



INFORMATION ON WORKING CONDITIONS

negotiated in collective agreements

2020

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Ministry of Labour and Social Affairs

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Introduction

Basic informations about IPP

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

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

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

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

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

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

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

Description of published tables

In 2020 selected data about wage and working conditions were analyzed from 1,666 collective agreements from 27 different trade unions, of which:

- 1,262 collective agreements agreed in the entrepreneurial area
- 404 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 14,600 CZK/month and 87.30 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 provided to an employee for the first 14 days of the temporary incapacity, 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 (14/13, 15/14, 16/15, 17/16, 18/17, 19/18, 20/19) 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 (14/13, 15/14, 16/15, 17/16, 18/17, 19/18, 20/19) 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 (14/13, 15/14, 16/15, 17/16, 18/17, 19/18, 20/19) 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 (14/13, 15/14, 16/15, 17/16, 18/17, 19/18, 20/19) 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 provided to an employee for the first 14 days of the temporary incapacity, 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 2020
(based on the sample of 1,262 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 14,600.00/month and CZK 87.30/hour with a working hour fund of 40 hours per week.

The average minimum monthly salary has been agreed in the amount of... CZK **17,081.00**/month

The average minimum hourly salary at a working hour fund of 40 hours per week has been agreed in the amount of CZK **95.09**/hour

Wage scales

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

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

1 st tariff scale.....	CZK 13,660.00
2 nd tariff scale.....	CZK 14,425.00
3 rd tariff scale	CZK 15,270.00
4 th tariff scale	CZK 16,407.00
5 th tariff scale	CZK 17,725.00
6 th tariff scale	CZK 19,297.00
7 th tariff scale	CZK 20,927.00
8 th tariff scale	CZK 22,766.00
9 th tariff scale	CZK 24,572.00
10 th tariff scale.....	CZK 26,903.00
11 th tariff scale.....	CZK 29,568.00
12 th tariff scale.....	CZK 32,734.00

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

	<u>40 hours/week</u>	<u>37.5 hours/week</u>
1 st tariff scale.....	CZK 79.89	CZK 81.55
2 nd tariff scale.....	CZK 82.54	CZK 85.44
3 rd tariff scale	CZK 85.60	CZK 90.76
4 th tariff scale	CZK 90.17	CZK 97.56
5 th tariff scale	CZK 96.20	CZK 105.47
6 th tariff scale	CZK 102.68	CZK 114.09
7 th tariff scale	CZK 112.54	CZK 124.05
8 th tariff scale	CZK 112.58	CZK 136.67
9 th tariff scale	CZK 116.29	CZK 143.49
10 th tariff scale.....	CZK 124.68	CZK 154.38
11 th tariff scale.....	CZK 134.46	CZK 167.98
12 th tariff scale.....	CZK 142.43	CZK 182.35

Wage development

Number of collective agreements regulating wage development ...**873** (i.e. 69.2% of the total amount of collective agreements in the file).

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

- 41.8% collective agreements, offering a year-on-year increase of wage scales by... **4.8%**
- 24.1% collective agreements offering a year-on-year increase of the average nominal wage by **4.2%**
- 1.7% collective agreements offering an increase of the average real wage by **2.0%**

Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day	26.3% AE
overtime bonus for work on Saturdays and Sundays	47.9% AE
overtime bonus for work undistinguished	27.0% AE
overtime bonus for work on public holidays	102.5% AE
bonus for night work	CZK 18.17 /hour
.....	11.8% AE
bonus for work in difficult conditions	CZK 9.49 /hour
.....	11.4% AE
.....	10.4% MM
bonus for work on Saturdays and Sundays	CZK 23.86 /hour
.....	23.3% AE
bonus for afternoon work	CZK 8.78 /hour
.....	7.9% AE
bonus for working in shift operation.....	CZK 95.74 /shift
.....	14.4% AE
bonus for team management	CZK 8.34 /hour
bonus for working at heights	CZK 6.38 /hour
bonus for working in hazardous conditions	CZK 23.46 /hour
bonus for the knowledge of foreign languages	CZK 850.00 /month
bonus for substitution	CZK 1,175.00 /month
.....	27.4% AE
bonus for training other people	CZK 879.85 /month
.....	10.1% AE
remuneration for standby duty.....	CZK 18.14 /hour
.....	16.8% AE

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

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

Refund of wages in the case of personal obstacles at work

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

one's own wedding.....	1.4 days
birth of a child to the wife of an employee.....	1.3 days
death of a direct relative	2.1 days
escorting a disabled child to a health or social care provider.....	6.4 days
moving house.....	1.2 days
looking for a new job	3.6 days
for mothers caring for a child (per year).....	3.9 days
care for a family member (per year).....	2.3 days
sick days (per year).....	3.2 days

3. Benefits and working conditions to employees

Company catering

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

costs.....	CZK 45.54	
.....		54.6% of the price of a meal
profit, social fund, FSCR.....	CZK 14.47	
.....		24.0% of the price of a meal
without distinguishing sources	CZK 52.44	
.....		56.3% 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 588.39 /month
maximum average value of the contribution	CZK 945.38 /month

Life insurance

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

minimum average value of the contribution	CZK 547.53 /month
maximum average value of the contribution	CZK 848.66 /month

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

Trade union	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1,666	1,262	404	138
Agriculture and Nutrition	43	38	5	
Banking and Insurance	11	11		
Catering, Hotels and Tourism	11	11		
Civilian Employees of the Army	6	4	2	
Commerce	16	16		
Culture and Nature Preservation	36		36	
Education	87		87	
ECHO	68	68		
Fire Fighters	13		13	
Food Industry and Allied Trade	67	66	1	
Glass, Ceramic & Porcelain	30	30		
Health Service and Social Care	76	19	57	
KOVO	507	504	3	
Mines, Geology and Oil Industry	25	22	3	
Postal, Telecom. and Newspaper Services	6	6		
Profess.and Trade Union of Orchestral Music.	15	3	12	
Railway Trade Unions	33	31	2	
Science and Research	30	30		
State Bodies and Organisations	140		140	137
STAVBA	122	110	12	
Textile, Clothing and Leather Industry	29	28	1	
Transport	26	26		
Transport, Road Economy and Repair Vehicles	11	11		
Union of Aviation Employees	3	3		
UNIOS	161	136	25	1
Universities Trade Union	20	20		
Wood.Industry, Forestry and Manag.of Water	74	69	5	

Recapitulation of agreements classification based on regions

Region NUTS 3	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1,666	1,262	404	138
CZ010 Capital Prague	222	189	33	6
CZ020 Středočeský	124	76	48	24
CZ031 Jihočeský	119	97	22	9
CZ032 Plzeňský	101	72	29	16
CZ041 Karlovarský	53	38	15	5
CZ042 Ústecký	122	84	38	15
CZ051 Liberecký	77	58	19	5
CZ052 Královéhradecký	95	69	26	11
CZ053 Pardubický	78	58	20	7
CZ061 Vysočina	104	75	29	4
CZ062 Jihomoravský	153	122	31	7
CZ071 Olomoucký	115	90	25	14
CZ072 Zlínský	101	87	14	2
CZ080 Moravskoslezský	202	147	55	13



Table section A

Corporate area

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

Trade union	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?													
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)					
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS			
Total	51	4.0	17,081	10	0.8	95.09	25	2.0	102.91	205	16.2	356	28.2	43	3.4	83	6.6	92	7.3	164	13.0		
Agriculture and Nutrition										5	13.2	16	42.1	3	7.9	9	23.7	2	5.3	1	2.6		
Banking and Insurance	4	36.4	19,500	1	9.1							1	9.1										
Catering, Hotels and Tourism												4	36.4										
Civilian Employees of the Army												2	50.0							1	25.0		
Commerce										1	6.3	1	6.3	1	6.3	1	6.3						
ECHO	7	10.3	19,157				1	1.5		25	36.8	21	30.9					3	4.4	3	4.4		
Food Industry and Allied Trade	1	1.5								1	1.5	14	21.2			4	6.1	1	1.5	7	10.6		
Glass, Ceramic & Porcelain										13	43.3	8	26.7	1	3.3			10	33.3	7	23.3		
Health Service and Social Care										2	10.5	3	15.8										
KOVO	18	3.6	17,713	4	0.8	89.90	17	3.4	105.46	83	16.5	149	29.6	6	1.2	28	5.6	45	8.9	103	20.4		
Mines, Geology and Oil Industry										4	18.2	8	36.4					4	18.2	2	9.1		
Postal, Telecom. and Newspaper Services												2	33.3										
Profess.and Trade Union of Orchestral Music.																							
Railway Trade Unions	1	3.2								2	6.5	8	25.8							1	3.2		
Science and Research												3	10.0										
STAVBA	18	16.4	15,550	4	3.6	92.50	4	3.6	100.01	39	35.5	29	26.4	22	20.0	27	24.5	12	10.9	5	4.5		
Textile, Clothing and Leather Industry										5	17.9	6	21.4	1	3.6			3	10.7	10	35.7		
Transport												5	19.2	2	7.7					2	7.7		
Transport, Road Economy and Repair Vehicles										2	18.2	2	18.2					1	9.1	3	27.3		
Union of Aviation Employees												2	66.7			1	33.3						
UNIOS										12	8.8	45	33.1	5	3.7	10	7.4	3	2.2	11	8.1		
Universities Trade Union										3	15.0	11	55.0	1	5.0	1	5.0	1	5.0				
Wood.Industry, Forestry and Manag.of Water	2	2.9		1	1.4		3	4.3	94.33	8	11.6	16	23.2	1	1.4	2	2.9	7	10.1	8	11.6		

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

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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	184	13,660	189	14,425	193	15,270	198	16,407	202	17,725	204	19,297	204	20,927	202	22,766	198	24,572	196	26,903	193	29,568	193	32,734
Agriculture and Nutrition	4	14,165	4	14,315	4	14,570	5	16,244	5	17,904	5	19,728	5	22,011	5	24,437	5	26,957	4	25,638	4	28,248	4	30,763
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce	1		1		1		1		1		1		1		1		1		1		1		1	
ECHO	21	14,203	22	15,025	23	16,071	24	17,125	25	18,580	25	20,505	25	22,646	25	24,906	25	27,436	25	30,221	25	33,511	25	37,790
Food Industry and Allied Trade	1		1		1		1		1		1		1		1		1		1		1		1	
Glass, Ceramic & Porcelain	12	15,083	12	15,934	13	16,312	13	16,960	13	17,754	13	18,681	13	19,505	13	20,537	13	21,693	13	23,024	13	25,065	13	27,021
Health Service and Social Care	2		2		2		2		2		2		2		2		2		2		2		2	
KOVO	76	12,906	78	13,784	78	14,796	79	15,925	81	17,189	82	18,675	83	20,205	81	21,851	78	23,384	78	25,513	77	27,807	77	30,313
Mines, Geology and Oil Industry	4	15,090	4	15,503	4	17,403	4	18,815	4	20,678	4	22,365	4	24,278	4	26,278	4	28,353	4	30,728	4	33,203	4	35,665
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions	2		2		2		2		2		2		2		2		2		2		2		2	
Science and Research																								
STAVBA	36	14,513	38	15,096	38	15,851	38	17,029	39	18,492	39	20,128	39	22,312	39	24,517	39	26,823	39	29,765	39	33,055	39	36,849
Textile, Clothing and Leather Industry	5	13,720	5	14,210	5	14,800	5	15,530	5	16,380	5	17,530	5	18,990	5	20,440	5	22,460	5	25,070	5	28,410	5	32,110
Transport																								
Transport, Road Economy and Repair Vehicles	1		1		1		2		2		2		2		2		2		2		2		2	
Union of Aviation Employees																								
UNIOS	8	11,984	8	12,725	10	12,867	11	15,208	11	16,566	12	19,115	11	19,349	11	21,140	10	21,039	9	23,700	8	23,865	8	27,413
Universities Trade Union	3	12,414	3	13,362	3	14,047	3	14,995	3	16,440	3	17,338	3	18,404	3	19,436	3	21,034	3	23,232	2		2	
Wood.Industry, Forestry and Manag.of Water	8	13,961	8	14,815	8	15,838	8	16,964	8	18,177	8	19,558	8	21,163	8	23,357	8	25,141	8	27,243	8	29,615	8	32,741

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	
Total	41	79.89	41	82.54	41	85.60	41	90.17	41	96.20	40	102.68	40	112.54	13	112.58	10	116.29	9	124.68	9	134.46	9	142.43	
Agriculture and Nutrition	3	84.49	3	85.29	3	87.10	3	92.75	3	100.44	3	109.11	3	118.11	1		1		1		1		1		1
Banking and Insurance																									
Catering, Hotels and Tourism																									
Civilian Employees of the Army																									
Commerce	1		1		1		1		1		1		1		1		1		1		1		1		1
ECHO																									
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	6	55.53	6	57.75	6	60.77	6	64.03	6	69.70	6	76.57	6	84.38	4	101.70	3	105.10	3	112.03	3	118.50	3	128.77	
Mines, Geology and Oil Industry																									
Postal, Telecom. and Newspaper Services																									
Profess.and Trade Union of Orchestral Music.																									
Railway Trade Unions																									
Science and Research																									
STAVBA	22	87.10	22	89.64	22	92.43	22	97.73	22	104.68	22	113.52	22	125.77											
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	5	75.14	5	79.84	5	84.70	5	87.90	5	91.00	4	84.35	4	90.88	4	104.55	2		1		1		1		1
Universities Trade Union	1		1		1		1		1		1		1		1		1		1		1		1		1
Wood.Industry, Forestry and Manag.of Water	1		1		1		1		1		1		1		1		1		1		1		1		1

Explanatory notes: NCA
CZK/h

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

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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	83	81.55	89	85.44	90	90.76	91	97.56	92	105.47	92	114.09	91	124.05	56	136.67	39	143.49	36	154.38	36	167.98	36	182.35
Agriculture and Nutrition	1		2		2		2		2		2		2		2		2		2		2		2	
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	2		2		3	98.47	3	102.07	3	108.27	3	118.97	3	132.90	3	148.40	1		1		1		1	
Food Industry and Allied Trade	1		1		1		1		1		1		1		1									
Glass, Ceramic & Porcelain	10	91.51	10	94.14	10	97.40	10	100.07	10	104.52	10	109.52	10	113.40	9	118.61	8	123.66	8	131.26	8	143.10	8	153.34
Health Service and Social Care																								
KOVO	43	74.95	44	80.25	44	86.29	45	93.83	45	102.52	45	112.00	45	122.14	29	142.69	19	150.38	16	162.48	16	176.18	16	191.54
Mines, Geology and Oil Industry	4	93.90	4	95.33	4	105.30	4	112.23	4	122.43	4	131.60	4	141.33	1									
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions																								
Science and Research																								
STAVBA	9	92.22	11	93.47	11	97.13	11	104.93	12	112.60	12	121.25	12	132.55	2		1		1		1		1	
Textile, Clothing and Leather Industry	3	77.00	3	78.93	3	81.23	3	83.70	3	87.27	3	91.70	3	96.13	2		1		1		1		1	
Transport																								
Transport, Road Economy and Repair Vehicles			1		1		1		1		1		1		1									
Union of Aviation Employees																								
UNIOS	2		3	78.17	3	83.90	3	90.63	3	99.73	3	108.50	2		1		1		1		1		1	
Universities Trade Union	1		1		1		1		1		1		1											
Wood.Industry, Forestry and Manag.of Water	7	86.51	7	89.90	7	95.23	7	104.34	7	111.84	7	120.31	7	128.34	6	133.08	6	142.60	6	153.87	6	165.90	6	179.55

Explanatory notes: NCA
CZK/h

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

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

SCALE SYSTEM	TARIFF SCALE																																																	
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20											
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h												
2 scale	1		1																																															
3 scale	4	113.34	3	113.25	3	125.67																																												
4 scale	5	90.26	5	100.82	5	118.20	5	132.54																																										
5 scale	7	90.93	6	99.07	5	110.95	5	124.52	4	152.14																																								
6 scale	7	79.00	7	83.49	8	85.51	8	95.94	8	107.96	7	122.64																																						
7 scale	25	87.00	25	94.35	25	100.87	25	108.89	25	118.18	25	129.54	25	143.64																																				
8 scale	22	89.18	23	96.92	22	103.96	23	114.03	24	124.37	23	134.65	22	146.78	19	162.02																																		
9 scale	10	90.46	11	95.64	12	101.12	12	109.06	12	119.51	12	130.16	10	143.00	8	151.52	6	175.46																																
10 scale	11	82.05	11	89.91	11	96.88	11	107.20	11	118.07	11	129.05	9	142.38	7	157.53	3	144.83	3	156.57																														
11 scale	5	74.00	5	76.24	5	84.98	5	92.62	5	100.88	5	111.18	5	124.90	1																																			
13 scale	6	75.65	6	77.70	6	80.36	7	80.27	9	82.61	9	89.53	9	99.50	8	111.25	6	120.48	4	125.20	3	129.93	3	138.93	3	151.47																								
14 scale	9	81.88	9	88.94	12	95.65	12	100.95	13	111.01	12	118.01	12	128.34	11	144.34	7	150.36	7	163.91	6	171.03	6	191.91	5	202.10	5	229.03																						
15 scale	3	71.93	3	80.97	4	93.33	5	96.94	5	107.24	4	112.10	4	122.93	3	141.30	1																																	
16 scale	5	94.51	5	99.15	6	101.56	8	101.52	8	110.73	8	116.25	7	120.45	7	126.69	7	135.64	7	144.32	7	153.04	7	159.90	6	169.42	6	176.10	6	185.97	6	193.22																		
17 scale	5	93.90	5	97.00	6	105.59	6	111.42	7	118.99	7	126.91	7	139.23	7	153.23	6	164.30	3	169.64	2		2		2		2		1		1		1																	
18 scale																																																		
19 scale	13	103.50	13	103.50	13	103.50	13	103.50	13	103.50	13	106.50	13	114.00	13	122.00	13	130.50																																
20 scale	1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1	

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

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

Trade union	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE	% AE																
Total	1,065	84.4	26.3	47.9	27.0	964	76.4	102.5	1,047	83.0	18.17	11.8	747	59.2	9.49	11.4	10.4	1,006	79.7	23.86	23.3
Agriculture and Nutrition	30	78.9	25.0	48.4	25.6	29	76.3	111.2	31	81.6	19.91	13.3	27	71.1	9.86		10.0	29	76.3		18.9
Banking and Insurance	7	63.6	25.0	50.0	28.8	7	63.6	100.0	6	54.5	25.00	10.8	1	9.1				6	54.5		43.3
Catering, Hotels and Tourism	11	100.0				11	100.0	100.0	11	100.0		10.0	2	18.2				11	100.0	25.00	10.0
Civilian Employees of the Army	2	50.0				1	25.0		2	50.0			2	50.0				2	50.0		
Commerce	12	75.0	25.0	46.7	25.6	11	68.8	102.3	12	75.0	9.00	11.4	3	18.8	10.00		13.3	12	75.0	20.00	10.5
ECHO	65	95.6	28.8	51.4	30.6	61	89.7	105.7	63	92.6	23.50	11.9	48	70.6	9.57		10.0	64	94.1	26.40	22.6
Food Industry and Allied Trade	58	87.9	26.7	51.6	26.2	56	84.8	104.4	61	92.4	16.75	12.2	38	57.6	7.97	17.5	10.0	58	87.9	25.80	24.6
Glass, Ceramic & Porcelain	30	100.0	30.0		30.3	27	90.0	100.4	29	96.7	17.88	15.3	27	90.0	9.97		10.0	29	96.7	19.50	30.1
Health Service and Social Care	13	68.4	25.0	50.0	26.4	14	73.7	100.0	16	84.2	7.00	20.9	6	31.6	8.66		10.0	15	78.9		24.9
KOVO	443	87.9	26.3	48.0	26.4	410	81.3	102.1	442	87.7	19.05	11.6	296	58.7	9.17	11.5	10.2	417	82.7	27.83	25.3
Mines, Geology and Oil Industry	21	95.5	25.0	50.0	25.9	18	81.8	100.0	21	95.5	18.88	10.8	18	81.8	10.03		10.0	20	90.9	20.33	18.2
Postal, Telecom. and Newspaper Services	4	66.7	25.0	50.0	25.0	3	50.0	100.0	4	66.7	26.67	10.0	4	66.7	11.50		25.0	4	66.7	43.33	10.0
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	23	74.2	25.0	48.1	27.5	20	64.5	100.0	22	71.0	14.80	11.4	19	61.3	9.10	11.0	10.0	22	71.0	16.50	18.0
Science and Research	6	20.0			25.0	5	16.7	100.0	6	20.0		11.7	8	26.7		10.0	10.0	6	20.0		12.5
STAVBA	100	90.9	25.7	47.8	31.4	99	90.0	101.0	100	90.9	14.39	10.5	93	84.5	10.03	13.3	10.2	95	86.4	40.69	18.5
Textile, Clothing and Leather Industry	27	96.4	27.0	41.0	25.6	23	82.1	103.3	26	92.9	15.63	14.4	18	64.3	8.78	10.0		26	92.9	12.18	13.3
Transport	25	96.2	29.1	55.0	30.5	18	69.2	100.0	26	100.0	7.37	10.1	25	96.2	9.50	10.0	10.0	26	100.0		32.0
Transport, Road Economy and Repair Vehicles	11	100.0			26.4	11	100.0	100.0	11	100.0	9.67	10.3	7	63.6	8.70	10.0	10.0	11	100.0	35.00	32.5
Union of Aviation Employees	3	100.0	30.0		26.3	3	100.0	100.0	3	100.0		15.0	3	100.0	8.57			3	100.0		23.5
UNIOS	95	69.9	26.4	48.6	25.0	58	42.6	105.4	78	57.4	14.34	11.8	46	33.8	9.57	10.8	10.4	74	54.4	12.81	23.1
Universities Trade Union	18	90.0	25.0	50.0	25.0	17	85.0	100.0	18	90.0	8.00	13.6	16	80.0	16.60		10.0	18	90.0		20.3
Wood.Industry, Forestry and Manag.of Water	61	88.4	25.9	41.8	25.2	62	89.9	101.5	59	85.5	15.73	11.8	40	58.0	9.70	10.0	10.9	58	84.1	27.50	19.8

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

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

Trade union	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
Total	19	7.9	577	8.78	9	10	14.4	25	95.74	139	4	8.3	147	8.34	44	1		158	6.38	1
Agriculture and Nutrition			16	7.85						3			3	23.67						
Banking and Insurance			2																	
Catering, Hotels and Tourism																				
Civilian Employees of the Army			1																	
Commerce																				
ECHO			33	8.13	3					39	1		3	5.33	3			14	9.15	
Food Industry and Allied Trade	1		41	6.97	1	1		1		6	1		6	6.33						
Glass, Ceramic & Porcelain	1		27	8.85									5	4.80	1			2		
Health Service and Social Care										4										
KOVO	15	8.3	323	9.61	3	6	14.3	14	100.57	54	2		72	9.36	11	1		92	5.21	
Mines, Geology and Oil Industry			5	5.04						1			1		2			8	6.75	
Postal, Telecom. and Newspaper Services																		1		
Profess.and Trade Union of Orchestral Music.																				
Railway Trade Unions			7	7.14				2		8			5	6.60	2			4	10.50	
Science and Research															2					
STAVBA	2		47	5.76	1					11			30	5.54	8			22	6.70	
Textile, Clothing and Leather Industry			26	8.77						1			6	13.53	1					
Transport			2																	
Transport, Road Economy and Repair Vehicles			2										6	4.92				1		
Union of Aviation Employees								1					2					1		
UNIOS			29	8.03	1	3	18.3	7	93.93	4			7	6.14	11			9	10.28	1
Universities Trade Union										8					2			1		
Wood.Industry, Forestry and Manag.of Water			16	10.75									1		1			3	4.50	

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	
Total	5	8.3	168	23.46	8	2		6	850	2	29	27.4	8	1,175	98	22	10.1	26	880	56	509	
Agriculture and Nutrition											1				1						8	
Banking and Insurance					1					1					1							3
Catering, Hotels and Tourism											2							1				3
Civilian Employees of the Army																						1
Commerce															1							6
ECHO			18	50.83							1		1		15	1		2			7	30
Food Industry and Allied Trade			4	8.25							2				5	1						24
Glass, Ceramic & Porcelain	1		1								1										1	20
Health Service and Social Care															3							8
KOVO	2		95	9.54	3	1		5	860	1	5	41.0	3	667	21	10	10.0	15	523	30		189
Mines, Geology and Oil Industry			6	52.17											8						5	10
Postal, Telecom. and Newspaper Services																						4
Profess.and Trade Union of Orchestral Music.																						
Railway Trade Unions	2		6	38.67				1			1		1		3	6	9.7	1			4	12
Science and Research															1							4
STAVBA			31	44.50											4			4	1,975		2	46
Textile, Clothing and Leather Industry											3	36.7	1		3	1		1			2	20
Transport			1													1						18
Transport, Road Economy and Repair Vehicles			2		1	1							1		1						4	11
Union of Aviation Employees			1												2			1				2
UNIOS			2		3						12	26.7	1		18	2		1			1	48
Universities Trade Union															8							19
Wood.Industry, Forestry and Manag.of Water			1								1				3							23

Explanatory notes: NCA

% AE

CZK/h

CZK/month

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

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

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per month

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

Trade union	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	563	44.6	187	14.8	358	28.4	219	17.4	55	4.4	136	10.8	136	10.8	112	8.9	697	55.2
Agriculture and Nutrition	11	28.9	3	7.9	8	21.1	7	18.4			2	5.3	5	13.2	2	5.3	26	68.4
Banking and Insurance	4	36.4			2	18.2			2	18.2					2	18.2	5	45.5
Catering, Hotels and Tourism	6	54.5	1	9.1	5	45.5			1	9.1	1	9.1	2	18.2	2	18.2	9	81.8
Civilian Employees of the Army	1	25.0	1	25.0	1	25.0											2	50.0
Commerce	2	12.5	1	6.3	2	12.5									1	6.3	6	37.5
ECHO	41	60.3	16	23.5	34	50.0	25	36.8	4	5.9	4	5.9	17	25.0	10	14.7	55	80.9
Food Industry and Allied Trade	61	92.4	19	28.8	27	40.9	17	25.8	6	9.1	35	53.0	8	12.1	11	16.7	57	86.4
Glass, Ceramic & Porcelain	6	20.0	3	10.0	3	10.0	2	6.7					2	6.7			8	26.7
Health Service and Social Care																	16	84.2
KOVO	230	45.6	72	14.3	150	29.8	72	14.3	15	3.0	42	8.3	45	8.9	46	9.1	248	49.2
Mines, Geology and Oil Industry	15	68.2	3	13.6	5	22.7	9	40.9	2	9.1	6	27.3	2	9.1	3	13.6	19	86.4
Postal, Telecom. and Newspaper Services	1	16.7			1	16.7	1	16.7									2	33.3
Profess.and Trade Union of Orchestral Music.																	2	66.7
Railway Trade Unions	9	29.0			6	19.4	1	3.2	2	6.5	3	9.7	1	3.2			20	64.5
Science and Research	1	3.3							1	3.3					1	3.3	2	6.7
STAVBA	50	45.5	12	10.9	37	33.6	20	18.2	18	16.4	13	11.8	13	11.8	12	10.9	30	27.3
Textile, Clothing and Leather Industry	12	42.9	5	17.9	9	32.1	6	21.4	1	3.6	1	3.6	1	3.6	3	10.7	11	39.3
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	1	33.3			1	33.3					1	33.3					1	33.3
UNIOS	62	45.6	25	18.4	37	27.2	34	25.0	2	1.5	22	16.2	17	12.5	6	4.4	88	64.7
Universities Trade Union	7	35.0	7	35.0	1	5.0	6	30.0	1	5.0	1	5.0	2	10.0	3	15.0	13	65.0
Wood.Industry, Forestry and Manag.of Water	35	50.7	18	26.1	26	37.7	16	23.2			4	5.8	18	26.1	9	13.0	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
Total	700	55.5	71	3,015	293	3,502	528	5,518	578	7,162	673	8,730	696	10,166	699	11,729	699	12,999	700	14,545	10	0.8	13,300
Agriculture and Nutrition	19	50.0	1		12	4,083	15	6,667	15	9,987	19	10,105	19	11,405	19	12,763	19	13,958	19	14,895			
Banking and Insurance	5	45.5	1		2		5	5,600	5	8,200	5	10,400	5	12,200	5	14,000	5	16,600	5	17,600	1	9.1	
Catering, Hotels and Tourism	6	54.5	4	2,000	6	5,667	6	8,000	6	10,333	6	15,000	6	17,500	6	18,333	6	19,167	6	20,000			
Civilian Employees of the Army	2	50.0			1		1		2		2		2		2		2		2				
Commerce	7	43.8			5	3,000	7	5,429	7	8,000	7	11,214	7	13,643	7	14,071	7	14,071	7	14,071			
ECHO	37	54.4	5	3,480	12	3,958	26	5,500	29	6,869	36	9,231	37	10,970	37	13,095	37	15,286	37	17,722	4	5.9	16,250
Food Industry and Allied Trade	47	71.2			15	2,893	38	4,539	43	5,584	45	7,496	47	8,655	47	10,432	47	11,528	47	12,962			
Glass, Ceramic & Porcelain	16	53.3			5	3,800	10	8,350	12	10,517	15	12,087	15	15,247	16	17,238	16	21,350	16	25,356			
Health Service and Social Care	10	52.6	4	1,575	5	3,950	7	6,214	8	6,281	10	6,250	10	7,075	10	8,000	10	8,825	10	9,750	1	5.3	
KOVO	303	60.1	35	3,237	142	3,641	236	5,835	252	7,713	290	9,259	302	10,790	302	12,388	302	13,707	303	15,364			
Mines, Geology and Oil Industry	9	40.9	1		5	4,300	7	7,286	7	9,429	9	10,411	9	13,133	9	15,289	9	17,444	9	19,722			
Postal, Telecom. and Newspaper Services	1	16.7			1		1		1		1		1		1		1		1		1	16.7	
Profess.and Trade Union of Orchestral Music.																							
Railway Trade Unions	12	38.7	2		7	3,714	11	5,000	11	6,250	12	8,292	12	9,813	12	12,000	12	13,521	12	16,542	1	3.2	
Science and Research	1	3.3									1		1		1		1		1		1	3.3	
STAVBA	77	70.0	3	3,500	20	3,965	60	5,660	68	7,320	75	8,993	77	10,410	77	11,828	77	12,628	77	13,578			
Textile, Clothing and Leather Industry	18	64.3			6	2,375	12	3,604	12	4,579	17	5,224	18	5,867	18	6,783	18	7,394	18	8,672			
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	1		4	2,500	4	3,375	6	4,083	8	4,406	8	5,313	8	6,313	8	6,750	8	7,188			
Union of Aviation Employees	2	66.7	1		1		1		1		2		2		2		2		2				
UNIOS	70	51.5	9	2,700	27	2,487	51	3,986	55	5,138	64	6,889	68	7,716	70	8,827	70	9,716	70	10,740			
Universities Trade Union	6	30.0	1		2		3	5,167	5	5,100	6	5,417	6	6,250	6	7,083	6	7,917	6	8,750	1	5.0	
Wood.Industry, Forestry and Manag.of Water	32	46.4	2		14	3,119	25	5,413	28	7,106	32	9,336	32	11,127	32	13,480	32	14,818	32	16,859			

