33	12.94	1.29	16.20	1.61	0.52	3.37	6.09	13.92	85	69.7
UNIOS																	1	50.0

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

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



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

Trade union	Employer contribution to corporate catering								Provision of supported catering services					
	agreed in CA		amount of contribution				without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work		
	NCA	% CA	from the budget	from the soc. fund		without distinguishing resources		NCA	% CA	NCA	% CA	NCA	% CA	
		aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>117</b>	<b>94.4</b>	<b>36.11</b>	<b>51.5</b>	<b>24.78</b>	<b>36.9</b>	<b>80.00</b>	<b>6</b>	<b>15</b>	<b>12.1</b>	<b>11</b>	<b>8.9</b>	<b>10</b>	<b>8.1</b>
State Bodies and Organisations	115	94.3	36.38	51.2	24.60	36.9	80.00	6	15	12.3	11	9.0	10	8.2
UNIOS	2	100.0												

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

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

Trade union	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
<b>Total</b>	<b>82</b>	<b>66.1</b>	<b>364</b>	<b>438</b>	<b>3.2</b>	<b>60</b>	<b>48.4</b>	<b>31</b>	<b>25.0</b>	<b>393</b>	<b>453</b>	<b>21</b>	<b>16.9</b>
State Bodies and Organisations	81	66.4	365	437	3.2	59	48.4	31	25.4	393	453	21	17.2
UNIOS	1	50.0				1	50.0						

Explanatory notes: NCA

% CA

CZK/month

aver. % MBA

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

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

average contribution in CZK per month

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

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

Region NUTS 3	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
<b>Total</b>	<b>117</b>	<b>94.4</b>	<b>57</b>	<b>3.9</b>	<b>5</b>	<b>7,340</b>	<b>33</b>	<b>3.6</b>	<b>16</b>	<b>2,876</b>	<b>70</b>	<b>56.5</b>	<b>68</b>	<b>54.8</b>
CZ010 Capital Prague	5	83.3	3	4.7					2	5,272	3	50.0	3	50.0
CZ020 Středočeský	21	95.5	11	4.1	2		6	3.4	2	2,177	14	63.6	14	63.6
CZ031 Jihočeský	6	85.7	5	3.6			1			3,294	3	42.9	3	42.9
CZ032 Plzeňský	14	100.0	6	4.5			7	4.0		2,674	8	57.1	7	50.0
CZ041 Karlovarský	7	100.0	2		1		1		2	1,330	5	71.4	4	57.1
CZ042 Ústecký	12	100.0	8	3.7			1		2	1,195	6	50.0	6	50.0
CZ051 Liberecký	5	100.0	2				1		2	3,205	2	40.0	2	40.0
CZ052 Královéhradecký	7	100.0	3	4.7			4	3.6		3,630	4	57.1	4	57.1
CZ053 Pardubický	4	100.0	2				1			1,709	2	50.0	2	50.0
CZ061 Vysočina	4	100.0	2				2			3,141	4	100.0	4	100.0
CZ062 Jihomoravský	5	71.4	1		1		2			3,382	4	57.1	4	57.1
CZ071 Olomoucký	12	100.0	4	3.7	1		3	3.3	3	3,150	8	66.7	8	66.7
CZ072 Zlínský	3	100.0	2						1	5,297	3	100.0	3	100.0
CZ080 Moravskoslezský	12	85.7	6	3.8			4	3.8	2	4,179	4	28.6	4	28.6

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

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

Region NUTS 3	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
<b>Total</b>	<b>0.02</b>	<b>0.36</b>	<b>4.40</b>	<b>0.05</b>	<b>4.25</b>	<b>0.82</b>	<b>1.82</b>	<b>32.33</b>	<b>12.94</b>	<b>1.29</b>	<b>16.20</b>	<b>1.61</b>	<b>0.52</b>	<b>3.37</b>	<b>6.09</b>	<b>13.92</b>	<b>86</b>	<b>69.4</b>
CZ010 Capital Prague		0.09	2.01		0.01	9.60	0.66	48.68	12.04	0.09	11.77	3.32		1.78	8.92	1.02	2	33.3
CZ020 Středočeský		2.36	5.56	0.03	3.64		2.23	29.52	15.89	0.26	18.62	2.87	0.73	3.68	7.23	7.36	16	72.7
CZ031 Jihočeský			2.61				2.45	24.43	18.68	10.24	29.16	0.03	0.06	0.81	6.93	4.60	4	57.1
CZ032 Plzeňský		0.03	1.82	0.41	22.95		1.32	29.62	9.08	0.42	10.44	2.94	0.26	2.72	2.08	15.90	11	78.6
CZ041 Karlovarský		0.19	15.84		0.88	1.63		27.67	18.61	1.19	14.96		1.19	5.21	2.77	9.87	7	100.0
CZ042 Ústecký	0.08		5.61	0.02	2.31		0.46	30.84	29.29	1.02	9.08	1.43	0.05	5.16	1.13	13.50	9	75.0
CZ051 Liberecký		0.03	3.02		0.59	0.03	4.06	48.19	1.90	1.06	7.66	0.66	1.93	4.42	5.25	21.20	5	100.0
CZ052 Královéhradecký		0.00	7.29			1.06	1.20	21.62	11.34	0.77	16.10	2.97	0.47	4.66	7.26	25.26	5	71.4
CZ053 Pardubický			3.37				5.85	36.35	0.15	1.46	10.90	5.78	0.29	3.09	24.82	7.94	4	100.0
CZ061 Vysočina			1.69					39.53	23.61	0.42	20.88		1.50	3.10	2.65	6.62	2	50.0
CZ062 Jihomoravský			7.48		0.78	0.37		33.43	28.43	0.09	4.24	1.43	0.12	3.35	1.12	19.16	3	42.9
CZ071 Olomoucký	0.09		5.07		4.52		1.73	34.93	13.49	0.46	24.42	0.83	0.42	4.68	5.73	3.64	8	66.7
CZ072 Zlínský			1.06					49.08	0.76	0.57	22.87		0.66	4.69	10.57	9.74	3	100.0
CZ080 Moravskoslezský	0.04	0.02	3.91		3.09		3.55	23.47	8.35	1.54	15.28		0.51	2.11	6.28	31.83	7	50.0

