



# **INFORMATION ON WORKING CONDITIONS**

**negotiated in collective agreements**

**2022**

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**Ministry of Labour and Social Affairs**

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## **Introduction**





## Basic informations about IPP

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

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

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

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

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

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

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

## Description of published tables

In 2022 selected data about wage and working conditions were analyzed from 1,764 collective agreements from 28 different trade unions, of which:

- 1,276 collective agreements agreed in the entrepreneurial area
- 488 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 16,200 CZK/month and 96.40 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

- individual bonus
- 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 (16/15, 17/16, 18/17, 19/18, 20/19, 21/20, 22/21) 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 (16/15, 17/16, 18/17, 19/18, 20/19, 21/20, 22/21) 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 (16/15, 17/16, 18/17, 19/18, 20/19, 21/20, 22/21) 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 (16/15, 17/16, 18/17, 19/18, 20/19, 21/20, 22/21) 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 2022**  
(based on the sample of 1,276 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 16,200.00/month and CZK 96.40/hour with a working hour fund of 40 hours per week.

The average minimum monthly salary has been agreed in the amount of... CZK **20,322.00**/month

The average minimum hourly salary at a working hour fund of 40 hours per week has been agreed in the amount of ..... CZK **104.80**/hour

Wage scales

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

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

1 <sup>st</sup> tariff scale.....	CZK <b>15,256.00</b>
2 <sup>nd</sup> tariff scale.....	CZK <b>16,125.00</b>
3 <sup>rd</sup> tariff scale.....	CZK <b>17,018.00</b>
4 <sup>th</sup> tariff scale.....	CZK <b>18,197.00</b>
5 <sup>th</sup> tariff scale.....	CZK <b>19,659.00</b>
6 <sup>th</sup> tariff scale.....	CZK <b>21,347.00</b>
7 <sup>th</sup> tariff scale.....	CZK <b>23,259.00</b>
8 <sup>th</sup> tariff scale.....	CZK <b>25,187.00</b>
9 <sup>th</sup> tariff scale.....	CZK <b>27,267.00</b>
10 <sup>th</sup> tariff scale.....	CZK <b>29,945.00</b>
11 <sup>th</sup> tariff scale.....	CZK <b>33,099.00</b>
12 <sup>th</sup> tariff scale.....	CZK <b>36,866.00</b>

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

	<u>40 hours/week</u>	<u>37.5 hours/week</u>
1 <sup>st</sup> tariff scale.....	CZK <b>90.26</b>	CZK <b>90.91</b>
2 <sup>nd</sup> tariff scale.....	CZK <b>94.05</b>	CZK <b>95.71</b>
3 <sup>rd</sup> tariff scale.....	CZK <b>98.68</b>	CZK <b>101.82</b>
4 <sup>th</sup> tariff scale.....	CZK <b>104.87</b>	CZK <b>109.66</b>
5 <sup>th</sup> tariff scale.....	CZK <b>111.83</b>	CZK <b>118.56</b>
6 <sup>th</sup> tariff scale.....	CZK <b>120.39</b>	CZK <b>128.14</b>
7 <sup>th</sup> tariff scale.....	CZK <b>131.23</b>	CZK <b>137.19</b>
8 <sup>th</sup> tariff scale.....	CZK <b>131.46</b>	CZK <b>147.71</b>
9 <sup>th</sup> tariff scale.....	CZK <b>137.92</b>	CZK <b>148.64</b>
10 <sup>th</sup> tariff scale.....	CZK <b>151.55</b>	CZK <b>157.79</b>
11 <sup>th</sup> tariff scale.....	CZK <b>160.14</b>	CZK <b>171.31</b>
12 <sup>th</sup> tariff scale.....	CZK <b>181.93</b>	CZK <b>186.07</b>



## Wage development

Number of collective agreements regulating wage development ...**906** (i.e. 71% of the total amount of collective agreements in the file).

The wage increases is agreed in 70.8% collective agreements, of which:

45.6%	collective agreements, offering a year-on-year increase of wage scales by....	<b>5.0%</b>
19.7%	collective agreements offering a year-on-year increase of the average nominal wage by .....	<b>4.4%</b>
1.1%	collective agreements offering an increase of the average real wage by .....	<b>2.0%</b>

## Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day .....		<b>26.3%</b> AE
overtime bonus for work on Saturdays and Sundays .....		<b>47.4%</b> AE
overtime bonus for work undistinguished .....		<b>27.2%</b> AE
overtime bonus for work on public holidays .....		<b>102.6%</b> AE
bonus for night work .....	CZK	<b>19.75</b> /hour
.....		<b>12.2%</b> AE
bonus for work in difficult conditions .....	CZK	<b>10.05</b> /hour
.....		<b>10.7%</b> AE
.....		<b>10.4%</b> MM
bonus for work on Saturdays and Sundays .....	CZK	<b>26.08</b> /hour
.....		<b>23.0%</b> AE
bonus for afternoon work .....	CZK	<b>8.71</b> /hour
.....		<b>7.5%</b> AE
bonus for working in shift operation.....	CZK	<b>112.33</b> /shift
.....		<b>15.1%</b> AE
bonus for team management .....	CZK	<b>7.80</b> /hour
bonus for working at heights .....	CZK	<b>7.05</b> /hour
bonus for working in hazardous conditions .....	CZK	<b>26.71</b> /hour
bonus for the knowledge of foreign languages .....	CZK	<b>766.67</b> /month
bonus for substitution .....	CZK	<b>1,585.29</b> /month
.....		<b>30.6%</b> AE
bonus for training other people .....	CZK	<b>936.50</b> /month
.....		<b>10.0%</b> AE
individual bonus .....		<b>24.9%</b> AE
remuneration for standby duty.....	CZK	<b>18.52</b> /hour
.....		<b>16.9%</b> AE

Explanatory note: AE average earnings

MM basic tariff of minimum wage

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

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

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

one's own wedding.....	<b>1.4 days</b>
birth of a child to the wife of an employee.....	<b>1.3 days</b>
death of a direct relative .....	<b>2.2 days</b>
escorting a disabled child to a health or social care provider.....	<b>6.3 days</b>
moving house.....	<b>1.2 days</b>
looking for a new job .....	<b>3.6 days</b>
for mothers caring for a child (per year).....	<b>3.9 days</b>
care for a family member (per year).....	<b>2.1 days</b>
sick days (per year).....	<b>3.0 days</b>

## 3. Benefits and working conditions to employees

### Company catering

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

costs.....	CZK <b>52.91</b>
.....	<b>54.7%</b> of the price of a meal
profit, social fund, FSCR.....	CZK <b>16.50</b>
.....	<b>30.1%</b> of the price of a meal
without distinguishing sources .....	CZK <b>62.41</b>
.....	<b>56.3%</b> of the price of a meal

### Additional pension fund

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

minimum average value of the contribution .....	CZK <b>639.75</b> /month
maximum average value of the contribution .....	CZK <b>974.97</b> /month

### Life insurance

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

minimum average value of the contribution .....	CZK <b>580.20</b> /month
maximum average value of the contribution .....	CZK <b>839.19</b> /month

#### 4. Balancing work and family life

Number of collective agreements dealing with the conditions for employees to return to work after parental leave.....**36** (i.e. 2.82% of the total number of collective agreements in the file), of which the conditions are specified in more detail in:

2.27% of collective agreements in the form of part-time work

0.24% of collective agreements in the form of assistance with childcare placement

0.31% of collective agreements in the form of benefits of early return from parental leave or conditions of return

No collective agreement this year regulates the method of communication with employees on maternity and parental leave, nor does it regulate organising courses or training during parental leave.

Number of CA regulating conditions for employees on parental leave and for employees returning from parental leave:

- rules for granting shorter working time specified in..... **2 CA**

- wage indexation agreed for employees returning from parental leave ..... **11 CA**

For this year, no career rules for employees on parental leave and returning from parental leave have been negotiated in any collective agreement.

Working from home or from another location is used:

- throughout the working time..... **28 CA**

- for part of the working time..... **25 CA**

#### Childcare, care for another dependent

Number of CA regulating the conditions of childcare or care for another dependent and average amount of allowance provided:

- setting up a childcare facility..... **2 CA**

- provision of childcare allowance (e.g. nursery, playgroup) ..... **5 CA**

average amount of childcare allowance ..... **630.00 Kč**

This year, no collective agreement provided for a dependent care allowance.

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

Trade union	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
<b>Total</b>	<b>1,764</b>	<b>1,276</b>	<b>488</b>	<b>148</b>
Agriculture and Nutrition	53	47	6	
Banking and Insurance	13	13		
Catering, Hotels and Tourism	13	11	2	
Civilian Employees of the Army	8	5	3	
Commerce	15	15		
Culture and Nature Preservation	38		38	
Education	143		143	
ECHO	76	76		
Fire Fighters	13		13	
Food Industry and Allied Trade	63	62	1	
Glass, Ceramic & Porcelain	28	28		
Health Service and Social Care	96	25	71	
KOVO	549	545	4	
Mines, Geology and Oil Industry	20	17	3	
Postal, Telecom. and Newspaper Services	6	6		
Profess.and Trade Union of Orchestral Music.	16	3	13	
Railway Trade Unions	35	33	2	
Science and Research	29	29		
State Bodies and Organisations	148		148	147
STAVBA	122	109	13	
Textile, Clothing and Leather Industry	25	25		
Transport	14	14		
Transport, Road Economy and Repair Vehicles	11	11		
Union of Aviation Employees	3	3		
UNIOS	131	115	16	1
Universities Trade Union	19	19		
Wood.Industry, Forestry and Manag.of Water	71	65	6	
Workers of Cultural Facilities	6		6	

### Recapitulation of agreements classification based on regions

Region NUTS 3	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
<b>Total</b>	<b>1,764</b>	<b>1,276</b>	<b>488</b>	<b>148</b>
CZ010 Capital Prague	235	195	40	6
CZ020 Středočeský	124	81	43	21
CZ031 Jihočeský	148	121	27	12
CZ032 Plzeňský	102	69	33	15
CZ041 Karlovarský	51	35	16	8
CZ042 Ústecký	119	80	39	21
CZ051 Liberecký	87	64	23	7
CZ052 Královéhradecký	104	78	26	11
CZ053 Pardubický	82	66	16	4
CZ061 Vysočina	106	76	30	6
CZ062 Jihomoravský	162	117	45	10
CZ071 Olomoucký	109	77	32	11
CZ072 Zlínský	94	78	16	3
CZ080 Moravskoslezský	241	139	102	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	
<b>Total</b>	<b>35</b>	<b>2.7</b>	<b>20,322</b>	<b>10</b>	<b>0.8</b>	<b>104.80</b>	<b>15</b>	<b>1.2</b>	<b>108.30</b>	<b>207</b>	<b>16.2</b>	<b>325</b>	<b>25.5</b>	<b>44</b>	<b>3.4</b>	<b>81</b>	<b>6.3</b>	<b>73</b>	<b>5.7</b>	<b>156</b>	<b>12.2</b>
Agriculture and Nutrition										3	6.4	18	38.3	2	4.3	9	19.1	1	2.1	4	8.5
Banking and Insurance	2	15.4										2	15.4			2	15.4				
Catering, Hotels and Tourism												4	36.4								
Civilian Employees of the Army												3	60.0							1	20.0
Commerce										1	6.7			1	6.7						
ECHO	6	7.9	24,300				1	1.3		34	44.7	17	22.4					5	6.6	5	6.6
Food Industry and Allied Trade	1	1.6								1	1.6	14	22.6			6	9.7	1	1.6	9	14.5
Glass, Ceramic & Porcelain										11	39.3	8	28.6	1	3.6			7	25.0	5	17.9
Health Service and Social Care										9	36.0	5	20.0								
KOVO	19	3.5	19,383	4	0.7	108.25	9	1.7	107.93	71	13.0	144	26.4	7	1.3	23	4.2	34	6.2	94	17.2
Mines, Geology and Oil Industry										4	23.5	2	11.8	1	5.9	1	5.9	3	17.6	3	17.6
Postal, Telecom. and Newspaper Services	1	16.7										1	16.7								
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	1	3.0								2	6.1	8	24.2							2	6.1
Science and Research												1	3.4								
STAVBA	5	4.6	20,454	5	4.6	103.60	4	3.7	110.78	42	38.5	20	18.3	24	22.0	25	22.9	11	10.1	6	5.5
Textile, Clothing and Leather Industry										5	20.0	6	24.0	1	4.0			4	16.0	7	28.0
Transport										1	7.1	3	21.4	1	7.1	2	14.3			1	7.1
Transport, Road Economy and Repair Vehicles										2	18.2	2	18.2					1	9.1	3	27.3
Union of Aviation Employees												3	100.0			2	66.7				
UNIOS										12	10.4	34	29.6	4	3.5	7	6.1	2	1.7	7	6.1
Universities Trade Union										3	15.8	11	57.9	1	5.3	1	5.3	1	5.3		
Wood.Industry, Forestry and Manag.of Water				1	1.5		1	1.5		6	9.2	19	29.2	1	1.5	3	4.6	3	4.6	9	13.8

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

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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
<b>Total</b>	<b>187</b>	<b>15,256</b>	<b>189</b>	<b>16,125</b>	<b>199</b>	<b>17,018</b>	<b>202</b>	<b>18,197</b>	<b>204</b>	<b>19,659</b>	<b>205</b>	<b>21,347</b>	<b>205</b>	<b>23,259</b>	<b>203</b>	<b>25,187</b>	<b>200</b>	<b>27,267</b>	<b>198</b>	<b>29,945</b>	<b>196</b>	<b>33,099</b>	<b>193</b>	<b>36,866</b>
Agriculture and Nutrition	2		2		2		3	18,047	3	20,033	3	22,253	3	25,227	3	28,333	3	31,567	2		2		2	
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	33	15,873	33	16,902	34	18,113	34	19,692	34	21,645	34	23,729	34	26,268	34	28,895	34	31,799	34	34,927	34	38,682	34	43,545
Food Industry and Allied Trade	1		1		1		1		1		1		1		1		1		1		1		1	
Glass, Ceramic & Porcelain	10	16,389	10	17,413	11	18,055	11	18,965	11	19,884	11	20,925	11	22,225	11	23,471	10	24,042	10	25,535	10	27,418	10	29,448
Health Service and Social Care	7	17,159	7	17,639	8	18,235	9	19,029	9	20,044	9	21,431	9	23,465	9	25,004	9	27,760	9	32,400	9	38,255	9	42,409
KOVO	66	14,509	66	15,428	68	16,401	69	17,522	69	18,919	70	20,438	71	22,236	69	23,776	67	25,636	67	27,920	67	30,483	66	33,468
Mines, Geology and Oil Industry	4	15,785	4	16,560	4	18,685	4	20,410	4	22,548	4	25,023	4	27,585	4	29,960	4	33,223	4	35,660	4	41,110	4	49,073
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions	1		1		2		2		2		2		2		2		2		2		2		2	
Science and Research																								
STAVBA	37	15,704	39	16,473	40	17,234	40	18,449	41	19,939	41	21,693	41	23,994	41	26,330	42	28,576	42	31,876	42	35,349	42	39,615
Textile, Clothing and Leather Industry	4	14,063	4	14,525	4	15,350	4	16,238	5	17,689	5	19,076	5	20,903	5	22,799	5	25,027	5	27,588	5	30,958	5	34,886
Transport	1		1		1		1		1		1		1		1		1		1		1		1	
Transport, Road Economy and Repair Vehicles	2		2		2		2		2		2		2		2		2		2		2		1	
Union of Aviation Employees																								
UNIOS	9	14,397	9	15,172	12	15,709	12	16,817	12	18,085	12	20,403	11	20,503	11	22,203	10	21,956	9	23,586	8	23,748	7	25,326
Universities Trade Union	3	12,973	3	13,960	3	14,687	3	15,673	3	17,263	3	18,207	3	19,317	3	20,397	3	22,177	3	24,473	2		2	
Wood.Industry, Forestry and Manag.of Water	6	15,555	6	16,943	6	17,698	6	18,881	6	20,267	6	22,419	6	23,996	6	25,461	6	27,039	6	29,334	6	31,290	6	34,807