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

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

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	685	54.3	301	3,765	622	4,339	670	5,292	676	6,188	684	6,985	685	7,570
Agriculture and Nutrition	22	57.9	10	2,850	20	4,270	22	4,677	22	5,177	22	5,768	22	6,200
Banking and Insurance	5	45.5	1		4	10,500	5	9,900	5	9,900	5	9,900	5	9,900
Catering, Hotels and Tourism	6	54.5	6	5,000	6	6,333	6	6,667	6	7,000	6	7,500	6	7,500
Civilian Employees of the Army	2	50.0	1		2		2		2		2		2	
Commerce	7	43.8	1		6	2,025	7	2,686	7	3,493	7	4,357	7	5,321
ECHO	36	52.9	12	3,958	35	5,096	36	7,322	36	9,880	36	12,598	36	13,691
Food Industry and Allied Trade	36	54.5	13	3,462	29	3,700	35	4,760	36	5,406	36	6,208	36	6,833
Glass, Ceramic & Porcelain	20	66.7	13	4,631	20	5,730	20	5,845	20	6,035	20	6,200	20	6,280
Health Service and Social Care	6	31.6	4	3,000	5	3,300	6	3,333	6	3,750	6	4,167	6	4,167
KOVO	249	49.4	91	3,575	214	4,140	236	5,100	241	6,282	248	7,159	249	8,061
Mines, Geology and Oil Industry	17	77.3	6	3,250	15	3,547	17	4,971	17	6,441	17	8,000	17	9,471
Postal, Telecom. and Newspaper Services	2	33.3			2		2		2		2		2	
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	48.4	7	3,529	14	5,136	15	7,500	15	8,033	15	8,667	15	8,733
Science and Research	9	30.0	6	5,417	9	4,856	9	5,078	9	5,111	9	5,333	9	5,333
STAVBA	72	65.5	31	4,694	65	4,998	72	6,331	72	7,276	72	8,057	72	8,401
Textile, Clothing and Leather Industry	21	75.0	7	2,271	21	3,479	21	4,424	21	5,045	21	5,657	21	6,024
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	2		7	2,571	7	2,857	7	3,286	7	3,857	7	4,143
Union of Aviation Employees	1	33.3					1		1		1		1	
UNIOS	88	64.7	58	3,653	87	4,111	87	4,536	87	4,813	88	5,005	88	5,176
Universities Trade Union	12	60.0	6	5,083	11	5,282	12	6,883	12	7,300	12	7,383	12	7,467
Wood.Industry, Forestry and Manag.of Water	32	46.4	15	3,261	31	4,229	32	5,288	32	6,119	32	7,247	32	7,688

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
Total	810	64.2	338	5,140	716	6,848	785	9,133	801	11,063	808	13,180	808	14,612	809	15,903	809	16,942	810	17,852
Agriculture and Nutrition	22	57.9	11	3,273	20	5,345	22	6,109	22	6,859	22	7,427	22	7,836	22	8,155	22	8,473	22	8,791
Banking and Insurance	5	45.5	1		4	21,750	5	23,300	5	24,300	5	25,300	5	26,300	5	27,300	5	28,300	5	29,300
Catering, Hotels and Tourism	9	81.8	8	5,000	9	8,111	9	8,889	9	9,667	9	10,000	9	10,000	9	10,000	9	10,000	9	10,000
Civilian Employees of the Army	2	50.0	1		2		2		2		2		2		2		2		2	
Commerce	10	62.5	2		9	3,961	10	4,230	10	4,795	10	5,360	10	5,875	10	6,250	10	6,350	10	6,450
ECHO	55	80.9	26	8,719	54	14,252	54	20,727	54	24,685	55	30,505	55	34,864	55	40,741	55	45,241	55	48,250
Food Industry and Allied Trade	43	65.2	14	5,557	36	5,069	41	6,568	43	7,670	43	9,214	43	10,270	43	11,012	43	11,414	43	11,798
Glass, Ceramic & Porcelain	19	63.3	9	3,389	16	6,250	18	8,056	19	9,789	19	11,474	19	15,158	19	18,789	19	21,474	19	24,737
Health Service and Social Care	9	47.4	3	1,767	7	5,464	8	5,563	9	7,861	9	8,222	9	8,861	9	9,083	9	9,083	9	9,306
KOVO	302	59.9	104	3,953	248	4,961	287	6,753	297	9,379	300	10,928	300	12,404	301	13,617	301	14,706	302	15,863
Mines, Geology and Oil Industry	19	86.4	8	8,313	17	7,688	19	9,421	19	11,789	19	13,342	19	15,026	19	16,526	19	17,579	19	17,974
Postal, Telecom. and Newspaper Services	2	33.3	1		2		2		2		2		2		2		2		2	
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	71.0	8	5,250	20	10,525	21	16,238	22	19,864	22	23,523	22	26,886	22	28,591	22	30,045	22	31,500
Science and Research	9	30.0	6	6,250	9	5,444	9	5,556	9	5,722	9	5,833	9	5,833	9	5,833	9	5,833	9	5,833
STAVBA	88	80.0	38	8,947	84	9,850	87	14,469	88	15,838	88	21,381	88	22,307	88	23,165	88	23,635	88	23,933
Textile, Clothing and Leather Industry	21	75.0	8	2,813	20	3,688	21	4,550	21	5,188	21	5,752	21	6,390	21	6,771	21	7,033	21	7,248
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	2		6	3,417	9	9,778	9	11,556	9	13,000	9	14,611	9	15,611	9	16,611	9	17,611
Union of Aviation Employees	3	100.0			1		3	16,000	3	16,667	3	17,667	3	18,333	3	20,000	3	21,667	3	23,333
UNIOS	89	65.4	53	4,623	85	5,324	86	6,279	86	7,163	89	7,843	89	8,494	89	8,764	89	9,213	89	9,393
Universities Trade Union	14	70.0	8	5,500	13	5,346	14	6,893	14	7,464	14	8,357	14	8,429	14	8,786	14	8,786	14	8,786
Wood.Industry, Forestry and Manag.of Water	37	53.6	17	3,567	35	5,381	37	8,181	37	9,866	37	12,214	37	13,520	37	14,689	37	15,432	37	16,176

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	without manag.	NCA	% CA							
Total	873	69.2	3	0.2	527	41.8	94	1,112	433	4.8	112	8.9	18	1.4	304	24.1	289	4.2	15	813	13	5.3	21	1.7	21	2.0	6	1.8	148	11.7	10	0.8	218	17.3	151	12.0	
Agriculture and Nutrition	16	42.1			10	26.3	3	800	7	4.4					5	13.2	5	3.7				1								1	2.6					4	10.5
Banking and Insurance	10	90.9			4	36.4			4	4.4	5	45.5			5	45.5	5	4.2															4	36.4			
Catering, Hotels and Tourism	5	45.5			1	9.1			1					3	27.3	3	2.2												1	9.1					1	9.1	
Civilian Employees of the Army																																					
Commerce	7	43.8			3	18.8			3	5.7				2	12.5	2																	1	6.3	1	6.3	
ECHO	58	85.3			39	57.4	15	1,199	24	4.0	15	22.1	5	7.4	16	23.5	11	4.2	5	720	3	3.7	2	2.9	2		1			7	10.3	1	1.5	21	30.9	11	16.2
Food Industry and Allied Trade	40	60.6			26	39.4	3	1,200	23	3.8	15	22.7	3	4.5	11	16.7	11	3.8					2	3.0	2					3	4.5			17	25.8	7	10.6
Glass, Ceramic & Porcelain	18	60.0			15	50.0	1		14	4.2				4	13.3	4	4.7				1												1	3.3	1	3.3	
Health Service and Social Care	11	57.9	1	5.3	6	31.6	4	1,500	2					4	21.1	3	2.5	1												1	5.3			1	5.3		
KOVO	364	72.2	2	0.4	202	40.1	33	927	169	4.1	35	6.9	9	1.8	164	32.5	155	4.1	9	789	1		6	1.2	6	2.4				83	16.5	6	1.2	106	21.0	91	18.1
Mines, Geology and Oil Industry	18	81.8			7	31.8	6	1,127	1		4	18.2			4	18.2	4	6.6				3	7.7							7	31.8			4	18.2	4	18.2
Postal, Telecom. and Newspaper Services	1	16.7												1	16.7	1																				1	16.7
Profess.and Trade Union of Orchestral Music.																																					
Railway Trade Unions	29	93.5			21	67.7	1		20	5.0	4	12.9			8	25.8	8	3.9																4	12.9	1	3.2
Science and Research	3	10.0									1	3.3	1	3.3																2	6.7				2	6.7	
STAVBA	91	82.7			81	73.6	14	1,000	67	6.2	7	6.4			14	12.7	14	3.6				2	1.8	2						5	4.5	3	2.7	18	16.4	10	9.1
Textile, Clothing and Leather Industry	19	67.9			6	21.4			6	5.0	1	3.6			10	35.7	10	4.8												7	25.0			4	14.3	5	17.9
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	10	90.9			8	72.7	2		6	3.9				1	9.1	1														3	27.3			2	18.2	1	9.1
Union of Aviation Employees	2	66.7			2	66.7	1		1		2	66.7																					2	66.7	2	66.7	
UNIOS	88	64.7			48	35.3	5	1,216	43	4.9	14	10.3			29	21.3	29	4.5				1								18	13.2			20	14.7	2	1.5
Universities Trade Union	3	15.0			2	10.0			2																					1	5.0						
Wood,Industry, Forestry and Manag.of Water	60	87.0			27	39.1	6	1,717	21	4.7	8	11.6			23	33.3	23	4.5				3	3.7	8	11.6	8	1.3	5	1.2	4	5.8			10	14.5	6	8.7

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

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

Trade union	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue											
NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h	
Total	711	56.3	103	8.2	50	4.0	611	48.4	240	19.0	96.7	213	16.9	85.1	353	28.0	16.8	18.14
Agriculture and Nutrition	20	52.6			1	2.6	20	52.6	6	15.8	100.0	5	13.2	100.0	3	7.9	15.0	7.00
Banking and Insurance	5	45.5					5	45.5				6	54.5	97.5	1	9.1		
Catering, Hotels and Tourism	7	63.6					7	63.6	7	63.6	100.0	6	54.5	100.0	6	54.5	15.0	
Civilian Employees of the Army	1	25.0					1	25.0				1	25.0					
Commerce	6	37.5	1	6.3			5	31.3	5	31.3	100.0	4	25.0	85.0	2	12.5		
ECHO	51	75.0	10	14.7	1	1.5	41	60.3	36	52.9	91.4	36	52.9	74.7	25	36.8	15.5	18.32
Food Industry and Allied Trade	30	45.5					30	45.5	7	10.6	100.0	7	10.6	85.0	11	16.7	17.2	20.40
Glass, Ceramic & Porcelain	22	73.3	2	6.7			20	66.7	1	3.3		4	13.3	80.0	8	26.7	17.8	
Health Service and Social Care	14	73.7	1	5.3			13	68.4	1	5.3		1	5.3		5	26.3	16.3	30.00
KOVO	270	53.6	34	6.7	25	5.0	234	46.4	85	16.9	96.3	63	12.5	84.7	109	21.6	18.8	17.69
Mines, Geology and Oil Industry	18	81.8	2	9.1			16	72.7	9	40.9	100.0	9	40.9	100.0	11	50.0		16.64
Postal, Telecom. and Newspaper Services	4	66.7					4	66.7	1	16.7		2	33.3					
Profess.and Trade Union of Orchestral Music.																		
Railway Trade Unions	14	45.2	1	3.2	4	12.9	9	29.0	7	22.6	91.4	9	29.0	81.7	9	29.0	15.3	17.67
Science and Research	6	20.0					6	20.0	2	6.7		2	6.7					
STAVBA	70	63.6	36	32.7	10	9.1	42	38.2	27	24.5	100.0	4	3.6	77.5	87	79.1	15.9	16.00
Textile, Clothing and Leather Industry	17	60.7	7	25.0	3	10.7	12	42.9	2	7.1		2	7.1		4	14.3	19.0	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		2	18.2		
Union of Aviation Employees	2	66.7					2	66.7										
UNIOS	65	47.8	4	2.9	2	1.5	61	44.9	15	11.0	95.7	22	16.2	83.1	29	21.3	16.1	16.86
Universities Trade Union	19	95.0	2	10.0			18	90.0	1	5.0		2	10.0		7	35.0	15.7	
Wood.Industry, Forestry and Manag.of Water	34	49.3	3	4.3	4	5.8	29	42.0	13	18.8	100.0	16	23.2	86.6	20	29.0	14.6	24.60

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			other form			agreed in CA		extent		agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)	
	NCA	% CA		NCA	% CA	% AE	NCA	% CA	NCA	% CA	hours	NCA	% CA	NCA	% CA	NCA	% CA
Total	91	7.2	49.5	25	2.0	94.3	3	0.2	12	1.0	86.2	180	14.3	98	7.8		
Agriculture and Nutrition	8	21.1	52.0	4	10.5	85.0	1	2.6				13	34.2	1	2.6		
Banking and Insurance																	
Catering, Hotels and Tourism												1	9.1	1	9.1		
Civilian Employees of the Army	1	25.0										1	25.0	1	25.0		
Commerce	1	6.3															
ECHO	8	11.8	52.0	2	2.9							6	8.8	1	1.5		
Food Industry and Allied Trade	5	7.6	40.8	3	4.5	100.0						13	19.7	5	7.6		
Glass, Ceramic & Porcelain												6	20.0	3	10.0		
Health Service and Social Care	1	5.3										1	5.3	1	5.3		
KOVO	40	7.9	49.1	13	2.6	96.4	2	0.4	6	1.2	86.7	86	17.1	53	10.5		
Mines, Geology and Oil Industry	3	13.6	52.0									4	18.2	3	13.6		
Postal, Telecom. and Newspaper Services	1	16.7										2	33.3	2	33.3		
Profess.and Trade Union of Orchestral Music.																	
Railway Trade Unions	5	16.1	52.0	2	6.5				4	12.9	85.5	6	19.4	4	12.9		
Science and Research												1	3.3	1	3.3		
STAVBA	11	10.0	52.0						1	0.9		14	12.7	11	10.0		
Textile, Clothing and Leather Industry	4	14.3	45.5	1	3.6				1	3.6		8	28.6	5	17.9		
Transport												3	11.5	1	3.8		
Transport, Road Economy and Repair Vehicles												3	27.3				
Union of Aviation Employees																	
UNIOS	2	1.5										3	2.2				
Universities Trade Union												3	15.0	1	5.0		
Wood.Industry, Forestry and Manag.of Water	1	1.4										6	8.7	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
 % AE average value of permanent wage specified as a percentage of the average earnings

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

Trade union	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,210	95.9	1,074	85.1	707	56.0	641	50.8	878	69.6
Agriculture and Nutrition	37	97.4	31	81.6	24	63.2	11	28.9	24	63.2
Banking and Insurance	11	100.0	8	72.7	11	100.0	3	27.3	8	72.7
Catering, Hotels and Tourism	11	100.0	10	90.9	3	27.3	7	63.6	8	72.7
Civilian Employees of the Army	4	100.0	3	75.0	3	75.0	1	25.0	3	75.0
Commerce	16	100.0	11	68.8	12	75.0	5	31.3	9	56.3
ECHO	67	98.5	64	94.1	30	44.1	47	69.1	60	88.2
Food Industry and Allied Trade	62	93.9	51	77.3	18	27.3	32	48.5	37	56.1
Glass, Ceramic & Porcelain	30	100.0	30	100.0	21	70.0	29	96.7	29	96.7
Health Service and Social Care	19	100.0	15	78.9	15	78.9	9	47.4	15	78.9
KOVO	474	94.0	433	85.9	319	63.3	270	53.6	372	73.8
Mines, Geology and Oil Industry	22	100.0	20	90.9	17	77.3	17	77.3	20	90.9
Postal, Telecom. and Newspaper Services	6	100.0	4	66.7	6	100.0	2	33.3	4	66.7
Profess.and Trade Union of Orchestral Music.	2	66.7			2	66.7				
Railway Trade Unions	28	90.3	20	64.5	15	48.4	2	6.5	9	29.0
Science and Research	26	86.7	6	20.0	26	86.7	1	3.3	7	23.3
STAVBA	109	99.1	100	90.9	47	42.7	36	32.7	56	50.9
Textile, Clothing and Leather Industry	27	96.4	26	92.9	11	39.3	8	28.6	17	60.7
Transport	26	100.0	26	100.0	1	3.8			1	3.8
Transport, Road Economy and Repair Vehicles	11	100.0	11	100.0	1	9.1	8	72.7	8	72.7
Union of Aviation Employees	3	100.0	2	66.7	3	100.0	3	100.0	3	100.0
UNIOS	131	96.3	131	96.3	63	46.3	101	74.3	118	86.8
Universities Trade Union	20	100.0	9	45.0	20	100.0	16	80.0	17	85.0
Wood.Industry, Forestry and Manag.of Water	68	98.6	63	91.3	39	56.5	33	47.8	53	76.8

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 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		
Total	1,094	86.7	256	20.3	663	52.5	1,110	88.0	998	422	755	454	236	364	28.8
Agriculture and Nutrition	29	76.3	3	7.9	9	23.7	28	73.7	25	10	18	5	7	6	15.8
Banking and Insurance	11	100.0	1	9.1	6	54.5	9	81.8	9	6	9	4	6		
Catering, Hotels and Tourism	11	100.0					10	90.9	9	8	6	9			
Civilian Employees of the Army	4	100.0	1	25.0	3	75.0	4	100.0	4	2	4	1	1	1	25.0
Commerce	14	87.5			6	37.5	13	81.3	11	7	11	9	10	7	43.8
ECHO	63	92.6	16	23.5	47	69.1	66	97.1	59	46	51	10	23	17	25.0
Food Industry and Allied Trade	53	80.3	3	4.5	54	81.8	55	83.3	51	15	22	32	8	7	10.6
Glass, Ceramic & Porcelain	28	93.3	2	6.7	22	73.3	25	83.3	22	1	9		2	17	56.7
Health Service and Social Care	17	89.5			15	78.9	18	94.7	18	8	17	4	10		
KOVO	432	85.7	165	32.7	252	50.0	448	88.9	385	194	316	231	47	249	49.4
Mines, Geology and Oil Industry	18	81.8	11	50.0	15	68.2	21	95.5	20	4	20	12	10	10	45.5
Postal, Telecom. and Newspaper Services	4	66.7	3	50.0	4	66.7	6	100.0	5	4	6	1	4		
Profess.and Trade Union of Orchestral Music.	2	66.7					2	66.7	2		2				
Railway Trade Unions	27	87.1	12	38.7	15	48.4	29	93.5	28	16	23	13	13		
Science and Research	26	86.7			11	36.7	24	80.0	21	3	19	1	10	5	16.7
STAVBA	93	84.5	17	15.5	38	34.5	100	90.9	90	37	54	58	12	8	7.3
Textile, Clothing and Leather Industry	24	85.7	4	14.3	7	25.0	20	71.4	19	4	13	5		8	28.6
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	5	45.5	5	45.5	10	90.9	10	3	3	6	1	6	54.5
Union of Aviation Employees	3	100.0					3	100.0	2		3			3	100.0
UNIOS	126	92.6	5	3.7	104	76.5	113	83.1	104	25	64	27	17	8	5.9
Universities Trade Union	18	90.0			7	35.0	19	95.0	19	1	18	2	5	5	25.0
Wood.Industry, Forestry and Manag.of Water	61	88.4	1	1.4	43	62.3	66	95.7	64	22	55	4	50	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
 A use of the employer's premises (or compensation of maintenance and operation costs)
 B employer's allowances for the activities of trade unions
 C room equipment (PC, copier, internet connection, phone, fax etc)
 D costs of necessary materials (professional literature)
 E other conditions

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

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	981	77.7	133	10.5	63	5.0	19	1.5	66	5.2	262	93.2	19	6.8	1,026	81.3	399	31.6	908	71.9	317	25.1
Agriculture and Nutrition	26	68.4	11	28.9			1	2.6			12	100.0			12	31.6	1	2.6	10	26.3	2	5.3
Banking and Insurance	6	54.5			1	9.1			4	36.4	3	60.0	2	40.0	10	90.9	4	36.4	8	72.7	3	27.3
Catering, Hotels and Tourism	8	72.7									3	27.3	3	100.0	10	90.9	1	9.1	10	90.9	1	9.1
Civilian Employees of the Army	1	25.0			2	50.0			1	25.0	2	66.7	1	33.3	4	100.0	3	75.0	4	100.0	3	75.0
Commerce	10	62.5	1	6.3			2	12.5	3	18.8	6	100.0			12	75.0	1	6.3	8	50.0	3	18.8
ECHO	42	61.8	12	17.6	3	4.4	5	7.4	6	8.8	23	88.5	3	11.5	63	92.6	27	39.7	49	72.1	31	45.6
Food Industry and Allied Trade	43	65.2	12	18.2	7	10.6	1	1.5	3	4.5	23	100.0			55	83.3	35	53.0	35	53.0	6	9.1
Glass, Ceramic & Porcelain	19	63.3	7	23.3	2	6.7	2	6.7			8	72.7	3	27.3	25	83.3	24	80.0	11	36.7	21	70.0
Health Service and Social Care	12	63.2	4	21.1			1	5.3	2	10.5	7	100.0			19	100.0	4	21.1	11	57.9	1	5.3
KOVO	440	87.3	44	8.7	13	2.6	2	0.4	5	1.0	61	95.3	3	4.7	413	81.9	219	43.5	403	80.0	161	31.9
Mines, Geology and Oil Industry	19	86.4	1	4.5					2	9.1	3	100.0			17	77.3	12	54.5	19	86.4	14	63.6
Postal, Telecom. and Newspaper Services	5	83.3	1	16.7							1	100.0			5	83.3	3	50.0	5	83.3	1	16.7
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	45.2	8	25.8	2	6.5	2	6.5	5	16.1	16	94.1	1	5.9	29	93.5	4	12.9	25	80.6	4	12.9
Science and Research	29	96.7	1	3.3									1	100.0	23	76.7	12	40.0	15	50.0	16	53.3
STAVBA	74	67.3	12	10.9	8	7.3			16	14.5	36	100.0			78	70.9	17	15.5	70	63.6	9	8.2
Textile, Clothing and Leather Industry	27	96.4			1	3.6					1	100.0			12	42.9	5	17.9	9	32.1	6	21.4
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	4	36.4	4	36.4	1	9.1			2	18.2	7	100.0			10	90.9	1	9.1	10	90.9	6	54.5
Union of Aviation Employees					3	100.0					3	100.0			3	100.0	2	66.7	2	66.7	2	66.7
UNIOS	115	84.6	7	5.1	12	8.8			2	1.5	21	100.0			134	98.5	5	3.7	135	99.3	6	4.4
Universities Trade Union	11	55.0			2	10.0	1	5.0	6	30.0	4	44.4	5	55.6	19	95.0	2	10.0	17	85.0	6	30.0
Wood.Industry, Forestry and Manag.of Water	53	76.8	7	10.1	4	5.8	1	1.4	4	5.8	16	100.0			50	72.5	16	23.2	31	44.9	13	18.8

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

**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
Total	392	31.1	1.4	2.3	400	31.7	1.2	2.1	622	49.3	1.3	4.3	114	9.0	1.3	2.9	602	47.7	429	34.0	399	31.6	83	6.6	78	6.2
Agriculture and Nutrition	8	21.1	2.3	2.4	8	21.1	1.3	1.4	6	15.8	1.2	2.8					6	15.8	5	13.2	1	2.6	1	2.6	1	2.6
Banking and Insurance	6	54.5	1.5	2.5	6	54.5	1.3	2.3	10	90.9	1.2	5.4					10	90.9	9	81.8	6	54.5	3	27.3	1	9.1
Catering, Hotels and Tourism	6	54.5	1.0	1.8	6	54.5	1.2	2.0	6	54.5	1.3	2.2					6	54.5	1	9.1	5	45.5				
Civilian Employees of the Army	2	50.0			2	50.0			4	100.0	1.0	3.0	1	25.0			4	100.0	4	100.0	2	50.0			1	25.0
Commerce	4	25.0	1.4	2.1	4	25.0	1.3	2.0	5	31.3	1.0	1.6					4	25.0	1	6.3	1	6.3			2	12.5
ECHO	54	79.4	1.3	2.3	54	79.4	1.2	2.3	61	89.7	1.5	7.7	11	16.2	1.2	2.7	61	89.7	55	80.9	55	80.9	14	20.6	7	10.3
Food Industry and Allied Trade	4	6.1	1.0	2.3	5	7.6	1.3	2.0	30	45.5	1.4	4.8					29	43.9	22	33.3	12	18.2	4	6.1	8	12.1
Glass, Ceramic & Porcelain	8	26.7	1.8	2.0	8	26.7	1.0	1.1	20	66.7	1.0	3.0	2	6.7			24	80.0	24	80.0	5	16.7	1	3.3	2	6.7
Health Service and Social Care	1	5.3			1	5.3			2	10.5			1	5.3			2	10.5	1	5.3	1	5.3				
KOVO	104	20.6	1.5	2.2	105	20.8	1.2	1.9	199	39.5	1.4	3.5	22	4.4	1.7	3.6	195	38.7	132	26.2	124	24.6	26	5.2	36	7.1
Mines, Geology and Oil Industry	17	77.3	1.3	2.4	17	77.3	1.2	2.3	19	86.4	1.2	4.0	1	4.5			19	86.4	10	45.5	15	68.2	1	4.5	1	4.5
Postal, Telecom. and Newspaper Services	5	83.3	1.2	1.8	5	83.3	1.2	1.8	6	100.0	1.3	5.8					6	100.0	5	83.3	3	50.0	2	33.3	1	16.7
Profess.and Trade Union of Orchestral Music.																										
Railway Trade Unions	12	38.7	1.3	2.5	13	41.9	1.1	2.3	19	61.3	1.2	3.4	3	9.7	2.3	3.7	21	67.7	15	48.4	15	48.4	5	16.1	7	22.6
Science and Research	2	6.7			2	6.7			6	20.0	2.0	2.3	1	3.3			2	6.7	1	3.3	1	3.3				
STAVBA	88	80.0	1.2	2.4	88	80.0	1.0	2.2	93	84.5	1.0	3.9	58	52.7	1.0	2.1	89	80.9	43	39.1	86	78.2	8	7.3	4	3.6
Textile, Clothing and Leather Industry	3	10.7	1.3	1.3	3	10.7	1.5	1.7	6	21.4	2.7	3.2	1	3.6			7	25.0	6	21.4			3	10.7		
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	6	54.5	2.0	3.6	2	18.2			6	54.5	3	27.3	4	36.4				
Union of Aviation Employees									2	66.7							2	66.7	2	66.7	1	33.3	1	33.3		
UNIOS	31	22.8	1.5	2.3	36	26.5	1.3	2.1	58	42.6	1.8	6.2	4	2.9	2.0	2.8	52	38.2	42	30.9	31	22.8	6	4.4	5	3.7
Universities Trade Union	5	25.0	1.0	1.8	5	25.0	1.0	1.8	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	28	40.6	1.4	2.4	28	40.6	1.1	2.1	43	62.3	1.3	4.5	6	8.7	6.0		41	59.4	36	52.2	24	34.8	6	8.7	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
 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 hours/week	2 shift hours/week	3 shift hours/week	uninterrupted hours/week	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA	
Total	1,160	91.9	777	61.6	38.0	383	30.3	39.7	38.36	37.4	37.3	346	27.4	1,108	87.8	9.0	4.3	76.1	2.7		
Agriculture and Nutrition	32	84.2	19	50.0	39.1	13	34.2	39.8	38.33	37.5	37.5	11	28.9	32	84.2	10.5	5.0	73.7			
Banking and Insurance	11	100.0	6	54.5	39.6	5	45.5	40.0	38.44	37.5	37.5	9	81.8	10	90.9			90.9			
Catering, Hotels and Tourism	11	100.0				11	100.0	40.0	38.75	37.5	37.5	1	9.1	4	36.4			36.4			
Civilian Employees of the Army	4	100.0	3	75.0	37.5	1	25.0					3	75.0	4	100.0	50.0	5.0	50.0			
Commerce	13	81.3	7	43.8	39.6	6	37.5	40.0	38.75	37.5	37.5	1	6.3	8	50.0	6.3	2.0	43.8			
ECHO	68	100.0	57	83.8	37.6	11	16.2	38.0	37.75	37.4	36.8	38	55.9	67	98.5	2.9	6.5	92.6	2.9		
Food Industry and Allied Trade	66	100.0	34	51.5	37.9	32	48.5	39.9	38.55	37.4	37.4	21	31.8	57	86.4	12.1	4.8	74.2			
Glass, Ceramic & Porcelain	30	100.0	24	80.0	37.5	6	20.0	39.6	38.44	37.5	37.5	6	20.0	28	93.3			93.3			
Health Service and Social Care	10	52.6				10	52.6	40.0	38.61	37.5	37.5	2	10.5	16	84.2	5.3	5.0	78.9			
KOVO	462	91.7	325	64.5	37.8	137	27.2	39.8	38.32	37.4	37.3	108	21.4	441	87.5	12.9	3.9	74.4	0.2		
Mines, Geology and Oil Industry	20	90.9	18	81.8	38.1	2	9.1					18	81.8	21	95.5			72.7	22.7		
Postal, Telecom. and Newspaper Services	6	100.0	1	16.7		5	83.3	39.5	38.19	37.0	37.1	5	83.3	6	100.0			100.0			
Profess.and Trade Union of Orchestral Music.														2	66.7			66.7			
Railway Trade Unions	30	96.8	16	51.6	38.0	14	45.2	39.2	38.44	37.5	36.9	18	58.1	31	100.0	16.1	4.6	71.0	12.9		
Science and Research	13	43.3	13	43.3	40.0							12	40.0	24	80.0	10.0	5.0	70.0			
STAVBA	103	93.6	43	39.1	38.4	60	54.5	40.0	38.39	37.5	37.5	21	19.1	97	88.2	2.7	2.3	85.5			
Textile, Clothing and Leather Industry	28	100.0	24	85.7	37.5	4	14.3	39.7	38.17	37.5	37.5	5	17.9	20	71.4	7.1	3.0	64.3			
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	10	90.9				10	90.9	37.5	37.50	37.5		5	45.5	11	100.0			100.0			
Union of Aviation Employees	3	100.0				3	100.0	40.0			37.5	2	66.7	3	100.0	33.3	5.0	66.7			
UNIOS	133	97.8	107	78.7	38.5	26	19.1	39.9	38.61	37.5	37.4	18	13.2	131	96.3	6.6	4.9	86.8	2.9		
Universities Trade Union	17	85.0	8	40.0	39.7	9	45.0	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	65	94.2	50	72.5	37.9	15	21.7	39.7	37.88	37.5	37.3	28	40.6	58	84.1	10.1	6.0	66.7	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
 hours/week average length of working hours
 days average number of days added to a holiday (unless indicated in weeks)