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

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

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

Region NUTS 3	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>117</b>	<b>94.4</b>	<b>36.11</b>	<b>51.5</b>	<b>24.78</b>	<b>36.9</b>	<b>80.00</b>		<b>6</b>	<b>15</b>	<b>12.1</b>	<b>11</b>	<b>8.9</b>	<b>10</b>	<b>8.1</b>
CZ010 Capital Prague	5	83.3	55.90	65.0	29.60		100.00								
CZ020 Středočeský	21	95.5	42.93	51.7	23.68	10.0	60.00		1	3	13.6	3	13.6	3	13.6
CZ031 Jihočeský	6	85.7	31.45		18.05					1	14.3				
CZ032 Plzeňský	14	100.0	35.22	45.0	29.90	43.3			1	1	7.1	2	14.3	1	7.1
CZ041 Karlovarský	6	85.7	15.00	51.5	25.38	27.0						1	14.3	1	14.3
CZ042 Ústecký	11	91.7	39.30	47.0	20.58	31.0			1	2	16.7				
CZ051 Liberecký	5	100.0	34.25	55.0	24.75					1	20.0				
CZ052 Královéhradecký	7	100.0	40.33		24.71					2	28.6	2	28.6	2	28.6
CZ053 Pardubický	4	100.0	26.75		27.00									1	25.0
CZ061 Vysočina	3	75.0	24.67		26.67					1	25.0				
CZ062 Jihomoravský	7	100.0	34.43		26.17					2	28.6				
CZ071 Olomoucký	12	100.0	41.86	51.7	22.58					2	16.7	1	8.3	2	16.7
CZ072 Zlínský	3	100.0	35.00		28.33										
CZ080 Moravskoslezský	13	92.9	37.43	55.0	27.63	60.0			3			2	14.3		

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

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

Region NUTS 3	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
<b>Total</b>	<b>82</b>	<b>66.1</b>	<b>363</b>	<b>438</b>	<b>3.2</b>	<b>60</b>	<b>48.4</b>	<b>31</b>	<b>25.0</b>	<b>393</b>	<b>453</b>	<b>21</b>	<b>16.9</b>
CZ010 Capital Prague	4	66.7	475	475		2	33.3	2	33.3			1	16.7
CZ020 Středočeský	15	68.2	342	488	3.3	12	54.5	3	13.6	500	500	1	4.5
CZ031 Jihočeský	3	42.9	400	500	3.0	2	28.6	1	14.3			1	14.3
CZ032 Plzeňský	11	78.6	314	359		7	50.0	5	35.7	340	380	4	28.6
CZ041 Karlovarský	4	57.1	463	533		2	28.6	1	14.3				
CZ042 Ústecký	9	75.0	257	400		6	50.0	3	25.0	350	483	1	8.3
CZ051 Liberecký	4	80.0	367	513		4	80.0	2	40.0			1	20.0
CZ052 Královéhradecký	4	57.1	575	588		3	42.9	3	42.9	300	500	2	28.6
CZ053 Pardubický	3	75.0	400	433		2	50.0	2	50.0			1	25.0
CZ061 Vysočina	1	25.0				1	25.0	1	25.0			1	25.0
CZ062 Jihomoravský	3	42.9	250	361		3	42.9	2	28.6			2	28.6
CZ071 Olomoucký	9	75.0	339	400		6	50.0	2	16.7			2	16.7
CZ072 Zlínský	3	100.0	483	483		3	100.0	1	33.3			1	33.3
CZ080 Moravskoslezský	9	64.3	363	378		7	50.0	3	21.4	333	367	3	21.4

Explanatory notes: NCA

% CA

CZK/month

aver. % MBA

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

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

average contribution in CZK per month

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