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



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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
<b>Total</b>	<b>42</b>	<b>90.26</b>	<b>42</b>	<b>94.05</b>	<b>43</b>	<b>98.68</b>	<b>43</b>	<b>104.87</b>	<b>44</b>	<b>111.83</b>	<b>43</b>	<b>120.39</b>	<b>43</b>	<b>131.23</b>	<b>13</b>	<b>131.46</b>	<b>9</b>	<b>137.92</b>	<b>8</b>	<b>151.55</b>	<b>6</b>	<b>160.14</b>	<b>5</b>	<b>181.93</b>
Agriculture and Nutrition	2		2		2		2		2		2		2											
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce	1		1		1		1		1		1		1		1		1		1		1		1	
ECHO																								
Food Industry and Allied Trade																								
Glass, Ceramic & Porcelain	1		1		1		1		1		1		1		1									
Health Service and Social Care																								
KOVO	7	78.11	7	83.05	7	88.98	7	94.85	7	103.68	7	115.16	7	128.01	4	152.03	3	174.70	3	186.47	3	198.28	2	
Mines, Geology and Oil Industry	1		1		1		1		1		1		1											
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions																								
Science and Research																								
STAVBA	22	96.57	22	99.85	23	102.78	23	108.80	24	115.92	24	125.29	24	137.29	1		1		1					
Textile, Clothing and Leather Industry	1		1		1		1		1		1		1		1		1		1		1		1	
Transport	1		1		1		1		1		1		1		1		1		1		1		1	
Transport, Road Economy and Repair Vehicles																								
Union of Aviation Employees																								
UNIOS	4	77.63	4	83.05	4	88.35	4	90.50	4	93.15	3	85.80	3	91.17	3	98.07	1							
Universities Trade Union	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	

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
<b>Total</b>	<b>66</b>	<b>90.91</b>	<b>70</b>	<b>95.71</b>	<b>71</b>	<b>101.82</b>	<b>72</b>	<b>109.66</b>	<b>73</b>	<b>118.56</b>	<b>73</b>	<b>128.14</b>	<b>69</b>	<b>137.19</b>	<b>38</b>	<b>147.71</b>	<b>28</b>	<b>148.64</b>	<b>25</b>	<b>157.79</b>	<b>24</b>	<b>171.31</b>	<b>24</b>	<b>186.07</b>
Agriculture and Nutrition	1		1		1		1		1		1		1		1		1		1		1		1	
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	5	96.30	5	103.08	5	109.44	5	118.02	5	129.34	5	140.06	5	152.26	4	154.25	1		1		1		1	
Food Industry and Allied Trade	1		1		1		1		1		1		1		1		1		1		1		1	
Glass, Ceramic & Porcelain	7	101.91	7	104.93	7	108.16	7	111.43	7	115.13	7	119.60	7	125.00	6	122.72	6	126.60	6	131.17	6	140.12	6	151.13
Health Service and Social Care																								
KOVO	32	86.24	33	92.58	33	99.65	34	108.40	34	118.03	34	128.53	32	136.45	21	160.14	16	157.63	13	170.30	13	185.86	13	202.34
Mines, Geology and Oil Industry	3	95.20	3	96.80	3	108.33	3	115.47	3	126.47	3	135.73	3	144.60										
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions																								
Science and Research																								
STAVBA	8	100.86	10	102.70	10	106.94	10	115.23	11	123.52	11	132.11	11	142.60	2		1		1		1		1	
Textile, Clothing and Leather Industry	3	82.37	3	87.17	4	95.30	4	103.13	4	111.72	4	122.31	3	118.27	1									
Transport																								
Transport, Road Economy and Repair Vehicles	1		1		1		1		1		1		1		1		1		1		1		1	
Union of Aviation Employees																								
UNIOS	1		2		2		2		2		2		1		1		1		1		1		1	
Universities Trade Union	1		1		1		1		1		1		1		1		1		1		1		1	
Wood.Industry, Forestry and Manag.of Water	3	89.43	3	102.40	3	106.90	3	114.97	3	123.47	3	139.93	3	148.33	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) - other tariff systems

SCALE SYSTEM	TARIFF SCALE																																										
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20				
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h			
2 scale																																											
3 scale	3	126.87	2		2																																						
4 scale	3	120.87	3	128.83	3	148.63	3	166.20																																			
5 scale	10	96.35	9	104.26	8	115.43	8	126.58	6	146.31																																	
6 scale	12	103.19	13	110.73	13	118.06	13	128.62	12	139.83	12	153.64																															
7 scale	24	97.30	24	105.24	25	114.68	25	124.69	25	137.01	25	150.41	25	168.75																													
8 scale	16	98.15	17	107.38	18	116.03	19	127.11	19	138.51	18	149.89	18	163.45	17	182.03																											
9 scale	12	102.20	12	109.08	12	118.08	13	128.56	13	140.15	11	157.14	10	175.99	7	190.78	7	209.75																									
10 scale	9	88.97	10	97.89	11	103.37	11	113.15	11	122.64	11	131.28	8	145.84	7	157.03	5	156.44	5	167.44																							
11 scale	6	95.03	6	100.78	7	103.29	11	110.91	11	119.02	11	128.24	11	138.28	7	161.71	6	170.33	6	186.50	6	205.33																					
13 scale	4	83.83	5	90.36	5	93.95	6	93.60	6	99.23	6	107.38	6	119.58	5	138.68	4	153.00	3	159.70	1		1		1																		
14 scale	9	93.99	9	101.27	10	106.73	11	112.61	11	120.55	12	127.33	12	137.13	12	150.16	10	159.27	9	168.89	8	176.11	8	195.61	8	219.01	8	248.44															
15 scale	4	100.10	4	109.40	5	120.81	6	120.91	6	131.42	6	140.36	5	148.37	4	157.41	2		1		1		1		1		1		1														
16 scale	4	101.15	4	105.13	4	111.83	5	110.78	6	117.15	6	123.57	6	132.50	6	140.18	6	150.37	5	157.40	5	167.02	5	173.96	5	184.40	4	161.55	4	169.68	4	173.55											
17 scale	3	88.99	3	90.46	4	104.94	4	110.73	5	118.41	5	126.39	5	139.22	5	155.88	5	175.06	2		1		1		1		1																
18 scale																																											
19 scale	6	103.50	6	103.50	6	103.50	6	103.50	6	103.50	6	106.50	6	114.00	6	122.00	6	130.50																									
20 scale	6	118.01	6	123.10	6	127.75	6	132.59	6	137.28	6	141.74	6	146.41	6	150.98	6	155.72	6	160.19	6	165.73	6	170.99	6	175.74	6	180.68	6	186.10	6	191.14	6	197.09	6	202.59	6	207.92	6	213.48			

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

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

Trade union	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE	% AE																
<b>Total</b>	<b>1,071</b>	<b>83.9</b>	<b>26.3</b>	<b>47.4</b>	<b>27.2</b>	<b>968</b>	<b>75.9</b>	<b>102.6</b>	<b>1,058</b>	<b>82.9</b>	<b>19.75</b>	<b>12.2</b>	<b>750</b>	<b>58.8</b>	<b>10.05</b>	<b>10.7</b>	<b>10.4</b>	<b>1,013</b>	<b>79.4</b>	<b>26.08</b>	<b>23.0</b>
Agriculture and Nutrition	40	85.1	26.0	48.1	26.1	39	83.0	109.1	40	85.1	20.66	13.6	30	63.8	10.34		10.0	37	78.7	14.50	18.9
Banking and Insurance	9	69.2	25.0	50.0	28.3	9	69.2	100.0	8	61.5	25.00	12.5	1	7.7				9	69.2		37.4
Catering, Hotels and Tourism	11	100.0	25.0		30.6	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	3	60.0	25.0	50.0	27.5	2	40.0		3	60.0	10.00	10.0	3	60.0	11.41			3	60.0		20.0
Commerce	10	66.7	25.0	45.0	25.7	9	60.0	102.8	10	66.7	9.00	11.7	4	26.7	10.00		12.5	11	73.3	30.00	14.0
ECHO	72	94.7	29.2	50.1	31.5	70	92.1	104.5	71	93.4	23.32	12.2	54	71.1	10.89	10.0	10.0	71	93.4	27.41	24.8
Food Industry and Allied Trade	52	83.9	26.6	51.3	26.2	50	80.6	104.5	56	90.3	18.55	12.9	33	53.2	8.58	17.5	10.0	52	83.9	22.27	22.7
Glass, Ceramic & Porcelain	28	100.0	30.0		30.0	25	89.3	100.4	27	96.4	18.83	15.3	25	89.3	10.05		10.0	27	96.4	22.00	29.6
Health Service and Social Care	18	72.0	25.0	48.0	26.3	20	80.0	100.0	21	84.0		18.5	13	52.0	10.44		10.0	21	84.0		25.0
KOVO	475	87.2	26.3	45.8	26.5	423	77.6	102.8	472	86.6	20.39	12.1	319	58.5	9.48	10.2	10.1	440	80.7	30.70	25.1
Mines, Geology and Oil Industry	12	70.6	25.0	53.3	28.1	9	52.9	100.0	13	76.5	19.67	12.1	10	58.8	11.40		10.0	12	70.6	27.00	24.5
Postal, Telecom. and Newspaper Services	4	66.7	25.0	50.0	25.0	4	66.7	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	25	75.8	25.0	48.1	27.0	22	66.7	100.0	24	72.7	14.80	11.2	20	60.6	9.50	11.0	10.0	24	72.7	16.50	17.8
Science and Research	6	20.7			25.0	4	13.8	100.0	6	20.7		11.7	7	24.1		10.0	10.0	6	20.7		12.5
STAVBA	103	94.5	25.9	47.5	32.0	102	93.6	101.0	103	94.5	15.13	10.5	94	86.2	10.35	13.3	10.2	99	90.8	36.64	18.8
Textile, Clothing and Leather Industry	22	88.0	29.0	42.5	26.6	20	80.0	103.8	24	96.0	21.50	16.5	16	64.0	10.83	10.0	10.0	22	88.0	12.97	15.4
Transport	13	92.9	30.0	55.0	28.1	12	85.7	100.0	13	92.9	8.66	10.0	12	85.7	9.44	10.0	10.8	14	100.0		28.2
Transport, Road Economy and Repair Vehicles	11	100.0			26.6	11	100.0	100.0	11	100.0	10.67	10.3	7	63.6	10.10	10.0	10.0	11	100.0	35.00	32.0
Union of Aviation Employees	3	100.0	30.0		26.3	3	100.0	100.0	3	100.0		11.7	3	100.0	16.60		10.0	3	100.0		17.8
UNIOS	82	71.3	26.1	48.1	26.8	54	47.0	101.7	68	59.1	15.70	11.7	43	37.4	10.26	11.1	11.2	67	58.3	15.17	23.1
Universities Trade Union	17	89.5	25.0	50.0	25.0	16	84.2	100.0	17	89.5	8.00	13.2	15	78.9	17.20		10.0	17	89.5		20.0
Wood.Industry, Forestry and Manag.of Water	55	84.6	25.9	45.0	25.0	53	81.5	101.9	53	81.5	17.66	12.5	35	53.8	10.21	10.0	10.8	52	80.0	21.60	16.4

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



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

Trade union	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
<b>Total</b>	<b>26</b>	<b>7.5</b>	<b>580</b>	<b>8.71</b>	<b>3</b>	<b>8</b>	<b>15.1</b>	<b>24</b>	<b>112.33</b>	<b>167</b>	<b>3</b>	<b>8.7</b>	<b>152</b>	<b>7.80</b>	<b>45</b>	<b>2</b>		<b>158</b>	<b>7.05</b>	<b>3</b>
Agriculture and Nutrition	1		23	8.13						6			5	16.60				2		
Banking and Insurance			2																	
Catering, Hotels and Tourism																				
Civilian Employees of the Army			1																	
Commerce																				
ECHO	1		36	10.19						41			4	5.25				23	12.10	
Food Industry and Allied Trade	2		35	7.45	1	1		2		8			5	6.40						
Glass, Ceramic & Porcelain	2		25	9.12									5	4.80				2		
Health Service and Social Care										9										
KOVO	17	7.3	335	9.07	2	5	17.6	13	128.69	70	3	8.7	64	8.74	17	2		86	5.34	
Mines, Geology and Oil Industry			4	4.55						1			3	8.67	3			4	5.00	
Postal, Telecom. and Newspaper Services																		1		
Profess.and Trade Union of Orchestral Music.																				
Railway Trade Unions			7	7.14				2		8			6	6.17	2			4	10.50	
Science and Research															3					
STAVBA	3	6.7	51	5.97						12			34	5.74	9			24	6.54	
Textile, Clothing and Leather Industry			22	10.83						1			5	15.84	1					
Transport													4	3.38						
Transport, Road Economy and Repair Vehicles			2										7	4.93				1		
Union of Aviation Employees								1					2					1		
UNIOS			25	8.06		2		6	82.50	5			6	6.25	9			8	11.38	3
Universities Trade Union										6					1					
Wood.Industry, Forestry and Manag.of Water			12	8.29									2					2		

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

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

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

Trade union	Supplementary charge																								Other supplementary charge
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					individual bonus				
	% 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	% of aver. earnings		other form		
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	NCA	
<b>Total</b>	<b>4</b>	<b>9.1</b>	<b>160</b>	<b>26.71</b>	<b>13</b>			<b>6</b>	<b>767</b>	<b>2</b>	<b>24</b>	<b>30.6</b>	<b>17</b>	<b>1,585</b>	<b>96</b>	<b>19</b>	<b>10.0</b>	<b>24</b>	<b>937</b>	<b>75</b>	<b>16</b>	<b>24.9</b>	<b>70</b>	<b>541</b>	
Agriculture and Nutrition															2									1	10
Banking and Insurance					1					2					1										4
Catering, Hotels and Tourism															1										2
Civilian Employees of the Army																									2
Commerce															1										4
ECHO			23	78.43									5	2,400	17			2		8	5	26.0		2	42
Food Industry and Allied Trade			4	8.25											3	1									23
Glass, Ceramic & Porcelain			1								1									1					19
Health Service and Social Care					3								2		3									2	15
KOVO	2		93	8.72	4			5	860		6	36.7	4	1,563	27	8	10.0	13	588	40	9	21.6	48		210
Mines, Geology and Oil Industry			1								1		1		2					4					7
Postal, Telecom. and Newspaper Services																									4
Profess.and Trade Union of Orchestral Music.																									
Railway Trade Unions	2		5	54.60							1				3	6	9.7	1		5				6	14
Science and Research															1										4
STAVBA			28	43.12											4			5	1,780	3				2	62
Textile, Clothing and Leather Industry											3	36.7	1		5	3	9.0	1		2				1	19
Transport			1																	4	2			2	4
Transport, Road Economy and Repair Vehicles			2		1								1		1					5					11
Union of Aviation Employees			1												2			1							2
UNIOS			1		2			1			11	28.6	2		11	1		1		2				1	45
Universities Trade Union					1								1		8									4	17
Wood.Industry, Forestry and Manag.of Water					1						1				4					1					21

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

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

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

Trade union	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>610</b>	<b>47.8</b>	<b>214</b>	<b>16.8</b>	<b>401</b>	<b>31.4</b>	<b>239</b>	<b>18.7</b>	<b>62</b>	<b>4.9</b>	<b>148</b>	<b>11.6</b>	<b>140</b>	<b>11.0</b>	<b>115</b>	<b>9.0</b>	<b>698</b>	<b>54.7</b>
Agriculture and Nutrition	17	36.2	5	10.6	11	23.4	14	29.8	1	2.1	5	10.6	6	12.8	4	8.5	31	66.0
Banking and Insurance	4	30.8	1	7.7	2	15.4	1	7.7	1	7.7	1	7.7			2	15.4	7	53.8
Catering, Hotels and Tourism	6	54.5	2	18.2	5	45.5					1	9.1	2	18.2	2	18.2	8	72.7
Civilian Employees of the Army	1	20.0	1	20.0	1	20.0											3	60.0
Commerce	2	13.3	1	6.7	2	13.3									1	6.7	6	40.0
ECHO	49	64.5	16	21.1	42	55.3	24	31.6	8	10.5	8	10.5	22	28.9	9	11.8	57	75.0
Food Industry and Allied Trade	54	87.1	21	33.9	27	43.5	17	27.4	3	4.8	29	46.8	9	14.5	5	8.1	48	77.4
Glass, Ceramic & Porcelain	5	17.9	3	10.7	2	7.1	1	3.6					2	7.1			8	28.6
Health Service and Social Care	2	8.0	1	4.0	2	8.0	1	4.0									19	76.0
KOVO	280	51.4	103	18.9	181	33.2	89	16.3	20	3.7	51	9.4	49	9.0	52	9.5	275	50.5
Mines, Geology and Oil Industry	8	47.1	3	17.6	4	23.5	4	23.5	2	11.8			3	17.6	3	17.6	11	64.7
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	27.3			6	18.2	1	3.0	2	6.1	4	12.1	1	3.0			23	69.7
Science and Research																	2	6.9
STAVBA	56	51.4	13	11.9	42	38.5	21	19.3	21	19.3	15	13.8	13	11.9	13	11.9	32	29.4
Textile, Clothing and Leather Industry	12	48.0	3	12.0	9	36.0	8	32.0	1	4.0	1	4.0	3	12.0	4	16.0	8	32.0
Transport	3	21.4			3	21.4	2	14.3					1	7.1			10	71.4
Transport, Road Economy and Repair Vehicles	6	54.5			1	9.1	2	18.2			1	9.1	1	9.1	1	9.1	10	90.9
Union of Aviation Employees	1	33.3			1	33.3					1	33.3					2	66.7
UNIOS	48	41.7	19	16.5	28	24.3	27	23.5			23	20.0	11	9.6	3	2.6	77	67.0
Universities Trade Union	6	31.6	5	26.3	1	5.3	5	26.3	2	10.5	1	5.3	1	5.3	3	15.8	15	78.9
Wood.Industry, Forestry and Manag.of Water	40	61.5	17	26.2	30	46.2	21	32.3	1	1.5	7	10.8	16	24.6	13	20.0	42	64.6