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

Trade union	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
Total	4	0.3	88	854	67.7	50.3	547	43.3	48.6
Agriculture and Nutrition				25	65.8	52.0	11	28.9	49.6
Banking and Insurance				7	63.6	46.3	2	18.2	
Catering, Hotels and Tourism				10	90.9	31.2	10	90.9	41.6
Civilian Employees of the Army				3	75.0	52.0	2	50.0	
Commerce				8	50.0	42.3	9	56.3	43.3
ECHO				51	75.0	51.5	47	69.1	52.0
Food Industry and Allied Trade	1	1.5		51	77.3	50.0	28	42.4	45.5
Glass, Ceramic & Porcelain				26	86.7	49.9	22	73.3	50.4
Health Service and Social Care				15	78.9	52.0	14	73.7	50.1
KOVO				322	63.9	51.1	181	35.9	49.4
Mines, Geology and Oil Industry				22	100.0	48.5	16	72.7	52.0
Postal, Telecom. and Newspaper Services				6	100.0	52.0	5	83.3	52.0
Profess.and Trade Union of Orchestral Music.									
Railway Trade Unions				25	80.6	48.3	19	61.3	46.1
Science and Research	1	3.3		4	13.3	45.5	4	13.3	40.0
STAVBA	1	0.9		95	86.4	49.5	78	70.9	50.0
Textile, Clothing and Leather Industry				11	39.3	46.1	6	21.4	52.0
Transport				18	69.2	52.0	11	42.3	49.6
Transport, Road Economy and Repair Vehicles				8	72.7	52.0	9	81.8	22.6
Union of Aviation Employees				2	66.7		3	100.0	50.7
UNIOS	1	0.7		72	52.9	51.6	32	23.5	47.3
Universities Trade Union				14	70.0	50.1	8	40.0	41.0
Wood.Industry, Forestry and Manag.of Water				59	85.5	49.8	30	43.5	49.4

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
Total	31	2.5	39	3.1	36	2.9	86	6.8
Agriculture and Nutrition					1	2.6	3	7.9
Banking and Insurance	1	9.1	2	18.2			4	36.4
Catering, Hotels and Tourism							7	63.6
Civilian Employees of the Army								
Commerce			1	6.3	1	6.3	2	12.5
ECHO			1	1.5	1	1.5	5	7.4
Food Industry and Allied Trade	2	3.0	1	1.5			11	16.7
Glass, Ceramic & Porcelain	2	6.7						
Health Service and Social Care							3	15.8
KOVO	26	5.2	22	4.4	6	1.2	15	3.0
Mines, Geology and Oil Industry					7	31.8	7	31.8
Postal, Telecom. and Newspaper Services							1	16.7
Profess.and Trade Union of Orchestral Music.								
Railway Trade Unions			2	6.5	3	9.7	4	12.9
Science and Research							3	10.0
STAVBA			6	5.5	5	4.5	5	4.5
Textile, Clothing and Leather Industry			1	3.6				
Transport								
Transport, Road Economy and Repair Vehicles			1	9.1			5	45.5
Union of Aviation Employees								
UNIOS			1	0.7	10	7.4	2	1.5
Universities Trade Union			1	5.0	2	10.0	5	25.0
Wood.Industry, Forestry and Manag.of Water							4	5.8

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

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

Trade union	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work									
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"		other forms of work and modes of work	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
Total	449	35.6	19	1.5	439	34.8	11	0.9	15	1.2	12	1.0	1	0.1			1	0.1	1	0.1
Agriculture and Nutrition	10	26.3			10	26.3														
Banking and Insurance	9	81.8			9	81.8			1	9.1	1	9.1								
Catering, Hotels and Tourism	5	45.5			5	45.5														
Civilian Employees of the Army	3	75.0			3	75.0														
Commerce	9	56.3			9	56.3														
ECHO	46	67.6	5	7.4	46	67.6	2	2.9	5	7.4	5	7.4								
Food Industry and Allied Trade	42	63.6	3	4.5	41	62.1			1	1.5	1	1.5								
Glass, Ceramic & Porcelain									1	3.3	1	3.3								
Health Service and Social Care	2	10.5			2	10.5			1	5.3	1	5.3								
KOVO	121	24.0	5	1.0	118	23.4	2	0.4	1	0.2	1	0.2								
Mines, Geology and Oil Industry	13	59.1			13	59.1			1	4.5			1	4.5						
Postal, Telecom. and Newspaper Services	4	66.7			4	66.7														
Profess.and Trade Union of Orchestral Music.																				
Railway Trade Unions	23	74.2	5	16.1	20	64.5	1	3.2												
Science and Research	4	13.3	1	3.3	2	6.7	1	3.3	2	6.7	1	3.3							1	3.3
STAVBA	20	18.2			20	18.2	1	0.9												
Textile, Clothing and Leather Industry																				
Transport	1	3.8			1	3.8														
Transport, Road Economy and Repair Vehicles	4	36.4			4	36.4	2	18.2												
Union of Aviation Employees	1	33.3			1	33.3	1	33.3	1	33.3									1	33.3
UNIOS	70	51.5			69	50.7	1	0.7												
Universities Trade Union	12	60.0			12	60.0														
Wood.Industry, Forestry and Manag.of Water	50	72.5			50	72.5			1	1.4	1	1.4								

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

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

Trade union	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,203	95.3	45.54	54.6	14.47	24.0	52.44	56.3	304	185	14.7	29	2.3	26	2.1
Agriculture and Nutrition	37	97.4	50.00	55.0	9.92		61.14	55.0	6	5	13.2	1	2.6		
Banking and Insurance	11	100.0	57.50	55.0	24.67		100.00	55.0	2	1	9.1				
Catering, Hotels and Tourism	11	100.0		55.0	10.00			100.0		2	18.2	1	9.1		
Civilian Employees of the Army	4	100.0	33.74	54.4	20.63	18.1				2	50.0				
Commerce	13	81.3	42.00	55.0	2.00		54.38	55.0	1						
ECHO	68	100.0	50.27	55.0	13.45		57.04	55.8	24	27	39.7				
Food Industry and Allied Trade	64	97.0	36.50	54.8	11.67		82.00		28	10	15.2				
Glass, Ceramic & Porcelain	29	96.7		55.0	23.83		30.75	55.0	14	14	46.7				
Health Service and Social Care	18	94.7		55.0	8.11		40.50	52.5	10	6	31.6	2	10.5	2	10.5
KOVO	483	95.8	40.31	54.6	10.28		43.67	56.6	159	64	12.7	15	3.0	13	2.6
Mines, Geology and Oil Industry	21	95.5		55.0	9.00		60.00	53.3	4	2	9.1	1	4.5	1	4.5
Postal, Telecom. and Newspaper Services	6	100.0	48.25	55.0	25.00		65.00			1	16.7				
Profess.and Trade Union of Orchestral Music.	2	66.7													
Railway Trade Unions	31	100.0	37.00	53.9	7.88		45.17	56.7	3	6	19.4	2	6.5	1	3.2
Science and Research	28	93.3	33.21	45.8	21.35	31.0			7	5	16.7				
STAVBA	101	91.8	45.38	54.6	11.67	31.1	55.80	55.0	8	10	9.1	4	3.6	4	3.6
Textile, Clothing and Leather Industry	25	89.3	48.00	54.1	5.00		41.68	52.1	3	2	7.1				
Transport	25	96.2	26.20	54.9	11.64	13.0									
Transport, Road Economy and Repair Vehicles	9	81.8	54.25	55.0	20.67				1	8	72.7	1	9.1	1	9.1
Union of Aviation Employees	3	100.0		53.3											
UNIOS	130	95.6	51.49	54.7	15.67	20.8		55.0	12	8	5.9	2	1.5	4	2.9
Universities Trade Union	17	85.0		55.0			42.00	55.0	7	3	15.0				
Wood.Industry, Forestry and Manag.of Water	67	97.1	61.06	55.0	15.65	28.0	63.38	56.3	15	9	13.0				

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.% 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
Total	25	2.0	84	6.7	758	71.1	266	21.1	821	65.1	588	945	3.1	627	49.7	298	23.6	548	849	242	19.2
Agriculture and Nutrition			2	5.3			10	26.3	18	47.4	388	554	5.0	14	36.8	5	13.2	450	940	4	10.5
Banking and Insurance	1	9.1					6	54.5	9	81.8	570	1,008	3.9	4	36.4	7	63.6	510	764	6	54.5
Catering, Hotels and Tourism							9	81.8	10	90.9	510	567		10	90.9	6	54.5	417	417	6	54.5
Civilian Employees of the Army							1	25.0	3	75.0	500	750	4.0	3	75.0	1	25.0			1	25.0
Commerce			1	6.3			4	25.0	8	50.0	433	520	3.0	8	50.0	4	25.0	525	665	4	25.0
ECHO	2	2.9	4	5.9	800		17	25.0	64	94.1	812	1,242	3.1	58	85.3	27	39.7	690	1,075	25	36.8
Food Industry and Allied Trade	2	3.0	6	9.1	1,040		22	33.3	38	57.6	602	836	2.8	31	47.0	17	25.8	627	942	14	21.2
Glass, Ceramic & Porcelain			1	3.3			1	3.3	27	90.0	557	834	3.5	25	83.3	9	30.0	457	578	7	23.3
Health Service and Social Care							6	31.6	12	63.2	335	814	2.0	11	57.9	4	21.1	683	1,288	3	15.8
KOVO	4	0.8	50	9.9	699	72.7	53	10.5	319	63.3	596	890	3.0	232	46.0	89	17.7	520	720	68	13.5
Mines, Geology and Oil Industry	2	9.1	1	4.5			4	18.2	18	81.8	423	642	3.2	18	81.8	5	22.7	493	842	5	22.7
Postal, Telecom. and Newspaper Services							1	16.7	2	33.3				2	33.3	1	16.7			1	16.7
Profess.and Trade Union of Orchestral Music.																1	33.3				
Railway Trade Unions	2	6.5					15	48.4	27	87.1	588	1,123	3.0	22	71.0	18	58.1	592	1,042	15	48.4
Science and Research							5	16.7	15	50.0	445	617		10	33.3	4	13.3	259	829	3	10.0
STAVBA	8	7.3	3	2.7		66.7	34	30.9	73	66.4	470	1,295	2.4	62	56.4	18	16.4	299	1,009	17	15.5
Textile, Clothing and Leather Industry			2	7.1			3	10.7	11	39.3	375	444	3.5	2	7.1	2	7.1			1	3.6
Transport									19	73.1	350	406	2.8	3	11.5	3	11.5	400	400		
Transport, Road Economy and Repair Vehicles							1	9.1	7	63.6	567	750	3.0	7	63.6	3	27.3	500	500	2	18.2
Union of Aviation Employees	1	33.3	1	33.3			3	100.0	3	100.0	600	1,500	2.8	1	33.3						
UNIOS	1	0.7	7	5.1	1,113	50.0	33	24.3	89	65.4	703	977	3.2	61	44.9	50	36.8	628	915	36	26.5
Universities Trade Union							12	60.0	4	20.0	150	1,300	2.7	2	10.0						
Wood.Industry, Forestry and Manag.of Water	2	2.9	6	8.7	640	50.0	26	37.7	45	65.2	610	1,019	3.0	41	59.4	24	34.8	611	1,007	24	34.8

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 trade unions**

Trade union	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
Total	412	32.6	45	2.4	29	2,121	78	1.9	236	126	4,042	218	17.3	50	7,377	16	2.3	95	103	3,087	
Agriculture and Nutrition	15	39.5	2		1		2		9	2		2	5.3			1		1	1		
Banking and Insurance	10	90.9	4	2.5			3	2.2	2	2											
Catering, Hotels and Tourism	4	36.4							1	4	18	4	36.4	1				2	3	101	
Civilian Employees of the Army	4	100.0					3	2.1	1	3	6,391										
Commerce	6	37.5					1		3	2											
ECHO	29	42.6			4	3,013	4	2.9	18	12	4,339	24	35.3	15	12,680			4	7	2,460	
Food Industry and Allied Trade	26	39.4	1		3	2,583	3	1.8	19	2		6	9.1	3	4,600			3			
Glass, Ceramic & Porcelain	11	36.7	9	2.9					2	1		16	53.3			8	2.5	8	10	6,819	
Health Service and Social Care	8	42.1					1		7	1		1	5.3					1			
KOVO	75	14.9	2		10	2,330	9	2.6	46	22	3,142	76	15.1	19	5,608	1		44	29	2,645	
Mines, Geology and Oil Industry	9	40.9					3	1.5	6	1		4	18.2			1		3	1		
Postal, Telecom. and Newspaper Services	3	50.0					1		2	2											
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	16	51.6	1		2		5	1.8	8	5	2,455	1	3.2	1							
Science and Research	26	86.7	3	2.0			20	2.0	2	21	2,917										
STAVBA	26	23.6	1		1		13	1.1	7	15	469	43	39.1	6	4,833			5	38	2,712	
Textile, Clothing and Leather Industry	4	14.3			3	1,033			1	1		1	3.6	1					1		
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			1	9.1					1	1		
Union of Aviation Employees												2	66.7					2			
UNIOS	80	58.8	11	2.2	4	2,250			65	22	955	23	16.9	3	5,767			18	3	302	
Universities Trade Union	12	60.0	1				4	1.5	7												
Wood.Industry, Forestry and Manag.of Water	36	52.2	4	2.6			5	2.2	26	7	8,003	13	18.8			5	1.7	3	9	3,338	

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

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

Trade union	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	8.97	4.62	1.48	19.92	1.42	3.06	0.65	10.81	2.11	30.93	16.03	359	28.4	175	13.9
Agriculture and Nutrition	36.71	4.24	2.18	19.47	0.44	3.40	8.37	3.01		9.09	13.09	7	18.4	4	10.5
Banking and Insurance												9	81.8	7	63.6
Catering, Hotels and Tourism									100.00			2	18.2		
Civilian Employees of the Army	16.30			35.80	1.62	8.52		14.15	0.68	5.21	17.72	3	75.0	2	50.0
Commerce												1	6.3	2	12.5
ECHO	8.38	15.34	6.13	17.28	2.86	4.05	0.46	17.42	3.16	12.42	12.49	26	38.2	35	51.5
Food Industry and Allied Trade												12	18.2	10	15.2
Glass, Ceramic & Porcelain	1.41	5.88		22.24	4.50	5.30		5.56	0.65	53.30	1.16	14	46.7	4	13.3
Health Service and Social Care												6	31.6	1	5.3
KOVO	5.32	1.60	0.35	20.32	0.90	4.41	2.56	6.10	1.65	40.73	16.06	90	17.9	19	3.8
Mines, Geology and Oil Industry												9	40.9	4	18.2
Postal, Telecom. and Newspaper Services												1	16.7		
Profess.and Trade Union of Orchestral Music.															
Railway Trade Unions	5.38	51.33	0.41	7.54	2.84	3.73		12.76	3.29	3.50	9.23	20	64.5	1	3.2
Science and Research	5.43	0.38	2.56	35.68	2.54	3.40		3.20	0.26	37.05	9.50	19	63.3	10	33.3
STAVBA	24.04	1.27	0.75	14.73	0.13	3.70	0.36	0.65	3.93	41.17	9.26	27	24.5	26	23.6
Textile, Clothing and Leather Industry												6	21.4	2	7.1
Transport												1	3.8		
Transport, Road Economy and Repair Vehicles												5	45.5	1	9.1
Union of Aviation Employees														2	66.7
UNIOS	15.63	2.10	14.23	15.99	2.06	2.16		5.60	0.73	10.73	30.77	71	52.2	31	22.8
Universities Trade Union												9	45.0		
Wood.Industry, Forestry and Manag.of Water	3.27	1.75	0.81	16.47	0.34	3.02		12.74	3.97	12.82	44.81	21	30.4	14	20.3

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

**Obstacles to work
classification based on trade unions**

Trade union	Wage compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC			Average number of days of leave with compensation for wage above the requirement of the LC																													
	agreed in CA		compensation amount	Type of personal obstacle																													
	NCA	% CA		A			B			C			D			E			F			G			H			I			J		
			NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	
Total	6	0.5	74.2	515	40.8	1.4	447	35.4	1.3	665	52.7	2.1	274	21.7	6.4	303	24.0	1.2	113	9.0	3.6	210	16.6	3.9	102	8.1	2.3	157	12.4	3.2	530	42.0	
Agriculture and Nutrition				13	34.2	1.5	13	34.2	1.2	11	28.9	1.6	5	13.2	8.2	7	18.4	1.1	2	5.3		4	10.5	9.0	1	2.6		3	7.9	3.0	15	39.5	
Banking and Insurance				2	18.2		1	9.1		1	9.1											6	54.5	4.0	1	9.1		7	63.6	5.3	9	81.8	
Catering, Hotels and Tourism				1	9.1		9	81.8	1.0	10	90.9	2.1	4	36.4	6.5											3	27.3	1.0	2	18.2		3	27.3
Civilian Employees of the Army				1	25.0		2	50.0		2	50.0					1	25.0					1	25.0					1	25.0		2	50.0	
Commerce				5	31.3	1.4	12	75.0	1.2	9	56.3	1.4	3	18.8	4.0	4	25.0	1.3										1	6.3		13	81.3	
ECHO				50	73.5	1.5	44	64.7	1.7	49	72.1	1.9	25	36.8	6.9	17	25.0	1.6	17	25.0	4.6	18	26.5	3.5	4	5.9	3.5	16	23.5	3.3	43	63.2	
Food Industry and Allied Trade				9	13.6	1.2	19	28.8	1.3	12	18.2	1.6	4	6.1	11.3	9	13.6	1.1	1	1.5								1	1.5		31	47.0	
Glass, Ceramic & Porcelain				27	90.0	1.9	3	10.0	1.3	29	96.7	2.2	27	90.0	14.0	1	3.3											5	16.7	3.0	25	83.3	
Health Service and Social Care										5	26.3	1.2	1	5.3					1	5.3		1	5.3					6	31.6	2.8	6	31.6	
KOVO	1	0.2		233	46.2	1.4	220	43.7	1.2	298	59.1	2.7	28	5.6	4.4	172	34.1	1.2	16	3.2	1.8	79	15.7	2.8	18	3.6	3.2	14	2.8	3.0	199	39.5	
Mines, Geology and Oil Industry				16	72.7	1.1	11	50.0	1.1	12	54.5	1.2	3	13.6	14.0	4	18.2	1.8	8	36.4	4.0	11	50.0	4.7	9	40.9	3.7	1	4.5		14	63.6	
Postal, Telecom. and Newspaper Services				3	50.0	1.0	4	66.7	1.3	4	66.7	1.5	3	50.0	3.3	1	16.7		2	33.3		5	83.3	3.6	3	50.0	4.0	5	83.3	2.6	5	83.3	
Profess.and Trade Union of Orchestral Music.																																2	66.7
Railway Trade Unions				7	22.6	1.0	12	38.7	1.5	12	38.7	1.7	6	19.4	8.5	7	22.6	1.1	4	12.9	2.3	1	3.2					2	6.5		13	41.9	
Science and Research				2	6.7		3	10.0	1.7							2	6.7		1	3.3						2	6.7		1	3.3		9	30.0
STAVBA	5	4.5	75.0	76	69.1	1.0	33	30.0	1.5	93	84.5	1.2	88	80.0	3.3	22	20.0	1.0	55	50.0	3.9	22	20.0	8.0	1	0.9		15	13.6	2.4	28	25.5	
Textile, Clothing and Leather Industry				5	17.9	1.4	2	7.1		10	35.7	1.6				2	7.1					1	3.6					3	10.7	3.3	2	7.1	
Transport							15	57.7	1.1	8	30.8	1.9	14	53.8	7.6	12	46.2	1.1	1	3.8						1	3.8						
Transport, Road Economy and Repair Vehicles				2	18.2		2	18.2		8	72.7	1.3	7	63.6	8.6	2	18.2					2	18.2					1	9.1		5	45.5	
Union of Aviation Employees							2	66.7					2	66.7								1	33.3								1	33.3	
UNIOS				38	27.9	1.7	18	13.2	1.4	70	51.5	1.9	51	37.5	7.4	30	22.1	1.4	5	3.7	4.0	34	25.0	2.1	31	22.8	1.9	45	33.1	3.1	59	43.4	
Universities Trade Union				1	5.0		1	5.0																				4	20.0	3.5	7	35.0	
Wood,Industry, Forestry and Manag.of Water				24	34.8	1.2	21	30.4	1.2	22	31.9	1.2	3	4.3	4.0	10	14.5	1.0				21	30.4	5.8	2	2.9		24	34.8	3.3	39	56.5	

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
 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**

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	422	33.4	28	2.2	407	32.3	1049	83.1	663	52.5	4	0.3	18	1.4
Agriculture and Nutrition	5	13.2			16	42.1	36	94.7	4	10.5				
Banking and Insurance	10	90.9			10	90.9	11	100.0	2	18.2				
Catering, Hotels and Tourism	7	63.6			8	72.7	11	100.0	8	72.7				
Civilian Employees of the Army	2	50.0			2	50.0	4	100.0	2	50.0				
Commerce	2	12.5			9	56.3	14	87.5	5	31.3	3	18.8	1	6.3
ECHO	38	55.9			29	42.6	67	98.5	36	52.9				
Food Industry and Allied Trade	33	50.0			4	6.1	60	90.9	40	60.6				
Glass, Ceramic & Porcelain					2	6.7	30	100.0	26	86.7				
Health Service and Social Care	13	68.4	3	15.8	7	36.8	17	89.5	8	42.1				
KOVO	120	23.8	6	1.2	149	29.6	371	73.6	289	57.3			11	2.2
Mines, Geology and Oil Industry	8	36.4			1	4.5	21	95.5	5	22.7				
Postal, Telecom. and Newspaper Services	3	50.0			2	33.3	6	100.0	1	16.7				
Profess.and Trade Union of Orchestral Music.	1	33.3					1	33.3						
Railway Trade Unions	21	67.7	3	9.7	15	48.4	28	90.3	24	77.4	1	3.2	4	12.9
Science and Research	18	60.0	2	6.7	3	10.0	24	80.0	6	20.0				
STAVBA	24	21.8			70	63.6	90	81.8	51	46.4			1	0.9
Textile, Clothing and Leather Industry					3	10.7	25	89.3	16	57.1				
Transport	1	3.8					12	46.2	13	50.0				
Transport, Road Economy and Repair Vehicles	5	45.5					8	72.7	7	63.6				
Union of Aviation Employees	3	100.0			3	100.0	3	100.0						
UNIOS	53	39.0	13	9.6	26	19.1	130	95.6	102	75.0			1	0.7
Universities Trade Union	17	85.0	1	5.0	8	40.0	18	90.0	7	35.0				
Wood.Industry, Forestry and Manag.of Water	38	55.1			40	58.0	62	89.9	11	15.9				

Explanatory notes: NCA
% CA

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

**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		
										NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA
Total	51	4.0	17,081	10	0.8	95.09	25	2.0	102.91	205	16.2	356	28.2	43	3.4	83	6.6	92	7.3	164	13.0	
CZ010 Capital Prague	11	5.8	16,555	3	1.6	104.45				15	7.9	53	28.0	7	3.7	11	5.8	3	1.6	10	5.3	
CZ020 Středočeský	6	7.9	19,500				1	1.3		9	11.8	18	23.7	2	2.6	4	5.3	4	5.3	8	10.5	
CZ031 Jihočeský	1	1.0		2	2.1					15	15.5	31	32.0	3	3.1	4	4.1	7	7.2	10	10.3	
CZ032 Plzeňský	12	16.7	18,560				4	5.6	112.84	15	20.8	26	36.1	2	2.8	4	5.6	10	13.9	12	16.7	
CZ041 Karlovarský										7	18.4	8	21.1	2	5.3	2	5.3	6	15.8	4	10.5	
CZ042 Ústecký	2	2.4		2	2.4		1	1.2		24	28.6	33	39.3			2	2.4	10	11.9	5	6.0	
CZ051 Liberecký	2	3.4								14	24.1	14	24.1	4	6.9	3	5.2	6	10.3	8	13.8	
CZ052 Královéhradecký										13	18.8	17	24.6	3	4.3	5	7.2	3	4.3	14	20.3	
CZ053 Pardubický							2	3.4		5	8.6	14	24.1	3	5.2	7	12.1	3	5.2	8	13.8	
CZ061 Vysočina	6	8.0	16,335							10	13.3	14	18.7	4	5.3	7	9.3	6	8.0	11	14.7	
CZ062 Jihomoravský	2	1.6		2	1.6		1	0.8		15	12.3	42	34.4	2	1.6	11	9.0	8	6.6	12	9.8	
CZ071 Olomoucký	4	4.4	16,058				15	16.7	103.17	15	16.7	35	38.9	2	2.2	5	5.6	7	7.8	34	37.8	
CZ072 Zlínský	4	4.6	15,200							11	12.6	13	14.9	5	5.7	13	14.9	8	9.2	8	9.2	
CZ080 Moravskoslezský	1	0.7		1	0.7		1	0.7		37	25.2	38	25.9	4	2.7	5	3.4	11	7.5	20	13.6	

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
 CZK average value of the monthly minimum wage
 CZK/h average value of the hourly minimum wage
 TS tariff system

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

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	184	13,660	189	14,425	193	15,270	198	16,407	202	17,725	204	19,297	204	20,927	202	22,766	198	24,572	196	26,903	193	29,568	193	32,734
CZ010 Capital Prague	15	14,050	15	14,847	15	15,756	15	16,895	15	18,290	15	20,124	15	22,459	15	25,169	15	27,983	15	31,505	15	35,338	15	40,913
CZ020 Středočeský	9	15,165	9	16,028	9	17,228	9	18,698	9	20,584	9	22,479	9	24,696	9	26,724	8	26,968	8	29,400	8	32,008	8	34,490
CZ031 Jihočeský	10	10,740	11	11,723	13	12,042	14	13,258	15	14,425	15	15,842	15	17,402	15	18,895	15	20,543	15	22,711	15	25,487	15	29,167
CZ032 Plzeňský	12	11,588	14	12,936	14	14,031	15	15,291	15	16,890	15	18,778	15	21,064	15	23,591	14	26,242	14	29,450	14	33,394	14	37,136
CZ041 Karlovarský	6	14,510	6	15,037	6	15,648	7	17,783	7	18,838	7	20,973	6	19,208	6	20,587	6	22,237	6	24,038	6	26,803	6	30,230
CZ042 Ústecký	23	14,275	23	15,110	24	16,051	24	17,186	24	18,557	24	20,147	24	21,816	24	23,455	24	25,423	24	27,532	24	29,978	24	32,901
CZ051 Liberecký	12	12,202	12	12,808	13	13,810	14	15,005	14	16,353	14	17,860	14	19,708	14	21,668	14	24,108	13	25,950	13	29,350	13	33,499
CZ052 Královéhradecký	13	14,915	13	15,782	13	16,819	13	18,110	13	19,472	13	21,302	13	23,526	12	25,618	12	27,497	11	30,807	10	32,857	10	35,798
CZ053 Pardubický	5	13,498	5	14,150	5	14,880	5	15,744	5	16,880	5	18,116	5	19,906	5	21,406	5	23,272	5	25,110	5	27,422	5	29,944
CZ061 Vysočina	8	12,693	8	13,469	8	14,539	8	15,675	10	16,652	10	18,156	10	19,623	10	21,678	9	22,256	9	24,065	9	25,880	9	27,799
CZ062 Jihomoravský	14	13,755	14	14,441	14	15,123	14	16,127	14	17,359	14	18,624	15	19,511	15	21,144	15	22,842	15	24,800	14	27,165	14	29,470
CZ071 Olomoucký	13	14,742	13	15,495	13	16,372	13	17,383	14	18,698	15	19,788	15	21,387	15	23,221	15	25,259	15	27,893	15	31,074	15	35,196
CZ072 Zlínský	10	13,500	11	14,255	11	15,039	11	16,276	11	17,751	11	19,315	11	21,129	11	23,043	10	24,264	10	26,360	10	28,848	10	31,417
CZ080 Moravskoslezský	34	13,992	35	14,682	35	15,561	36	16,516	36	17,799	37	19,286	37	20,833	36	22,318	36	23,953	36	25,970	35	27,866	35	30,045

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

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

Region NUTS 3	TARIFF SCALE																								
	1		2		3		4		5		6		7		8		9		10		11		12		
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	
Total	41	79.89	41	82.54	41	85.60	41	90.17	41	96.20	40	102.68	40	112.54	13	112.58	10	116.29	9	124.68	9	134.46	9	142.43	
CZ010 Capital Prague	7	88.64	7	93.57	7	98.00	7	104.79	7	112.14	7	124.07	7	139.57											
CZ020 Středočeský	2		2		2		2		2		2		2												
CZ031 Jihočeský	2		2		2		2		2		2		2												
CZ032 Plzeňský	2		2		2		2		2		2		2												
CZ041 Karlovarský	2		2		2		2		2		1		1		1		1		1		1		1		1
CZ042 Ústecký																									
CZ051 Liberecký	4	72.87	4	76.75	4	80.50	4	84.26	4	88.85	4	94.98	4	103.61	3	104.33	2		2		2		2		2
CZ052 Královéhradecký	3	83.03	3	85.40	3	88.13	3	91.30	3	95.47	3	99.47	3	109.90	2		2		1		1		1		1
CZ053 Pardubický	2		2		2		2		2		2		2		2		2		2		2		2		2
CZ061 Vysočina	4	74.98	4	76.00	4	77.50	4	82.00	4	91.25	4	99.75	4	108.25	1		1		1		1		1		1
CZ062 Jihomoravský	2		2		2		2		2		2		2												
CZ071 Olomoucký	2		2		2		2		2		2		2		1		1		1		1		1		1
CZ072 Zlínský	5	78.10	5	79.52	5	80.76	5	85.82	5	92.28	5	99.88	5	108.90	1		1		1		1		1		1
CZ080 Moravskoslezský	4	78.38	4	79.00	4	83.58	4	88.05	4	92.35	4	98.95	4	106.60	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	
Total	83	81.55	89	85.44	90	90.76	91	97.56	92	105.47	92	114.09	91	124.05	56	136.67	39	143.49	36	154.38	36	167.98	36	182.35	
CZ010 Capital Prague	3	80.87	3	83.70	3	87.17	3	92.40	3	99.87	3	108.70	3	118.10	2		1		1		1		1		1
CZ020 Středočeský	4	79.88	4	82.35	4	86.65	4	92.15	4	99.23	4	105.68	4	112.98	2		2		2		2		2		2
CZ031 Jihočeský	6	50.82	7	54.30	7	59.40	7	65.63	7	72.86	7	81.00	6	91.37	1		1		1		1		1		1
CZ032 Plzeňský	8	78.10	10	86.05	10	92.50	10	101.52	10	111.86	10	122.44	10	134.25	6	136.93	4	146.38	4	162.60	4	176.15	4	194.58	
CZ041 Karlovarský	6	85.38	6	87.23	6	90.45	6	93.80	6	97.95	6	102.70	6	109.40	5	129.04	3	108.87	3	114.73	3	122.67	3	135.67	
CZ042 Ústecký	9	85.09	9	90.10	10	95.66	10	101.51	10	109.82	10	119.33	10	129.00	8	125.70	7	142.52	7	154.97	7	169.61	7	185.90	
CZ051 Liberecký	5	79.46	6	83.19	6	89.99	6	94.85	6	102.34	6	109.94	6	116.94	4	127.18	3	137.43	3	147.57	3	164.73	3	172.07	
CZ052 Královéhradecký	3	93.14	3	98.24	3	104.79	3	113.22	3	122.64	3	133.04	3	145.91	2		2		2		2		2		2
CZ053 Pardubický	3	91.07	3	94.30	3	98.30	3	104.17	3	111.20	3	117.67	3	125.53	2		2		1		1		1		1
CZ061 Vysočina	5	75.20	6	77.98	6	83.32	6	90.97	6	98.63	6	107.25	6	114.35	4	131.00	3	145.33	3	157.67	3	169.00	3	181.67	
CZ062 Jihomoravský	8	82.81	8	86.94	8	91.75	8	98.15	8	105.56	8	114.51	8	123.94	4	141.65	2		2		2		2		2
CZ071 Olomoucký	5	91.91	5	96.99	5	103.14	6	111.42	7	118.02	7	126.62	7	139.74	5	150.04	3	157.80	2		2		2		2
CZ072 Zlínský	8	85.69	8	90.55	8	96.56	8	103.63	8	112.36	8	122.53	8	132.08	6	141.37	2		2		2		2		2
CZ080 Moravskoslezský	10	86.56	11	90.84	11	95.38	11	102.72	11	110.52	11	119.00	11	128.80	5	140.30	4	154.50	3	160.43	3	176.33	3	192.13	

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
Total	1,065	84.4	26.3	47.9	27.0	964	76.4	102.5	1,047	83.0	18.17	11.8	747	59.2	9.49	11.4	10.4	1,006	79.7	23.86	23.3	
CZ010 Capital Prague	138	73.0	26.1	49.2	27.2	118	62.4	100.7	135	71.4	16.48	11.4	102	54.0	9.12	10.7	11.1	133	70.4	27.52	22.6	
CZ020 Středočeský	64	84.2	25.8	46.9	26.7	59	77.6	104.2	65	85.5	16.26	11.9	44	57.9	11.11	10.0	10.4	62	81.6	24.07	19.9	
CZ031 Jihočeský	84	86.6	27.2	50.0	28.6	73	75.3	101.5	81	83.5	16.48	13.3	57	58.8	9.09	14.3	10.0	80	82.5	23.65	27.5	
CZ032 Plzeňský	61	84.7	27.7	48.5	25.1	60	83.3	103.3	59	81.9	19.21	12.8	46	63.9	8.66	15.0	10.0	60	83.3		23.6	
CZ041 Karlovarský	32	84.2	27.3	42.5	26.9	25	65.8	100.0	28	73.7	17.95	11.9	22	57.9	8.73	10.0	10.3	30	78.9	29.20	22.2	
CZ042 Ústecký	71	84.5	26.9	48.5	28.5	61	72.6	102.8	70	83.3	17.96	13.0	50	59.5	8.80	10.0	10.0	67	79.8	21.68	19.0	
CZ051 Liberecký	52	89.7	27.3	50.3	28.8	46	79.3	110.2	49	84.5	20.43	11.6	31	53.4	9.63	10.0	11.3	46	79.3	14.00	25.8	
CZ052 Královéhradecký	59	85.5	25.3	46.6	25.6	50	72.5	101.2	59	85.5	18.02	12.2	32	46.4	10.69	10.0	10.0	51	73.9	16.08	21.5	
CZ053 Pardubický	49	84.5	26.3	46.2	26.4	41	70.7	103.7	49	84.5	17.71	12.2	31	53.4	8.28		10.0	47	81.0	19.90	18.5	
CZ061 Vysočina	63	84.0	25.6	48.0	25.5	60	80.0	102.9	64	85.3	18.58	11.0	45	60.0	9.33	10.0	10.1	61	81.3	25.63	27.2	
CZ062 Jihomoravský	104	85.2	25.9	47.4	28.8	92	75.4	100.4	106	86.9	15.53	11.9	79	64.8	8.81	10.5	10.0	98	80.3	15.94	22.5	
CZ071 Olomoucký	83	92.2	25.6	48.2	26.3	79	87.8	102.5	81	90.0	20.15	10.1	55	61.1	11.88	13.8	10.6	80	88.9	26.14	24.2	
CZ072 Zlínský	78	89.7	25.8	46.7	27.4	77	88.5	100.6	77	88.5	21.31	12.5	65	74.7	8.51	10.0	10.0	74	85.1	26.29	29.0	
CZ080 Moravskoslezský	127	86.4	26.9	47.7	26.4	123	83.7	103.7	124	84.4	17.95	11.3	88	59.9	10.29	10.0	10.4	117	79.6	30.23	20.9	

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
 % AE average value of the supplementary charge specified as a percentage of the average earnings
 CZK/h average value of the supplementary charge in CZK per hour
 % MM average value of the supplementary charge specified as a percentage of the basic tariff of minimum wage

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

Region NUTS 3	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
Total	19	7.9	577	8.78	9	10	14.4	25	95.74	139	4	8.3	147	8.34	44	1		158	6.38	1
CZ010 Capital Prague	1		46	7.92		2		4	82.00	16			16	6.51	9			25	8.55	
CZ020 Středočeský			27	7.75	3	1		3	79.50	11			5	8.62	4			4	6.25	
CZ031 Jihočeský	2		55	7.68		2		7	117.86	15			14	13.36				14	7.59	
CZ032 Plzeňský	2		36	7.71	1	2		1		9			3	16.80				11	7.78	
CZ041 Karlovarský			16	5.53						4			4	4.50	2			3	5.83	
CZ042 Ústecký	3	6.3	26	7.96				1		11	2		5	17.30				11	5.64	
CZ051 Liberecký			35	9.80		1		2		3			5	6.20	4			2		
CZ052 Královéhradecký	2		43	8.83	2					12			9	14.87	2			4	3.38	
CZ053 Pardubický			32	8.06				2		11	1		9	5.73	2			6	5.97	
CZ061 Vysočina	2		48	9.95				4	56.25	5			13	7.12	2			6	5.68	
CZ062 Jihomoravský	3	9.0	40	6.68	1					8	1		9	7.40	5			13	5.96	
CZ071 Olomoucký	1		63	16.12	1					13			29	7.20	2			29	4.92	
CZ072 Zlínský	2		50	7.77		1				8			7	6.50	2			2		
CZ080 Moravskoslezský	1		60	6.09	1	1		1		13			19	5.62	10	1		28	6.11	1

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	
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	
Total	5	8.3	168	23.46	8	2		6	850	2	29	27.4	8	1,175	98	22	10.1	26	880	56	509	
CZ010 Capital Prague	1		24	35.00	2		1		1	8	21.3	2		11	4	9.8	4	940	1	68		
CZ020 Středočeský			8	27.81						1		1		10	1					5	20	
CZ031 Jihočeský			12	13.68		1	1					1		14			2			2	44	
CZ032 Plzeňský			9	8.20			3	1,100		1				2	1						20	
CZ041 Karlovarský			4	34.63						1				2						3	17	
CZ042 Ústecký	1		15	30.35	1		1			7	32.9			12	1		1			9	45	
CZ051 Liberecký			2			1				1				2	1					2	27	
CZ052 Královéhradecký			7	7.91									1	5			2			4	35	
CZ053 Pardubický			4	32.75										9			1			2	34	
CZ061 Vysočina			11	24.68	1				1	4	36.3			4	1						32	
CZ062 Jihomoravský			10	28.63						3	21.7			7	2		3	572		1	51	
CZ071 Olomoucký			14	8.70						1				2	2		2			6	30	
CZ072 Zlínský			12	21.96									1	4	7	10.0	7	329		1	47	
CZ080 Moravskoslezský	3	10.0	36	25.05	4					2			2	14	2		4	618	20	39		

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
Total	563	44.6	187	14.8	358	28.4	219	17.4	55	4.4	136	10.8	136	10.8	112	8.9	697	55.2
CZ010 Capital Prague	63	33.3	18	9.5	40	21.2	24	12.7	12	6.3	16	8.5	16	8.5	17	9.0	93	49.2
CZ020 Středočeský	31	40.8	17	22.4	20	26.3	11	14.5			9	11.8	12	15.8	8	10.5	33	43.4
CZ031 Jihočeský	52	53.6	18	18.6	32	33.0	29	29.9	6	6.2	21	21.6	17	17.5	7	7.2	67	69.1
CZ032 Plzeňský	32	44.4	5	6.9	22	30.6	17	23.6	5	6.9	1	1.4	18	25.0	6	8.3	47	65.3
CZ041 Karlovarský	13	34.2	5	13.2	5	13.2	6	15.8	1	2.6	3	7.9	1	2.6	3	7.9	22	57.9
CZ042 Ústecký	45	53.6	10	11.9	24	28.6	25	29.8	3	3.6	11	13.1	13	15.5	6	7.1	46	54.8
CZ051 Liberecký	23	39.7	6	10.3	11	19.0	7	12.1	7	12.1	5	8.6	4	6.9	6	10.3	29	50.0
CZ052 Královéhradecký	41	59.4	15	21.7	24	34.8	16	23.2	2	2.9	10	14.5	8	11.6	9	13.0	42	60.9
CZ053 Pardubický	28	48.3	5	8.6	16	27.6	10	17.2	5	8.6	5	8.6	7	12.1	6	10.3	28	48.3
CZ061 Vysočina	24	32.0	11	14.7	15	20.0	9	12.0	2	2.7	8	10.7	4	5.3	5	6.7	42	56.0
CZ062 Jihomoravský	53	43.4	12	9.8	31	25.4	24	19.7	2	1.6	9	7.4	14	11.5	9	7.4	69	56.6
CZ071 Olomoucký	22	24.4	11	12.2	14	15.6	4	4.4	2	2.2	4	4.4	3	3.3	8	8.9	52	57.8
CZ072 Zlínský	59	67.8	13	14.9	49	56.3	10	11.5	4	4.6	7	8.0	7	8.0	12	13.8	44	50.6
CZ080 Moravskoslezský	77	52.4	41	27.9	55	37.4	27	18.4	4	2.7	27	18.4	12	8.2	10	6.8	83	56.5

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
 * Incentive components - bonuses, performance rewards, team rewards etc.

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

Region NUTS 3	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
Total	700	55.5	71	3,015	293	3,502	528	5,518	578	7,162	673	8,730	696	10,166	699	11,729	699	12,999	700	14,545	10	0.8	13,300
CZ010 Capital Prague	105	55.6	12	3,233	33	4,155	80	6,263	88	8,235	103	10,400	105	12,135	105	14,221	105	16,062	105	17,620	2	1.1	
CZ020 Středočeský	46	60.5	3	1,900	15	3,267	34	5,118	37	6,489	43	8,605	46	10,201	46	12,239	46	13,234	46	14,630	2	2.6	
CZ031 Jihočeský	55	56.7	6	3,850	27	3,754	38	5,654	40	7,523	54	9,156	55	11,144	55	13,072	55	14,563	55	17,351	1	1.0	
CZ032 Plzeňský	35	48.6	4	2,500	18	4,139	31	6,571	34	8,629	35	10,586	35	12,403	35	13,603	35	14,546	35	15,746	1	1.4	
CZ041 Karlovarský	19	50.0	3	2,000	6	1,817	11	3,709	13	4,669	18	6,228	18	7,794	19	9,379	19	10,868	19	12,405			
CZ042 Ústecký	49	58.3	5	2,760	21	3,253	38	5,572	40	7,248	49	8,615	49	10,236	49	12,010	49	13,692	49	15,568			
CZ051 Liberecký	38	65.5	5	4,100	20	4,135	31	7,232	33	9,630	36	11,261	38	12,205	38	13,624	38	14,905	38	16,461			
CZ052 Královéhradecký	44	63.8	6	2,183	19	2,882	31	5,144	34	6,469	42	7,233	43	8,216	43	9,179	43	9,912	44	10,934			
CZ053 Pardubický	31	53.4	3	2,667	13	3,443	25	5,015	29	6,063	30	7,400	31	8,339	31	9,500	31	10,275	31	11,452			
CZ061 Vysočina	46	61.3	4	1,750	19	4,153	36	5,519	40	7,525	45	9,469	45	10,856	46	12,502	46	13,330	46	14,920			
CZ062 Jihomoravský	66	54.1	7	3,057	26	3,423	42	5,604	46	7,471	57	8,911	66	9,990	66	11,736	66	13,313	66	15,284	2	1.6	
CZ071 Olomoucký	64	71.1	4	3,700	32	2,578	49	4,757	55	6,309	62	7,840	64	9,751	64	11,044	64	12,048	64	13,275			
CZ072 Zlínský	34	39.1	4	5,625	13	4,938	28	5,611	29	6,948	31	7,855	33	8,667	34	10,294	34	12,015	34	13,426	2	2.3	
CZ080 Moravskoslezský	68	46.3	5	1,880	31	2,842	54	4,331	60	5,382	68	6,474	68	7,497	68	8,337	68	9,132	68	10,171			

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	685	54.3	301	3,765	622	4,339	670	5,292	676	6,188	684	6,985	685	7,570
CZ010 Capital Prague	86	45.5	40	5,238	81	6,188	85	7,671	86	8,752	86	9,614	86	9,888
CZ020 Středočeský	34	44.7	17	3,912	29	4,207	33	5,000	33	5,742	34	6,365	34	6,790
CZ031 Jihočeský	64	66.0	29	3,610	61	4,511	63	4,827	63	5,252	64	5,504	64	6,323
CZ032 Plzeňský	39	54.2	17	3,253	31	4,735	35	6,454	39	8,654	39	9,236	39	10,697
CZ041 Karlovarský	18	47.4	6	4,483	16	4,475	18	4,994	18	5,606	18	6,494	18	6,939
CZ042 Ústecký	49	58.3	15	4,267	46	4,963	49	5,882	49	7,061	49	8,214	49	8,552
CZ051 Liberecký	33	56.9	15	3,267	31	4,074	32	5,370	32	7,017	32	8,601	33	8,918
CZ052 Královéhradecký	44	63.8	23	3,370	41	3,845	44	4,540	44	4,958	44	5,307	44	5,461
CZ053 Pardubický	36	62.1	13	4,346	32	3,714	36	4,719	36	5,332	36	5,942	36	6,299
CZ061 Vysočina	45	60.0	21	2,452	40	3,336	45	4,464	45	5,426	45	6,556	45	7,432
CZ062 Jihomoravský	70	57.4	35	3,679	63	4,071	69	4,751	69	5,374	70	6,187	70	6,920
CZ071 Olomoucký	41	45.6	17	1,699	38	2,888	41	3,899	41	4,887	41	5,933	41	6,752
CZ072 Zlínský	48	55.2	31	3,735	48	4,110	48	5,182	48	5,646	48	6,609	48	7,167
CZ080 Moravskoslezský	78	53.1	22	4,473	65	3,906	72	4,750	73	5,542	78	6,302	78	6,891

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	810	64.2	338	5,140	716	6,848	785	9,133	801	11,063	808	13,180	808	14,612	809	15,903	809	16,942	810	17,852
CZ010 Capital Prague	115	60.8	44	6,143	102	10,437	112	15,032	113	16,708	114	21,329	114	23,430	114	24,492	114	25,321	115	25,896
CZ020 Středočeský	45	59.2	14	3,893	40	8,700	44	10,909	44	12,318	45	15,533	45	16,761	45	20,267	45	22,972	45	23,678
CZ031 Jihočeský	68	70.1	30	6,742	61	7,885	65	9,656	66	11,329	68	12,463	68	14,728	68	15,949	68	17,331	68	18,596
CZ032 Plzeňský	46	63.9	16	3,869	37	6,246	39	8,831	46	16,352	46	17,811	46	18,796	46	19,530	46	20,061	46	20,517
CZ041 Karlovarský	19	50.0	7	15,143	17	8,441	19	9,447	19	10,816	19	12,158	19	13,039	19	13,684	19	13,803	19	13,868
CZ042 Ústecký	58	69.0	16	6,456	51	8,326	56	11,613	58	14,484	58	17,092	58	19,477	58	21,882	58	23,873	58	25,744
CZ051 Liberecký	30	51.7	15	3,733	28	4,543	29	6,662	29	7,831	30	10,453	30	12,340	30	13,607	30	14,823	30	16,507
CZ052 Královéhradecký	57	82.6	28	4,407	48	5,366	55	6,543	56	7,994	56	9,348	56	10,129	57	11,188	57	11,926	57	13,821
CZ053 Pardubický	42	72.4	16	5,172	35	5,233	41	6,654	41	7,848	42	8,879	42	9,706	42	11,000	42	11,667	42	12,419
CZ061 Vysočina	52	69.3	20	2,400	46	4,355	52	6,646	52	7,732	52	9,506	52	10,639	52	11,613	52	12,078	52	12,692
CZ062 Jihomoravský	76	62.3	38	5,679	73	7,731	75	9,628	75	11,563	76	13,084	76	14,769	76	16,109	76	17,350	76	17,906
CZ071 Olomoucký	67	74.4	32	1,899	58	3,709	64	6,200	67	8,190	67	10,855	67	12,577	67	14,163	67	15,701	67	17,180
CZ072 Zlínský	54	62.1	33	5,221	53	5,666	54	6,750	54	7,731	54	8,815	54	9,519	54	10,278	54	10,731	54	10,963
CZ080 Moravskoslezský	81	55.1	29	6,210	67	5,406	80	6,859	81	8,075	81	8,981	81	9,391	81	9,991	81	10,430	81	10,902

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

Wage development classification based on regions

Region NUTS 3	Wage development contracted																														Wage development is bound to economic indicators					
	NCA	% CA	of this																																	
			by maintaining the aver. wage				by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage				by increasing the average real wage				by keeping real wage				by combination of given issues									
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	without manag.	NCA	% CA	without manag.	NCA	% CA	NCA	% CA						
Total	873	69.2	3	0.2	527	41.8	94	1,112	433	4.8	112	8.9	18	1.4	304	24.1	289	4.2	15	813	13	5.3	21	1.7	21	2.0	6	1.8	148	11.7	10	0.8	218	17.3	151	12.0
CZ010 Capital Prague	126	66.7	1	0.5	81	42.9	11	929	70	5.0	20	10.6	4	2.1	29	15.3	28	3.8	1		1		6	3.2	6	1.5	3	1.0	19	10.1			30	15.9	16	8.5
CZ020 Středočeský	53	69.7			35	46.1	8	1,288	27	4.4	7	9.2	2	2.6	18	23.7	13	4.0	5	660	1		1	1.3	1				8	10.5			16	21.1	2	2.6
CZ031 Jihočeský	69	71.1			48	49.5	5	1,120	43	4.5	14	14.4	3	3.1	13	13.4	13	4.1			2		4	4.1	4	3.1	1		12	12.4			18	18.6	20	20.6
CZ032 Plzeňský	60	83.3			32	44.4	4	1,175	28	4.3	7	9.7	2	2.8	26	36.1	25	4.2	1									21	29.2	4	5.6	23	31.9	21	29.2	
CZ041 Karlovarský	28	73.7	1	2.6	9	23.7	1		8	3.7	7	18.4	2	5.3	12	31.6	12	3.6					1	2.6	1		1	6	15.8			8	21.1	10	26.3	
CZ042 Ústecký	62	73.8			40	47.6	7	1,419	33	4.9	7	8.3	2	2.4	16	19.0	16	5.2			3	7.7	1	1.2	1			12	14.3	4	4.8	13	15.5	11	13.1	
CZ051 Liberecký	36	62.1			22	37.9	6	1,150	16	5.1					14	24.1	14	4.2										2	3.4			2	3.4	3	5.2	
CZ052 Královéhradecký	49	71.0			39	56.5	9	1,326	30	4.6	4	5.8			9	13.0	9	3.9					1	1.4	1		1	6	8.7			9	13.0	5	7.2	
CZ053 Pardubický	37	63.8			21	36.2	4	1,229	17	5.4	8	13.8	1	1.7	13	22.4	12	4.3	1		1		1	1.7	1			4	6.9			10	17.2	3	5.2	
CZ061 Vysočina	55	73.3			28	37.3	9	944	19	5.6	4	5.3			26	34.7	23	3.3	3	800			1	1.3	1			8	10.7			11	14.7	6	8.0	
CZ062 Jihomoravský	84	68.9			46	37.7	6	1,115	40	5.6	9	7.4			29	23.8	29	4.4			2		3	2.5	3	2.6		12	9.8			14	11.5	16	13.1	
CZ071 Olomoucký	60	66.7	1	1.1	26	28.9	4	675	22	4.7					31	34.4	30	4.8	1		1		1	1.1	1			6	6.7			5	5.6	2	2.2	
CZ072 Zlínský	69	79.3			45	51.7	8	1,144	37	4.1	16	18.4	1	1.1	40	46.0	38	3.9	2									21	24.1	1	1.1	41	47.1	22	25.3	
CZ080 Moravskoslezský	85	57.8			55	37.4	12	1,015	43	4.9	9	6.1	1	0.7	28	19.0	27	4.6	1		2		1	0.7	1			11	7.5	1	0.7	18	12.2	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
Total	711	56.3	103	8.2	50	4.0	611	48.4	240	19.0	96.7	213	16.9	85.1	353	28.0	16.8	18.14
CZ010 Capital Prague	98	51.9	8	4.2	2	1.1	91	48.1	41	21.7	97.0	36	19.0	87.5	56	29.6	15.7	20.09
CZ020 Středočeský	35	46.1	6	7.9	2	2.6	30	39.5	9	11.8	97.8	5	6.6	82.0	22	28.9	16.3	20.00
CZ031 Jihočeský	61	62.9	5	5.2			58	59.8	21	21.6	96.0	20	20.6	87.8	38	39.2	18.1	18.38
CZ032 Plzeňský	40	55.6	5	6.9	9	12.5	28	38.9	10	13.9	95.0	14	19.4	87.1	16	22.2	18.4	18.70
CZ041 Karlovarský	22	57.9	5	13.2	1	2.6	17	44.7	10	26.3	98.0	10	26.3	91.0	15	39.5	20.2	20.88
CZ042 Ústecký	51	60.7	12	14.3	2	2.4	39	46.4	20	23.8	95.0	24	28.6	79.2	27	32.1	20.8	14.78
CZ051 Liberecký	28	48.3	4	6.9	1	1.7	25	43.1	9	15.5	97.2	6	10.3	91.7	11	19.0	15.3	24.33
CZ052 Královéhradecký	35	50.7	4	5.8	2	2.9	31	44.9	19	27.5	98.4	9	13.0	85.9	21	30.4	16.8	21.00
CZ053 Pardubický	30	51.7	6	10.3	1	1.7	24	41.4	11	19.0	95.9	9	15.5	81.7	14	24.1	16.0	15.64
CZ061 Vysočina	42	56.0	8	10.7	5	6.7	37	49.3	13	17.3	95.4	15	20.0	84.0	22	29.3	16.6	24.61
CZ062 Jihomoravský	72	59.0	12	9.8	4	3.3	63	51.6	22	18.0	99.3	16	13.1	89.4	31	25.4	15.8	18.38
CZ071 Olomoucký	51	56.7	8	8.9	16	17.8	40	44.4	13	14.4	95.4	14	15.6	84.6	22	24.4	15.7	22.50
CZ072 Zlínský	50	57.5	9	10.3	1	1.1	42	48.3	17	19.5	97.6	13	14.9	80.8	24	27.6	16.7	18.50
CZ080 Moravskoslezský	96	65.3	11	7.5	4	2.7	86	58.5	25	17.0	95.2	22	15.0	81.6	34	23.1	15.0	11.37

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	agreed in CA		% of average earnings	other form		NCA		% CA	hours	NCA	% CA
			NCA		% CA	NCA		% CA							
Total	91	7.2	49.5	25	2.0	94.3	3	0.2	12	1.0	86.2	180	14.3	98	7.8
CZ010 Capital Prague	12	6.3	52.0	1	0.5				1	0.5		20	10.6	13	6.9
CZ020 Středočeský	5	6.6	51.2	2	2.6		1	1.3				5	6.6		
CZ031 Jihočeský	17	17.5	50.5	2	2.1				2	2.1		15	15.5	3	3.1
CZ032 Plzeňský	6	8.3	47.7	3	4.2	100.0	2	2.8				23	31.9	22	30.6
CZ041 Karlovarský	3	7.9	52.0									12	31.6	8	21.1
CZ042 Ústecký	8	9.5	52.0	1	1.2				1	1.2		10	11.9	6	7.1
CZ051 Liberecký	6	10.3	45.5	4	6.9	87.5			1	1.7		5	8.6	3	5.2
CZ052 Královéhradecký	1	1.4										7	10.1	1	1.4
CZ053 Pardubický	5	8.6	36.4	4	6.9	97.5						5	8.6	3	5.2
CZ061 Vysočina	3	4.0	52.0	1	1.3							13	17.3	4	5.3
CZ062 Jihomoravský	2	1.6		2	1.6				1	0.8		12	9.8	5	4.1
CZ071 Olomoucký	8	8.9	48.8	3	3.3	96.7			2	2.2		7	7.8	2	2.2
CZ072 Zlínský	3	3.4	52.0						1	1.1		32	36.8	17	19.5
CZ080 Moravskoslezský	12	8.2	49.8	2	1.4				3	2.0	120.0	14	9.5	11	7.5

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
Total	1,210	95.9	1,074	85.1	707	56.0	641	50.8	878	69.6
CZ010 Capital Prague	179	94.7	145	76.7	112	59.3	85	45.0	120	63.5
CZ020 Středočeský	66	86.8	59	77.6	31	40.8	23	30.3	42	55.3
CZ031 Jihočeský	90	92.8	80	82.5	44	45.4	49	50.5	65	67.0
CZ032 Plzeňský	71	98.6	65	90.3	60	83.3	21	29.2	64	88.9
CZ041 Karlovarský	37	97.4	36	94.7	21	55.3	12	31.6	29	76.3
CZ042 Ústecký	84	100.0	76	90.5	46	54.8	51	60.7	62	73.8
CZ051 Liberecký	54	93.1	48	82.8	24	41.4	24	41.4	31	53.4
CZ052 Královéhradecký	67	97.1	58	84.1	37	53.6	36	52.2	46	66.7
CZ053 Pardubický	54	93.1	51	87.9	31	53.4	28	48.3	40	69.0
CZ061 Vysočina	72	96.0	69	92.0	29	38.7	20	26.7	43	57.3
CZ062 Jihomoravský	117	95.9	106	86.9	75	61.5	79	64.8	90	73.8
CZ071 Olomoucký	85	94.4	66	73.3	48	53.3	53	58.9	58	64.4
CZ072 Zlínský	87	100.0	81	93.1	37	42.5	45	51.7	62	71.3
CZ080 Moravskoslezský	147	100.0	134	91.2	112	76.2	115	78.2	126	85.7

Explanatory notes: NCA
% CA
*

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
Total	1,094	86.7	256	20.3	663	52.5	1,110	88.0	998	422	755	454	236	364	28.8
CZ010 Capital Prague	165	87.3	35	18.5	96	50.8	168	88.9	149	78	122	55	46	46	24.3
CZ020 Středočeský	66	86.8	7	9.2	31	40.8	67	88.2	65	22	55	21	21	9	11.8
CZ031 Jihočeský	84	86.6	15	15.5	55	56.7	89	91.8	76	31	58	41	17	28	28.9
CZ032 Plzeňský	63	87.5	14	19.4	40	55.6	62	86.1	56	19	38	42	9	31	43.1
CZ041 Karlovarský	34	89.5	8	21.1	22	57.9	31	81.6	29	8	18	12	3	12	31.6
CZ042 Ústecký	72	85.7	18	21.4	47	56.0	70	83.3	69	32	45	25	16	24	28.6
CZ051 Liberecký	48	82.8	9	15.5	27	46.6	52	89.7	46	15	36	20	4	21	36.2
CZ052 Královéhradecký	60	87.0	12	17.4	24	34.8	65	94.2	62	18	49	21	15	24	34.8
CZ053 Pardubický	54	93.1	13	22.4	31	53.4	55	94.8	50	21	34	23	16	17	29.3
CZ061 Vysočina	69	92.0	12	16.0	40	53.3	67	89.3	65	23	48	33	15	7	9.3
CZ062 Jihomoravský	89	73.0	22	18.0	44	36.1	100	82.0	88	32	62	53	23	17	13.9
CZ071 Olomoucký	82	91.1	32	35.6	34	37.8	82	91.1	64	32	47	12	8	21	23.3
CZ072 Zlínský	72	82.8	22	25.3	60	69.0	69	79.3	55	31	37	24	18	35	40.2
CZ080 Moravskoslezský	136	92.5	37	25.2	112	76.2	133	90.5	124	60	106	72	25	72	49.0

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

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

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated			
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		governing the provision of information to TU		provided to TU beyond the scope of LC stipulated		the procedures for discussing materials with TU		beyond the scope of LC stipulated			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
Total	981	77.7	133	10.5	63	5.0	19	1.5	66	5.2	262	93.2	19	6.8	1,026	81.3	399	31.6	908	71.9	317	25.1		
CZ010 Capital Prague	122	64.6	26	13.8	13	6.9	4	2.1	24	12.7	56	83.6	11	16.4	160	84.7	57	30.2	125	66.1	52	27.5		
CZ020 Středočeský	58	76.3	12	15.8	2	2.6	2	2.6	2	2.6	18	100.0			53	69.7	14	18.4	44	57.9	13	17.1		
CZ031 Jihočeský	69	71.1	10	10.3	12	12.4					6	6.2	26	92.9	2	7.1	76	78.4	21	21.6	64	66.0	19	19.6
CZ032 Plzeňský	57	79.2	6	8.3	2	2.8	2	2.8	5	6.9	15	100.0			64	88.9	36	50.0	59	81.9	30	41.7		
CZ041 Karlovarský	36	94.7			1	2.6	1	2.6			2	100.0			34	89.5	14	36.8	24	63.2	15	39.5		
CZ042 Ústecký	67	79.8	9	10.7	3	3.6	2	2.4	3	3.6	17	100.0			59	70.2	23	27.4	56	66.7	27	32.1		
CZ051 Liberecký	43	74.1	12	20.7	1	1.7			2	3.4	14	93.3	1	6.7	40	69.0	13	22.4	34	58.6	11	19.0		
CZ052 Královéhradecký	58	84.1	5	7.2	2	2.9			4	5.8	11	100.0			59	85.5	11	15.9	53	76.8	8	11.6		
CZ053 Pardubický	47	81.0	9	15.5			1	1.7	1	1.7	11	100.0			51	87.9	11	19.0	43	74.1	7	12.1		
CZ061 Vysočina	65	86.7	5	6.7	3	4.0	1	1.3	1	1.3	10	100.0			35	46.7	14	18.7	26	34.7	7	9.3		
CZ062 Jihomoravský	92	75.4	12	9.8	7	5.7	2	1.6	9	7.4	29	96.7	1	3.3	100	82.0	50	41.0	94	77.0	20	16.4		
CZ071 Olomoucký	76	84.4	7	7.8	4	4.4			3	3.3	11	78.6	3	21.4	79	87.8	47	52.2	75	83.3	28	31.1		
CZ072 Zlínský	76	87.4	7	8.0	3	3.4	1	1.1			11	100.0			81	93.1	30	34.5	80	92.0	20	23.0		
CZ080 Moravskoslezský	115	78.2	13	8.8	10	6.8	3	2.0	6	4.1	31	96.9	1	3.1	135	91.8	58	39.5	131	89.1	60	40.8		