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

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

Trade union	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
<b>Total</b>	<b>712</b>	<b>55.8</b>	<b>92</b>	<b>2,934</b>	<b>327</b>	<b>4,019</b>	<b>553</b>	<b>5,992</b>	<b>601</b>	<b>7,939</b>	<b>685</b>	<b>9,697</b>	<b>708</b>	<b>11,262</b>	<b>711</b>	<b>12,823</b>	<b>711</b>	<b>14,040</b>	<b>712</b>	<b>15,529</b>	<b>10</b>	<b>0.8</b>	<b>14,500</b>
Agriculture and Nutrition	24	51.1	3	4,167	15	4,400	19	7,237	19	10,526	23	11,935	24	13,979	24	15,833	24	17,354	24	18,667			
Banking and Insurance	4	30.8	2		2		4	4,750	4	7,750	4	10,500	4	12,250	4	12,750	4	13,750	4	13,750	1	7.7	
Catering, Hotels and Tourism	6	54.5	5	2,500	6	6,167	6	7,833	6	9,500	6	11,167	6	12,833	6	12,833	6	12,833	6	12,833			
Civilian Employees of the Army	2	40.0			1		2		2		2		2		2		2		2				
Commerce	6	40.0	1		5	2,700	6	5,167	6	7,667	6	10,500	6	13,250	6	13,750	6	13,750	6	13,750			
ECHO	36	47.4	7	3,914	18	4,506	28	5,936	30	7,223	34	9,582	36	11,553	36	13,319	36	15,106	36	17,256	4	5.3	15,000
Food Industry and Allied Trade	47	75.8	2		13	3,492	40	4,963	44	6,423	47	8,198	47	9,868	47	11,517	47	12,783	47	14,409			
Glass, Ceramic & Porcelain	17	60.7			6	4,000	10	8,450	12	10,933	15	12,620	15	15,913	17	17,400	17	21,212	17	24,924			
Health Service and Social Care	7	28.0			3	1,833	4	3,500	6	4,583	7	5,929	7	7,786	7	9,643	7	11,500	7	13,357			
KOVO	327	60.0	48	2,936	175	4,194	265	6,507	282	8,833	314	10,768	326	12,334	326	13,944	326	15,148	327	16,688			
Mines, Geology and Oil Industry	5	29.4	1		2		4	9,000	4	10,250	5	10,340	5	11,640	5	12,920	5	14,200	5	15,500			
Postal, Telecom. and Newspaper Services	2	33.3			1		1		2		2		2		2		2		2		1	16.7	
Profess.and Trade Union of Orchestral Music.																							
Railway Trade Unions	16	48.5	3	3,500	10	3,700	15	4,700	15	6,600	16	8,406	16	9,813	16	12,031	16	13,125	16	15,500	1	3.0	
Science and Research	2	6.9									2		2		2		2		2		2	6.9	
STAVBA	86	78.9	3	3,500	21	4,490	66	5,911	74	7,747	83	9,608	86	11,019	86	12,724	86	13,562	86	14,697			
Textile, Clothing and Leather Industry	15	60.0	1		4	5,875	8	6,813	8	8,375	13	9,231	15	10,067	15	11,500	15	12,500	15	14,000			
Transport	7	50.0	3	1,833	4	2,375	5	3,740	6	5,350	7	6,829	7	8,414	7	9,500	7	10,286	7	10,786			
Transport, Road Economy and Repair Vehicles	9	81.8	1		6	3,250	6	4,167	8	4,750	9	5,306	9	6,222	9	7,222	9	7,611	9	8,000			
Union of Aviation Employees	2	66.7	1		1		1		1		2		2		2		2		2				
UNIOS	62	53.9	8	2,375	22	2,648	42	3,840	47	4,894	58	6,571	61	7,618	62	8,729	62	9,769	62	10,923			
Universities Trade Union	5	26.3	1		1		2		5	4,700	5	5,200	5	5,700	5	6,200	5	6,700	5	7,200	1	5.3	
Wood.Industry, Forestry and Manag.of Water	25	38.5	2		11	3,505	19	5,375	20	7,214	25	7,982	25	9,644	25	11,022	25	12,325	25	13,603			

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

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

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>668</b>	<b>52.4</b>	<b>309</b>	<b>4,018</b>	<b>603</b>	<b>4,722</b>	<b>655</b>	<b>5,857</b>	<b>660</b>	<b>6,820</b>	<b>667</b>	<b>7,734</b>	<b>668</b>	<b>8,275</b>
Agriculture and Nutrition	25	53.2	13	4,077	24	4,725	25	5,296	25	5,736	25	6,316	25	6,656
Banking and Insurance	4	30.8			3	8,000	4	7,875	4	7,875	4	7,875	4	7,875
Catering, Hotels and Tourism	5	45.5	5	5,000	5	6,000	5	6,000	5	6,000	5	6,000	5	6,000
Civilian Employees of the Army	3	60.0	1		3	2,833	3	4,667	3	5,400	3	7,067	3	7,900
Commerce	6	40.0	1		5	2,130	6	2,883	6	3,825	6	4,833	6	5,958
ECHO	44	57.9	15	4,873	42	7,798	43	12,266	43	16,814	44	21,244	44	21,795
Food Industry and Allied Trade	36	58.1	13	2,462	30	3,150	36	4,294	36	4,794	36	5,639	36	6,117
Glass, Ceramic & Porcelain	20	71.4	13	4,592	20	5,705	20	5,845	20	6,060	20	6,250	20	6,355
Health Service and Social Care	11	44.0	6	4,667	9	5,667	11	5,727	11	6,227	11	6,636	11	6,864
KOVO	247	45.3	110	3,831	211	4,354	237	5,383	242	6,326	246	7,088	247	7,956
Mines, Geology and Oil Industry	11	64.7	6	4,333	9	4,467	11	6,182	11	7,091	11	8,091	11	9,182
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	16	48.5	6	4,700	15	5,660	16	7,844	16	8,219	16	8,781	16	8,844
Science and Research	10	34.5	6	5,417	10	4,870	10	5,170	10	5,200	10	5,400	10	5,400
STAVBA	72	66.1	30	4,357	65	4,752	72	5,956	72	6,929	72	7,780	72	8,172
Textile, Clothing and Leather Industry	16	64.0	4	4,625	16	4,438	16	5,534	16	6,219	16	6,988	16	7,300
Transport	2	14.3			2		2		2		2		2	
Transport, Road Economy and Repair Vehicles	8	72.7	3	1,500	8	2,500	8	2,750	8	3,125	8	3,625	8	3,875
Union of Aviation Employees	1	33.3					1		1		1		1	
UNIOS	83	72.2	53	3,879	81	4,364	81	4,860	81	5,252	83	5,575	83	5,749
Universities Trade Union	11	57.9	5	5,100	10	5,510	11	7,327	11	7,873	11	8,055	11	8,236
Wood.Industry, Forestry and Manag.of Water	32	49.2	17	3,644	31	4,444	32	5,334	32	6,195	32	7,091	32	7,680

Explanatory notes: NCA  
% CA  
CZK

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

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

Trade union	agreed in CA		length of employment in the organization:																	
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>795</b>	<b>62.3</b>	<b>334</b>	<b>5,441</b>	<b>689</b>	<b>7,206</b>	<b>769</b>	<b>9,621</b>	<b>785</b>	<b>11,535</b>	<b>792</b>	<b>13,882</b>	<b>793</b>	<b>15,313</b>	<b>794</b>	<b>16,733</b>	<b>794</b>	<b>17,864</b>	<b>795</b>	<b>18,805</b>
Agriculture and Nutrition	23	48.9	12	4,333	22	5,768	23	6,691	23	7,409	23	8,148	23	8,496	23	8,952	23	9,365	23	9,778
Banking and Insurance	6	46.2			5	26,800	6	28,083	6	28,917	6	29,750	6	30,583	6	31,417	6	32,250	6	33,083
Catering, Hotels and Tourism	8	72.7	7	5,000	8	8,125	8	8,750	8	9,375	8	9,375	8	9,375	8	9,375	8	9,375	8	9,375
Civilian Employees of the Army	4	80.0	1		3	2,833	4	4,750	4	6,550	4	9,050	4	9,675	4	11,550	4	12,175	4	12,800
Commerce	9	60.0	2		8	4,081	9	4,367	9	4,994	9	5,622	9	6,194	9	6,611	9	6,722	9	6,833
ECHO	55	72.4	28	6,957	53	11,357	53	17,462	53	21,868	55	28,273	55	32,773	55	39,636	55	45,291	55	49,527
Food Industry and Allied Trade	42	67.7	15	5,487	36	5,028	41	6,517	42	7,590	42	8,969	42	9,924	42	10,433	42	10,738	42	11,012
Glass, Ceramic & Porcelain	20	71.4	9	3,389	16	6,438	19	8,526	20	10,600	20	12,650	20	16,350	20	20,050	20	22,850	20	26,200
Health Service and Social Care	17	68.0	5	5,400	12	6,917	15	7,400	17	9,206	17	9,676	17	10,324	17	10,794	17	11,147	17	11,618
KOVO	308	56.5	115	4,863	251	5,456	293	7,322	303	9,742	305	11,386	306	12,854	307	14,092	307	15,080	308	15,994
Mines, Geology and Oil Industry	11	64.7	6	6,333	9	6,911	11	8,000	11	9,409	11	11,364	11	12,818	11	14,455	11	16,727	11	17,182
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	24	72.7	8	5,813	21	10,333	23	16,891	24	21,000	24	24,854	24	28,479	24	31,021	24	32,896	24	34,771
Science and Research	10	34.5	7	6,071	10	5,400	10	5,500	10	5,650	10	5,750	10	5,750	10	5,750	10	5,750	10	5,750
STAVBA	92	84.4	36	8,811	86	9,772	91	14,910	92	16,383	92	22,658	92	23,555	92	24,446	92	24,911	92	25,246
Textile, Clothing and Leather Industry	18	72.0	4	3,625	16	3,969	18	4,878	18	5,806	18	6,722	18	7,533	18	8,061	18	8,367	18	8,672
Transport	3	21.4			2		3	5,000	3	5,667	3	6,333	3	6,333	3	6,333	3	6,333	3	6,333
Transport, Road Economy and Repair Vehicles	9	81.8	3	3,667	7	4,929	9	9,778	9	11,444	9	12,778	9	14,389	9	15,389	9	16,389	9	17,389
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	81	70.4	51	4,729	77	5,419	78	6,560	78	7,342	81	8,083	81	8,663	81	8,928	81	9,286	81	9,336
Universities Trade Union	13	68.4	7	5,571	12	5,625	13	7,346	13	8,038	13	9,077	13	9,385	13	9,538	13	9,538	13	9,538
Wood.Industry, Forestry and Manag.of Water	34	52.3	15	3,776	30	5,848	34	8,274	34	9,504	34	11,162	34	11,966	34	12,974	34	13,856	34	14,665

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

**Wage development  
classification based on trade unions**

Trade union	Wage development contracted																												Wage development is bound to economic indicators								
	NCA	% CA	of this																																		
			by maintaining the aver. wage		by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage						by increasing the average real wage				by keeping real wage		by combination of given issues												
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	NCA	% CA	without manag.	NCA	% CA	NCA		% CA							
<b>Total</b>	<b>906</b>	<b>71.0</b>	<b>3</b>	<b>0.2</b>	<b>582</b>	<b>45.6</b>	<b>103</b>	<b>1,295</b>	<b>479</b>	<b>5.0</b>	<b>137</b>	<b>10.7</b>	<b>14</b>	<b>1.1</b>	<b>252</b>	<b>19.7</b>	<b>243</b>	<b>4.4</b>	<b>9</b>	<b>1,047</b>	<b>13</b>	<b>5.1</b>	<b>14</b>	<b>1.1</b>	<b>14</b>	<b>2.0</b>	<b>3</b>	<b>1.0</b>	<b>124</b>	<b>9.7</b>	<b>13</b>	<b>1.0</b>	<b>189</b>	<b>14.8</b>	<b>141</b>	<b>11.1</b>	
Agriculture and Nutrition	25	53.2			16	34.0	5	1,130	11	5.4	3	6.4			4	8.5	4	6.1												3	6.4	1	2.1	1	2.1	7	14.9
Banking and Insurance	9	69.2			5	38.5	1		4	3.2	4	30.8			2	15.4	2												1	7.7			3	23.1	1	7.7	
Catering, Hotels and Tourism	4	36.4													3	27.3	3	3.0											1	9.1					1	9.1	
Civilian Employees of the Army	1	20.0			1	20.0			1																												
Commerce	8	53.3			6	40.0			6	6.0					1	6.7	1												2	13.3			1	6.7			
ECHO	61	80.3			35	46.1	8	1,214	27	4.7	17	22.4	6	7.9	18	23.7	17	3.7	1		4	4.7	2	2.6	2				5	6.6	2	2.6	16	21.1	16	21.1	
Food Industry and Allied Trade	31	50.0			18	29.0	4	1,492	14	4.5	12	19.4	1	1.6	9	14.5	7	3.9	2										2	3.2			10	16.1	5	8.1	
Glass, Ceramic & Porcelain	16	57.1			13	46.4	2		11	4.8					5	17.9	5	3.7			1											2	7.1	1	3.6		
Health Service and Social Care	13	52.0			11	44.0			11	6.9	1	4.0			1	4.0	1																		1	4.0	
KOVO	435	79.8	3	0.6	283	51.9	57	1,274	226	4.8	46	8.4	7	1.3	145	26.6	142	4.5	3	692	2		5	0.9	5	2.4			64	11.7	7	1.3	97	17.8	75	13.8	
Mines, Geology and Oil Industry	13	76.5			4	23.5	1		3	4.3	3	17.6			4	23.5	4	7.0											4	23.5			2	11.8	4	23.5	
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	87.9			19	57.6	2		17	4.5	11	33.3			5	15.2	5	3.6											2	6.1			8	24.2	1	3.0	
Science and Research	2	6.9																											2	6.9					2	6.9	
STAVBA	93	85.3			83	76.1	12	1,417	71	5.5	9	8.3			9	8.3	9	4.5											6	5.5	3	2.8	13	11.9	9	8.3	
Textile, Clothing and Leather Industry	17	68.0			13	52.0			13	4.8	2	8.0			4	16.0	4	4.0											4	16.0			5	20.0	4	16.0	
Transport	6	42.9			6	42.9			6	4.5													1	7.1	1				1	7.1			2	14.3			
Transport, Road Economy and Repair Vehicles	8	72.7			5	45.5			5	4.2					1	9.1	1												3	27.3			1	9.1	1	9.1	
Union of Aviation Employees	2	66.7			1	33.3			1																				1	33.3							
UNIOS	71	61.7			34	29.6	7	1,257	27	4.9	16	13.9			24	20.9	21	4.2	3	950	1								18	15.7			20	17.4	5	4.3	
Universities Trade Union	3	15.8			2	10.5			2																				1	5.3							
Wood,Industry, Forestry and Manag.of Water	58	89.2			27	41.5	4	1,475	23	5.1	13	20.0			16	24.6	16	4.7			5	5.7	6	9.2	6	1.2	3	1.0	4	6.2			8	12.3	7	10.8	