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

TU Trade union

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

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

**Compensation money
classification based on regions**

Region NUTS 3	Increase of compensation money beyond the framework of Section 67 of the LC																									
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	employment up to 1 year				employment up to 2 years				employment over 2 years				agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences	
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE															
NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	392	31.1	1.4	2.3	400	31.7	1.2	2.1	622	49.3	1.3	4.3	114	9.0	1.3	2.9	602	47.7	429	34.0	399	31.6	83	6.6	78	6.2
CZ010 Capital Prague	79	41.8	1.4	2.4	81	42.9	1.2	2.3	124	65.6	1.3	4.8	15	7.9	1.1	2.9	115	60.8	94	49.7	78	41.3	23	12.2	20	10.6
CZ020 Středočeský	16	21.1	1.1	2.1	17	22.4	1.1	2.1	31	40.8	1.3	4.8	11	14.5	1.4	3.1	31	40.8	28	36.8	15	19.7	6	7.9	6	7.9
CZ031 Jihočeský	27	27.8	1.2	2.1	30	30.9	1.1	2.1	41	42.3	1.7	8.5	8	8.2	1.8	3.4	42	43.3	26	26.8	31	32.0	8	8.2	10	10.3
CZ032 Plzeňský	21	29.2	1.2	2.0	22	30.6	1.0	1.9	41	56.9	1.1	3.1	7	9.7	1.1	3.0	39	54.2	28	38.9	30	41.7	7	9.7	1	1.4
CZ041 Karlovarský	9	23.7	2.0	2.8	9	23.7	2.0	2.8	21	55.3	1.6	4.8	1	2.6			18	47.4	15	39.5	9	23.7	6	15.8	4	10.5
CZ042 Ústecký	40	47.6	1.4	2.3	41	48.8	1.2	2.1	55	65.5	1.3	4.2	7	8.3	1.2	3.3	56	66.7	41	48.8	36	42.9	4	4.8	2	2.4
CZ051 Liberecký	5	8.6	1.3	1.6	6	10.3	1.2	1.6	19	32.8	1.5	3.3	3	5.2	2.0	2.7	20	34.5	18	31.0	9	15.5	2	3.4		
CZ052 Královéhradecký	15	21.7	1.3	2.4	14	20.3	1.2	2.4	33	47.8	1.3	3.9	4	5.8	1.0	1.8	32	46.4	22	31.9	17	24.6	6	8.7	8	11.6
CZ053 Pardubický	15	25.9	1.2	2.3	15	25.9	1.1	2.1	21	36.2	1.3	4.7	3	5.2	1.0	2.0	22	37.9	14	24.1	16	27.6	3	5.2	3	5.2
CZ061 Vysočina	20	26.7	1.4	2.2	20	26.7	1.1	1.9	31	41.3	1.1	2.3	12	16.0	1.0	4.0	28	37.3	13	17.3	22	29.3	1	1.3	3	4.0
CZ062 Jihomoravský	38	31.1	1.5	2.1	38	31.1	1.1	1.6	46	37.7	1.3	3.9	13	10.7	1.5	2.8	46	37.7	37	30.3	22	18.0	3	2.5	4	3.3
CZ071 Olomoucký	34	37.8	1.3	2.2	33	36.7	1.1	2.0	42	46.7	1.2	3.5	9	10.0	1.4	2.6	42	46.7	22	24.4	31	34.4	3	3.3	3	3.3
CZ072 Zlínský	29	33.3	1.4	2.5	29	33.3	1.0	2.2	36	41.4	1.0	2.8	6	6.9	1.0	2.0	35	40.2	17	19.5	30	34.5	2	2.3	3	3.4
CZ080 Moravskoslezský	44	29.9	1.5	2.2	45	30.6	1.3	2.0	81	55.1	1.5	4.1	15	10.2	1.3	2.3	76	51.7	54	36.7	53	36.1	9	6.1	11	7.5

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

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

Region NUTS 3	Length of working hours												Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes									agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA	
								hours/week	hours/week	hours/week	hours/week										
Total	1,160	91.9	777	61.6	38.0	383	30.3	39.7	38.36	37.4	37.3	346	27.4	1,108	87.8	9.0	4.3	76.1	2.7		
CZ010 Capital Prague	161	85.2	87	46.0	38.4	74	39.2	39.6	38.34	37.3	37.2	70	37.0	162	85.7	7.4	5.4	74.1	4.2		
CZ020 Středočeský	67	88.2	47	61.8	38.2	20	26.3	39.8	38.50	37.5	37.4	14	18.4	60	78.9	2.6	5.0	76.3			
CZ031 Jihočeský	90	92.8	52	53.6	38.3	38	39.2	39.3	38.38	37.3	37.1	23	23.7	84	86.6	5.2	3.6	80.4	1.0		
CZ032 Plzeňský	68	94.4	43	59.7	37.7	25	34.7	39.9	37.99	37.4	37.4	19	26.4	65	90.3	9.7	4.9	79.2	1.4		
CZ041 Karlovarský	34	89.5	24	63.2	38.1	10	26.3	40.0	38.59	37.5	37.5	6	15.8	29	76.3	7.9	3.7	68.4			
CZ042 Ústecký	81	96.4	64	76.2	37.7	17	20.2	39.7	38.50	37.5	37.5	31	36.9	80	95.2	8.3	3.6	79.8	7.1		
CZ051 Liberecký	47	81.0	36	62.1	38.1	11	19.0	39.3	37.73	37.5	37.5	11	19.0	51	87.9	10.3	4.5	74.1	3.4		
CZ052 Královéhradecký	67	97.1	46	66.7	38.0	21	30.4	39.7	38.54	37.5	37.5	17	24.6	60	87.0	1.4	5.0	84.1	1.4		
CZ053 Pardubický	57	98.3	35	60.3	38.0	22	37.9	39.9	38.43	37.5	37.5	11	19.0	51	87.9	10.3	4.8	74.1	3.4		
CZ061 Vysočina	71	94.7	41	54.7	38.1	30	40.0	39.8	38.33	37.5	37.5	17	22.7	61	81.3	16.0	4.0	62.7	2.7		
CZ062 Jihomoravský	112	91.8	75	61.5	38.2	37	30.3	39.8	38.24	37.5	37.4	22	18.0	109	89.3	13.1	3.2	72.1	4.1		
CZ071 Olomoucký	89	98.9	71	78.9	37.9	18	20.0	39.6	38.20	37.3	37.2	20	22.2	81	90.0	7.8	3.9	81.1	1.1		
CZ072 Zlínský	84	96.6	50	57.5	38.1	34	39.1	39.9	38.58	37.5	37.5	18	20.7	80	92.0	8.0	5.7	82.8	1.1		
CZ080 Moravskoslezský	132	89.8	106	72.1	37.8	26	17.7	39.8	38.64	37.5	37.5	67	45.6	135	91.8	14.3	4.0	74.8	2.7		

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

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

Region NUTS 3	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
Total	4	0.3	88	854	67.7	50.3	547	43.3	48.6
CZ010 Capital Prague	2	1.1		127	67.2	48.8	94	49.7	47.0
CZ020 Středočeský				45	59.2	51.4	32	42.1	51.2
CZ031 Jihočeský				63	64.9	50.7	52	53.6	46.1
CZ032 Plzeňský	1	1.4		64	88.9	51.2	24	33.3	49.2
CZ041 Karlovarský				25	65.8	51.0	16	42.1	46.6
CZ042 Ústecký				57	67.9	50.6	50	59.5	50.7
CZ051 Liberecký				30	51.7	48.0	19	32.8	50.6
CZ052 Královéhradecký				46	66.7	51.4	22	31.9	49.0
CZ053 Pardubický	1	1.7		36	62.1	48.4	17	29.3	42.8
CZ061 Vysočina				58	77.3	50.2	28	37.3	48.3
CZ062 Jihomoravský				70	57.4	50.5	31	25.4	52.0
CZ071 Olomoucký				70	77.8	50.9	44	48.9	49.4
CZ072 Zlínský				54	62.1	51.5	22	25.3	49.6
CZ080 Moravskoslezský				109	74.1	49.9	96	65.3	48.7

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
Total	31	2.5	39	3.1	36	2.9	86	6.8
CZ010 Capital Prague	3	1.6	7	3.7	12	6.3	32	16.9
CZ020 Středočeský	2	2.6	3	3.9	1	1.3	5	6.6
CZ031 Jihočeský	1	1.0	5	5.2	1	1.0	9	9.3
CZ032 Plzeňský	6	8.3	9	12.5	1	1.4	3	4.2
CZ041 Karlovarský			1	2.6			1	2.6
CZ042 Ústecký	1	1.2	1	1.2	8	9.5	13	15.5
CZ051 Liberecký	3	5.2			2	3.4	1	1.7
CZ052 Královéhradecký			2	2.9	2	2.9	3	4.3
CZ053 Pardubický			2	3.4	1	1.7	2	3.4
CZ061 Vysočina	5	6.7	3	4.0	1	1.3	1	1.3
CZ062 Jihomoravský	1	0.8			1	0.8	6	4.9
CZ071 Olomoucký	3	3.3	1	1.1	1	1.1	5	5.6
CZ072 Zlínský	2	2.3	2	2.3	1	1.1	2	2.3
CZ080 Moravskoslezský	4	2.7	3	2.0	4	2.7	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		
Total	449	35.6	19	1.5	439	34.8	11	0.9	15	1.2	12	1.0	1	0.1			1	0.1	1	0.1
CZ010 Capital Prague	81	42.9	7	3.7	79	41.8	3	1.6	6	3.2	4	2.1					1	0.5	1	0.5
CZ020 Středočeský	24	31.6	2	2.6	23	30.3			2	2.6	2	2.6								
CZ031 Jihočeský	43	44.3	3	3.1	43	44.3	3	3.1	1	1.0	1	1.0								
CZ032 Plzeňský	30	41.7			30	41.7														
CZ041 Karlovarský	8	21.1			8	21.1														
CZ042 Ústecký	32	38.1	2	2.4	30	35.7	1	1.2	2	2.4	2	2.4								
CZ051 Liberecký	4	6.9			4	6.9			1	1.7	1	1.7								
CZ052 Královéhradecký	18	26.1	1	1.4	17	24.6			1	1.4			1	1.4						
CZ053 Pardubický	16	27.6			16	27.6														
CZ061 Vysočina	31	41.3			31	41.3														
CZ062 Jihomoravský	25	20.5	1	0.8	24	19.7	2	1.6	1	0.8	1	0.8								
CZ071 Olomoucký	44	48.9			44	48.9														
CZ072 Zlínský	30	34.5			30	34.5														
CZ080 Moravskoslezský	63	42.9	3	2.0	60	40.8	2	1.4	1	0.7	1	0.7								

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

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

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

Region NUTS 3	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,203	95.3	45.54	54.6	14.47	24.0	52.44	56.3	304	185	14.7	29	2.3	26	2.1
CZ010 Capital Prague	182	96.3	43.80	54.3	17.88	21.6	63.57	59.5	30	25	13.2	1	0.5	2	1.1
CZ020 Středočeský	69	90.8	39.69	54.4	15.21	46.7	54.44	57.5	15	11	14.5	1	1.3	1	1.3
CZ031 Jihočeský	88	90.7	39.41	54.1	11.72	22.5	48.10	56.0	19	19	19.6	4	4.1	9	9.3
CZ032 Plzeňský	69	95.8	49.69	55.0	10.63		36.50	55.0	40	7	9.7			1	1.4
CZ041 Karlovarský	34	89.5	49.32	54.2	8.50		26.17	57.2	9	9	23.7	2	5.3	2	5.3
CZ042 Ústecký	81	96.4	50.62	54.9	17.16	22.0	55.07	56.7	16	23	27.4	3	3.6	2	2.4
CZ051 Liberecký	57	98.3	46.45	54.7	16.80	14.5	51.00	60.0	10	11	19.0	2	3.4	1	1.7
CZ052 Královéhradecký	67	97.1	45.32	55.0	13.92	20.0	62.50	51.3	18	12	17.4	1	1.4		
CZ053 Pardubický	55	94.8	50.00	54.5	6.00		31.04	52.7	18	14	24.1				
CZ061 Vysočina	70	93.3	33.10	54.3	15.96		54.60	54.5	18	10	13.3	1	1.3	2	2.7
CZ062 Jihomoravský	117	95.9	40.18	54.9	12.81	23.0	40.78	58.2	18	21	17.2	5	4.1	3	2.5
CZ071 Olomoucký	87	96.7	45.02	54.5	10.47	15.0	51.62	54.5	48	7	7.8				
CZ072 Zlínský	87	100.0	50.16	54.8	15.09		54.33	54.8	11	4	4.6	9	10.3	2	2.3
CZ080 Moravskoslezský	140	95.2	52.02	54.8	12.27		48.50	56.0	34	12	8.2			1	0.7

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

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

Region NUTS 3	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices	Contribution to pension insurance						Contribution to life insurance							
			agreed in CA		amount allowed			agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision		
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	25	2.0	84	6.7	758	71.1	266	21.1	821	65.1	588	945	3.1	627	49.7	298	23.6	548	849	242	19.2
CZ010 Capital Prague	15	7.9	6	3.2	975	66.7	55	29.1	136	72.0	535	1,086	3.4	107	56.6	49	25.9	563	782	41	21.7
CZ020 Středočeský			3	3.9	667		16	21.1	49	64.5	616	824	3.1	38	50.0	24	31.6	672	886	21	27.6
CZ031 Jihočeský	1	1.0	16	16.5	723	66.0	24	24.7	68	70.1	566	846	2.4	53	54.6	25	25.8	537	711	23	23.7
CZ032 Plzeňský			10	13.9	1,350		24	33.3	54	75.0	537	745	3.4	44	61.1	25	34.7	459	762	21	29.2
CZ041 Karlovarský			3	7.9	1,000	100.0	7	18.4	22	57.9	567	907	2.5	17	44.7	9	23.7	656	939	7	18.4
CZ042 Ústecký			4	4.8	500		15	17.9	63	75.0	620	967	2.9	53	63.1	25	29.8	587	1,059	21	25.0
CZ051 Liberecký	1	1.7	2	3.4			7	12.1	30	51.7	572	839	2.9	20	34.5	12	20.7	635	781	8	13.8
CZ052 Královéhradecký			6	8.7	531	75.0	13	18.8	53	76.8	652	871	3.3	38	55.1	13	18.8	582	586	10	14.5
CZ053 Pardubický	3	5.2	3	5.2		50.0	9	15.5	38	65.5	487	914	2.7	28	48.3	15	25.9	485	1,179	12	20.7
CZ061 Vysočina	1	1.3	4	5.3	1,233	50.0	13	17.3	40	53.3	647	1,005	3.3	35	46.7	15	20.0	552	844	11	14.7
CZ062 Jihomoravský	1	0.8	6	4.9	471		22	18.0	67	54.9	525	720	2.7	40	32.8	21	17.2	550	813	16	13.1
CZ071 Olomoucký	1	1.1	6	6.7	197		12	13.3	52	57.8	752	1,100	2.7	49	54.4	13	14.4	567	632	13	14.4
CZ072 Zlínský	1	1.1	6	6.9	388	45.0	13	14.9	55	63.2	646	1,025	3.1	33	37.9	15	17.2	382	1,018	12	13.8
CZ080 Moravskoslezský	1	0.7	9	6.1	213	80.0	36	24.5	94	63.9	578	1,075	3.1	72	49.0	37	25.2	520	900	26	17.7

Explanatory notes: NCA

% CA

CZK/month

aver. % of price

average % MBA

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

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

average contribution in CZK per month

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

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

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

Region NUTS 3	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
Total	412	32.6	45	2.4	29	2,121	78	1.9	236	126	4,042	218	17.3	50	7,377	16	2.3	95	103	3,087	
CZ010 Capital Prague	80	42.3	14	2.4	2		32	1.8	28	30	7,311	37	19.6	11	8,200	5	2.0	10	20	4,141	
CZ020 Středočeský	24	31.6	2		3	2,833	3	2.7	12	11	1,866	12	15.8	1		1		7	3	137	
CZ031 Jihočeský	40	41.2	2		4	2,013	11	1.9	20	10	3,791	16	16.5	4	3,750			12	1		
CZ032 Plzeňský	24	33.3	3	2.5	1		2		17	4	480	4	5.6						4	6,054	
CZ041 Karlovarský	11	28.9	3	1.9					8	6	4,531	8	21.1	1		2		4	3	3,632	
CZ042 Ústecký	41	48.8	6	2.7	5	2,320			28	9	2,769	19	22.6	6	7,750	1		8	9	2,743	
CZ051 Liberecký	18	31.0			2		1		13	6	1,764	9	15.5	1		2		5	5	6,247	
CZ052 Královéhradecký	23	33.3	2				2		17	6	421	13	18.8	2		1		1	10	4,721	
CZ053 Pardubický	20	34.5	3	3.0	2		1		12	7	6,632	6	10.3					3	3	6,993	
CZ061 Vysočina	25	33.3	1		2		1		19	4	4,024	7	9.3			1		3	3	1,353	
CZ062 Jihomoravský	38	31.1	5	2.0	1		10	1.7	22	12	1,502	23	18.9	1		2		16	17	1,561	
CZ071 Olomoucký	12	13.3	1				3	1.4	6	5	3,190	11	12.2	1		1		2	9	1,518	
CZ072 Zlínský	22	25.3	2		7	2,400	4	1.8	10	9	1,822	34	39.1	17	5,829			14	7	1,602	
CZ080 Moravskoslezský	34	23.1	1				8	2.1	24	7	7,359	19	12.9	5	17,900			10	9	2,106	

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

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

Region NUTS 3	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	8.97	4.62	1.48	19.92	1.42	3.06	0.65	10.81	2.11	30.93	16.03	359	28.4	175	13.9
CZ010 Capital Prague	4.55	2.30	0.98	24.20	1.57	1.91		15.49	2.84	35.90	10.26	87	46.0	55	29.1
CZ020 Středočeský	15.84	4.78	10.79	19.02	1.73	1.88	2.39	11.85	4.15	16.71	10.85	15	19.7	11	14.5
CZ031 Jihočeský	16.24	0.53	0.51	11.32	1.33	3.67		10.41	2.73	13.20	40.06	34	35.1	15	15.5
CZ032 Plzeňský	83.57	1.59		6.28	0.19	0.27	1.53	4.97	0.49	0.35	0.77	13	18.1	4	5.6
CZ041 Karlovarský	7.61	7.86	0.39	7.35	1.44	1.38		19.27	0.95	44.17	9.57	12	31.6	4	10.5
CZ042 Ústecký	8.70	33.98		14.81	1.70	4.08	0.65	9.50	2.20	12.63	11.76	32	38.1	19	22.6
CZ051 Liberecký	11.58	1.67		10.86	5.76	3.04		6.60	2.01	15.98	42.49	19	32.8	7	12.1
CZ052 Královéhradecký	1.04	0.74		28.51	0.68	3.48	5.59	8.45	2.31	44.48	4.72	13	18.8	6	8.7
CZ053 Pardubický	4.03	0.18	2.34	16.65	0.53	3.70		0.31	0.20	58.49	13.56	11	19.0	6	10.3
CZ061 Vysočina	2.73	16.48	11.16	36.68	1.74	11.16	4.76	8.83	1.24	4.65	0.57	22	29.3	3	4.0
CZ062 Jihomoravský	8.51	1.34	3.62	23.86	0.40	5.18	0.11	4.62	2.86	40.38	9.11	39	32.0	11	9.0
CZ071 Olomoucký	3.59	3.21	0.08	30.82	1.22	6.63	1.35	6.60	2.32	38.97	5.21	16	17.8	11	12.2
CZ072 Zlínský	7.97	10.23	0.18	24.93	1.63	1.84		9.14	1.25	30.89	11.95	18	20.7	8	9.2
CZ080 Moravskoslezský	8.61	1.28	1.63	10.69	0.29	3.70		10.29	0.93	11.80	50.78	28	19.0	15	10.2

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

**Obstacles to work
classification based on regions**

Region NUTS 3	Wage compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC		Average number of days of leave with compensation for wage above the requirement of the LC																													
			Type of personal obstacle																													
	agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I			J	
	NCA	% CA		% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA
Total	6	0.5	74.2	515	40.8	1.4	447	35.4	1.3	665	52.7	2.1	274	21.7	6.4	303	24.0	1.2	113	9.0	3.6	210	16.6	3.9	102	8.1	2.3	157	12.4	3.2	530	42.0
CZ010 Capital Prague	2	1.1		77	40.7	1.5	70	37.0	1.4	98	51.9	1.9	55	29.1	5.3	45	23.8	1.3	26	13.8	3.5	38	20.1	4.7	21	11.1	2.3	50	26.5	3.3	92	48.7
CZ020 Středočeský				26	34.2	1.5	18	23.7	1.2	34	44.7	2.1	14	18.4	7.4	12	15.8	1.3	6	7.9	4.2	13	17.1	2.9	5	6.6	1.6	9	11.8	4.0	26	34.2
CZ031 Jihočeský				51	52.6	1.3	48	49.5	1.3	59	60.8	1.9	26	26.8	4.9	35	36.1	1.4	12	12.4	3.2	28	28.9	3.6	7	7.2	3.7	8	8.2	3.3	42	43.3
CZ032 Plzeňský				34	47.2	1.1	39	54.2	1.1	43	59.7	2.3	11	15.3	5.5	27	37.5	1.1	7	9.7	3.4	7	9.7	7.4	2	2.8		9	12.5	2.8	32	44.4
CZ041 Karlovarský				10	26.3	1.5	11	28.9	1.5	17	44.7	2.2	10	26.3	9.6	7	18.4	1.3	3	7.9	4.0	6	15.8	5.5	6	15.8	1.5				17	44.7
CZ042 Ústecký				47	56.0	1.7	34	40.5	1.4	52	61.9	2.0	35	41.7	8.8	24	28.6	1.3	13	15.5	3.6	12	14.3	2.8	14	16.7	1.8	16	19.0	2.9	43	51.2
CZ051 Liberecký				17	29.3	1.5	14	24.1	1.4	23	39.7	2.3	15	25.9	10.5	7	12.1	1.3	1	1.7		7	12.1	4.0	10	17.2	1.6	5	8.6	2.6	21	36.2
CZ052 Královéhradecký				13	18.8	1.2	16	23.2	1.3	22	31.9	1.8	8	11.6	5.3	8	11.6	1.0	3	4.3	3.3	9	13.0	5.1	2	2.9		12	17.4	3.3	16	23.2
CZ053 Pardubický	2	3.4		24	41.4	1.2	23	39.7	1.2	34	58.6	2.2	11	19.0	7.1	13	22.4	1.0	3	5.2	3.3	5	8.6	3.0	2	3.4		5	8.6	3.0	19	32.8
CZ061 Vysočina				28	37.3	1.4	24	32.0	1.4	33	44.0	2.3	11	14.7	4.5	13	17.3	1.3	5	6.7	3.6	9	12.0	5.4	2	2.7		3	4.0	4.0	27	36.0
CZ062 Jihomoravský				45	36.9	1.4	38	31.1	1.2	56	45.9	2.1	24	19.7	6.3	29	23.8	1.2	11	9.0	3.6	14	11.5	3.1	10	8.2	3.4	10	8.2	2.8	35	28.7
CZ071 Olomoucký				42	46.7	1.3	33	36.7	1.3	56	62.2	2.8	10	11.1	5.0	30	33.3	1.2	4	4.4	4.0	10	11.1	3.3	1	1.1		9	10.0	2.8	55	61.1
CZ072 Zlínský	2	2.3		46	52.9	1.1	38	43.7	1.2	55	63.2	2.5	15	17.2	6.3	22	25.3	1.0	8	9.2	3.3	7	8.0	2.0	4	4.6	2.0	9	10.3	2.9	51	58.6
CZ080 Moravskoslezský				55	37.4	1.2	41	27.9	1.2	83	56.5	1.9	29	19.7	5.3	31	21.1	1.3	11	7.5	3.8	45	30.6	3.5	16	10.9	2.3	12	8.2	3.3	54	36.7

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
% AE	average value of compensation, defined by the percentage from the average earnings
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**

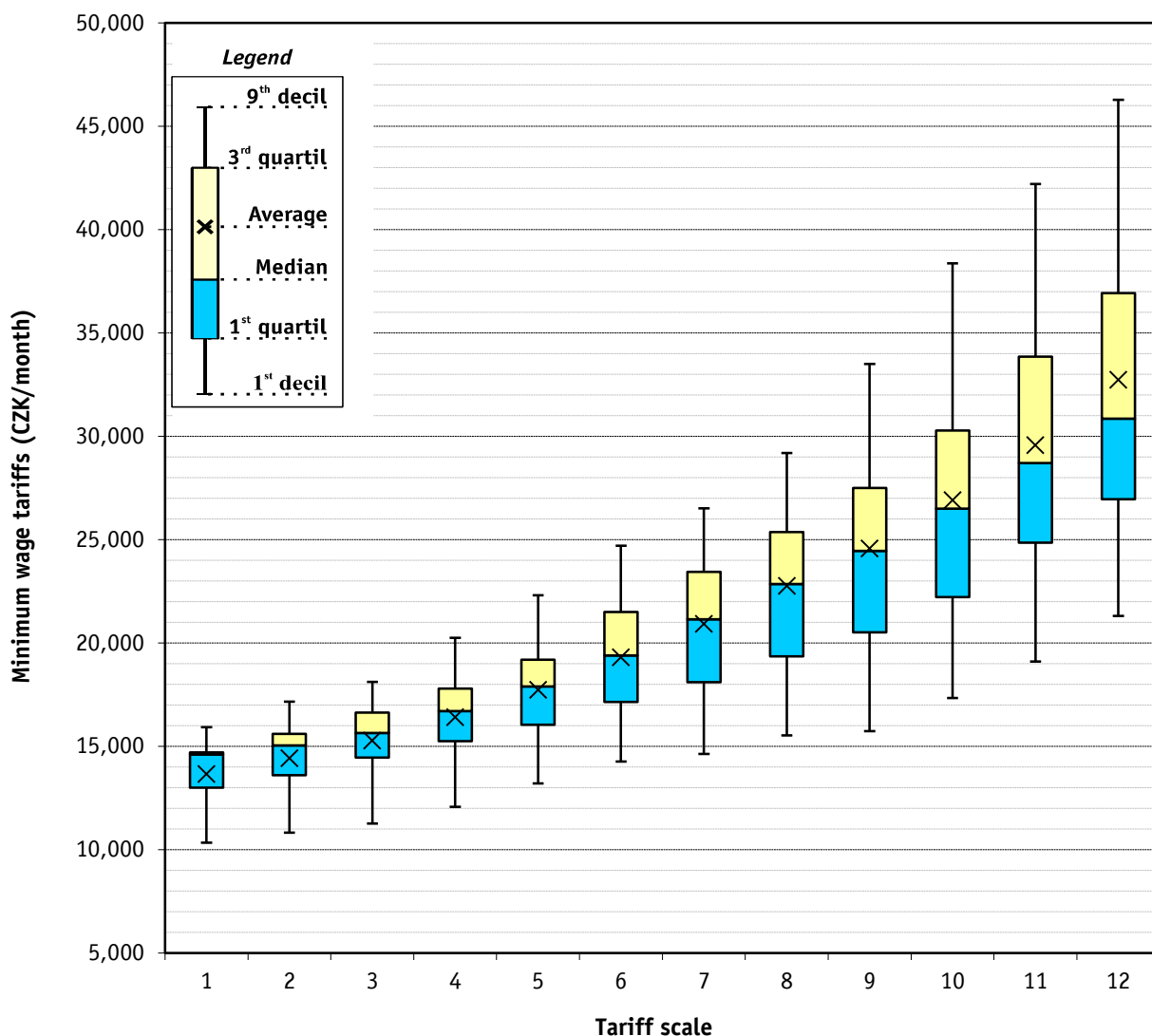
Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular 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
Total	422	33.4	28	2.2	407	32.3	1049	83.1	663	52.5	4	0.3	18	1.4
CZ010 Capital Prague	90	47.6	11	5.8	71	37.6	160	84.7	86	45.5	2	1.1	3	1.6
CZ020 Středočeský	23	30.3	2	2.6	17	22.4	61	80.3	29	38.2	1	1.3	1	1.3
CZ031 Jihočeský	37	38.1	6	6.2	26	26.8	80	82.5	63	64.9			1	1.0
CZ032 Plzeňský	14	19.4			25	34.7	68	94.4	40	55.6			3	4.2
CZ041 Karlovarský	11	28.9			5	13.2	30	78.9	20	52.6				
CZ042 Ústecký	36	42.9	3	3.6	19	22.6	77	91.7	50	59.5				
CZ051 Liberecký	3	5.2			12	20.7	44	75.9	28	48.3				
CZ052 Královéhradecký	17	24.6			21	30.4	42	60.9	34	49.3	1	1.4	1	1.4
CZ053 Pardubický	15	25.9			9	15.5	37	63.8	31	53.4				
CZ061 Vysočina	10	13.3	1	1.3	22	29.3	46	61.3	44	58.7				
CZ062 Jihomoravský	28	23.0	1	0.8	26	21.3	95	77.9	56	45.9			1	0.8
CZ071 Olomoucký	35	38.9	1	1.1	11	12.2	85	94.4	39	43.3				
CZ072 Zlínský	40	46.0			58	66.7	83	95.4	47	54.0			8	9.2
CZ080 Moravskoslezský	63	42.9	3	2.0	85	57.8	141	95.9	96	65.3				