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

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

Trade union	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue											
NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h	
<b>Total</b>	<b>695</b>	<b>54.5</b>	<b>105</b>	<b>8.2</b>	<b>39</b>	<b>3.1</b>	<b>590</b>	<b>46.2</b>	<b>224</b>	<b>17.6</b>	<b>96.1</b>	<b>204</b>	<b>16.0</b>	<b>83.8</b>	<b>356</b>	<b>27.9</b>	<b>16.6</b>	<b>18.57</b>
Agriculture and Nutrition	23	48.9			1	2.1	23	48.9	7	14.9	100.0	5	10.6	93.0	9	19.1	15.3	
Banking and Insurance	7	53.8	1	7.7			6	46.2				5	38.5	97.0	1	7.7		
Catering, Hotels and Tourism	6	54.5	1	9.1			5	45.5	7	63.6	100.0	6	54.5	100.0	5	45.5	15.0	
Civilian Employees of the Army	1	20.0					1	20.0				1	20.0					
Commerce	4	26.7	1	6.7			3	20.0	4	26.7	100.0	4	26.7	90.0	2	13.3		
ECHO	59	77.6	10	13.2	1	1.3	48	63.2	40	52.6	91.5	43	56.6	75.1	33	43.4	15.1	22.25
Food Industry and Allied Trade	28	45.2					28	45.2	6	9.7	100.0	6	9.7	86.7	9	14.5	17.1	15.50
Glass, Ceramic & Porcelain	20	71.4	2	7.1			18	64.3	1	3.6		4	14.3	80.0	7	25.0	18.6	
Health Service and Social Care	19	76.0					19	76.0	2	8.0		2	8.0		13	52.0	17.9	30.00
KOVO	277	50.8	34	6.2	13	2.4	239	43.9	88	16.1	95.8	71	13.0	84.4	109	20.0	17.9	16.75
Mines, Geology and Oil Industry	11	64.7	3	17.6			8	47.1	5	29.4	100.0	4	23.5	100.0	5	29.4	16.0	11.33
Postal, Telecom. and Newspaper Services	4	66.7					4	66.7				2	33.3					
Profess.and Trade Union of Orchestral Music.																		
Railway Trade Unions	15	45.5	1	3.0	4	12.1	10	30.3	7	21.2	91.4	10	30.3	83.5	10	30.3	15.3	17.67
Science and Research	7	24.1					7	24.1	1	3.4		1	3.4					
STAVBA	70	64.2	38	34.9	9	8.3	40	36.7	25	22.9	100.0	3	2.8	76.7	91	83.5	15.8	14.00
Textile, Clothing and Leather Industry	15	60.0	6	24.0	5	20.0	12	48.0	1	4.0		2	8.0		4	16.0	19.0	20.00
Transport	13	92.9					13	92.9	3	21.4	100.0	1	7.1		5	35.7	21.7	20.75
Transport, Road Economy and Repair Vehicles	11	100.0					11	100.0	4	36.4	97.5	2	18.2		3	27.3	15.0	10.00
Union of Aviation Employees	3	100.0	1	33.3			3	100.0										
UNIOS	53	46.1	5	4.3	1	0.9	49	42.6	11	9.6	94.1	19	16.5	82.1	25	21.7	16.2	18.71
Universities Trade Union	17	89.5	1	5.3			16	84.2	1	5.3		2	10.5		7	36.8	15.7	
Wood.Industry, Forestry and Manag.of Water	32	49.2	1	1.5	5	7.7	27	41.5	11	16.9	100.0	11	16.9	86.4	18	27.7	15.9	22.50

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



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

Trade union	Applying the working hours account under Section 86 LC									Applying the working hours account in overtime under Subsec. 4,LC			Use of wage by the task			
	agreed in CA		compensatory period weeks	The amount of fixed wages beyond the scope of Section 120, subsec. 1,LC			agreed in CA			extent hours	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)			
	NCA	% CA		NCA	% CA	% AE	other form		NCA		% CA	NCA	% CA	NCA	% CA	
			NCA				% CA	NCA		% CA						
<b>Total</b>	<b>93</b>	<b>7.3</b>	<b>49.8</b>	<b>24</b>	<b>1.9</b>	<b>93.2</b>	<b>3</b>	<b>0.2</b>	<b>18</b>	<b>1.4</b>	<b>81.8</b>	<b>169</b>	<b>13.2</b>	<b>85</b>	<b>6.7</b>	
Agriculture and Nutrition	9	19.1	52.0	4	8.5	85.0	1	2.1				14	29.8	3	6.4	
Banking and Insurance																
Catering, Hotels and Tourism																
Civilian Employees of the Army	1	20.0														
Commerce												1	6.7	1	6.7	
ECHO	7	9.2	52.0	2	2.6							11	14.5	1	1.3	
Food Industry and Allied Trade	5	8.1	36.4	2	3.2							11	17.7	4	6.5	
Glass, Ceramic & Porcelain	1	3.6										6	21.4	3	10.7	
Health Service and Social Care	1	4.0														
KOVO	40	7.3	51.4	14	2.6	95.8	2	0.4	12	2.2	79.8	76	13.9	45	8.3	
Mines, Geology and Oil Industry												5	29.4	3	17.6	
Postal, Telecom. and Newspaper Services	1	16.7										2	33.3	2	33.3	
Profess.and Trade Union of Orchestral Music.																
Railway Trade Unions	7	21.2	48.3	2	6.1				4	12.1	85.5	7	21.2	5	15.2	
Science and Research												1	3.4	1	3.4	
STAVBA	12	11.0	52.0						1	0.9		14	12.8	11	10.1	
Textile, Clothing and Leather Industry	3	12.0	43.3						1	4.0		6	24.0	2	8.0	
Transport																
Transport, Road Economy and Repair Vehicles												4	36.4	1	9.1	
Union of Aviation Employees																
UNIOS	4	3.5	52.0									1	0.9			
Universities Trade Union												2	10.5	1	5.3	
Wood.Industry, Forestry and Manag.of Water	2	3.1										8	12.3	2	3.1	

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

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

Trade union	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>1,223</b>	<b>95.8</b>	<b>1,085</b>	<b>85.0</b>	<b>729</b>	<b>57.1</b>	<b>637</b>	<b>49.9</b>	<b>903</b>	<b>70.8</b>
Agriculture and Nutrition	46	97.9	40	85.1	33	70.2	16	34.0	34	72.3
Banking and Insurance	13	100.0	11	84.6	12	92.3	5	38.5	11	84.6
Catering, Hotels and Tourism	11	100.0	9	81.8	3	27.3	6	54.5	7	63.6
Civilian Employees of the Army	5	100.0	5	100.0	5	100.0	1	20.0	5	100.0
Commerce	15	100.0	12	80.0	12	80.0	5	33.3	10	66.7
ECHO	75	98.7	70	92.1	37	48.7	51	67.1	62	81.6
Food Industry and Allied Trade	59	95.2	45	72.6	21	33.9	33	53.2	35	56.5
Glass, Ceramic & Porcelain	27	96.4	27	96.4	17	60.7	26	92.9	26	92.9
Health Service and Social Care	25	100.0	23	92.0	15	60.0	13	52.0	19	76.0
KOVO	518	95.0	472	86.6	340	62.4	271	49.7	402	73.8
Mines, Geology and Oil Industry	17	100.0	17	100.0	9	52.9	12	70.6	16	94.1
Postal, Telecom. and Newspaper Services	6	100.0	4	66.7	6	100.0			4	66.7
Profess.and Trade Union of Orchestral Music.	2	66.7			2	66.7				
Railway Trade Unions	31	93.9	23	69.7	17	51.5	3	9.1	12	36.4
Science and Research	24	82.8	4	13.8	24	82.8	1	3.4	5	17.2
STAVBA	108	99.1	101	92.7	47	43.1	40	36.7	60	55.0
Textile, Clothing and Leather Industry	24	96.0	21	84.0	11	44.0	8	32.0	14	56.0
Transport	14	100.0	14	100.0	5	35.7	1	7.1	5	35.7
Transport, Road Economy and Repair Vehicles	11	100.0	10	90.9	1	9.1	9	81.8	9	81.8
Union of Aviation Employees	3	100.0	3	100.0	3	100.0	2	66.7	3	100.0
UNIOS	106	92.2	106	92.2	51	44.3	80	69.6	94	81.7
Universities Trade Union	19	100.0	9	47.4	19	100.0	15	78.9	16	84.2
Wood.Industry, Forestry and Manag.of Water	64	98.5	59	90.8	39	60.0	39	60.0	54	83.1

Explanatory notes: NCA  
% CA  
\*

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

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

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly					Establishment of commission for the interpretation and fulfilment of obligations entailed in CA			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
<b>Total</b>	<b>1,105</b>	<b>86.6</b>	<b>246</b>	<b>19.3</b>	<b>698</b>	<b>54.7</b>	<b>1,140</b>	<b>89.3</b>	<b>1,016</b>	<b>441</b>	<b>797</b>	<b>439</b>	<b>233</b>	<b>370</b>	<b>29.0</b>
Agriculture and Nutrition	37	78.7	3	6.4	15	31.9	38	80.9	34	12	29	5	10	8	17.0
Banking and Insurance	12	92.3			10	76.9	12	92.3	12	8	12	4	8	1	7.7
Catering, Hotels and Tourism	11	100.0			1	9.1	10	90.9	8	7	6	8		1	9.1
Civilian Employees of the Army	5	100.0	1	20.0	4	80.0	5	100.0	5	3	5	2	2	1	20.0
Commerce	13	86.7			6	40.0	12	80.0	10	7	11	7	9	8	53.3
ECHO	71	93.4	20	26.3	50	65.8	72	94.7	66	48	53	19	28	21	27.6
Food Industry and Allied Trade	51	82.3	2	3.2	52	83.9	51	82.3	45	14	20	28	6	6	9.7
Glass, Ceramic & Porcelain	26	92.9	2	7.1	20	71.4	24	85.7	21	1	9		2	16	57.1
Health Service and Social Care	24	96.0			17	68.0	23	92.0	22	7	21	5	12	1	4.0
KOVO	461	84.6	161	29.5	286	52.5	495	90.8	428	211	360	243	56	248	45.5
Mines, Geology and Oil Industry	14	82.4	4	23.5	7	41.2	16	94.1	15	3	15	4	1	11	64.7
Postal, Telecom. and Newspaper Services	5	83.3	3	50.0	3	50.0	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	29	87.9	14	42.4	16	48.5	31	93.9	29	17	25	13	13		
Science and Research	24	82.8			12	41.4	23	79.3	21	2	18	1	8	4	13.8
STAVBA	93	85.3	18	16.5	40	36.7	99	90.8	87	38	55	56	11	10	9.2
Textile, Clothing and Leather Industry	21	84.0	4	16.0	10	40.0	20	80.0	19	5	12	5		8	32.0
Transport	12	85.7	2	14.3	4	28.6	11	78.6	11	4	7	4		3	21.4
Transport, Road Economy and Repair Vehicles	8	72.7	5	45.5	5	45.5	10	90.9	10	3	4	6	1	6	54.5
Union of Aviation Employees	3	100.0					3	100.0	3		3	2		2	66.7
UNIOS	109	94.8	7	6.1	90	78.3	100	87.0	88	22	56	21	15	9	7.8
Universities Trade Union	17	89.5			6	31.6	18	94.7	17		18	1	7	4	21.1
Wood.Industry, Forestry and Manag.of Water	57	87.7			44	67.7	59	90.8	58	25	50	4	40	2	3.1

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

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

Trade union	Number of trade unions active in the company											if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC										
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
<b>Total</b>	<b>982</b>	<b>77.0</b>	<b>145</b>	<b>11.4</b>	<b>62</b>	<b>4.9</b>	<b>22</b>	<b>1.7</b>	<b>65</b>	<b>5.1</b>	<b>277</b>	<b>94.2</b>	<b>17</b>	<b>5.8</b>	<b>1,013</b>	<b>79.4</b>	<b>403</b>	<b>31.6</b>	<b>884</b>	<b>69.3</b>	<b>307</b>	<b>24.1</b>	
Agriculture and Nutrition	32	68.1	12	25.5	2	4.3	1	2.1			15	100.0			21	44.7	3	6.4	18	38.3	3	6.4	
Banking and Insurance	9	69.2	1	7.7	1	7.7			2	15.4	3	75.0	1	25.0	11	84.6	3	23.1	9	69.2	3	23.1	
Catering, Hotels and Tourism	7	63.6					1	9.1	3	27.3	4	100.0			10	90.9	1	9.1	11	100.0			
Civilian Employees of the Army	2	40.0			2	40.0			1	20.0	2	66.7	1	33.3	5	100.0	2	40.0	5	100.0	4	80.0	
Commerce	9	60.0	2	13.3			1	6.7	3	20.0	6	100.0			10	66.7	2	13.3	7	46.7	4	26.7	
ECHO	48	63.2	14	18.4	4	5.3	2	2.6	8	10.5	28	100.0			64	84.2	25	32.9	53	69.7	29	38.2	
Food Industry and Allied Trade	40	64.5	12	19.4	5	8.1	2	3.2	3	4.8	22	100.0			51	82.3	35	56.5	32	51.6	6	9.7	
Glass, Ceramic & Porcelain	17	60.7	7	25.0	2	7.1	2	7.1			8	72.7	3	27.3	23	82.1	22	78.6	9	32.1	20	71.4	
Health Service and Social Care	9	36.0	9	36.0	3	12.0	2	8.0	2	8.0	16	100.0			21	84.0	4	16.0	16	64.0	2	8.0	
KOVO	488	89.5	37	6.8	13	2.4	3	0.6	4	0.7	54	94.7	3	5.3	432	79.3	234	42.9	408	74.9	166	30.5	
Mines, Geology and Oil Industry	13	76.5			2	11.8			2	11.8	4	100.0			13	76.5	5	29.4	14	82.4	7	41.2	
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	15	45.5	8	24.2	2	6.1	2	6.1	6	18.2	17	94.4	1	5.6	30	90.9	4	12.1	26	78.8	4	12.1	
Science and Research	28	96.6	1	3.4									1	100.0	22	75.9	11	37.9	15	51.7	14	48.3	
STAVBA	72	66.1	13	11.9	8	7.3			16	14.7	37	100.0			78	71.6	18	16.5	70	64.2	9	8.3	
Textile, Clothing and Leather Industry	22	88.0	2	8.0	1	4.0					3	100.0			10	40.0	3	12.0	6	24.0	4	16.0	
Transport	6	42.9	4	28.6	2	14.3	1	7.1	1	7.1	8	100.0			9	64.3			8	57.1			
Transport, Road Economy and Repair Vehicles	2	18.2	7	63.6					2	18.2	8	88.9	1	11.1	9	81.8	1	9.1	10	90.9	7	63.6	
Union of Aviation Employees					2	66.7	1	33.3			3	100.0			3	100.0	3	100.0	3	100.0	3	100.0	
UNIOS	94	81.7	9	7.8	11	9.6			1	0.9	21	100.0			114	99.1	6	5.2	114	99.1	6	5.2	
Universities Trade Union	9	47.4			1	5.3	2	10.5	7	36.8	4	40.0	6	60.0	18	94.7	3	15.8	16	84.2	4	21.1	
Wood.Industry, Forestry and Manag.of Water	52	80.0	6	9.2	1	1.5	2	3.1	4	6.2	13	100.0			51	78.5	14	21.5	28	43.1	9	13.8	