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

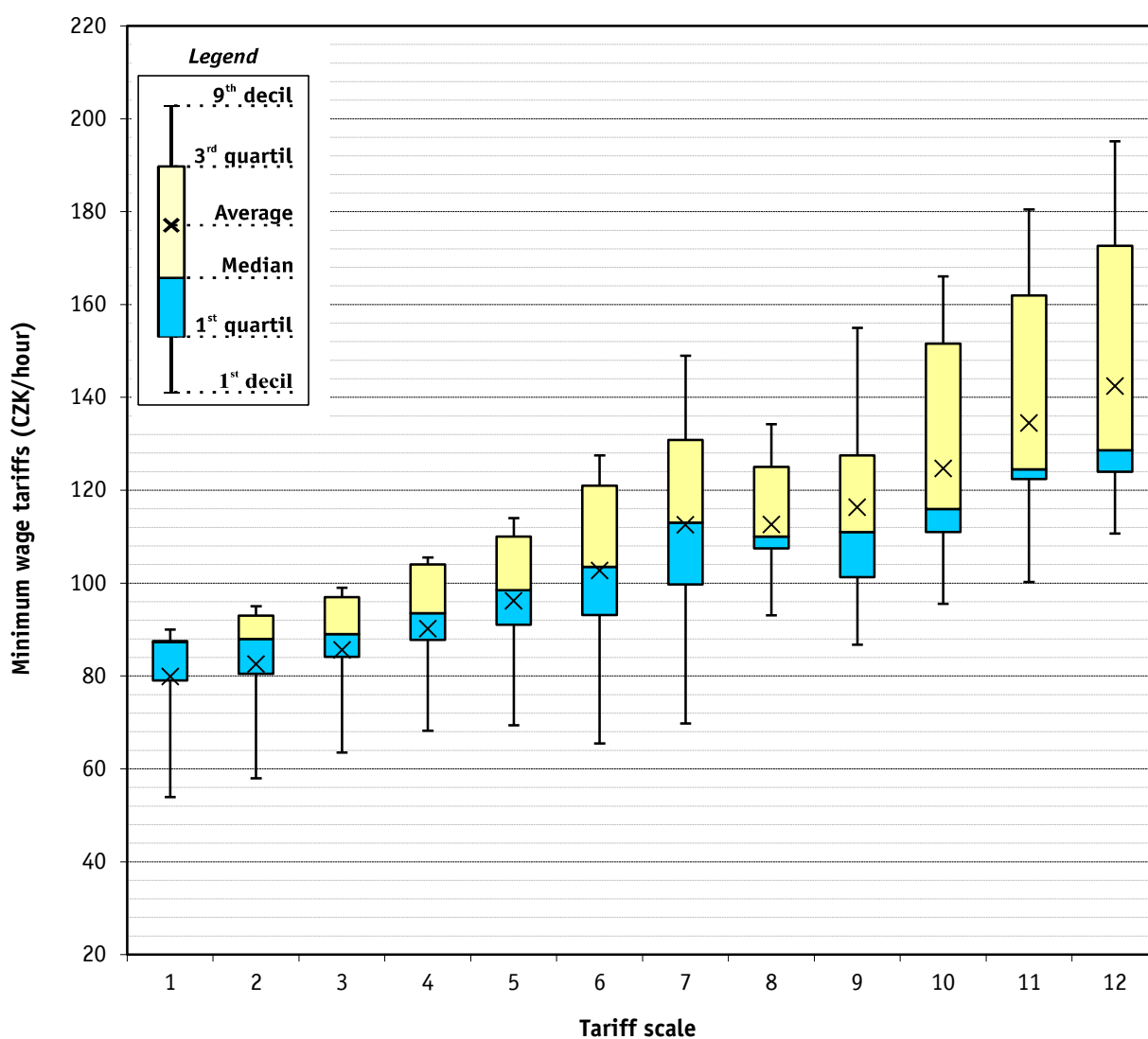
Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	51	17,081	14,700	15,000	15,715	18,000	23,000
Tariff scale 1	184	13,660	10,340	13,000	14,600	14,700	15,930
Tariff scale 2	189	14,425	10,831	13,600	15,050	15,600	17,158
Tariff scale 3	193	15,270	11,260	14,450	15,650	16,638	18,125
Tariff scale 4	198	16,407	12,080	15,245	16,700	17,793	20,258
Tariff scale 5	202	17,725	13,210	16,050	17,900	19,185	22,310
Tariff scale 6	204	19,297	14,260	17,150	19,400	21,500	24,706
Tariff scale 7	204	20,927	14,635	18,100	21,150	23,440	26,518
Tariff scale 8	202	22,766	15,536	19,350	22,850	25,363	29,200
Tariff scale 9	198	24,572	15,741	20,520	24,450	27,500	33,500
Tariff scale 10	196	26,903	17,347	22,225	26,500	30,282	38,365
Tariff scale 11	193	29,568	19,100	24,850	28,700	33,860	42,210
Tariff scale 12	193	32,734	21,313	26,950	30,850	36,933	46,280



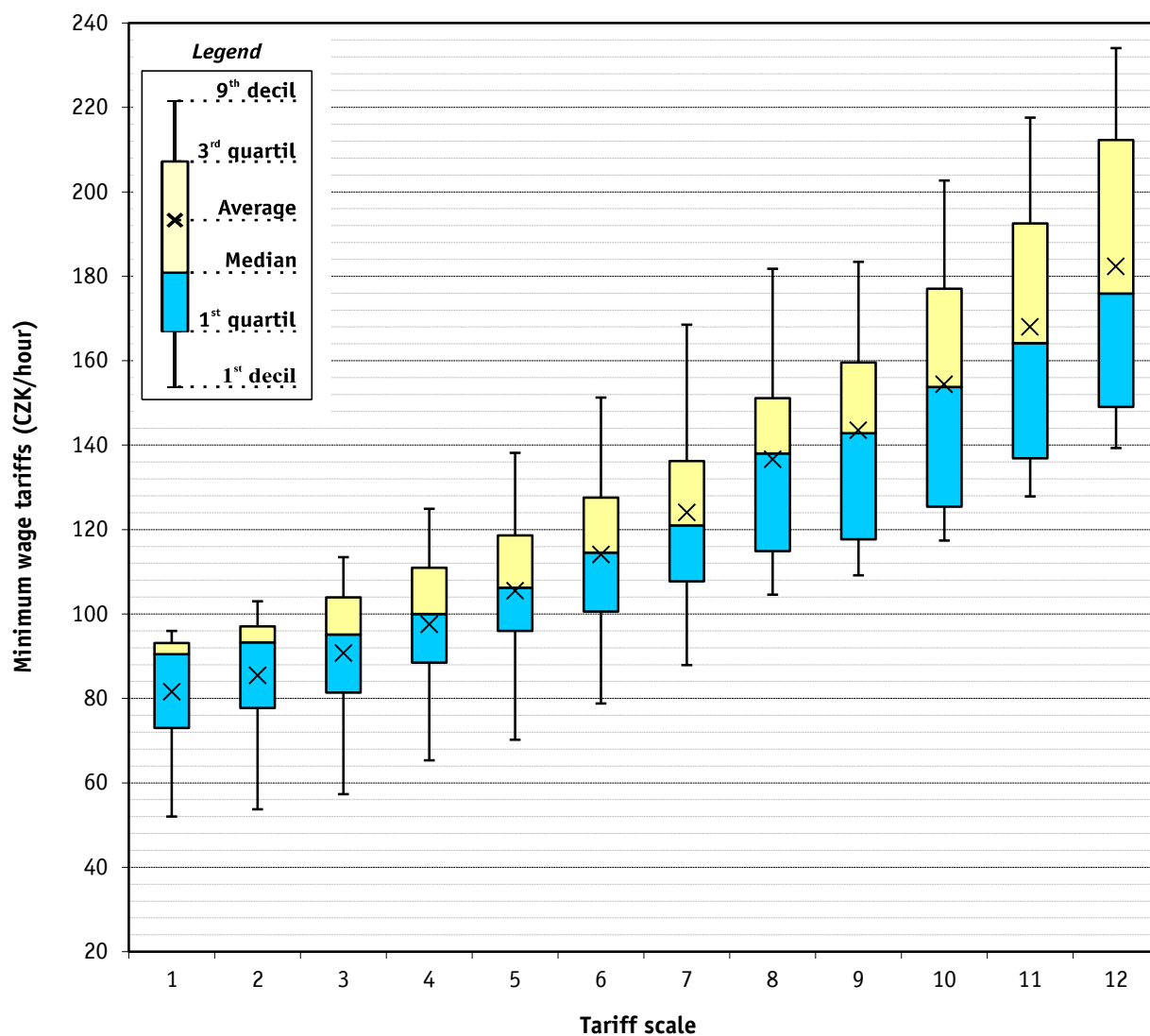
Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	10	95.09	88.80	90.00	92.25	92.50	111.88
Tariff scale 1	41	79.89	53.90	79.04	87.30	87.50	90.00
Tariff scale 2	41	82.54	57.95	80.50	88.00	93.00	95.00
Tariff scale 3	41	85.60	63.50	84.15	89.00	97.00	99.00
Tariff scale 4	41	90.17	68.20	87.75	93.50	104.00	105.50
Tariff scale 5	41	96.20	69.40	91.06	98.50	110.00	114.00
Tariff scale 6	40	102.68	65.50	93.15	103.50	120.95	127.50
Tariff scale 7	40	112.54	69.80	99.70	113.00	130.85	149.00
Tariff scale 8	13	112.58	93.10	107.45	110.00	125.00	134.25
Tariff scale 9	10	116.29	86.75	101.27	111.00	127.50	154.95
Tariff scale 10	9	124.68	95.55	111.00	115.98	151.55	166.05
Tariff scale 11	9	134.46	100.25	122.39	124.50	161.95	180.45
Tariff scale 12	9	142.43	110.65	124.00	128.64	172.65	195.15



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

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	25	102.91	94.98	100.00	103.50	103.50	104.55
Tariff scale 1	83	81.55	52.00	73.00	90.50	93.10	96.00
Tariff scale 2	89	85.44	53.75	77.75	93.30	97.06	103.00
Tariff scale 3	90	90.76	57.35	81.40	95.10	103.95	113.50
Tariff scale 4	91	97.56	65.35	88.50	100.00	110.95	124.90
Tariff scale 5	92	105.47	70.20	96.00	106.20	118.65	138.18
Tariff scale 6	92	114.09	78.82	100.60	114.50	127.55	151.28
Tariff scale 7	91	124.05	87.90	107.75	121.00	136.25	168.57
Tariff scale 8	56	136.67	104.60	114.90	138.05	151.10	181.80
Tariff scale 9	39	143.49	109.15	117.70	142.80	159.60	183.47
Tariff scale 10	36	154.38	117.40	125.40	153.75	177.05	202.70
Tariff scale 11	36	167.98	127.85	136.90	164.15	192.50	217.60
Tariff scale 12	36	182.35	139.35	149.05	175.90	212.30	234.05



Year-on-year comparison - monthly wage scales

Tariff scale	nominal index							real index after deduction of the inflation rate						
	14/13	15/14	16/15	17/16	18/17	19/18	20/19	14/13	15/14	16/15	17/16	18/17	19/18	20/19
Tariff scale 1	102.3	104.0	105.7	108.4	108.0	109.5	106.4	101.9	103.7	105.0	105.7	105.7	106.4	103.3
Tariff scale 2	102.2	103.8	105.8	108.4	107.1	109.3	106.2	101.8	103.5	105.1	105.7	104.9	106.3	103.1
Tariff scale 3	101.9	103.9	105.5	108.4	106.6	109.1	105.8	101.5	103.6	104.8	105.7	104.4	106.0	102.7
Tariff scale 4	102.0	103.9	105.8	108.0	106.2	108.7	105.9	101.6	103.6	105.0	105.3	103.9	105.7	102.8
Tariff scale 5	102.1	104.1	105.7	107.3	105.4	108.5	105.7	101.7	103.8	104.9	104.6	103.2	105.5	102.6
Tariff scale 6	102.4	104.1	105.6	106.8	105.3	108.3	105.9	102.0	103.8	104.8	104.1	103.1	105.3	102.8
Tariff scale 7	102.4	104.6	105.1	106.4	104.8	108.0	105.1	102.0	104.3	104.4	103.8	102.6	105.0	102.0
Tariff scale 8	102.1	104.8	105.0	106.2	104.3	107.7	104.7	101.7	104.5	104.3	103.6	102.1	104.7	101.6
Tariff scale 9	101.8	104.4	104.1	106.1	104.0	107.2	103.7	101.3	104.1	103.4	103.4	101.8	104.2	100.7
Tariff scale 10	101.5	103.8	103.5	105.9	104.0	107.8	102.9	101.1	103.5	102.8	103.2	101.8	104.7	99.9
Tariff scale 11	101.7	103.0	103.2	105.6	104.3	107.7	101.9	101.3	102.6	102.5	103.0	102.1	104.7	98.9
Tariff scale 12	100.9	103.6	102.7	105.6	104.4	106.4	101.9	100.5	103.3	102.0	103.0	102.2	103.4	98.9

Inflation rate per individual year	2013	2014	2015	2016	2017	2018	2019	2020
	1.4	0.4	0.3	0.7	2.5	2.1	2.8	2.9*

* Year-on-year inflation rate - data from January 2020

source: CZSO

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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	14/13	15/14	16/15	17/16	18/17	19/18	20/19	14/13	15/14	16/15	17/16	18/17	19/18	20/19
Tariff scale 1	100.5	103.7	102.5	110.1	113.1	106.3	107.9	100.1	103.3	101.8	107.4	110.7	103.3	104.8
Tariff scale 2	100.8	102.2	103.1	109.5	113.6	106.0	106.7	100.4	101.9	102.4	106.8	111.2	103.0	103.6
Tariff scale 3	100.4	102.2	102.1	109.0	112.5	106.6	104.8	100.0	101.9	101.4	106.3	110.2	103.6	101.7
Tariff scale 4	100.6	102.5	101.0	107.6	111.5	106.0	104.4	100.2	102.2	100.2	104.9	109.2	103.1	101.4
Tariff scale 5	100.9	102.5	101.8	106.5	111.2	105.3	103.1	100.5	102.2	101.1	103.9	108.8	102.3	100.1
Tariff scale 6	101.1	102.4	102.4	106.2	111.2	103.6	101.9	100.7	102.1	101.7	103.6	108.8	100.7	99.0
Tariff scale 7	101.5	102.7	101.5	106.2	111.1	102.6	101.8	101.1	102.4	100.8	103.5	108.8	99.8	98.9
Tariff scale 8	100.3	104.7	106.7	103.1	114.2	99.7	101.8	99.9	104.4	106.0	100.5	111.8	97.0	98.8
Tariff scale 9	104.2	105.4	101.3	100.8	114.9	101.0	102.4	103.8	105.1	100.6	98.3	112.5	98.2	99.4
Tariff scale 10	104.7	104.8	102.0	96.4	117.6	101.9	100.1	104.3	104.4	101.3	94.0	115.2	99.1	97.2
Tariff scale 11	109.4	105.0	97.5	102.0	116.6	106.0	95.5	108.9	104.7	96.9	99.5	114.2	103.0	92.7
Tariff scale 12	109.8	105.2	96.4	101.2	115.2	101.3	98.1	109.3	104.9	95.7	98.7	112.8	98.5	95.3

Inflation rate per individual year	2013	2014	2015	2016	2017	2018	2019	2020
	1.4	0.4	0.3	0.7	2.5	2.1	2.8	2.9*

* Year-on-year inflation rate - data from January 2020

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						
	14/13	15/14	16/15	17/16	18/17	19/18	20/19	14/13	15/14	16/15	17/16	18/17	19/18	20/19
Tariff scale 1	101.2	103.4	106.2	105.3	107.3	113.0	106.0	100.8	103.1	105.4	102.7	105.1	109.9	102.9
Tariff scale 2	101.6	104.0	105.4	105.6	106.3	112.2	105.5	101.2	103.6	104.7	102.9	104.0	109.0	102.4
Tariff scale 3	101.5	103.9	104.9	106.0	105.9	111.5	104.9	101.1	103.5	104.1	103.4	103.7	108.4	101.9
Tariff scale 4	101.7	104.5	104.2	106.4	105.6	110.9	104.9	101.3	104.1	103.5	103.7	103.4	107.8	101.9
Tariff scale 5	101.6	104.5	103.9	106.1	105.8	110.2	104.9	101.2	104.2	103.1	103.4	103.6	107.1	101.9
Tariff scale 6	102.1	104.2	103.8	105.6	105.4	109.8	104.8	101.7	103.9	103.1	103.0	103.2	106.7	101.7
Tariff scale 7	102.1	104.5	103.8	105.1	105.3	109.6	104.1	101.7	104.2	103.0	102.4	103.1	106.5	101.1
Tariff scale 8	100.2	106.7	102.1	106.7	107.5	108.8	104.8	99.8	106.4	101.4	104.1	105.2	105.7	101.8
Tariff scale 9	98.4	106.4	105.9	104.6	108.1	109.1	104.1	98.0	106.1	105.2	102.0	105.8	106.1	101.1
Tariff scale 10	97.9	104.8	106.1	101.9	107.1	109.6	105.5	97.5	104.4	105.3	99.4	104.8	106.5	102.4
Tariff scale 11	96.8	106.1	106.0	100.9	106.9	109.4	104.5	96.4	105.8	105.3	98.4	104.7	106.3	101.5
Tariff scale 12	95.5	107.5	105.3	100.0	107.0	108.5	104.4	95.1	107.2	104.6	97.5	104.8	105.4	101.4

Inflation rate per individual year	2013	2014	2015	2016	2017	2018	2019	2020
	1.4	0.4	0.3	0.7	2.5	2.1	2.8	2.9*

* Year-on-year inflation rate - data from January 2020

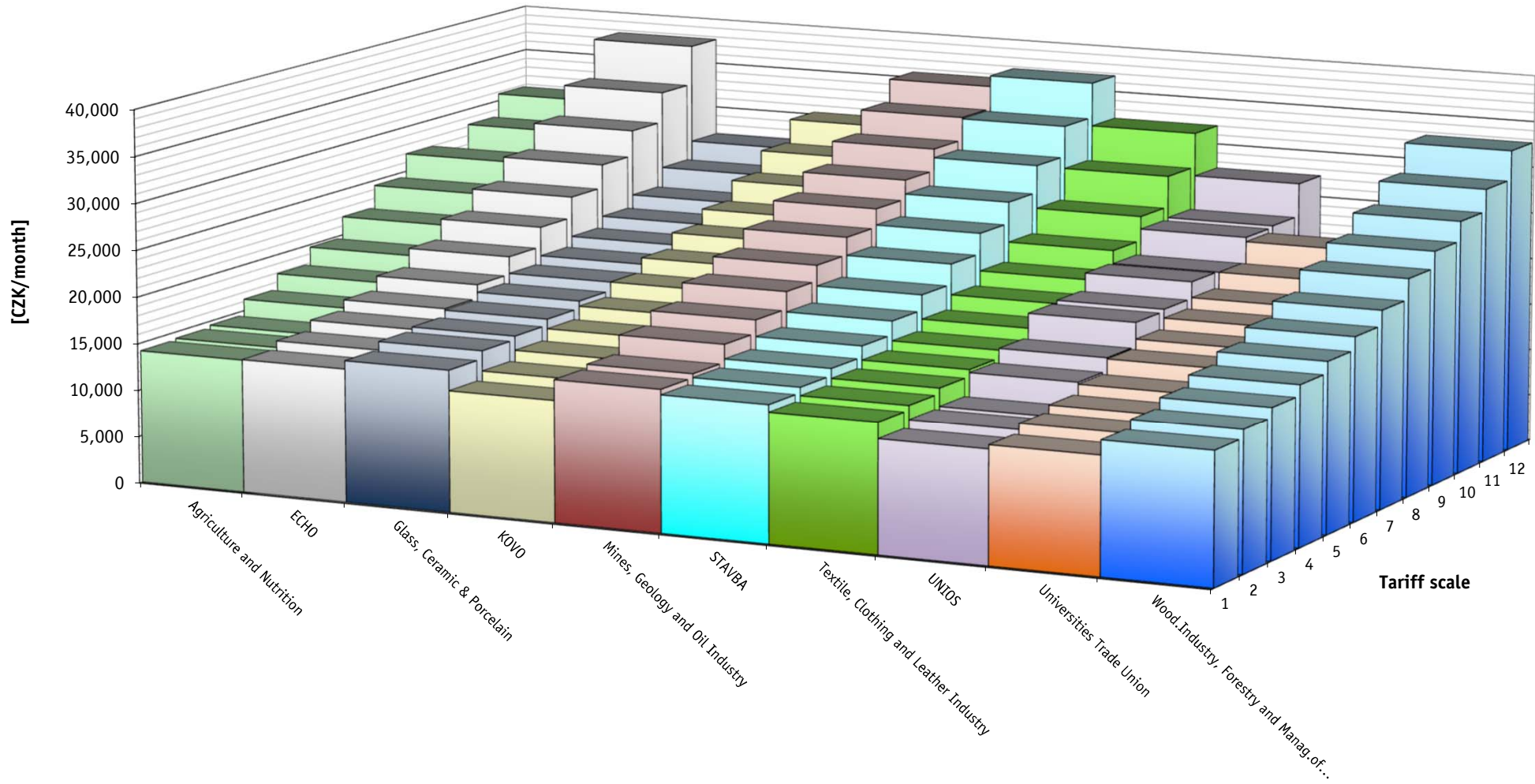
source: CZSO

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

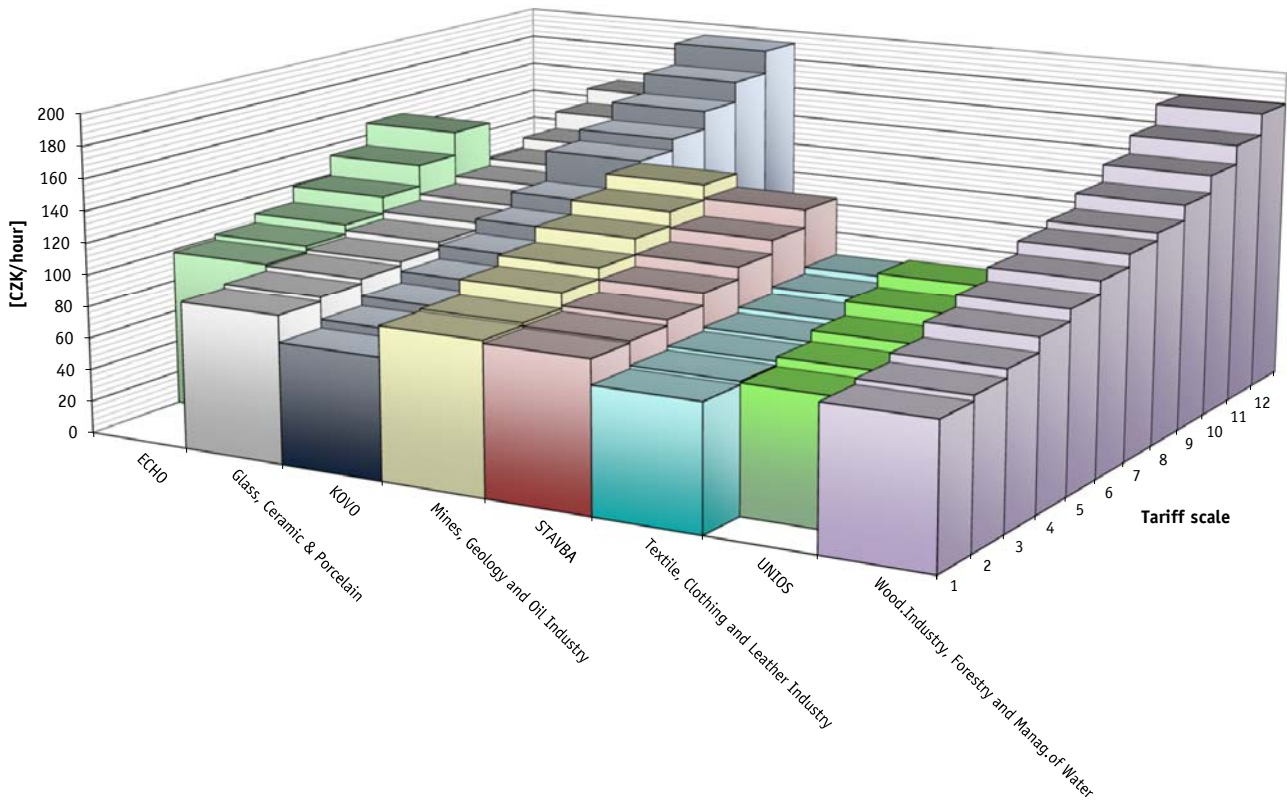
	unit of measure	2013	2014	2015	2016	2017	2018	2019	2020	index 14/13	index 15/14	index 16/15	index 17/16	index 18/17	index 19/18	index 20/19
For overtime work on working days	% AE	25.9	26.1	26.2	26.1	26.2	26.3	26.4	26.3	100.6	100.3	99.6	100.4	100.7	100.2	99.8
For overtime work on Saturdays and Sundays	% AE	48.3	48.4	48.0	48.3	47.8	47.7	47.7	47.9	100.4	99.1	100.6	99.0	99.7	100.0	100.5
For overtime work undistinguished	% AE	26.5	26.5	26.5	26.5	26.6	26.6	26.7	27.0	99.9	100.1	100.2	100.2	100.1	100.2	101.2
For working on public holidays	% AE	101.7	101.5	101.8	101.7	101.8	101.8	102.6	102.5	99.7	100.4	99.8	100.1	100.1	100.8	99.9
For night work	CZK/hour	13.43	14.11	14.25	14.59	15.14	15.82	17.26	18.17	105.1	101.0	102.4	103.8	104.5	109.1	105.3
	% AE	11.5	11.4	11.4	11.2	11.3	11.6	11.7	11.8	99.8	99.9	98.4	100.8	102.1	100.8	101.4
For work on Saturdays and Sundays	% AE	23.4	23.2	23.3	23.6	23.6	22.9	23.6	23.3	98.9	100.7	101.2	100.1	97.1	102.9	98.7
For work in difficult conditions	CZK/hour	7.51	7.51	7.56	7.67	7.87	8.15	9.16	9.49	100.1	100.7	101.4	102.6	103.6	112.4	103.6
	% MM	10.5	10.8	10.7	10.6	10.5	10.4	10.4	10.4	102.5	99.2	98.7	99.1	99.7	99.9	99.3
For afternoon work	CZK/hour	6.73	6.95	6.86	7.05	7.23	7.54	8.16	8.78	103.3	98.6	102.8	102.6	104.3	108.1	107.6
For standby duty	CZK/hour	15.09	14.79	15.81	15.36	15.57	16.44	17.31	18.14	98.0	106.9	97.2	101.3	105.6	105.3	104.8
	% AE	17.3	17.4	16.8	16.7	16.6	16.9	16.8	16.8	100.8	96.4	99.7	99.5	101.6	99.5	99.6

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

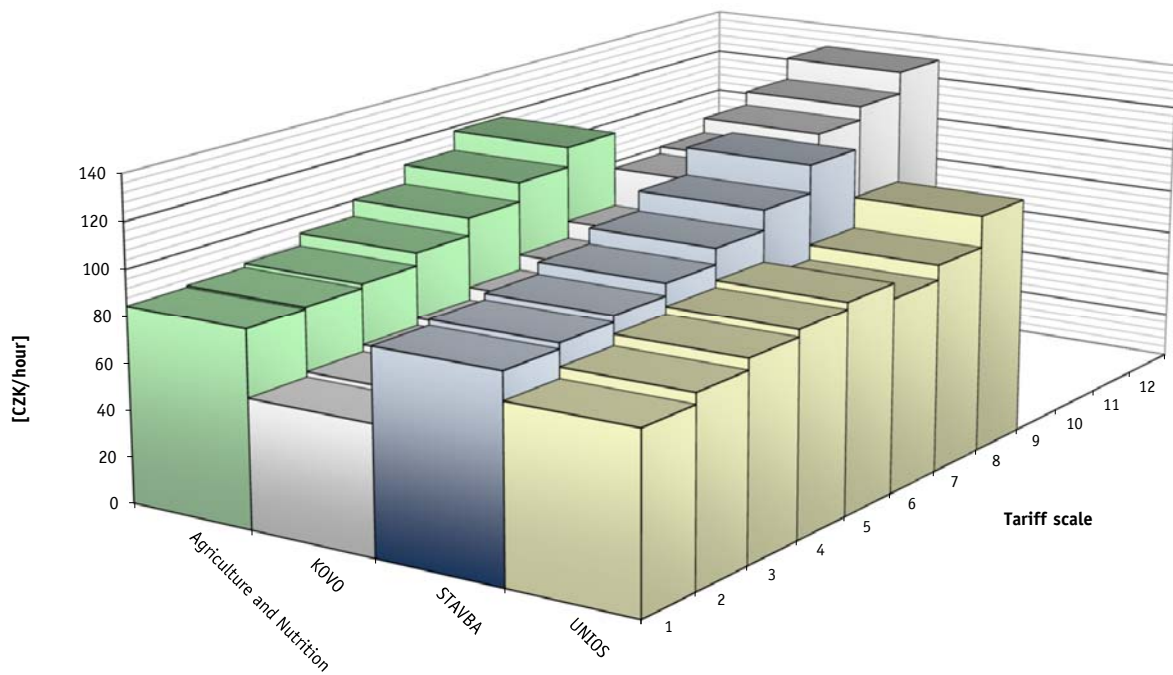
Monthly wage scales - 12-scale tariff system