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
<b>Total</b>	<b>402</b>	<b>31.5</b>	<b>1.4</b>	<b>2.3</b>	<b>416</b>	<b>32.6</b>	<b>1.2</b>	<b>2.1</b>	<b>630</b>	<b>49.4</b>	<b>1.3</b>	<b>4.5</b>	<b>111</b>	<b>8.7</b>	<b>1.3</b>	<b>2.8</b>	<b>623</b>	<b>48.8</b>	<b>448</b>	<b>35.1</b>	<b>387</b>	<b>30.3</b>	<b>83</b>	<b>6.5</b>	<b>103</b>	<b>8.1</b>
Agriculture and Nutrition	9	19.1	2.2	2.2	9	19.1	1.2	1.2	10	21.3	1.1	3.6	1	2.1			10	21.3	9	19.1	1	2.1	1	2.1	1	2.1
Banking and Insurance	8	61.5	1.5	2.4	8	61.5	1.3	2.1	12	92.3	1.3	5.3					12	92.3	10	76.9	7	53.8	3	23.1		
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			6	54.5				
Civilian Employees of the Army	2	40.0			2	40.0			5	100.0	1.0	3.6	1	20.0			5	100.0	5	100.0	2	40.0			1	20.0
Commerce	4	26.7	1.4	2.1	4	26.7	1.3	2.0	5	33.3	1.0	1.6					4	26.7	1	6.7	1	6.7			2	13.3
ECHO	56	73.7	1.1	2.4	57	75.0	1.1	2.3	65	85.5	1.4	9.0	12	15.8	1.3	2.9	65	85.5	61	80.3	57	75.0	15	19.7	5	6.6
Food Industry and Allied Trade	3	4.8	1.0	2.3	4	6.5	1.3	2.3	26	41.9	1.4	4.8					25	40.3	22	35.5	6	9.7	3	4.8	8	12.9
Glass, Ceramic & Porcelain	6	21.4	2.0	2.8	6	21.4	1.3	2.5	10	35.7	1.0	2.8	2	7.1			15	53.6	14	50.0	2	7.1	1	3.6	2	7.1
Health Service and Social Care	5	20.0	1.4	1.8	4	16.0	1.3	1.8	3	12.0	1.3	2.3	1	4.0			3	12.0	1	4.0	3	12.0				
KOVO	118	21.7	1.6	2.2	121	22.2	1.2	1.9	225	41.3	1.3	3.3	28	5.1	1.6	3.2	234	42.9	158	29.0	130	23.9	26	4.8	61	11.2
Mines, Geology and Oil Industry	11	64.7	1.0	1.9	11	64.7	1.0	1.9	12	70.6	1.1	3.7	1	5.9			10	58.8	8	47.1	8	47.1	1	5.9	1	5.9
Postal, Telecom. and Newspaper Services	5	83.3	1.2	1.8	5	83.3	1.2	1.8	6	100.0	1.3	6.2					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	11	33.3	1.3	2.5	13	39.4	1.0	2.4	19	57.6	1.1	3.6	3	9.1	2.3	3.7	21	63.6	16	48.5	15	45.5	5	15.2	7	21.2
Science and Research	3	10.3	3.0	3.0	3	10.3	3.0	3.0	7	24.1	1.8	2.1					3	10.3	2	6.9	1	3.4			2	6.9
STAVBA	88	80.7	1.2	2.4	88	80.7	1.0	2.2	94	86.2	1.0	4.0	55	50.5	1.0	2.3	90	82.6	47	43.1	87	79.8	9	8.3	4	3.7
Textile, Clothing and Leather Industry	3	12.0	1.3	1.3	4	16.0	1.5	1.5	7	28.0	2.7	3.0	1	4.0			8	32.0	7	28.0	1	4.0	3	12.0		
Transport	1	7.1			1	7.1			4	28.6	2.0	3.0					4	28.6	4	28.6						
Transport, Road Economy and Repair Vehicles	4	36.4	2.0	3.3	4	36.4	1.0	2.5	5	45.5	1.0	3.5	2	18.2			5	45.5	2	18.2	4	36.4				
Union of Aviation Employees									2	66.7							2	66.7	2	66.7						
UNIOS	28	24.3	1.5	2.2	35	30.4	1.4	2.1	55	47.8	1.8	6.2	3	2.6	1.7	2.0	44	38.3	34	29.6	25	21.7	7	6.1	6	5.2
Universities Trade Union	5	26.3	1.0	2.0	5	26.3	1.0	2.0	12	63.2	1.0	2.7	1	5.3			12	63.2	7	36.8	7	36.8	1	5.3		
Wood.Industry, Forestry and Manag.of Water	26	40.0	1.5	2.3	26	40.0	1.2	2.0	40	61.5	1.4	5.0					39	60.0	33	50.8	21	32.3	6	9.2	2	3.1

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed  
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file  
 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
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	multishift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA
								hours/week	hours/week	hours/week	hours/week								
<b>Total</b>	<b>1,153</b>	<b>90.4</b>	<b>753</b>	<b>59.0</b>	<b>38.0</b>	<b>400</b>	<b>31.3</b>	<b>39.7</b>	<b>38.35</b>	<b>37.4</b>	<b>37.3</b>	<b>381</b>	<b>29.9</b>	<b>1,143</b>	<b>89.6</b>	<b>8.8</b>	<b>4.4</b>	<b>78.0</b>	<b>2.8</b>
Agriculture and Nutrition	40	85.1	23	48.9	38.8	17	36.2	39.7	38.36	37.5	37.5	13	27.7	43	91.5	10.6	4.4	80.9	
Banking and Insurance	13	100.0	9	69.2	39.2	4	30.8	40.0	38.75	37.5	37.5	10	76.9	11	84.6	7.7	8.0	61.5	15.4
Catering, Hotels and Tourism	10	90.9				10	90.9	40.0	38.75	37.5	37.5	2	18.2	4	36.4			36.4	
Civilian Employees of the Army	5	100.0	4	80.0	37.5	1	20.0					5	100.0	5	100.0	20.0	5.0	80.0	
Commerce	13	86.7	6	40.0	39.6	7	46.7	40.0	38.57	37.5	37.5	1	6.7	9	60.0	13.3	1.5	46.7	
ECHO	74	97.4	59	77.6	37.6	15	19.7	38.0	37.57	37.2	36.4	42	55.3	75	98.7	2.6	6.5	94.7	1.3
Food Industry and Allied Trade	61	98.4	33	53.2	38.0	28	45.2	39.9	38.48	37.4	37.3	23	37.1	55	88.7	12.9	4.5	74.2	1.6
Glass, Ceramic & Porcelain	28	100.0	22	78.6	37.5	6	21.4	39.6	38.44	37.5	37.5	5	17.9	26	92.9			92.9	
Health Service and Social Care	17	68.0	3	12.0	37.5	14	56.0	40.0	38.75	37.5	37.5	5	20.0	24	96.0	8.0	7.5	84.0	4.0
KOVO	482	88.4	331	60.7	37.8	151	27.7	39.8	38.27	37.4	37.3	135	24.8	481	88.3	11.6	4.0	76.3	0.4
Mines, Geology and Oil Industry	13	76.5	10	58.8	37.5	3	17.6	40.0	38.75	37.5	37.5	11	64.7	15	88.2			76.5	11.8
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	31	93.9	19	57.6	38.0	12	36.4	39.3	38.44	37.5	36.9	19	57.6	32	97.0	6.1	6.0	81.8	9.1
Science and Research	14	48.3	14	48.3	40.0							13	44.8	22	75.9	3.4	5.0	72.4	
STAVBA	105	96.3	42	38.5	38.3	63	57.8	40.0	38.41	37.5	37.5	20	18.3	98	89.9	3.7	2.3	86.2	
Textile, Clothing and Leather Industry	25	100.0	23	92.0	37.6	2	8.0					5	20.0	19	76.0	8.0	5.0	68.0	
Transport	14	100.0	12	85.7	39.3	2	14.3					1	7.1	9	64.3			64.3	
Transport, Road Economy and Repair Vehicles	10	90.9	1	9.1		9	81.8	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			100.0	
UNIOS	111	96.5	82	71.3	38.3	29	25.2	39.8	38.54	37.5	37.0	16	13.9	112	97.4	7.0	5.1	87.8	2.6
Universities Trade Union	16	84.2	8	42.1	39.7	8	42.1	40.0	38.75	37.5	37.5	12	63.2	19	100.0			21.1	78.9
Wood.Industry, Forestry and Manag.of Water	62	95.4	51	78.5	37.9	11	16.9	39.1	38.13	37.3	37.0	31	47.7	62	95.4	16.9	6.0	69.2	9.2

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
<b>Total</b>	<b>4</b>	<b>0.3</b>	<b>76</b>	<b>856</b>	<b>67.1</b>	<b>50.2</b>	<b>538</b>	<b>42.2</b>	<b>48.2</b>
Agriculture and Nutrition				32	68.1	51.2	12	25.5	49.8
Banking and Insurance				9	69.2	47.6	4	30.8	52.0
Catering, Hotels and Tourism				10	90.9	31.2	10	90.9	44.2
Civilian Employees of the Army				5	100.0	52.0	1	20.0	
Commerce				10	66.7	46.8	8	53.3	45.5
ECHO				56	73.7	51.1	54	71.1	50.4
Food Industry and Allied Trade	1	1.6		52	83.9	50.5	27	43.5	45.3
Glass, Ceramic & Porcelain				25	89.3	49.8	20	71.4	50.3
Health Service and Social Care				19	76.0	50.7	15	60.0	47.1
KOVO	1	0.2		338	62.0	50.9	180	33.0	49.1
Mines, Geology and Oil Industry				15	88.2	48.5	10	58.8	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				26	78.8	48.5	21	63.6	46.9
Science and Research				4	13.8	45.5	6	20.7	36.1
STAVBA	1	0.9		97	89.0	49.6	78	71.6	50.0
Textile, Clothing and Leather Industry				15	60.0	48.5	7	28.0	52.0
Transport				5	35.7	52.0	8	57.1	48.8
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	52.0
UNIOS	1	0.9		59	51.3	51.5	29	25.2	46.8
Universities Trade Union				14	73.7	50.1	9	47.4	42.2
Wood.Industry, Forestry and Manag.of Water				49	75.4	49.9	22	33.8	47.3

Explanatory notes: NCA

% CA

hours/year

weeks

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

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

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

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

Trade union	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>35</b>	<b>2.7</b>	<b>40</b>	<b>3.1</b>	<b>32</b>	<b>2.5</b>	<b>36</b>	<b>2.8</b>
Agriculture and Nutrition	2	4.3			1	2.1	3	6.4
Banking and Insurance	2	15.4	2	15.4			4	30.8
Catering, Hotels and Tourism							8	72.7
Civilian Employees of the Army								
Commerce			1	6.7	1	6.7	1	6.7
ECHO					1	1.3	3	3.9
Food Industry and Allied Trade	1	1.6					3	4.8
Glass, Ceramic & Porcelain	1	3.6						
Health Service and Social Care							3	12.0
KOVO	28	5.1	25	4.6	9	1.7		
Mines, Geology and Oil Industry								
Postal, Telecom. and Newspaper Services							1	16.7
Profess.and Trade Union of Orchestral Music.								
Railway Trade Unions			3	9.1	3	9.1		
Science and Research					1	3.4	3	10.3
STAVBA			6	5.5	6	5.5		
Textile, Clothing and Leather Industry								
Transport								
Transport, Road Economy and Repair Vehicles			1	9.1	1	9.1		
Union of Aviation Employees								
UNIOS			1	0.9	7	6.1		
Universities Trade Union			1	5.3	2	10.5	4	21.1
Wood.Industry, Forestry and Manag.of Water	1	1.5					3	4.6

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



**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		
<b>Total</b>	<b>410</b>	<b>32.1</b>	<b>25</b>	<b>2.0</b>	<b>398</b>	<b>31.2</b>	<b>10</b>	<b>0.8</b>	<b>35</b>	<b>2.7</b>	<b>33</b>	<b>2.6</b>			<b>2</b>	<b>0.2</b>			<b>2</b>	<b>0.2</b>
Agriculture and Nutrition	11	23.4			11	23.4			2	4.3	2	4.3								
Banking and Insurance	9	69.2			9	69.2			2	15.4	2	15.4								
Catering, Hotels and Tourism	3	27.3			3	27.3														
Civilian Employees of the Army	3	60.0			3	60.0			1	20.0	1	20.0								
Commerce	9	60.0			9	60.0														
ECHO	44	57.9	5	6.6	44	57.9	3	3.9	11	14.5	10	13.2			2	2.6				
Food Industry and Allied Trade	35	56.5	3	4.8	34	54.8			1	1.6	1	1.6								
Glass, Ceramic & Porcelain									1	3.6	1	3.6								
Health Service and Social Care	3	12.0			3	12.0			1	4.0	1	4.0								
KOVO	115	21.1	6	1.1	112	20.6	1	0.2	4	0.7	4	0.7							1	0.2
Mines, Geology and Oil Industry	7	41.2			7	41.2			3	17.6	3	17.6								
Postal, Telecom. and Newspaper Services	4	66.7			4	66.7														
Profess.and Trade Union of Orchestral Music.																				
Railway Trade Unions	24	72.7	6	18.2	21	63.6	1	3.0												
Science and Research	6	20.7	3	10.3	3	10.3			3	10.3	3	10.3								
STAVBA	22	20.2			22	20.2	1	0.9												
Textile, Clothing and Leather Industry																				
Transport	1	7.1	1	7.1																
Transport, Road Economy and Repair Vehicles	5	45.5			5	45.5	2	18.2												
Union of Aviation Employees	1	33.3	1	33.3	1	33.3	1	33.3	1	33.3	1	33.3								
UNIOS	54	47.0			53	46.1	1	0.9												
Universities Trade Union	12	63.2			12	63.2			1	5.3									1	5.3
Wood.Industry, Forestry and Manag.of Water	42	64.6			42	64.6			4	6.2	4	6.2								

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

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

Trade union	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>1,210</b>	<b>94.8</b>	<b>52.91</b>	<b>54.7</b>	<b>16.50</b>	<b>30.1</b>	<b>62.41</b>	<b>56.3</b>	<b>302</b>	<b>181</b>	<b>14.2</b>	<b>24</b>	<b>1.9</b>	<b>22</b>	<b>1.7</b>
Agriculture and Nutrition	47	100.0	48.89	55.0	7.91		67.40	55.0	8	5	10.6	1	2.1		
Banking and Insurance	13	100.0	61.75	55.0	31.69		113.75	55.0	1	1	7.7				
Catering, Hotels and Tourism	10	90.9		55.0	10.00			100.0		2	18.2	1	9.1		
Civilian Employees of the Army	5	100.0	39.53	55.0	25.68					2	40.0				
Commerce	13	86.7	42.00	55.0	2.00		54.25	55.0	3						
ECHO	76	100.0	56.29	55.0	15.68		64.50	55.6	28	24	31.6				
Food Industry and Allied Trade	58	93.5	59.03	55.0	13.14		100.00	60.0	24	9	14.5				
Glass, Ceramic & Porcelain	27	96.4		55.0	13.00		29.50	55.0	15	13	46.4				
Health Service and Social Care	24	96.0		55.0	7.87		75.00	52.5	15	8	32.0	1	4.0	1	4.0
KOVO	516	94.7	52.40	54.8	13.34		51.52	57.3	164	67	12.3	12	2.2	13	2.4
Mines, Geology and Oil Industry	17	100.0	44.00	55.0	9.50		54.45	54.3	2						
Postal, Telecom. and Newspaper Services	6	100.0	57.25	55.0	25.00		75.00								
Profess.and Trade Union of Orchestral Music.	2	66.7													
Railway Trade Unions	33	100.0	37.00	54.0	7.88		60.75	54.4	4	8	24.2	2	6.1	1	3.0
Science and Research	27	93.1	40.05	44.7	26.12	31.0			4	5	17.2				
STAVBA	104	95.4	44.57	54.7	12.33	31.1	66.89	55.0	6	10	9.2	4	3.7	4	3.7
Textile, Clothing and Leather Industry	21	84.0	46.15	54.2			55.13	52.3	3	3	12.0				
Transport	14	100.0		55.0	27.50		69.50		4						
Transport, Road Economy and Repair Vehicles	9	81.8	55.00	55.0	11.50		85.75		1	7	63.6	1	9.1	1	9.1
Union of Aviation Employees	3	100.0		53.3	15.00					1	33.3				
UNIOS	105	91.3	59.18	54.8	19.01	28.9		55.0	8	5	4.3	1	0.9	1	0.9
Universities Trade Union	16	84.2		55.0			44.00	55.0	5	3	15.8				
Wood.Industry, Forestry and Manag.of Water	64	98.5	62.35	54.9	13.84	32.0	75.13	56.9	7	8	12.3	1	1.5	1	1.5