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

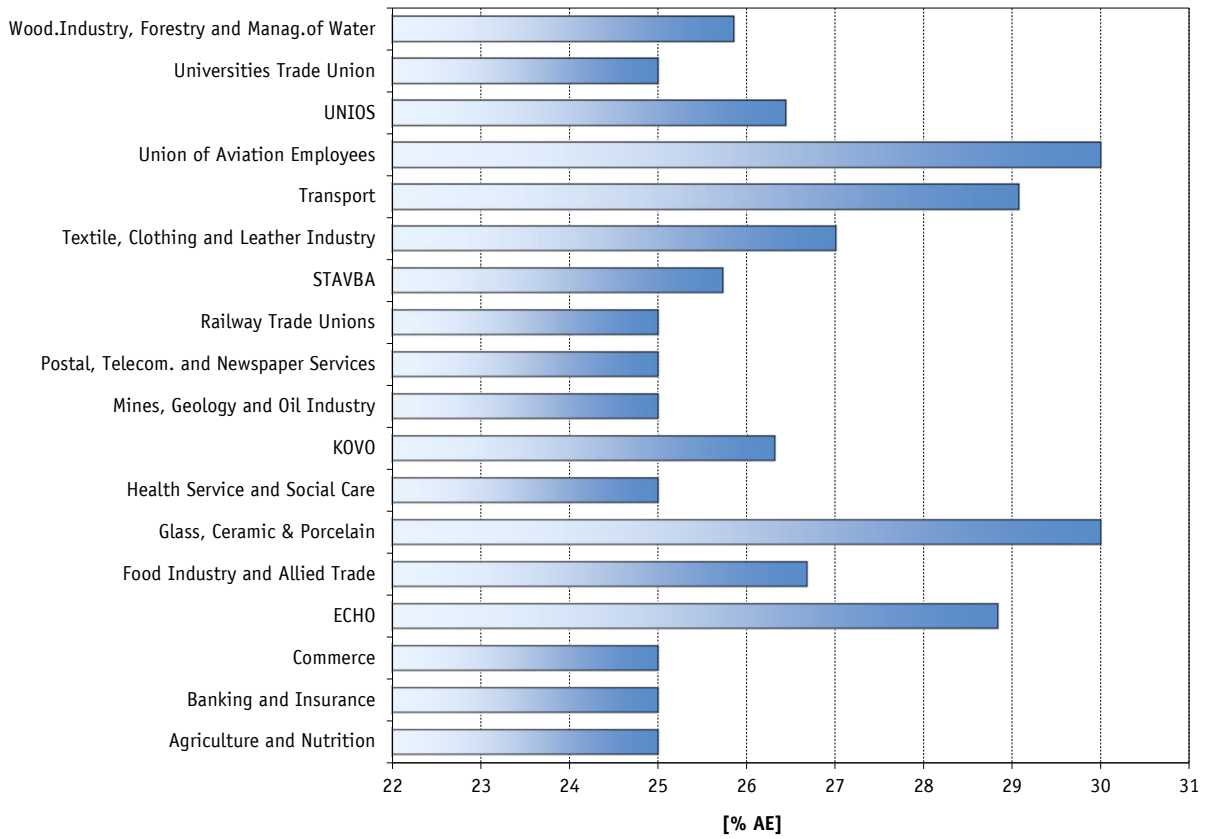


Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

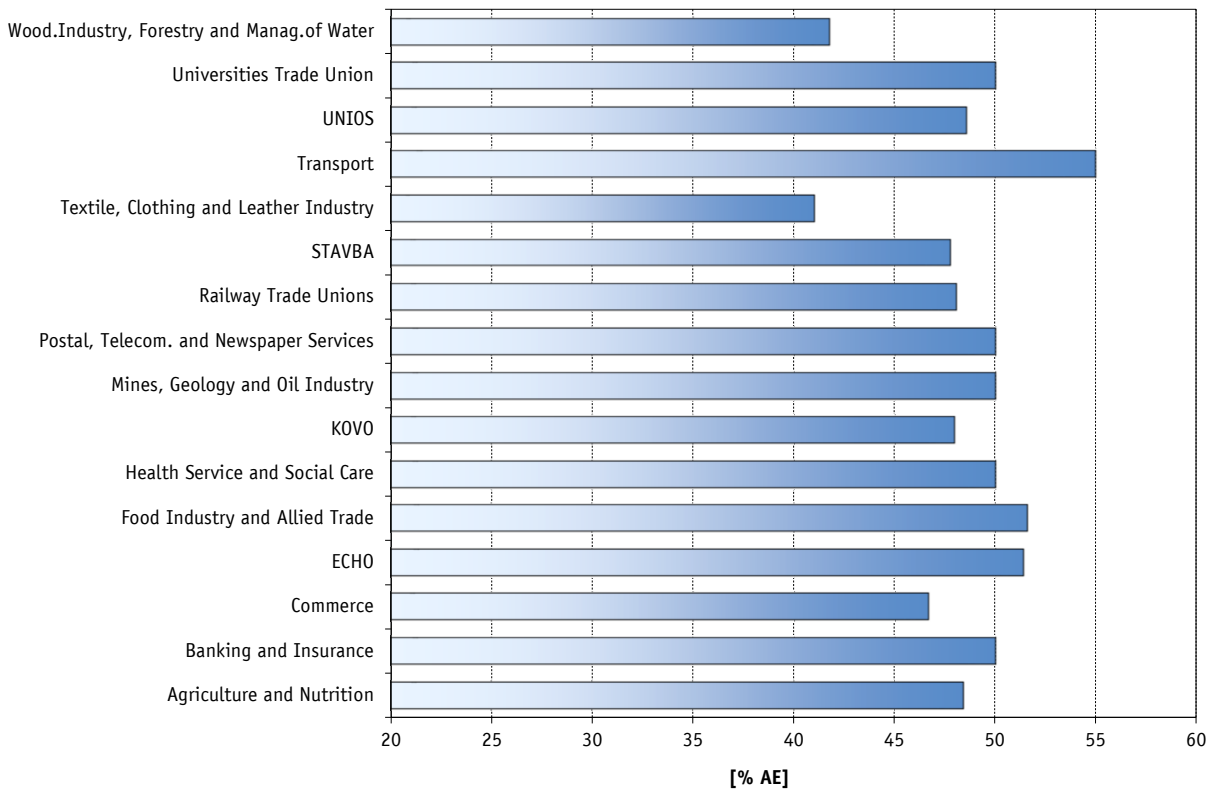


Wage supplementary charges

A - for overtime work on working day

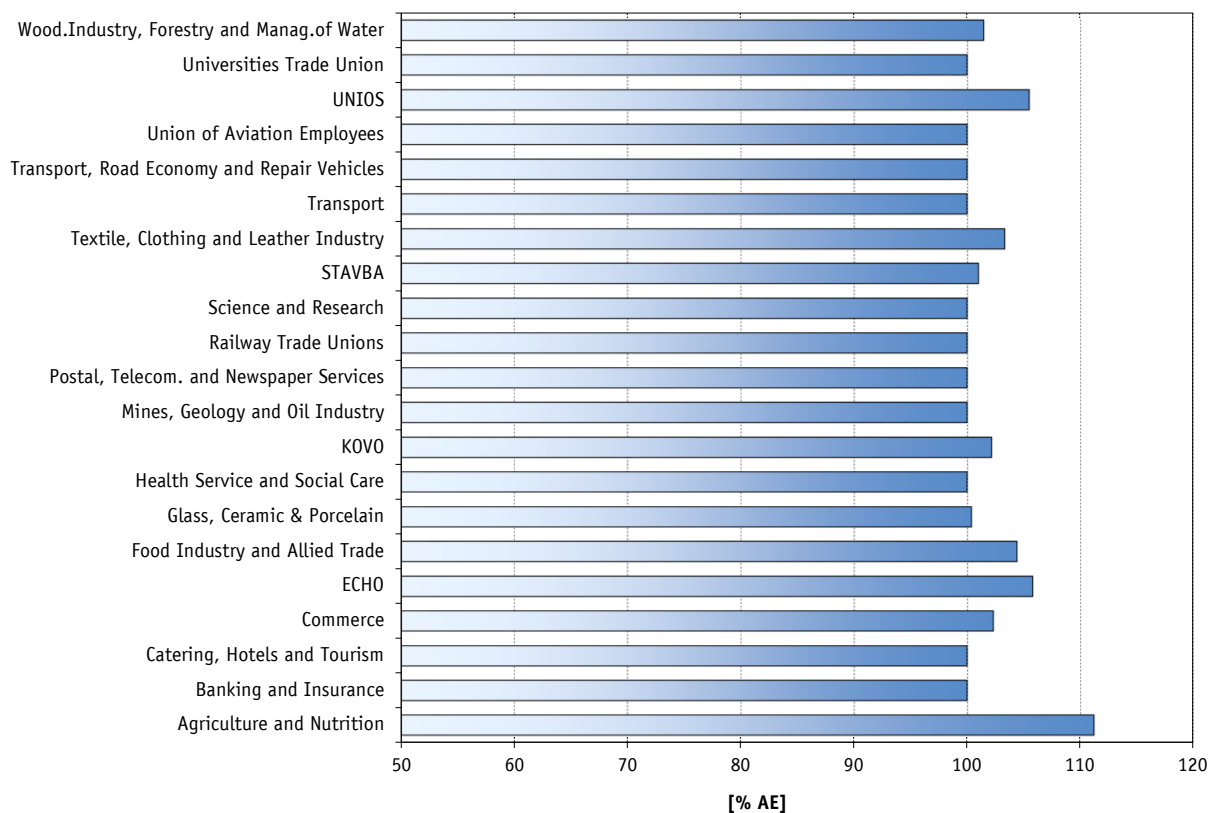


B - for overtime work on Saturdays and Sundays

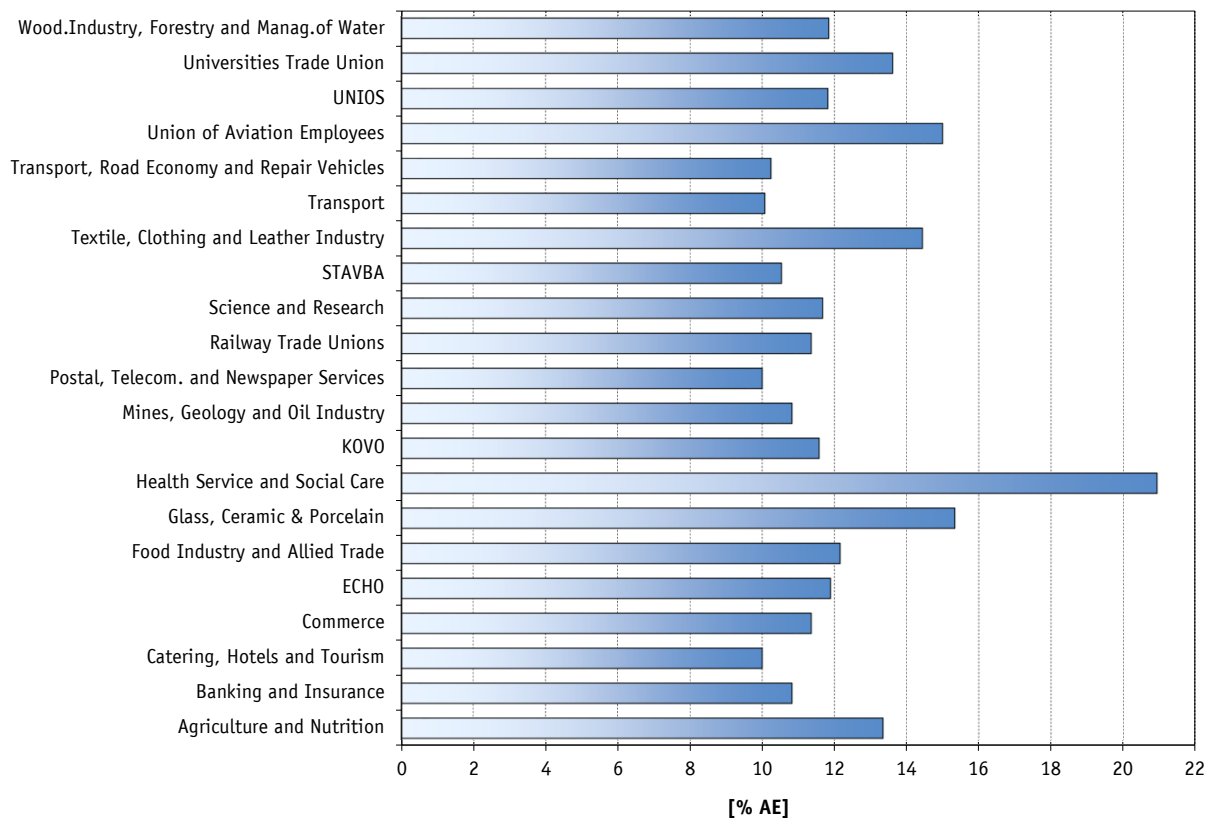


Wage supplementary charges

C - for working on public holidays

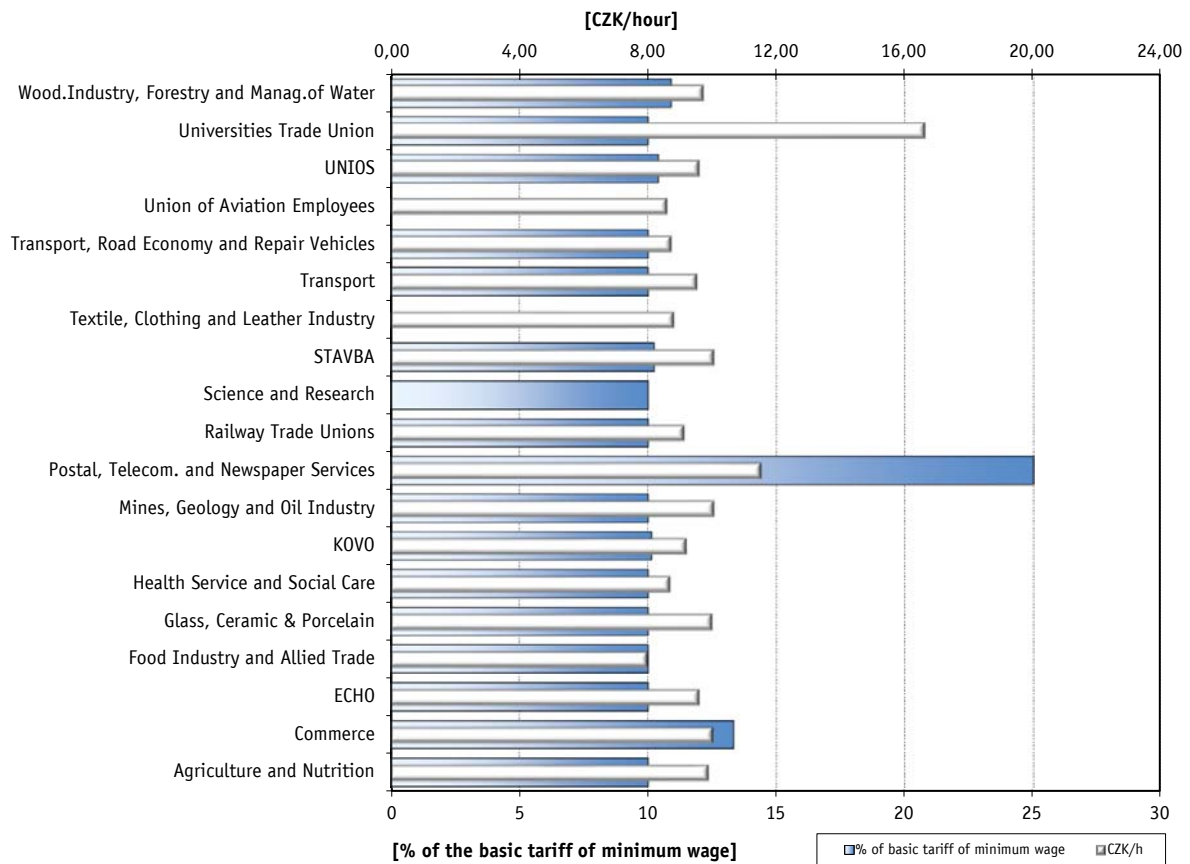


D - for night work



Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays

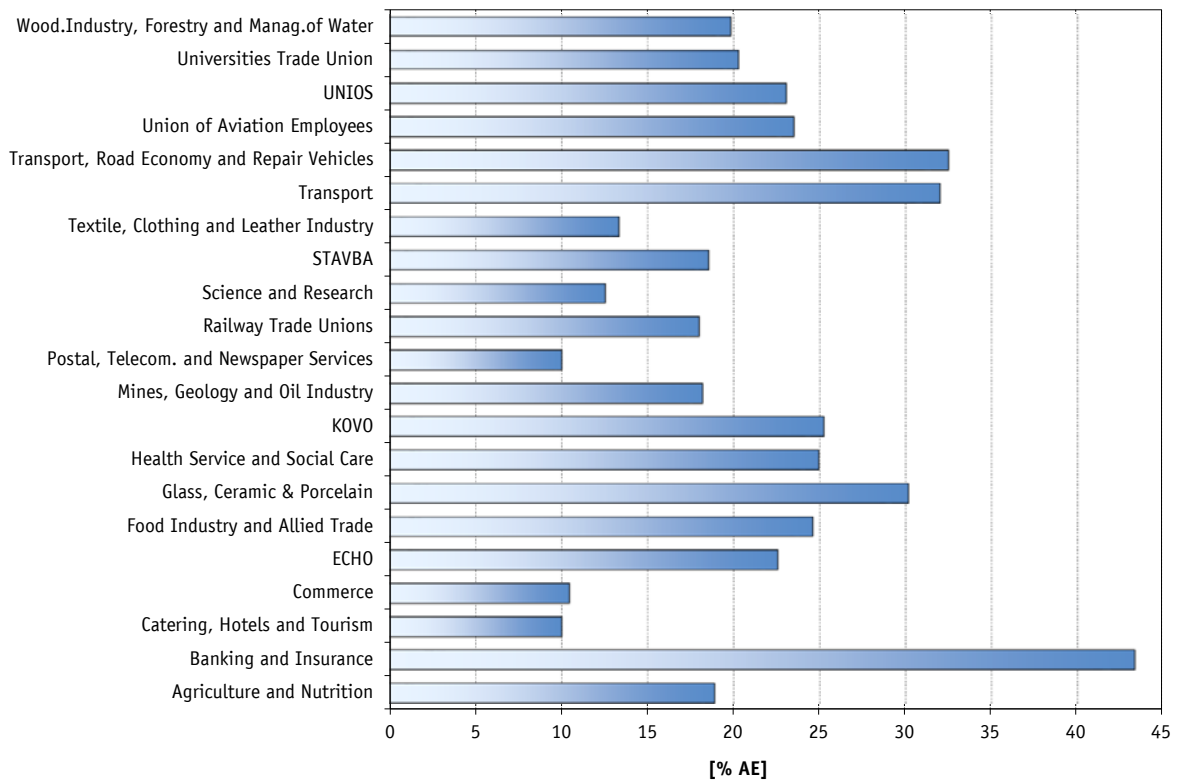




Table section B

Public service and administration

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

Trade union	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage				3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9		
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin												
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA											
Total	404	3	8.0	7	4.6	4	1.0	6	1.5	133	32.9	103	25.5	125	88	36	129	90	4	72	322	20		
Agriculture and Nutrition	5									2	40.0	2	40.0	2	1						2	5		
Civilian Employees of the Army	2									1	50.0	1	50.0	1							1	1		
Culture and Nature Preservation	36			1						20	55.6	7	19.4	13	8	4					4	30	1	
Education	87									15	17.2	40	46.0	23	14	18					21	73		
Fire Fighters	13											1	7.7			1					1	11		
Food Industry and Allied Trade	1																							
Health Service and Social Care	57			2						41	71.9	25	43.9	42	16	1					19	54		
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	140	3	8.0	4	3.5	4	2.9	6	4.3	35	25.0	18	12.9	29	34	9	129	90	3	17	100	17		
STAVBA	12									4	33.3	2	16.7	1							1	9	1	
Textile, Clothing and Leather Industry	1											1	100.0									1		
UNIOS	25									8	32.0	2	8.0	8	6						1	3	19	1
Wood.Industry, Forestry and Manag.of Water	5									1	20.0	1	20.0	1							1	3		

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver. %	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 trade unions - public service and administration (without municipalities and regions)

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	128	48.1	110	3,602	123	3,799	128	4,079	128	4,243	128	4,530	128	4,647
Agriculture and Nutrition	2	40.0	2		2		2		2		2		2	
Civilian Employees of the Army	1	50.0	1		1		1		1		1		1	
Culture and Nature Preservation	5	13.9	4	6,500	4	6,500	5	6,200	5	6,200	5	6,200	5	6,200
Education	48	55.2	45	3,844	47	4,011	48	4,188	48	4,229	48	4,479	48	4,521
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	22	38.6	14	3,679	22	3,909	22	4,477	22	4,795	22	5,159	22	5,386
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	12	100.0	12	2,229	12	2,938	12	3,271	12	3,354	12	3,563	12	3,604
Textile, Clothing and Leather Industry														
UNIOS	19	79.2	18	3,458	19	3,434	19	3,592	19	3,671	19	3,776	19	3,829
Wood.Industry, Forestry and Manag.of Water	1	20.0			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
Total	123	46.2	99	4,432	115	4,468	120	5,100	121	5,345	123	5,510	123	5,604	123	5,733	123	5,863	123	5,948
Agriculture and Nutrition	2	40.0	2		2		2		2		2		2		2		2		2	
Civilian Employees of the Army	1	50.0	1		1		1		1		1		1		1		1		1	
Culture and Nature Preservation	8	22.2	5	6,600	6	6,333	8	6,625	8	6,625	8	6,625	8	6,625	8	6,625	8	6,625	8	6,625
Education	48	55.2	44	4,955	46	5,207	48	5,552	48	5,698	48	5,906	48	6,073	48	6,240	48	6,344	48	6,448
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	22	38.6	13	4,538	21	4,290	22	5,900	22	6,432	22	6,682	22	6,773	22	6,818	22	6,864	22	7,114
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	12	100.0	11	3,068	12	3,063	12	3,229	12	3,271	12	3,396	12	3,438	12	3,521	12	3,521	12	3,521
Textile, Clothing and Leather Industry																				
UNIOS	17	70.8	13	3,269	15	3,233	15	3,733	15	3,833	17	4,029	17	4,088	17	4,432	17	5,021	17	5,021
Wood.Industry, Forestry and Manag.of Water	1	20.0			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
Total	328	81.2	14	3.5	146	36.1	354	87.6	331	102	295	73	62
Agriculture and Nutrition	3	60.0					3	60.0	3	1	1		2
Civilian Employees of the Army	2	100.0	1	50.0			2	100.0	2	2			
Culture and Nature Preservation	30	83.3	1	2.8	20	55.6	30	83.3	28	5	26	10	3
Education	59	67.8			7	8.0	81	93.1	77	14	76		3
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	52	91.2	1	1.8	30	52.6	56	98.2	55	25	40	11	21
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	114	81.4	10	7.1	61	43.6	112	80.0	103	48	94	37	19
STAVBA	9	75.0			2	16.7	11	91.7	10	1	10	5	1
Textile, Clothing and Leather Industry	1	100.0					1	100.0	1		1		
UNIOS	24	96.0			16	64.0	23	92.0	22		19	6	2
Wood.Industry, Forestry and Manag.of Water	4	80.0			2	40.0	5	100.0	5	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
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		NCA		NCA		NCA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	330	81.7	49	12.1	14	3.5	3	0.7	8	2.0	66	89.2	8	10.8	308	76.2	61	15.1	190	47.0	103	25.5
Agriculture and Nutrition	3	60.0	2	40.0							2	100.0			1	20.0	2	40.0	2	40.0	3	60.0
Civilian Employees of the Army	2	100.0													2	100.0			1	50.0	1	50.0
Culture and Nature Preservation	32	88.9	2	5.6					2	5.6	4	100.0			32	88.9	9	25.0	16	44.4	10	27.8
Education	79	90.8	6	6.9	2	2.3					8	100.0			71	81.6	7	8.0	42	48.3	49	56.3
Fire Fighters	3	23.1	3	23.1	1	7.7	1	7.7	5	38.5	3	30.0	7	70.0	5	38.5	1	7.7	5	38.5	5	38.5
Food Industry and Allied Trade	1	100.0																				
Health Service and Social Care	35	61.4	16	28.1	5	8.8	1	1.8			22	100.0			50	87.7	12	21.1	30	52.6	6	10.5
KOVO			3	100.0							3	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	129	92.1	10	7.1	1	0.7					10	90.9	1	9.1	89	63.6	21	15.0	45	32.1	17	12.1
STAVBA	7	58.3	3	25.0	2	16.7					5	100.0			12	100.0			9	75.0		
Textile, Clothing and Leather Industry	1	100.0													1	100.0			1	100.0		
UNIOS	25	100.0													24	96.0	1	4.0	24	96.0	1	4.0
Wood.Industry, Forestry and Manag.of Water	3	60.0			1	20.0			1	20.0	2	100.0			3	60.0			2	40.0	2	40.0

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

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

Trade union	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																				
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money								
	NCA	% CA	NCA	% CA	NCA	% CA	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		
							NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	3	0.7	1	0.2	34	8.4	34	8.4	1.7	2.0	32	7.9	1.4	1.8	61	15.1	1.7	2.7	53	13.1	43	10.6	10	2.5	4	1.0	
Agriculture and Nutrition																											
Civilian Employees of the Army					1	50.0									2	100.0			2	100.0	2	100.0					
Culture and Nature Preservation					6	16.7	4	11.1	1.5	2.3	4	11.1	1.0	1.8	15	41.7	1.1	2.5	14	38.9	12	33.3	2	5.6	1	2.8	
Education					3	3.4	4	4.6	1.8	2.0	4	4.6	1.3	1.5	3	3.4	1.3	1.7	3	3.4	1	1.1	2	2.3			
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	1.8			7	12.3	1.7	2.0	7	12.3	1.3	1.6	11	19.3	1.6	2.1	11	19.3	8	14.0	3	5.3			
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	2.1			22	15.7	12	8.6	1.6	1.9	9	6.4	2.3	2.4	14	10.0	2.9	4.3	11	7.9	10	7.1	1	0.7	2	1.4	
STAVBA							2	16.7			2	16.7			1	8.3			1	8.3			1	8.3			
Textile, Clothing and Leather Industry																											
UNIOS							1	4.0			2	8.0			11	44.0	1.5	2.7	8	32.0	7	28.0	1	4.0			
Wood.Industry, Forestry and Manag.of Water																											

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

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

Trade union	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund															
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
						aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	232	87.2	118	44.4	4,087	0.92	0.63	0.03	12.39	0.80	0.61	1.09	17.10	15.14	0.80	18.96	0.72	0.12	5.07	1.81	23.83
Agriculture and Nutrition	5	100.0	3	60.0	1,062				7.85	0.06			30.29			2.82			6.20	24.01	28.77
Civilian Employees of the Army	2	100.0	1	50.0																	
Culture and Nature Preservation	32	88.9	26	72.2	1,649	1.32	0.09	0.16	5.72	0.07	0.03	3.47	39.19	3.71	1.39	6.57		0.01	3.79	1.87	32.61
Education	81	93.1	31	35.6	792	0.72	2.35		20.65	0.26	2.26	6.24	13.75	17.52	3.04	10.67	0.37	0.22	5.75	4.23	11.98
Fire Fighters	12	92.3	5	38.5	10,539	2.13	0.57		12.95		2.60	1.97	40.52	8.83	0.40	15.17	0.15	0.01	5.70		9.00
Food Industry and Allied Trade																					
Health Service and Social Care	52	91.2	29	50.9	10,403	0.43	0.70		12.88	0.58	0.32	0.25	9.55	16.86	0.64	21.93	1.09	0.12	5.25	1.31	28.07
KOVO	2	66.7	1	33.3																	
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	11	91.7	7	58.3	1,645	0.87		0.04	3.86		0.17	1.82	12.94	12.99	1.52	20.12	0.09	0.13	3.47	2.94	39.02
Textile, Clothing and Leather Industry																					
UNIOS	20	83.3	8	33.3	822	13.27			3.06				32.65	0.32	0.61	17.88			4.18	9.82	18.22
Wood.Industry, Forestry and Manag.of Water	3	60.0	2	40.0																	

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
Total	225	84.6	34.21	52.6	17.01	33.4	66	66	24.8	96	36.1	294	455	68	25.6	15	5.6	355	534	12	4.5
Agriculture and Nutrition	5	100.0	55.00	55.0	12.50			4	80.0	3	60.0	383	450	2	40.0	1	20.0			1	20.0
Civilian Employees of the Army	2	100.0					1	2	100.0	1	50.0			1	50.0						
Culture and Nature Preservation	33	91.7	37.16	49.0	24.81	23.5	7			11	30.6	233	318	10	27.8	1	2.8			1	2.8
Education	65	74.7	23.60		11.37	50.0	22	22	25.3	22	25.3	278	297	10	11.5	3	3.4	300	300	1	1.1
Fire Fighters	12	92.3	11.60		34.22		3			9	69.2	241	378	8	61.5	2	15.4			2	15.4
Food Industry and Allied Trade	1	100.0					1														
Health Service and Social Care	51	89.5	31.48		15.61	50.0	14	22	38.6	28	49.1	364	604	25	43.9	6	10.5	383	560	5	8.8
KOVO	3	100.0					2	2	66.7	1	33.3					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	24.00		1			2	66.7			2	66.7						
STAVBA	11	91.7	40.33		10.55		1	9	75.0	6	50.0	300	496	5	41.7	1	8.3			1	8.3
Textile, Clothing and Leather Industry	1	100.0					1														
UNIOS	22	91.7	43.25	55.0	20.50	20.0	6	3	12.5	6	25.0	346	367	1	4.2						
Wood.Industry, Forestry and Manag.of Water	5	100.0	55.00		11.75		1	1	20.0	4	80.0	183	663	3	60.0						

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	Pay compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC			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							
	agreed in CA		compensation amount	Type of personal obstacle																															
				A			B			C			D			E			F			G			H					I			J		
	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days			NCA	% CA	days	NCA	% CA	NCA
Total	9	2.2	81.1	24	5.9	1.3	54	13.4	1.6	48	11.9	1.7	17	4.2	4.0	49	12.1	1.4	18	4.5	3.5	41	10.1	7.1	46	11.4	3.1	135	33.4	3.5	109	27.0	21	12.9	
Agriculture and Nutrition							1	20.0											1	20.0		1	20.0												
Civilian Employees of the Army																						1	50.0					1	50.0						
Culture and Nature Preservation				3	8.3	1.3	2	5.6		1	2.8					1	2.8		1	2.8		7	19.4	8.1	5	13.9	8.2	24	66.7	3.5	6	16.7	1		
Education				2	2.3		33	37.9	1.7	7	8.0	1.6	3	3.4	5.7	32	36.8	1.4	1	1.1					29	33.3	1.9	7	8.0	2.4	39	44.8			
Fire Fighters				1	7.7		1	7.7		2	15.4					1	7.7					1	7.7				12	92.3	5.0	1	7.7				
Food Industry and Allied Trade							1	100.0					1	100.0		1	100.0																		
Health Service and Social Care				2	3.5		4	7.0	1.3	14	24.6	2.6	1	1.8					3	5.3	5.3	8	14.0	4.6	1	1.8		25	43.9	3.0	19	33.3	4	15.0	
KOVO				1	33.3		1	33.3		1	33.3					1	33.3															1	33.3		
Mines, Geology and Oil Industry							1	33.3														1	33.3												
Profess.and Trade Union of Orchestral Music.																																3	25.0		
Railway Trade Unions										1	50.0		1	50.0								1	50.0					1	50.0		1	50.0			
State Bodies and Organisations	9	6.4	81.1	11	7.9	1.5	9	6.4	1.7	12	8.6	1.3	6	4.3	1.0	9	6.4	1.3	8	5.7	2.6	18	12.9	7.7	6	4.3	5.5	51	36.4	3.6	30	21.4	14	13.2	
STAVBA				1	8.3					2	16.7		2	16.7		1	8.3		3	25.0	4.0				1	8.3		1	8.3		2	16.7			
Textile, Clothing and Leather Industry																																			
UNIOS				2	8.0					7	28.0	1.1	3	12.0	6.0	3	12.0	1.0	1	4.0		1	4.0		4	16.0	2.3	11	44.0	2.9	7	28.0	2		
Wood.Industry, Forestry and Manag.of Water				1	20.0		1	20.0		1	20.0											2	40.0				2	40.0							

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
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	NCA	% CA
Total	247	61.1	14	3.5	77	19.1	372	92.1	191	47.3	5	1.2	6	1.5
Agriculture and Nutrition					4	80.0	5	100.0	1	20.0				
Civilian Employees of the Army	2	100.0			1	50.0	2	100.0	1	50.0				
Culture and Nature Preservation	25	69.4			4	11.1	35	97.2	16	44.4				
Education	67	77.0	1	1.1	6	6.9	86	98.9	59	67.8				
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	33	57.9	2	3.5	13	22.8	57	100.0	25	43.9				
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	93	66.4	9	6.4	30	21.4	117	83.6	48	34.3	5	3.6	6	4.3
STAVBA	3	25.0	1	8.3	6	50.0	11	91.7	6	50.0				
Textile, Clothing and Leather Industry	1	100.0												
UNIOS	7	28.0			4	16.0	25	100.0	22	88.0				
Wood.Industry, Forestry and Manag.of Water	3	60.0			1	20.0	5	100.0						