Explanatory notes: NCA

% CA

aver. CZK

aver.% of price

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

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

average contribution in CZK

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

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

Trade union	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices		Contribution to pension insurance						Contribution to life insurance						
			agreed in CA		amount allowed				agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision	
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
<b>Total</b>	<b>30</b>	<b>2.4</b>	<b>122</b>	<b>9.6</b>	<b>933</b>	<b>71.8</b>	<b>267</b>	<b>20.9</b>	<b>850</b>	<b>66.6</b>	<b>640</b>	<b>975</b>	<b>3.2</b>	<b>679</b>	<b>53.2</b>	<b>318</b>	<b>24.9</b>	<b>580</b>	<b>839</b>	<b>266</b>	<b>20.8</b>
Agriculture and Nutrition			4	8.5	533	30.0	10	21.3	23	48.9	472	637	4.7	21	44.7	7	14.9	460	793	6	12.8
Banking and Insurance	2	15.4					7	53.8	11	84.6	663	1,030	3.1	8	61.5	8	61.5	792	1,062	7	53.8
Catering, Hotels and Tourism							8	72.7	8	72.7	894	906		8	72.7	6	54.5	950	950	6	54.5
Civilian Employees of the Army			1	20.0			2	40.0	3	60.0	500	1,000	4.0	3	60.0	1	20.0			1	20.0
Commerce			1	6.7			4	26.7	6	40.0	525	575	2.8	6	40.0	4	26.7	475	615	4	26.7
ECHO			6	7.9	1,064	70.0	16	21.1	68	89.5	853	1,196	3.4	62	81.6	31	40.8	763	1,043	29	38.2
Food Industry and Allied Trade	2	3.2	10	16.1	1,252		21	33.9	39	62.9	650	866	3.0	32	51.6	16	25.8	646	970	15	24.2
Glass, Ceramic & Porcelain			1	3.6			2	7.1	24	85.7	579	688	3.5	22	78.6	9	32.1	443	567	8	28.6
Health Service and Social Care							16	64.0	20	80.0	423	1,026		19	76.0	8	32.0	420	631	7	28.0
KOVO	9	1.7	74	13.6	927	74.6	52	9.5	358	65.7	612	926	3.2	270	49.5	107	19.6	508	730	82	15.0
Mines, Geology and Oil Industry	3	17.6	2	11.8			4	23.5	12	70.6	566	658	3.2	10	58.8	5	29.4	592	880	4	23.5
Postal, Telecom. and Newspaper Services							1	16.7	3	50.0	400	500		2	33.3	1	16.7			1	16.7
Profess.and Trade Union of Orchestral Music.	1	33.3														1	33.3				
Railway Trade Unions	2	6.1	1	3.0			17	51.5	28	84.8	656	1,219	3.0	23	69.7	20	60.6	624	975	17	51.5
Science and Research							5	17.2	13	44.8	456	656		9	31.0	4	13.8	259	829	3	10.3
STAVBA	8	7.3	4	3.7	800	66.7	35	32.1	75	68.8	600	1,291	2.6	68	62.4	18	16.5	361	1,021	17	15.6
Textile, Clothing and Leather Industry			2	8.0			3	12.0	11	44.0	300	413	3.5	4	16.0	3	12.0	325	533	2	8.0
Transport							10	71.4			471	693	3.0	5	35.7	2	14.3			2	14.3
Transport, Road Economy and Repair Vehicles							8	72.7			833	880	3.0	8	72.7	3	27.3	500	500	2	18.2
Union of Aviation Employees	1	33.3	1	33.3			2	66.7	3	100.0	400	900	2.8	2	66.7						
UNIOS			8	7.0	863	50.0	27	23.5	78	67.8	746	983	3.6	53	46.1	43	37.4	637	851	33	28.7
Universities Trade Union							11	57.9	4	21.1	300	1,050	3.0	3	15.8						
Wood.Industry, Forestry and Manag.of Water	2	3.1	7	10.8	924		24	36.9	45	69.2	694	996	2.7	41	63.1	21	32.3	739	969	20	30.8

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	
<b>Total</b>	<b>397</b>	<b>31.1</b>	<b>36</b>	<b>2.3</b>	<b>21</b>	<b>2,295</b>	<b>74</b>	<b>1.9</b>	<b>234</b>	<b>131</b>	<b>3,839</b>	<b>221</b>	<b>17.3</b>	<b>53</b>	<b>8,196</b>	<b>22</b>	<b>1.8</b>	<b>96</b>	<b>95</b>	<b>3,103</b>	
Agriculture and Nutrition	19	40.4	1		2		3	2.3	11	5	1,694	1	2.1			1					
Banking and Insurance	9	69.2	2				4	2.3	1	3	52,841										
Catering, Hotels and Tourism	4	36.4							1	4	18	2	18.2	1				1	1		
Civilian Employees of the Army	5	100.0					4	2.1	1	3	7,973										
Commerce	6	40.0					1		3	2											
ECHO	32	42.1			1		2		23	13	8,179	24	31.6	18	12,744			3	5	3,040	
Food Industry and Allied Trade	22	35.5			2		3	2.5	17	2		6	9.7	3	6,600			3			
Glass, Ceramic & Porcelain	11	39.3	8	2.9					3	2		14	50.0	1		8	2.6	5	9	7,504	
Health Service and Social Care	8	32.0					1		7	1		1	4.0					1			
KOVO	82	15.0	3	2.0	10	2,370	7	2.5	55	25	2,271	86	15.8	14	5,996	3	2.2	56	29	2,653	
Mines, Geology and Oil Industry	5	29.4					2		3	2		1	5.9			1					
Postal, Telecom. and Newspaper Services	3	50.0					1		2	2											
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	15	45.5	1		1		5	1.8	7	1		3	9.1	1				2			
Science and Research	26	89.7	3	2.0			18	2.0	4	20	2,559										
STAVBA	25	22.9	1		1		13	1.1	6	15	566	48	44.0	9	6,556	6	0.1	5	40	2,927	
Textile, Clothing and Leather Industry	4	16.0			1		1		2	1		3	12.0	1				1	3	757	
Transport	4	28.6	1						3												
Transport, Road Economy and Repair Vehicles	3	27.3	1				1		1			1	9.1	1							
Union of Aviation Employees												2	66.7					2			
UNIOS	73	63.5	11	2.1	1		1		57	21	833	17	14.8	4	7,075			12	2		
Universities Trade Union	10	52.6					3	1.7	7												
Wood.Industry, Forestry and Manag.of Water	31	47.7	4	2.3	2		4	2.2	20	9	2,072	12	18.5			3	1.9	5	6	2,517	

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

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

Trade union	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
<b>Total</b>	<b>9.23</b>	<b>3.07</b>	<b>1.71</b>	<b>25.08</b>	<b>1.53</b>	<b>2.99</b>	<b>0.67</b>	<b>9.01</b>	<b>2.46</b>	<b>31.86</b>	<b>12.37</b>	<b>350</b>	<b>27.4</b>	<b>213</b>	<b>16.7</b>
Agriculture and Nutrition	27.83	6.75	3.31	15.82	0.89	11.37	11.33	4.75	1.33	12.25	4.37	8	17.0	7	14.9
Banking and Insurance	2.68	2.51	0.63	36.30	1.52	0.69		11.16		38.04	6.47	8	61.5	11	84.6
Catering, Hotels and Tourism									100.00			1	9.1		
Civilian Employees of the Army	25.99	1.46	0.84	31.16	1.00	6.92		26.51	0.73	1.59	3.80	5	100.0	2	40.0
Commerce												1	6.7	3	20.0
ECHO	7.97	7.13	5.60	21.33	1.49	2.89	1.08	7.91	3.68	32.19	8.74	21	27.6	43	56.6
Food Industry and Allied Trade												11	17.7	9	14.5
Glass, Ceramic & Porcelain	1.41	5.68		18.89	4.51	5.27		5.64	0.65	56.51	1.44	15	53.6	2	7.1
Health Service and Social Care												7	28.0	6	24.0
KOVO	6.75	3.14	1.65	29.29	0.99	3.45	2.28	7.91	1.70	26.44	16.40	103	18.9	26	4.8
Mines, Geology and Oil Industry												3	17.6	4	23.5
Postal, Telecom. and Newspaper Services												1	16.7	1	16.7
Profess.and Trade Union of Orchestral Music.															
Railway Trade Unions												20	60.6	2	6.1
Science and Research	3.87	0.38	2.07	32.03	3.38	2.15		3.92	0.31	31.37	20.50	19	65.5	10	34.5
STAVBA	22.69	0.55	0.57	13.55	0.12	3.05		0.58	4.92	44.41	9.56	31	28.4	39	35.8
Textile, Clothing and Leather Industry	1.99	3.58		7.96	31.52	2.59		21.50	11.35	2.39	17.12	5	20.0	1	4.0
Transport															
Transport, Road Economy and Repair Vehicles												5	45.5		
Union of Aviation Employees														2	66.7
UNIOS	18.91	1.84	4.34	19.84	1.07	1.65		7.04	0.84	8.25	36.23	63	54.8	27	23.5
Universities Trade Union												7	36.8		
Wood.Industry, Forestry and Manag.of Water	5.78	3.97	1.19	32.91	0.65	5.88		19.43	5.71	9.34	15.14	16	24.6	18	27.7

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 of use for this purpose of the total creation of the fund  
**A** recreation - contribution to employees and family members  
**B** medical services - spas, rehabilitation  
**C** loans to employees to cover their housing needs  
**D** contribution to corporate catering  
**E** social assistance, social loans  
**F** remunerations for work and life anniversaries  
**G** contribution to transport to and from work  
**H** contributions to sporting and cultural events  
**I** contribution to trade union organization  
**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																												
				Type of personal obstacle																												
	agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I			J	
	NCA	% CA		NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA
<b>Total</b>	<b>5</b>	<b>0.4</b>	<b>75.0</b>	<b>519</b>	<b>40.7</b>	<b>1.4</b>	<b>433</b>	<b>33.9</b>	<b>1.3</b>	<b>664</b>	<b>52.0</b>	<b>2.2</b>	<b>259</b>	<b>20.3</b>	<b>6.3</b>	<b>288</b>	<b>22.6</b>	<b>1.2</b>	<b>113</b>	<b>8.9</b>	<b>3.6</b>	<b>214</b>	<b>16.8</b>	<b>3.9</b>	<b>95</b>	<b>7.4</b>	<b>2.1</b>	<b>173</b>	<b>13.6</b>	<b>3.0</b>	<b>518</b>	<b>40.6</b>
Agriculture and Nutrition				16	34.0	1.3	15	31.9	1.3	12	25.5	1.8	2	4.3		5	10.6	1.2	2	4.3		6	12.8	7.7	2	4.3		4	8.5	2.8	19	40.4
Banking and Insurance				1	7.7					1	7.7											7	53.8	4.0	1	7.7		7	53.8	4.7	7	53.8
Catering, Hotels and Tourism							7	63.6	1.0	8	72.7	2.0	4	36.4	6.5										3	27.3	1.0	2	18.2		3	27.3
Civilian Employees of the Army				1	20.0		2	40.0		2	40.0					1	20.0					1	20.0					2	40.0		3	60.0
Commerce				5	33.3	1.4	12	80.0	1.2	8	53.3	1.5	4	26.7	4.5	5	33.3	1.2										1	6.7		12	80.0
ECHO				52	68.4	1.4	45	59.2	1.7	55	72.4	1.9	29	38.2	6.9	14	18.4	1.6	22	28.9	4.7	26	34.2	3.5	4	5.3	2.8	20	26.3	2.5	57	75.0
Food Industry and Allied Trade				8	12.9	1.1	16	25.8	1.3	13	21.0	1.5	4	6.5	11.3	7	11.3	1.0	1	1.6								1	1.6		33	53.2
Glass, Ceramic & Porcelain				25	89.3	2.2	4	14.3	1.5	27	96.4	2.9	25	89.3	15.4	1	3.6					3	10.7	1.3	25	89.3	1.1	5	17.9	3.0	24	85.7
Health Service and Social Care				3	12.0	1.0	2	8.0		4	16.0	1.0	1	4.0		1	4.0											6	24.0	2.7	9	36.0
KOVO				241	44.2	1.4	228	41.8	1.2	310	56.9	2.7	34	6.2	5.6	170	31.2	1.2	17	3.1	1.9	80	14.7	2.6	18	3.3	2.9	24	4.4	3.0	187	34.3
Mines, Geology and Oil Industry				9	52.9	1.6	7	41.2	1.0	10	58.8	1.0	1	5.9		5	29.4	1.0	6	35.3	3.3	9	52.9	5.0	6	35.3	4.0	3	17.6	3.3	12	70.6
Postal, Telecom. and Newspaper Services				3	50.0	1.0	4	66.7	1.3	4	66.7	1.8	3	50.0	3.3	1	16.7		1	16.7		5	83.3	3.8	4	66.7	4.0	5	83.3	2.6	5	83.3
Profess.and Trade Union of Orchestral Music.																															2	66.7
Railway Trade Unions				7	21.2	1.0	13	39.4	1.5	13	39.4	1.6	7	21.2	8.1	7	21.2	1.1	4	12.1	2.3	1	3.0					3	9.1	3.3	14	42.4
Science and Research				2	6.9		3	10.3	1.7							2	6.9		1	3.4					2	6.9		1	3.4		9	31.0
STAVBA	5	4.6	75.0	75	68.8	1.0	30	27.5	1.6	91	83.5	1.3	88	80.7	3.3	21	19.3	1.0	54	49.5	3.9	23	21.1	8.1	1	0.9		20	18.3	2.3	27	24.8
Textile, Clothing and Leather Industry				5	20.0	1.4	3	12.0	1.0	9	36.0	2.0				1	4.0					1	4.0					2	8.0		1	4.0
Transport							5	35.7	1.6	5	35.7	3.0	3	21.4	6.0	4	28.6	1.3													1	7.1
Transport, Road Economy and Repair Vehicles				2	18.2		2	18.2		8	72.7	1.1	7	63.6	8.6	2	18.2					3	27.3	5.7				1	9.1		3	27.3
Union of Aviation Employees							2	66.7					2	66.7																	2	66.7
UNIOS				37	32.2	1.5	12	10.4	1.3	64	55.7	1.9	42	36.5	7.0	28	24.3	1.3	5	4.3	4.6	30	26.1	2.5	28	24.3	1.8	42	36.5	3.3	47	40.9
Universities Trade Union				1	5.3		1	5.3																				3	15.8	3.7	6	31.6
Wood.Industry, Forestry and Manag.of Water				26	40.0	1.2	20	30.8	1.2	20	30.8	1.2	3	4.6	4.0	13	20.0	1.1				19	29.2	5.7	1	1.5		21	32.3	3.0	35	53.8

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)
<b>A</b>	one's own wedding
<b>B</b>	birth of a child to the wife of an employee
<b>C</b>	death of a direct relative
<b>D</b>	escorting a disabled child to a health or social care provider
<b>E</b>	moving house
<b>F</b>	looking for a new job
<b>G</b>	for mothers caring for a child (per year)
<b>H</b>	care for a family member (per year)
<b>I</b>	sick days (per year)
<b>J</b>	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
<b>Total</b>	<b>422</b>	<b>33.1</b>	<b>27</b>	<b>2.1</b>	<b>464</b>	<b>36.4</b>	<b>1067</b>	<b>83.6</b>	<b>674</b>	<b>52.8</b>	<b>7</b>	<b>0.5</b>	<b>17</b>	<b>1.3</b>
Agriculture and Nutrition	6	12.8			23	48.9	44	93.6	5	10.6				
Banking and Insurance	8	61.5			8	61.5	12	92.3	2	15.4				
Catering, Hotels and Tourism	6	54.5			8	72.7	10	90.9	7	63.6				
Civilian Employees of the Army	3	60.0			2	40.0	5	100.0	3	60.0				
Commerce	3	20.0			8	53.3	14	93.3	7	46.7	3	20.0	1	6.7
ECHO	42	55.3			34	44.7	74	97.4	34	44.7	2	2.6	1	1.3
Food Industry and Allied Trade	32	51.6			3	4.8	59	95.2	42	67.7				
Glass, Ceramic & Porcelain					2	7.1	27	96.4	24	85.7				
Health Service and Social Care	22	88.0	2	8.0	10	40.0	21	84.0	5	20.0				
KOVO	116	21.3	5	0.9	186	34.1	398	73.0	327	60.0	1	0.2	9	1.7
Mines, Geology and Oil Industry					5	29.4	15	88.2	6	35.3				
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	23	69.7	5	15.2	18	54.5	30	90.9	26	78.8	1	3.0	4	12.1
Science and Research	17	58.6	2	6.9	5	17.2	24	82.8	6	20.7				
STAVBA	27	24.8			70	64.2	89	81.7	46	42.2			1	0.9
Textile, Clothing and Leather Industry					1	4.0	23	92.0	15	60.0				
Transport	7	50.0			3	21.4	10	71.4	7	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	47	40.9	12	10.4	25	21.7	113	98.3	91	79.1			1	0.9
Universities Trade Union	13	68.4	1	5.3	8	42.1	17	89.5	6	31.6				
Wood.Industry, Forestry and Manag.of Water	38	58.5			40	61.5	64	98.5	7	10.8				