Explanatory notes: NCA
% CA

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

Employee Wages
classification based on regions - public service and administration

Region NUTS 3	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage				3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin										
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA									
Total	404	3	8.0	7	4.6	4	1.0	6	1.5	133	32.9	103	25.5	125	88	36	129	90	4	72	322	20
CZ010 Capital Prague	33									13	39.4	7	21.2	15	9	1	4	3		6	23	
CZ020 Středočeský	48	1				1	2.1	1	2.1	11	22.9	12	25.0	17	14	7	21	11	2	8	38	4
CZ031 Jihočeský	22					1	4.5	1	4.5	9	40.9	4	18.2	5	3	1	7	5		2	18	1
CZ032 Plzeňský	29			1		1	3.4	1	3.4	13	44.8	4	13.8	10	11	3	15	11		6	24	1
CZ041 Karlovarský	15			1						5	33.3	5	33.3	4	2	5	5	3		3	13	2
CZ042 Ústecký	38									16	42.1	15	39.5	10	5	2	14	7		7	30	1
CZ051 Liberecký	19					1	5.3	1	5.3	5	26.3	6	31.6	5		2	5	5		2	15	1
CZ052 Královéhradecký	26									6	23.1	5	19.2	3	3	1	11	10		4	19	
CZ053 Pardubický	20	1		1						12	60.0	4	20.0	6	6		7	7	1	3	17	1
CZ061 Vysočina	29									8	27.6	8	27.6	10	4	3	4	3		6	25	4
CZ062 Jihomoravský	31							1	3.2	15	48.4	7	22.6	12	9	4	7	5	1	5	27	
CZ071 Olomoucký	25	1		2				1	4.0	9	36.0	4	16.0	8	7	2	14	11		3	20	1
CZ072 Zlínský	14									4	28.6	5	35.7	6	4	3	2	2		4	10	
CZ080 Moravskoslezský	55			2						7	12.7	17	30.9	14	11	2	13	7		13	43	4

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver. %	average 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
Total	128	48.1	110	3,602	123	3,799	128	4,079	128	4,243	128	4,530	128	4,647
CZ010 Capital Prague	8	29.6	6	2,833	7	3,357	8	3,875	8	4,625	8	5,375	8	6,125
CZ020 Středočeský	15	62.5	15	2,700	15	2,967	15	2,967	15	2,967	15	2,967	15	2,967
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	46.2	5	3,800	6	4,333	6	5,000	6	5,667	6	6,000	6	6,333
CZ041 Karlovarský	5	50.0	4	4,500	5	5,000	5	5,400	5	5,400	5	5,600	5	5,600
CZ042 Ústecký	10	43.5	9	3,556	10	3,950	10	4,550	10	4,550	10	5,250	10	5,250
CZ051 Liberecký	8	57.1	5	2,900	8	2,875	8	3,250	8	3,313	8	3,313	8	3,313
CZ052 Královéhradecký	8	53.3	7	2,107	7	2,464	8	3,281	8	3,406	8	3,781	8	3,781
CZ053 Pardubický	5	38.5	2		5	1,800	5	2,200	5	2,400	5	2,800	5	3,200
CZ061 Vysočina	15	60.0	14	3,607	15	4,033	15	4,217	15	4,333	15	4,550	15	4,633
CZ062 Jihomoravský	8	33.3	7	5,929	8	6,000	8	6,125	8	6,250	8	6,438	8	6,500
CZ071 Olomoucký	4	36.4	3	6,000	3	6,000	4	4,650	4	4,700	4	4,725	4	4,775
CZ072 Zlínský	7	58.3	7	3,214	7	3,571	7	3,714	7	4,143	7	4,286	7	4,714
CZ080 Moravskoslezský	24	57.1	21	4,238	22	4,250	24	4,521	24	4,625	24	5,000	24	5,000

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	123	46.2	99	4,432	115	4,468	120	5,100	121	5,345	123	5,510	123	5,604	123	5,733	123	5,863	123	5,948
CZ010 Capital Prague	8	29.6	5	3,900	8	4,125	8	4,875	8	5,500	8	5,500	8	5,500	8	5,500	8	5,500	8	5,500
CZ020 Středočeský	15	62.5	13	3,808	14	3,750	14	3,750	14	3,750	15	3,667	15	3,667	15	3,700	15	3,700	15	3,700
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	6	46.2	5	4,200	6	4,667	6	5,000	6	5,667	6	5,667	6	5,667	6	5,667	6	5,667	6	5,667
CZ041 Karlovarský	4	40.0	3	3,000	4	4,500	4	4,500	4	4,500	4	4,750	4	4,750	4	4,750	4	4,750	4	4,750
CZ042 Ústecký	9	39.1	8	3,125	9	3,444	9	4,389	9	4,944	9	5,389	9	5,389	9	5,833	9	5,833	9	5,833
CZ051 Liberecký	7	50.0	4	3,250	7	2,786	7	3,143	7	3,143	7	3,143	7	3,143	7	3,143	7	3,143	7	3,143
CZ052 Královéhradecký	9	60.0	6	3,167	6	3,583	8	4,938	8	5,063	9	4,889	9	4,889	9	4,928	9	6,039	9	6,039
CZ053 Pardubický	4	30.8	1		4	1,875	4	2,375	4	2,625	4	3,125	4	3,625	4	3,875	4	4,125	4	5,500
CZ061 Vysočina	13	52.0	12	4,396	13	4,865	13	5,404	13	5,865	13	6,365	13	6,827	13	7,212	13	7,596	13	7,981
CZ062 Jihomoravský	8	33.3	7	6,857	8	6,688	8	7,063	8	7,188	8	7,375	8	7,438	8	7,438	8	7,438	8	7,438
CZ071 Olomoucký	5	45.5	4	5,875	4	5,875	5	9,700	5	9,700	5	9,700	5	9,700	5	9,700	5	9,700	5	9,700
CZ072 Zlínský	7	58.3	7	4,500	7	5,000	7	5,571	7	6,000	7	6,857	7	7,286	7	8,000	7	8,000	7	8,000
CZ080 Moravskoslezský	23	54.8	20	5,625	21	5,529	22	5,695	23	5,826	23	5,957	23	5,957	23	5,957	23	5,957	23	5,957

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
Total	328	81.2	14	3.5	146	36.1	354	87.6	331	102	295	73	62
CZ010 Capital Prague	27	81.8	2	6.1	15	45.5	32	97.0	29	9	25	4	3
CZ020 Středočeský	36	75.0	1	2.1	20	41.7	39	81.3	38	9	35	11	7
CZ031 Jihočeský	16	72.7	2	9.1	4	18.2	14	63.6	12	5	12	2	6
CZ032 Plzeňský	24	82.8	4	13.8	13	44.8	25	86.2	24	11	19	7	3
CZ041 Karlovarský	13	86.7			5	33.3	11	73.3	11	3	9	3	1
CZ042 Ústecký	31	81.6			16	42.1	35	92.1	32	12	28	8	5
CZ051 Liberecký	18	94.7	1	5.3	8	42.1	16	84.2	16	4	14	4	2
CZ052 Královéhradecký	20	76.9			9	34.6	23	88.5	22	7	18	5	6
CZ053 Pardubický	18	90.0	2	10.0	9	45.0	20	100.0	18	6	14	2	5
CZ061 Vysočina	22	75.9			9	31.0	26	89.7	23	6	25	3	2
CZ062 Jihomoravský	27	87.1	1	3.2	15	48.4	29	93.5	29	8	24	10	8
CZ071 Olomoucký	21	84.0			10	40.0	21	84.0	19	9	18	5	8
CZ072 Zlínský	12	85.7			3	21.4	13	92.9	13	3	12	4	1
CZ080 Moravskoslezský	43	78.2	1	1.8	10	18.2	50	90.9	45	10	42	5	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
Total	330	81.7	49	12.1	14	3.5	3	0.7	8	2.0	66	89.2	8	10.8	308	76.2	61	15.1	190	47.0	103	25.5
CZ010 Capital Prague	25	75.8	4	12.1	1	3.0			3	9.1	8	100.0			30	90.9	9	27.3	18	54.5	7	21.2
CZ020 Středočeský	45	93.8	1	2.1	1	2.1			1	2.1	2	66.7	1	33.3	35	72.9	5	10.4	23	47.9	7	14.6
CZ031 Jihočeský	21	95.5							1	4.5			1	100.0	10	45.5	5	22.7	9	40.9	6	27.3
CZ032 Plzeňský	23	79.3	4	13.8	1	3.4	1	3.4			6	100.0			23	79.3	7	24.1	13	44.8	6	20.7
CZ041 Karlovarský	12	80.0	2	13.3	1	6.7					2	66.7	1	33.3	11	73.3			7	46.7	5	33.3
CZ042 Ústecký	33	86.8	5	13.2							5	100.0			31	81.6	7	18.4	18	47.4	8	21.1
CZ051 Liberecký	13	68.4	4	21.1	1	5.3	1	5.3			4	66.7	2	33.3	15	78.9	3	15.8	10	52.6	3	15.8
CZ052 Královéhradecký	22	84.6	3	11.5					1	3.8	3	75.0	1	25.0	18	69.2	3	11.5	10	38.5	5	19.2
CZ053 Pardubický	15	75.0	5	25.0							5	100.0			14	70.0	4	20.0	8	40.0	5	25.0
CZ061 Vysočina	24	82.8	2	6.9	2	6.9			1	3.4	4	80.0	1	20.0	21	72.4	3	10.3	11	37.9	10	34.5
CZ062 Jihomoravský	19	61.3	9	29.0	2	6.5			1	3.2	11	91.7	1	8.3	25	80.6	7	22.6	17	54.8	9	29.0
CZ071 Olomoucký	21	84.0	2	8.0	2	8.0					4	100.0			19	76.0	2	8.0	12	48.0	4	16.0
CZ072 Zlínský	10	71.4	4	28.6							4	100.0			10	71.4	1	7.1	9	64.3	6	42.9
CZ080 Moravskoslezský	47	85.5	4	7.3	3	5.5	1	1.8			8	100.0			46	83.6	5	9.1	25	45.5	22	40.0

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		
Total	3	0.7	1	0.2	34	8.4	34	8.4	1.7	2.0	32	7.9	1.4	1.8	61	15.1	1.7	2.7	53	13.1	43	10.6	10	2.5	4	1.0		
CZ010 Capital Prague				3	9.1	7	21.2	1.4	1.9	7	21.2	1.4	1.9	12	36.4	1.6	2.7	11	33.3	9	27.3	2	6.1	1	3.0			
CZ020 Středočeský			1	2.1	4	8.3	3	6.3	1.7	3.0	2	4.2			6	12.5	1.5	4.0	7	14.6	6	12.5	1	2.1				
CZ031 Jihočeský					1	4.5								3	13.6	1.0	2.7	3	13.6	3	13.6							
CZ032 Plzeňský	2	6.9			3	10.3	1	3.4			1	3.4			6	20.7	2.8	3.3	4	13.8	4	13.8						
CZ041 Karlovarský					2	13.3	1	6.7			1	6.7			1	6.7												
CZ042 Ústecký					3	7.9	3	7.9	2.0	2.0	3	7.9	1.0	1.0	4	10.5	1.7	3.3	3	7.9	3	7.9			1	2.6		
CZ051 Liberecký					1	5.3	1	5.3			1	5.3			3	15.8	1.3	2.0	3	15.8	3	15.8						
CZ052 Královéhradecký					2	7.7	2	7.7			3	11.5	1.0	2.0	6	23.1	1.2	2.2	6	23.1	5	19.2	1	3.8	1	3.8		
CZ053 Pardubický					2	10.0	1	5.0			1	5.0																
CZ061 Vysočina							2	6.9			2	6.9			1	3.4			1	3.4			1	3.4				
CZ062 Jihomoravský	1	3.2			4	12.9	3	9.7	2.3	2.3	3	9.7	1.3	1.3	4	12.9	1.5	2.8	2	6.5	2	6.5						
CZ071 Olomoucký					5	20.0	3	12.0	1.7	2.7	2	8.0			3	12.0	2.0	2.3	4	16.0	3	12.0	1	4.0	1	4.0		
CZ072 Zlínský					1	7.1	1	7.1			1	7.1			1	7.1			1	7.1			1	7.1				
CZ080 Moravskoslezský					3	5.5	6	10.9	1.5	1.8	5	9.1	2.0	2.5	11	20.0	1.8	2.6	8	14.5	5	9.1	3	5.5				

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 earning

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

Region NUTS 3	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund															
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	232	87.2	118	44.4	4,087	0.92	0.63	0.03	12.39	0.80	0.61	1.09	17.10	15.14	0.80	18.96	0.72	0.12	5.07	1.81	23.83
CZ010 Capital Prague	22	81.5	15	55.6	7,109	1.77	1.88		7.43	2.84	0.01	0.78	20.71	21.41	0.71	14.37	2.34	0.10	4.78	1.94	18.92
CZ020 Středočeský	22	91.7	8	33.3	3,186	0.78	1.21	0.27	16.94	0.08	0.04	0.79	31.11	7.44	0.80	20.63	0.35	0.06	5.48	1.31	12.71
CZ031 Jihočeský	12	92.3	7	53.8	1,156	0.87			9.78	0.02		2.10	27.56	4.23	0.49	23.84		0.05	3.08	7.97	20.01
CZ032 Plzeňský	11	84.6	8	61.5	3,352		0.26	0.28	9.64	0.15	1.75	2.26	38.37	5.90	1.34	8.39		0.07	5.13	1.42	25.04
CZ041 Karlovarský	10	100.0	3	30.0	3,007	1.42			10.68				61.93		0.17	15.50	0.89		4.94	1.11	3.37
CZ042 Ústecký	22	95.7	14	60.9	1,052	2.78	0.45		6.10	0.06	0.95	0.68	15.75	12.38	0.65	28.74	0.07	0.39	4.92	10.32	15.76
CZ051 Liberecký	13	92.9	5	35.7	3,190	0.19			6.39		0.88	2.82	6.55	22.29	1.69	33.42		0.05	3.44	1.63	20.65
CZ052 Královéhradecký	10	66.7	5	33.3	1,831				2.90		0.98		28.19	1.77	0.49	15.65		0.01	1.93	0.35	47.73
CZ053 Pardubický	10	76.9	10	76.9	1,574	0.31	2.08		5.22			2.29	38.38	7.24	2.64	14.74		0.03	5.33	7.35	14.40
CZ061 Vysočina	22	88.0	12	48.0	2,996	3.58	0.05		21.29		2.98	2.89	16.62	25.30	1.24	10.64	0.56	0.19	7.14	0.66	6.87
CZ062 Jihomoravský	21	87.5	12	50.0	1,944	0.49			6.73	1.07	4.20	2.23	26.05	26.11	1.35	6.05	2.49		4.53	2.05	16.66
CZ071 Olomoucký	9	81.8	4	36.4	24,571				5.42		0.02	0.20	5.99	0.12	0.37	18.24		0.12	6.87	0.19	62.46
CZ072 Zlínský	12	100.0	3	25.0	1,566	2.47	2.23		15.56			10.64	11.15	31.58	2.13	0.53			5.49	1.68	16.54
CZ080 Moravskoslezský	36	85.7	12	28.6	7,369	0.15	0.14		28.13	0.58	0.03	0.34	4.40	25.88	0.48	32.55		0.18	3.36	1.42	2.37

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
Total	225	84.6	34.21	52.6	17.01	33.4	66	66	24.8	96	36.1	294	455	68	25.6	15	5.6	355	534	12	4.5
CZ010 Capital Prague	23	85.2	46.00	52.5	22.58	20.0	9	5	18.5	9	33.3	298	575	9	33.3	3	11.1	400	533	3	11.1
CZ020 Středočeský	21	87.5	48.00	55.0	12.83	20.0	8	6	25.0	9	37.5	400	558	6	25.0	2	8.3			1	4.2
CZ031 Jihočeský	12	92.3	33.67	55.0	15.33			5	38.5	7	53.8	264	264	4	30.8	1	7.7				
CZ032 Plzeňský	12	92.3	22.70		12.69		7	6	46.2	5	38.5	275	407	4	30.8	1	7.7				
CZ041 Karlovarský	8	80.0	24.40		28.40		2	1	10.0	3	30.0	297	433	3	30.0	1	10.0			1	10.0
CZ042 Ústecký	21	91.3	23.25		15.36		3	5	21.7	9	39.1	262	410	5	21.7	1	4.3			1	4.3
CZ051 Liberecký	12	85.7	24.50		13.14		5	4	28.6	5	35.7	325	502	5	35.7	2	14.3			2	14.3
CZ052 Královéhradecký	14	93.3	40.25	36.0	16.81	38.5	3	4	26.7	6	40.0	280	450	2	13.3	1	6.7			1	6.7
CZ053 Pardubický	12	92.3	36.00	55.0	15.21		3	4	30.8	3	23.1	283	383	2	15.4	1	7.7			1	7.7
CZ061 Vysočina	23	92.0	36.00		15.50		9	8	32.0	10	40.0	302	324	6	24.0						
CZ062 Jihomoravský	21	87.5	35.37	55.0	20.82	50.0	4	4	16.7	9	37.5	438	652	6	25.0	2	8.3			2	8.3
CZ071 Olomoucký	9	81.8	27.00		19.54			4	36.4	6	54.5	313	492	5	45.5						
CZ072 Zlínský	10	83.3	26.00	55.0	17.50		3	3	25.0	3	25.0	250	600	2	16.7						
CZ080 Moravskoslezský	27	64.3	31.43	55.0	15.56		10	7	16.7	12	28.6	244	353	9	21.4						

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver. 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	Pay compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC		Average number of days of leave without compensation of pay above the requirement of the LC																										Activity of guides in children's and youth camps					
			Type of personal obstacle																															
	agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I			J			
	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	NCA	days	
Total	9	2.2	81.1	24	5.9	1.3	54	13.4	1.6	48	11.9	1.7	17	4.2	4.0	49	12.1	1.4	18	4.5	3.5	41	10.1	7.1	46	11.4	3.1	135	33.4	3.5	109	27.0	21	12.9
CZ010 Capital Prague	1	3.0		3	9.1	1.3	3	9.1	2.0	5	15.2	1.2	2	6.1		1	3.0		3	9.1	4.0	6	18.2	8.3	3	9.1	7.0	21	63.6	3.7	14	42.4	5	13.8
CZ020 Středočeský	3	6.3	85.0	3	6.3	1.3	6	12.5	1.3	5	10.4	1.6	4	8.3	6.8	6	12.5	1.5	1	2.1		6	12.5	10.0	7	14.6	5.9	17	35.4	3.2	12	25.0	3	7.0
CZ031 Jihočeský																			1	4.5		1	4.5					3	13.6	5.0	1	4.5	1	
CZ032 Plzeňský	1	3.4		2	6.9		3	10.3	2.3	3	10.3	4.0	3	10.3	2.7	3	10.3	2.0	2	6.9		4	13.8	4.3	1	3.4		8	27.6	3.8	10	34.5		
CZ041 Karlovarský							2	13.3		1	6.7					2	13.3					1	6.7		2	13.3		4	26.7	4.3	3	20.0		
CZ042 Ústecký				2	5.3		5	13.2	1.4	3	7.9	1.3				4	10.5	1.5	3	7.9	5.3	2	5.3		2	5.3		15	39.5	3.5	9	23.7	1	
CZ051 Liberecký							3	15.8	2.3	2	10.5					3	15.8	1.3				2	10.5		3	15.8	4.0	5	26.3	3.4	5	26.3	1	
CZ052 Královéhradecký	1	3.8		2	7.7		2	7.7		3	11.5	1.3	1	3.8		2	7.7					3	11.5	4.3	2	7.7		11	42.3	3.3	4	15.4	2	
CZ053 Pardubický	1	5.0		2	10.0		3	15.0	1.0	5	25.0	1.6				2	10.0					2	10.0				8	40.0	3.9	5	25.0	1		
CZ061 Vysočina							1	3.4		5	17.2	1.4	2	6.9		2	6.9		1	3.4					6	20.7	1.0	3	10.3	2.3	8	27.6	2	
CZ062 Jihomoravský				5	16.1	1.2	4	12.9	1.3	5	16.1	1.4	2	6.5		4	12.9	1.3	3	9.7	2.7	7	22.6	6.7	4	12.9	3.3	12	38.7	3.8	4	12.9	3	7.3
CZ071 Olomoucký				1	4.0		1	4.0		2	8.0											5	20.0	10.4				8	32.0	3.4	6	24.0	2	
CZ072 Zlínský							4	28.6	1.8	2	14.3					2	14.3		1	7.1				1	7.1		5	35.7	3.2	5	35.7			
CZ080 Moravskoslezský	2	3.6		4	7.3	1.0	17	30.9	1.3	7	12.7	1.7	3	5.5	3.3	18	32.7	1.2	3	5.5	2.7	2	3.6		15	27.3	1.7	15	27.3	3.1	23	41.8		

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 compensation, defined by the percentage from the average earnings
 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
Total	247	61.1	14	3.5	77	19.1	372	92.1	191	47.3	5	1.2	6	1.5
CZ010 Capital Prague	23	69.7	1	3.0	9	27.3	32	97.0	13	39.4			1	3.0
CZ020 Středočeský	29	60.4	1	2.1	10	20.8	42	87.5	29	60.4	1	2.1	1	2.1
CZ031 Jihočeský	10	45.5			7	31.8	22	100.0	1	4.5	1	4.5	1	4.5
CZ032 Plzeňský	18	62.1	3	10.3	5	17.2	27	93.1	15	51.7	3	10.3	3	10.3
CZ041 Karlovarský	8	53.3			2	13.3	13	86.7	5	33.3				
CZ042 Ústecký	23	60.5	1	2.6	6	15.8	33	86.8	14	36.8				
CZ051 Liberecký	12	63.2	3	15.8	2	10.5	18	94.7	9	47.4				
CZ052 Královéhradecký	13	50.0	1	3.8	3	11.5	23	88.5	10	38.5				
CZ053 Pardubický	12	60.0			3	15.0	18	90.0	8	40.0				
CZ061 Vysočina	19	65.5			4	13.8	28	96.6	19	65.5				
CZ062 Jihomoravský	21	67.7	2	6.5	12	38.7	29	93.5	18	58.1				
CZ071 Olomoucký	17	68.0	1	4.0	5	20.0	24	96.0	7	28.0				
CZ072 Zlínský	9	64.3			3	21.4	13	92.9	8	57.1				
CZ080 Moravskoslezský	33	60.0	1	1.8	6	10.9	50	90.9	35	63.6				

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	NCA	% CA	NCA	% CA	
Total	126	91.3	63	3.9	4	9,949	32	3.8	19	2,781	80	58.0	75	54.3	
State Bodies and Organisations	125	91.2	62	3.9	4	9,949	32	3.8	19	2,781	80	58.4	75	54.7	
UNIOS	1	100.0	1												

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

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

Trade union	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
Total	0.01	0.35	4.81	0.06	4.48	0.92	1.60	33.78	11.84	0.64	17.17	2.50	0.57	3.48	6.94	10.84	93	67.4
State Bodies and Organisations	0.01	0.35	4.81	0.06	4.48	0.92	1.60	33.78	11.84	0.64	17.17	2.50	0.57	3.48	6.94	10.84	93	67.9
UNIOS																		

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	aver. CZK	aver. % price	aver. CZK	aver. % price		aver. CZK	aver. % price	NCA	% CA	NCA	% CA	NCA
Total	127	92.0	38.29	49.7	26.28	41.9	75.00	8	18	13.0	14	10.1	15	10.9
State Bodies and Organisations	126	92.0	38.29	49.4	26.28	41.9	75.00	8	18	13.1	14	10.2	15	10.9
UNIOS	1	100.0												

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

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

Trade union	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	89	64.5	406	489	3.1	66	47.8	34	24.6	417	501	25	18.1
State Bodies and Organisations	88	64.2	408	488	3.1	65	47.4	34	24.8	417	501	25	18.2
UNIOS	1	100.0				1	100.0						

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				
Total	126	91.3	63	3.9	4	9,949	32	3.8	19	2,781	80	58.0	75	54.3
CZ010 Capital Prague	5	83.3	3	4.7					2	5,364	3	50.0	3	50.0
CZ020 Středočeský	23	95.8	12	4.0	2		5	3.3	4	2,094	13	54.2	13	54.2
CZ031 Jihočeský	8	88.9	5	3.6			1		1	2,999	4	44.4	4	44.4
CZ032 Plzeňský	16	100.0	8	4.3			7	4.2		2,763	12	75.0	9	56.3
CZ041 Karlovarský	5	100.0	1		1		1		1	1,065	4	80.0	3	60.0
CZ042 Ústecký	11	73.3	6	3.7			1		3	1,395	7	46.7	7	46.7
CZ051 Liberecký	5	100.0	3	3.6			1		1	3,417	3	60.0	3	60.0
CZ052 Královéhradecký	9	81.8	5	3.8			4	4.3		3,320	5	45.5	5	45.5
CZ053 Pardubický	7	100.0	4	4.7			1			2,809	3	42.9	3	42.9
CZ061 Vysočina	4	100.0	2				1		1	3,348	4	100.0	4	100.0
CZ062 Jihomoravský	6	85.7	4	4.0			1			2,507	5	71.4	5	71.4
CZ071 Olomoucký	14	100.0	4	3.7	1		5	3.5	4	2,914	9	64.3	9	64.3
CZ072 Zlínský	2	100.0	2								2	100.0	2	100.0
CZ080 Moravskoslezský	11	84.6	4	3.5			4	4.3	2	3,677	6	46.2	5	38.5

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 the allotment to the fund
 aver.CZK average absolute amount of the allotment to the fund in CZK per employee per year
 AVPRC annual volume of pay related costs
 thous.CZK average amount of the total social fund including the balance per year

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

Region NUTS 3	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
Total	0.01	0.35	4.81	0.06	4.48	0.92	1.60	33.78	11.84	0.64	17.17	2.50	0.57	3.48	6.94	10.84	93	67.4
CZ010 Capital Prague		0.09	2.16		2.53	9.93	0.47	47.29	10.72	0.09	11.57	3.26		2.07	8.77	1.04	2	33.3
CZ020 Středočeský		2.34	7.20	0.03	3.71		2.55	27.71	16.72	0.28	19.30	2.84	0.96	3.28	7.97	5.11	18	75.0
CZ031 Jihočeský			3.28		2.38		3.02	31.03	14.08	0.27	29.76	0.70	0.05	1.17	5.63	8.64	5	55.6
CZ032 Plzeňský			2.15	0.42	18.75		1.91	29.80	10.34	0.30	11.53	2.47	0.41	2.53	3.07	16.31	13	81.3
CZ041 Karlovarský		0.23	6.01			3.99		11.27	30.58	1.17	28.16		0.70	3.59	2.46	11.82	5	100.0
CZ042 Ústecký			7.74		2.08		0.24	35.32	31.67	0.84	10.16	0.64	0.04	5.34	0.27	5.67	6	40.0
CZ051 Liberecký		0.03	2.04		0.76	0.03	1.46	52.49	1.78	0.70	8.11	0.61	1.84	4.67	7.51	17.96	5	100.0
CZ052 Královéhradecký			7.10			0.67	1.09	27.09	12.19	1.01	18.90	2.43	0.38	5.66	10.19	13.30	7	63.6
CZ053 Pardubický			1.83		0.33		2.73	33.52	0.65	0.83	21.73	18.11	0.37	2.16	7.54	10.20	5	71.4
CZ061 Vysočina			1.24					45.44	18.80	0.45	15.93		1.71	4.08	6.79	5.56	3	75.0
CZ062 Jihomoravský			11.55		1.10	0.48	0.36	35.82	12.61	0.20	8.19	2.11	0.37	3.32	2.68	21.20	6	85.7
CZ071 Olomoucký	0.08		4.11		4.68	0.92	0.84	36.74	9.54	0.54	21.38	0.96	0.48	5.09	8.24	6.40	9	64.3
CZ072 Zlínský																	2	100.0
CZ080 Moravskoslezský	0.04	0.08	3.94		3.61		2.49	29.85	10.40	1.84	16.78	0.52	0.51	2.07	8.46	19.43	7	53.8

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

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

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

Region NUTS 3	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	127	92.0	38.29	49.7	26.28	41.9	75.00	8	18	13.0	14	10.1	15	10.9	
CZ010 Capital Prague	5	83.3	57.90	65.0	31.60		100.00								
CZ020 Středočeský	23	95.8	45.55	50.0	24.48	11.0	50.00	1	3	12.5	4	16.7	5	20.8	
CZ031 Jihočeský	8	88.9	31.24		21.41				2	22.2	1	11.1	1	11.1	
CZ032 Plzeňský	16	100.0	36.60	46.7	32.25	43.3		1	1	6.3	2	12.5	1	6.3	
CZ041 Karlovarský	4	80.0	31.67	51.5	22.75	27.0					1	20.0	1	20.0	
CZ042 Ústecký	12	80.0	38.13	55.0	22.25			3	3	20.0			1	6.7	
CZ051 Liberecký	5	100.0	30.33	47.5	32.33	40.0			1	20.0					
CZ052 Královéhradecký	10	90.9	40.63		25.11			1	3	27.3	2	18.2	2	18.2	
CZ053 Pardubický	7	100.0	37.43		27.57								1	14.3	
CZ061 Vysočina	3	75.0	31.00		35.00										
CZ062 Jihomoravský	7	100.0	31.83	55.0	24.00				2	28.6	1	14.3	1	14.3	
CZ071 Olomoucký	14	100.0	46.63	44.2	25.85	47.8		1	3	21.4	1	7.1	2	14.3	
CZ072 Zlínský	2	100.0													
CZ080 Moravskoslezský	11	84.6	32.46	55.0	26.06	57.5		1			2	15.4			

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

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

Region NUTS 3	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	89	64.5	406	489	3.1	66	47.8	34	24.6	417	501	25	18.1
CZ010 Capital Prague	4	66.7	475	475		2	33.3	2	33.3			1	16.7
CZ020 Středočeský	14	58.3	377	504	3.3	9	37.5	3	12.5	500	500	1	4.2
CZ031 Jihočeský	5	55.6	450	500	3.0	3	33.3	1	11.1			1	11.1
CZ032 Plzeňský	12	75.0	383	425		9	56.3	5	31.3	340	380	4	25.0
CZ041 Karlovarský	2	40.0				1	20.0	1	20.0				
CZ042 Ústecký	8	53.3	314	406		6	40.0	1	6.7			1	6.7
CZ051 Liberecký	4	80.0	367	488		4	80.0	2	40.0			1	20.0
CZ052 Královéhradecký	7	63.6	560	643		6	54.5	5	45.5	333	500	4	36.4
CZ053 Pardubický	6	85.7	494	561		6	85.7	5	71.4	453	493	4	57.1
CZ061 Vysočina													
CZ062 Jihomoravský	5	71.4	300	641	3.0	3	42.9	2	28.6			2	28.6
CZ071 Olomoucký	11	78.6	342	414		7	50.0	4	28.6	242	350	3	21.4
CZ072 Zlínský	2	100.0				2	100.0	1	50.0			1	50.0
CZ080 Moravskoslezský	9	69.2	356	411		8	61.5	2	15.4			2	15.4

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