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





**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)			
	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS		
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>35</b>	<b>2.7</b>	<b>20,322</b>	<b>10</b>	<b>0.8</b>	<b>104.80</b>	<b>15</b>	<b>1.2</b>	<b>108.30</b>	<b>207</b>	<b>16.2</b>	<b>325</b>	<b>25.5</b>	<b>44</b>	<b>3.4</b>	<b>81</b>	<b>6.3</b>	<b>73</b>	<b>5.7</b>	<b>156</b>	<b>12.2</b>
CZ010 Capital Prague	5	2.6	19,100	2	1.0					25	12.8	43	22.1	9	4.6	16	8.2	4	2.1	2	1.0
CZ020 Středočeský	5	6.2	26,352				1	1.2		11	13.6	11	13.6	2	2.5	3	3.7	4	4.9	4	4.9
CZ031 Jihočeský	1	0.8		2	1.7					13	10.7	38	31.4	3	2.5	6	5.0	7	5.8	15	12.4
CZ032 Plzeňský	8	11.6	20,933				3	4.3	119.45	14	20.3	22	31.9	2	2.9	4	5.8	8	11.6	11	15.9
CZ041 Karlovarský										5	14.3	8	22.9	2	5.7	3	8.6	4	11.4	4	11.4
CZ042 Ústecký	1	1.3		1	1.3		2	2.5		20	25.0	25	31.3			1	1.3	5	6.3	3	3.8
CZ051 Liberecký	1	1.6								13	20.3	21	32.8	4	6.3	4	6.3	2	3.1	11	17.2
CZ052 Královéhradecký	1	1.3								14	17.9	16	20.5	3	3.8	4	5.1	2	2.6	15	19.2
CZ053 Pardubický										7	10.6	20	30.3	2	3.0	10	15.2	4	6.1	11	16.7
CZ061 Vysočina	8	10.5	19,234	1	1.3					9	11.8	18	23.7	4	5.3	10	13.2	2	2.6	14	18.4
CZ062 Jihomoravský	1	0.9		2	1.7					16	13.7	43	36.8	2	1.7	8	6.8	8	6.8	16	13.7
CZ071 Olomoucký	1	1.3					7	9.1	104.26	13	16.9	22	28.6	2	2.6	2	2.6	8	10.4	25	32.5
CZ072 Zlínský	1	1.3		1	1.3					9	11.5	11	14.1	4	5.1	6	7.7	4	5.1	5	6.4
CZ080 Moravskoslezský	2	1.4		1	0.7		2	1.4		38	27.3	27	19.4	5	3.6	4	2.9	11	7.9	20	14.4

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

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

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
<b>Total</b>	<b>187</b>	<b>15,256</b>	<b>189</b>	<b>16,125</b>	<b>199</b>	<b>17,018</b>	<b>202</b>	<b>18,197</b>	<b>204</b>	<b>19,659</b>	<b>205</b>	<b>21,347</b>	<b>205</b>	<b>23,259</b>	<b>203</b>	<b>25,187</b>	<b>200</b>	<b>27,267</b>	<b>198</b>	<b>29,945</b>	<b>196</b>	<b>33,099</b>	<b>193</b>	<b>36,866</b>
CZ010 Capital Prague	23	15,296	23	16,373	25	17,432	25	18,737	25	20,436	25	22,463	25	25,082	25	27,775	25	30,798	25	34,749	25	38,780	25	44,143
CZ020 Středočeský	10	16,691	10	17,501	10	18,555	11	19,796	11	21,359	11	23,019	11	24,952	11	26,684	9	26,566	9	28,476	9	31,074	9	33,612
CZ031 Jihočeský	11	12,035	11	12,735	13	12,905	13	13,976	13	15,098	13	16,358	13	17,977	13	19,582	13	21,366	13	23,359	13	26,093	13	29,224
CZ032 Plzeňský	11	11,746	13	13,259	13	14,135	14	15,205	14	16,611	14	18,410	14	20,787	14	23,155	13	25,965	13	29,436	13	32,988	13	37,150
CZ041 Karlovarský	4	16,513	4	17,518	5	19,630	5	20,815	5	22,078	5	24,950	4	22,698	4	24,263	3	22,510	3	23,587	3	25,857	3	29,170
CZ042 Ústecký	19	16,169	19	17,072	20	17,998	20	19,289	20	20,742	20	22,333	20	24,201	20	26,134	20	28,311	20	30,718	20	33,632	19	37,256
CZ051 Liberecký	12	14,392	12	15,033	12	16,149	13	17,280	13	18,653	13	20,255	13	22,524	13	24,879	13	27,773	12	29,908	12	33,654	12	37,892
CZ052 Královéhradecký	13	16,377	13	17,327	13	18,353	13	19,758	13	21,164	13	23,189	13	25,749	12	27,934	13	29,588	12	34,787	11	38,604	11	42,346
CZ053 Pardubický	6	16,430	6	16,956	7	16,870	7	17,654	7	18,697	7	20,106	7	21,709	7	23,181	7	25,287	7	27,343	7	29,994	7	32,664
CZ061 Vysočina	9	15,640	9	16,556	9	17,756	9	18,837	9	20,266	9	21,540	9	23,052	9	24,479	9	25,953	9	27,688	9	29,642	8	32,041
CZ062 Jihomoravský	15	14,679	15	15,389	15	16,117	15	17,162	16	18,514	16	19,926	16	21,678	16	23,427	16	25,100	16	27,234	15	30,019	15	32,761
CZ071 Olomoucký	10	15,269	10	16,008	10	16,934	10	18,152	11	19,851	12	21,158	13	22,726	13	25,065	13	27,574	13	30,658	13	34,361	13	39,014
CZ072 Zlínský	8	16,803	8	17,488	9	18,155	9	19,644	9	21,716	9	23,610	9	25,950	8	26,983	8	29,219	8	31,951	8	36,241	8	39,813
CZ080 Moravskoslezský	36	15,753	36	16,720	38	17,651	38	18,809	38	20,252	38	21,974	38	23,795	38	25,496	38	27,507	38	29,625	38	32,312	37	35,900

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

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

Region NUTS 3	TARIFF SCALE																								
	1		2		3		4		5		6		7		8		9		10		11		12		
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	
<b>Total</b>	<b>42</b>	<b>90.26</b>	<b>42</b>	<b>94.05</b>	<b>43</b>	<b>98.68</b>	<b>43</b>	<b>104.87</b>	<b>44</b>	<b>111.83</b>	<b>43</b>	<b>120.39</b>	<b>43</b>	<b>131.23</b>	<b>13</b>	<b>131.46</b>	<b>9</b>	<b>137.92</b>	<b>8</b>	<b>151.55</b>	<b>6</b>	<b>160.14</b>	<b>5</b>	<b>181.93</b>	
CZ010 Capital Prague	9	98.50	9	103.89	9	108.06	9	115.17	9	122.94	9	135.11	9	150.67											
CZ020 Středočeský	2		2		2		2		2		2		2												
CZ031 Jihočeský	3	111.49	3	116.11	3	122.06	3	130.41	3	139.85	3	149.24	3	159.96	1		1		1		1		1		1
CZ032 Plzeňský	2		2		2		2		2		2		2												
CZ041 Karlovarský	2		2		2		2		2		1		1		1										
CZ042 Ústecký																									
CZ051 Liberecký	4	80.05	4	84.53	4	87.80	4	92.10	4	96.45	4	102.73	4	111.88	3	100.33	2		2		2		2		1
CZ052 Královéhradecký	2		2		2		2		3	97.83	3	102.50	3	111.67	2		2		1						
CZ053 Pardubický	2		2		2		2		2		2		2		2		2		2		1		1		1
CZ061 Vysočina	4	82.80	4	84.05	4	86.00	4	90.50	4	99.75	4	108.25	4	116.75	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	4	98.00	4	101.33	4	105.38	4	112.60	4	123.15	4	136.08	4	150.40											
CZ080 Moravskoslezský	4	89.63	4	94.05	5	105.94	5	116.82	5	122.06	5	130.74	5	137.16	2										

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

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

Region NUTS 3	TARIFF SCALE																								
	1		2		3		4		5		6		7		8		9		10		11		12		
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	
<b>Total</b>	<b>66</b>	<b>90.91</b>	<b>70</b>	<b>95.71</b>	<b>71</b>	<b>101.82</b>	<b>72</b>	<b>109.66</b>	<b>73</b>	<b>118.56</b>	<b>73</b>	<b>128.14</b>	<b>69</b>	<b>137.19</b>	<b>38</b>	<b>147.71</b>	<b>28</b>	<b>148.64</b>	<b>25</b>	<b>157.79</b>	<b>24</b>	<b>171.31</b>	<b>24</b>	<b>186.07</b>	
CZ010 Capital Prague	4	86.50	4	89.38	4	93.05	4	98.73	4	106.20	4	114.55	4	123.85	3	147.80	2		2		2		2		2
CZ020 Středočeský	4	91.55	4	95.63	4	101.78	4	110.05	4	119.00	4	126.58	3	125.30	2		2		2		2		2		2
CZ031 Jihočeský	6	60.82	7	64.74	7	72.19	7	79.97	7	88.91	7	100.67	6	116.23	1										
CZ032 Plzeňský	6	79.90	8	89.90	8	96.08	8	105.90	8	116.36	8	127.16	8	140.21	4	135.83	2		2		2		2		2
CZ041 Karlovarský	4	103.88	4	106.13	4	108.93	4	111.55	4	114.45	4	118.03	4	123.15	4	128.78	3	121.00	3	124.27	3	129.23	3	139.87	
CZ042 Ústecký	5	101.14	5	108.14	5	114.34	5	125.34	5	135.00	5	148.52	3	130.83	3	137.77	3	146.23	3	154.93	3	164.60	3	177.83	
CZ051 Liberecký	2		2		2		2		2		2		2		1		1		1		1		1		1
CZ052 Královéhradecký	2		2		2		2		2		2		2		2		2		2		2		2		2
CZ053 Pardubický	4	104.33	4	107.33	4	111.38	4	116.73	4	123.43	4	129.95	4	137.35	3	149.33	3	156.00	2		1		1		1
CZ061 Vysočina	2		2		2		2		2		2		2		1		1		1		1		1		1
CZ062 Jihomoravský	7	94.89	7	100.30	8	105.86	8	112.83	8	120.98	8	129.69	8	140.43	2		1		1		1		1		1
CZ071 Olomoucký	5	96.20	6	101.40	6	108.29	7	117.76	8	128.46	8	138.14	8	151.98	5	169.77	4	175.08	3	201.53	3	220.13	3	238.93	
CZ072 Zlínský	4	95.88	4	104.33	4	114.38	4	124.43	4	137.68	4	149.60	4	162.98	2		1								
CZ080 Moravskoslezský	11	92.67	11	98.57	11	102.53	11	108.69	11	115.74	11	125.12	11	133.59	5	128.45	3	143.71	3	156.83	3	171.20	3	186.18	

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

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

Region NUTS 3	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE	% AE																
<b>Total</b>	<b>1,071</b>	<b>83.9</b>	<b>26.3</b>	<b>47.4</b>	<b>27.2</b>	<b>968</b>	<b>75.9</b>	<b>102.6</b>	<b>1,058</b>	<b>82.9</b>	<b>19.75</b>	<b>12.2</b>	<b>750</b>	<b>58.8</b>	<b>10.05</b>	<b>10.7</b>	<b>10.4</b>	<b>1,013</b>	<b>79.4</b>	<b>26.08</b>	<b>23.0</b>
CZ010 Capital Prague	146	74.9	25.9	48.6	27.0	125	64.1	100.8	139	71.3	16.91	11.0	109	55.9	10.03	10.5	11.1	142	72.8	38.59	22.6
CZ020 Středočeský	69	85.2	26.0	47.7	26.8	61	75.3	104.9	68	84.0	15.29	12.4	44	54.3	10.85	10.0	10.3	62	76.5	21.94	21.2
CZ031 Jihočeský	97	80.2	27.2	49.1	28.8	85	70.2	103.7	98	81.0	19.99	13.2	68	56.2	9.81	10.6	10.0	89	73.6	27.14	25.4
CZ032 Plzeňský	58	84.1	27.7	48.5	25.2	58	84.1	103.3	57	82.6	20.77	12.8	47	68.1	9.42	17.5	10.0	61	88.4		22.9
CZ041 Karlovarský	29	82.9	26.3	45.0	27.0	24	68.6	100.0	27	77.1	13.93	13.1	20	57.1	9.82	10.0	11.0	29	82.9	19.83	22.8
CZ042 Ústecký	69	86.3	27.9	49.4	29.7	59	73.8	102.7	68	85.0	19.32	14.2	48	60.0	10.00	10.0	10.5	63	78.8	23.33	20.4
CZ051 Liberecký	57	89.1	27.9	46.7	27.6	51	79.7	107.7	55	85.9	21.67	11.3	35	54.7	10.09	10.0	11.3	49	76.6	17.33	25.7
CZ052 Královéhradecký	67	85.9	25.3	47.2	26.0	59	75.6	100.0	67	85.9	20.38	12.8	37	47.4	11.28	10.0	10.0	55	70.5	17.00	21.7
CZ053 Pardubický	56	84.8	26.4	43.5	27.7	48	72.7	103.7	57	86.4	21.38	11.4	41	62.1	8.90	10.0	10.0	55	83.3	22.20	19.5
CZ061 Vysočina	62	81.6	25.9	46.8	25.2	58	76.3	103.1	62	81.6	22.54	11.7	47	61.8	10.30	10.0	10.1	62	81.6	17.43	22.9
CZ062 Jihomoravský	102	87.2	25.9	46.2	28.7	92	78.6	101.6	105	89.7	16.97	12.2	71	60.7	8.88	10.5	10.0	96	82.1	18.39	23.2
CZ071 Olomoucký	71	92.2	25.3	47.1	27.1	67	87.0	101.1	70	90.9	20.00	11.0	49	63.6	11.85	12.5	10.3	71	92.2	42.58	23.8
CZ072 Zlínský	69	88.5	25.7	47.3	27.7	67	85.9	101.1	67	85.9	22.30	13.6	53	67.9	8.95	10.0	10.0	65	83.3	31.08	28.0
CZ080 Moravskoslezský	119	85.6	26.2	46.6	26.4	114	82.0	103.2	118	84.9	21.03	11.8	81	58.3	11.36	10.0	10.3	114	82.0	32.48	21.8

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

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

Region NUTS 3	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
<b>Total</b>	<b>26</b>	<b>7.5</b>	<b>580</b>	<b>8.71</b>	<b>3</b>	<b>8</b>	<b>15.1</b>	<b>24</b>	<b>112.33</b>	<b>167</b>	<b>3</b>	<b>8.7</b>	<b>152</b>	<b>7.80</b>	<b>45</b>	<b>2</b>		<b>158</b>	<b>7.05</b>	<b>3</b>
CZ010 Capital Prague	2		47	8.41		2		5	78.40	18			20	5.89	11			28	9.44	
CZ020 Středočeský	1		28	7.44		1		3	116.67	12			5	8.52	2			6	5.47	
CZ031 Jihočeský	4	8.0	58	9.22		1		6	143.25	23			14	7.47	2			15	8.08	
CZ032 Plzeňský	1		36	8.84	1	1		1		10			3	16.80				11	8.01	
CZ041 Karlovarský			15	5.63						4			4	4.50				3	5.83	1
CZ042 Ústecký	4	7.3	29	8.78				3	68.17	9			5	18.38				7	7.91	
CZ051 Liberecký			43	9.40		2				7			8	7.69	4			2		
CZ052 Královéhradecký	3	8.3	49	9.33	1			1		13			12	11.94	3			7	5.27	
CZ053 Pardubický			35	8.58				1		12	1		13	6.04	1			6	4.50	
CZ061 Vysočina	2		46	9.28				3	57.50	5			13	8.27	2			7	6.43	1
CZ062 Jihomoravský	4	8.5	42	6.90	1					10	1		11	8.15	4			18	5.93	
CZ071 Olomoucký	1		56	11.95						11			21	6.27	5			19	5.27	
CZ072 Zlínský	3	6.8	40	8.90		1				14	1		5	7.50	2	1		1		
CZ080 Moravskoslezský	1		56	6.25				1		19			18	6.18	9	1		28	7.13	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					individual bonus			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	% of aver. earnings		other form		
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA		
<b>Total</b>	<b>4</b>	<b>9.1</b>	<b>160</b>	<b>26.71</b>	<b>13</b>			<b>6</b>	<b>767</b>	<b>2</b>	<b>24</b>	<b>30.6</b>	<b>17</b>	<b>1,585</b>	<b>96</b>	<b>19</b>	<b>10.0</b>	<b>24</b>	<b>937</b>	<b>75</b>	<b>16</b>	<b>24.9</b>	<b>70</b>	<b>541</b>	
CZ010 Capital Prague	1		23	49.40	4					2	5	25.0	3	1,167	10	4	9.8	4	1,072	2	1			5	83
CZ020 Středočeský			10	44.08	2						1		1		9			2		4					24
CZ031 Jihočeský			13	11.63				1					4	2,375	13			3	1,833	4	6	25.0		4	55
CZ032 Plzeňský			9	9.68	1			3	1,100				1		2									4	18
CZ041 Karlovarský			2										1		3					3	1			1	17
CZ042 Ústecký			11	42.45	1			1			7	30.7			8	2				6				1	43
CZ051 Liberecký			1								1				3	1				5				2	27
CZ052 Královéhradecký			9	20.11							1		1		6			2		5				2	39
CZ053 Pardubický			5	34.80											8			1		5	1				33
CZ061 Vysočina			11	21.44				1			2		1		5	2					2			8	28
CZ062 Jihomoravský			13	25.56							1				8	2		3	397	3				12	50
CZ071 Olomoucký			7	9.17											3	1		3	667	7	5	27.1		3	35
CZ072 Zlínský			7	15.29									3	2,083	6	5	10.0	1		5				5	42
CZ080 Moravskoslezský	3	10.0	39	22.46	5						4	30.0	4	1,175	12	2		5	514	26				23	47

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

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

Region NUTS 3	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>610</b>	<b>47.8</b>	<b>214</b>	<b>16.8</b>	<b>401</b>	<b>31.4</b>	<b>239</b>	<b>18.7</b>	<b>62</b>	<b>4.9</b>	<b>148</b>	<b>11.6</b>	<b>140</b>	<b>11.0</b>	<b>115</b>	<b>9.0</b>	<b>698</b>	<b>54.7</b>
CZ010 Capital Prague	62	31.8	18	9.2	43	22.1	19	9.7	12	6.2	15	7.7	16	8.2	12	6.2	97	49.7
CZ020 Středočeský	32	39.5	18	22.2	22	27.2	12	14.8			10	12.3	7	8.6	8	9.9	33	40.7
CZ031 Jihočeský	80	66.1	33	27.3	46	38.0	39	32.2	9	7.4	34	28.1	18	14.9	15	12.4	80	66.1
CZ032 Plzeňský	35	50.7	7	10.1	25	36.2	19	27.5	5	7.2	2	2.9	19	27.5	7	10.1	44	63.8
CZ041 Karlovarský	11	31.4	5	14.3	4	11.4	6	17.1	2	5.7	2	5.7	3	8.6	2	5.7	20	57.1
CZ042 Ústecký	51	63.8	8	10.0	37	46.3	22	27.5	4	5.0	9	11.3	16	20.0	4	5.0	44	55.0
CZ051 Liberecký	31	48.4	10	15.6	17	26.6	8	12.5	7	10.9	8	12.5	3	4.7	6	9.4	37	57.8
CZ052 Královéhradecký	44	56.4	17	21.8	26	33.3	19	24.4	3	3.8	12	15.4	8	10.3	8	10.3	47	60.3
CZ053 Pardubický	30	45.5	6	9.1	18	27.3	12	18.2	5	7.6	6	9.1	7	10.6	6	9.1	30	45.5
CZ061 Vysočina	33	43.4	14	18.4	20	26.3	14	18.4	2	2.6	9	11.8	9	11.8	8	10.5	41	53.9
CZ062 Jihomoravský	47	40.2	10	8.5	30	25.6	23	19.7	2	1.7	11	9.4	13	11.1	5	4.3	62	53.0
CZ071 Olomoucký	24	31.2	9	11.7	15	19.5	5	6.5	1	1.3	4	5.2	2	2.6	9	11.7	45	58.4
CZ072 Zlínský	53	67.9	15	19.2	42	53.8	13	16.7	4	5.1	6	7.7	6	7.7	10	12.8	43	55.1
CZ080 Moravskoslezský	77	55.4	44	31.7	56	40.3	28	20.1	6	4.3	20	14.4	13	9.4	15	10.8	75	54.0

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



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

Region NUTS 3	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
<b>Total</b>	<b>712</b>	<b>55.8</b>	<b>92</b>	<b>2,934</b>	<b>327</b>	<b>4,019</b>	<b>553</b>	<b>5,992</b>	<b>601</b>	<b>7,939</b>	<b>685</b>	<b>9,697</b>	<b>708</b>	<b>11,262</b>	<b>711</b>	<b>12,823</b>	<b>711</b>	<b>14,040</b>	<b>712</b>	<b>15,529</b>	<b>10</b>	<b>0.8</b>	<b>14,500</b>
CZ010 Capital Prague	96	49.2	14	3,007	32	4,711	75	6,592	82	8,684	94	10,583	96	12,159	96	13,926	96	15,246	96	16,613	3	1.5	18,333
CZ020 Středočeský	52	64.2	7	1,929	23	3,691	42	5,838	45	7,600	48	10,025	52	12,062	52	13,783	52	14,879	52	15,898	1	1.2	
CZ031 Jihočeský	65	53.7	12	3,417	33	3,703	48	5,471	50	8,072	65	9,665	65	11,385	65	13,031	65	14,170	65	15,989	1	0.8	
CZ032 Plzeňský	36	52.2	4	2,500	18	4,044	32	6,594	34	8,741	35	10,680	36	12,414	36	13,733	36	14,844	36	16,178	1	1.4	
CZ041 Karlovarský	18	51.4	3	2,000	7	1,843	12	3,983	14	5,121	17	7,182	17	8,724	18	10,733	18	11,917	18	12,983			
CZ042 Ústecký	52	65.0	3	4,003	26	4,510	41	7,097	43	9,198	52	10,579	52	12,348	52	14,176	52	15,778	52	17,994			
CZ051 Liberecký	44	68.8	6	4,083	24	4,438	38	7,524	39	10,408	42	12,995	44	14,580	44	16,811	44	18,811	44	21,002			
CZ052 Královéhradecký	48	61.5	8	1,900	23	3,157	34	5,281	38	6,988	46	8,565	47	10,080	47	11,497	47	12,748	48	14,068			
CZ053 Pardubický	41	62.1	6	2,167	22	4,239	36	5,844	38	7,169	41	8,886	41	10,305	41	11,956	41	12,856	41	14,112			
CZ061 Vysočina	46	60.5	5	2,600	19	5,100	34	6,441	39	9,000	45	10,407	45	12,232	46	13,474	46	14,764	46	16,000			
CZ062 Jihomoravský	72	61.5	10	3,820	28	4,495	46	6,295	50	8,034	63	9,402	71	10,709	72	12,315	72	13,746	72	15,553	2	1.7	
CZ071 Olomoucký	51	66.2	3	1,333	23	2,978	40	4,748	45	6,180	51	7,922	51	10,002	51	11,100	51	11,859	51	13,045			
CZ072 Zlínský	32	41.0	5	5,600	20	4,585	28	6,379	29	9,052	29	11,276	32	12,281	32	14,063	32	15,391	32	17,406	1	1.3	
CZ080 Moravskoslezský	59	42.4	6	1,567	29	3,379	47	4,434	55	5,676	57	6,951	59	7,632	59	8,456	59	9,068	59	9,968	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  
 CZK average value of remuneration in CZK

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

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>668</b>	<b>52.4</b>	<b>309</b>	<b>4,018</b>	<b>603</b>	<b>4,722</b>	<b>655</b>	<b>5,857</b>	<b>660</b>	<b>6,820</b>	<b>667</b>	<b>7,734</b>	<b>668</b>	<b>8,275</b>
CZ010 Capital Prague	86	44.1	39	5,256	82	6,387	86	8,488	86	10,209	86	11,755	86	12,023
CZ020 Středočeský	35	43.2	19	3,884	30	4,210	35	4,960	35	5,717	35	6,323	35	6,574
CZ031 Jihočeský	67	55.4	31	3,742	61	3,997	67	4,742	67	5,148	67	5,510	67	6,649
CZ032 Plzeňský	39	56.5	19	3,674	32	4,772	36	6,308	39	8,033	39	8,528	39	9,682
CZ041 Karlovarský	20	57.1	7	4,414	18	4,561	20	5,295	20	6,195	20	7,270	20	7,745
CZ042 Ústecký	42	52.5	14	5,227	40	6,233	42	7,735	42	9,051	42	10,412	42	10,714
CZ051 Liberecký	32	50.0	14	3,500	28	4,046	31	5,736	31	7,404	31	8,894	32	9,196
CZ052 Královéhradecký	49	62.8	26	3,331	45	4,440	49	5,329	49	5,941	49	6,553	49	6,706
CZ053 Pardubický	36	54.5	13	4,769	33	4,006	36	4,528	36	5,036	36	5,625	36	5,919
CZ061 Vysočina	46	60.5	23	3,161	41	3,896	46	4,978	46	5,960	46	7,076	46	7,895
CZ062 Jihomoravský	67	57.3	32	3,993	62	4,498	66	5,420	66	5,970	67	6,661	67	7,333
CZ071 Olomoucký	36	46.8	19	2,022	33	3,402	36	4,275	36	4,801	36	5,806	36	6,399
CZ072 Zlínský	38	48.7	26	4,038	36	4,917	37	5,750	37	6,257	38	7,309	38	7,961
CZ080 Moravskoslezský	75	54.0	27	4,870	62	4,774	68	5,912	70	6,951	75	7,788	75	8,161

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>795</b>	<b>62.3</b>	<b>334</b>	<b>5,441</b>	<b>689</b>	<b>7,206</b>	<b>769</b>	<b>9,621</b>	<b>785</b>	<b>11,535</b>	<b>792</b>	<b>13,882</b>	<b>793</b>	<b>15,313</b>	<b>794</b>	<b>16,733</b>	<b>794</b>	<b>17,864</b>	<b>795</b>	<b>18,805</b>
CZ010 Capital Prague	113	57.9	46	6,280	100	11,288	111	15,342	111	16,859	112	21,346	112	22,920	112	23,955	112	24,875	113	25,513
CZ020 Středočeský	49	60.5	17	4,088	44	7,011	49	9,633	49	11,439	49	15,051	49	16,490	49	19,898	49	22,520	49	23,408
CZ031 Jihočeský	79	65.3	30	7,357	65	7,518	77	9,083	78	10,628	79	12,203	79	14,402	79	15,705	79	16,961	79	18,287
CZ032 Plzeňský	45	65.2	16	4,338	37	6,395	39	9,215	45	16,027	45	17,862	45	19,047	45	20,020	45	20,784	45	21,473
CZ041 Karlovarský	19	54.3	6	7,000	17	5,088	19	6,711	19	8,368	19	9,974	19	10,855	19	11,605	19	11,882	19	12,105
CZ042 Ústecký	48	60.0	14	7,824	42	9,459	46	13,594	48	16,760	48	19,793	48	22,739	48	25,696	48	28,277	48	30,748
CZ051 Liberecký	33	51.6	15	3,767	28	4,471	32	7,022	32	8,456	33	11,139	33	13,264	33	14,809	33	16,309	33	18,233
CZ052 Královéhradecký	61	78.2	30	5,050	52	6,233	58	7,586	60	8,850	60	10,257	60	10,800	61	11,787	61	12,231	61	13,018
CZ053 Pardubický	47	71.2	14	6,857	39	5,605	45	7,180	45	8,914	47	10,330	47	11,605	47	13,328	47	14,484	47	15,630
CZ061 Vysočina	55	72.4	24	3,113	47	4,520	55	6,887	55	7,883	55	9,618	55	10,605	55	11,782	55	12,623	55	13,482
CZ062 Jihomoravský	77	65.8	36	6,508	73	8,518	76	10,942	76	12,912	77	15,357	77	16,994	77	18,492	77	19,860	77	20,441
CZ071 Olomoucký	54	70.1	26	2,125	46	4,030	51	7,188	54	8,898	54	11,607	54	13,119	54	14,430	54	15,494	54	16,552
CZ072 Zlínský	43	55.1	29	5,586	39	6,551	42	7,762	42	9,238	43	10,802	43	12,151	43	13,430	43	14,372	43	15,151
CZ080 Moravskoslezský	72	51.8	31	6,035	60	6,263	69	7,551	71	8,787	71	9,683	72	10,023	72	10,692	72	11,019	72	11,279

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

### Wage development classification based on regions

Region NUTS 3	Wage development contracted																														Wage development is bound to economic indicators					
	NCA	% CA	of this																																	
			by maintaining the aver. wage				by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage				by increasing the average real wage				by keeping real wage				by combination of given issues									
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	NCA	% CA	without manag.	NCA	% CA	NCA	% CA	NCA		% CA				
<b>Total</b>	<b>906</b>	<b>71.0</b>	<b>3</b>	<b>0.2</b>	<b>582</b>	<b>45.6</b>	<b>103</b>	<b>1,295</b>	<b>479</b>	<b>5.0</b>	<b>137</b>	<b>10.7</b>	<b>14</b>	<b>1.1</b>	<b>252</b>	<b>19.7</b>	<b>243</b>	<b>4.4</b>	<b>9</b>	<b>1,047</b>	<b>13</b>	<b>5.1</b>	<b>14</b>	<b>1.1</b>	<b>14</b>	<b>2.0</b>	<b>3</b>	<b>1.0</b>	<b>124</b>	<b>9.7</b>	<b>13</b>	<b>1.0</b>	<b>189</b>	<b>14.8</b>	<b>141</b>	<b>11.1</b>
CZ010 Capital Prague	128	65.6			91	46.7	14	1,329	77	5.1	22	11.3	2	1.0	25	12.8	24	3.3	1		2		3	1.5	3	1.7	2		19	9.7	1	0.5	30	15.4	19	9.7
CZ020 Středočeský	62	76.5			45	55.6	6	1,771	39	4.8	10	12.3	1	1.2	11	13.6	10	4.5	1		1		1	1.2	1			6	7.4	1	1.2	10	12.3	2	2.5	
CZ031 Jihočeský	83	68.6			55	45.5	9	1,143	46	5.5	25	20.7	3	2.5	23	19.0	22	5.5	1		2		1	0.8	1			7	5.8	1	0.8	24	19.8	12	9.9	
CZ032 Plzeňský	60	87.0			27	39.1	1		26	5.2	7	10.1	2	2.9	25	36.2	25	4.7			1		1	1.4	1			18	26.1	4	5.8	17	24.6	20	29.0	
CZ041 Karlovarský	23	65.7			10	28.6	2		8	3.7	4	11.4	1	2.9	9	25.7	9	4.2			1		1	2.9	1			5	14.3			6	17.1	11	31.4	
CZ042 Ústecký	62	77.5			49	61.3	4	1,263	45	4.9	5	6.3	1	1.3	9	11.3	8	3.9	1				1	1.3	1			8	10.0	3	3.8	9	11.3	7	8.8	
CZ051 Liberecký	51	79.7			35	54.7	4	1,038	31	4.6	2	3.1			15	23.4	15	4.6									2	3.1			3	4.7	2	3.1		
CZ052 Královéhradecký	52	66.7			34	43.6	6	1,567	28	4.0	9	11.5	2	2.6	15	19.2	14	4.3	1				1	1.3	1		1	4	5.1	1	1.3	10	12.8	8	10.3	
CZ053 Pardubický	44	66.7			25	37.9	3	1,300	22	4.8	10	15.2	1	1.5	12	18.2	12	4.8			1		1	1.5	1			5	7.6			9	13.6	3	4.5	
CZ061 Vysočina	50	65.8	2	2.6	28	36.8	6	1,267	22	4.9	7	9.2			20	26.3	19	4.8	1									6	7.9			12	15.8	6	7.9	
CZ062 Jihomoravský	88	75.2			57	48.7	9	1,278	48	5.2	9	7.7	1	0.9	26	22.2	26	4.5			1		2	1.7	2			11	9.4	2	1.7	16	13.7	13	11.1	
CZ071 Olomoucký	54	70.1	1	1.3	29	37.7	7	1,197	22	5.4	3	3.9			20	26.0	19	4.2	1		1							6	7.8			5	6.5	4	5.2	
CZ072 Zlínský	62	79.5			41	52.6	17	1,338	24	5.8	17	21.8			18	23.1	18	4.0					1	1.3	1			14	17.9			25	32.1	20	25.6	
CZ080 Moravskoslezský	87	62.6			56	40.3	15	1,228	41	4.8	7	5.0			24	17.3	22	4.4	2		3	5.1	1	0.7	1			13	9.4			13	9.4	14	10.1	

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

### Remuneration of employees I classification based on regions

Region NUTS 3	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue		NCA	% CA	% AE	NCA	% CA	% AE				
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
<b>Total</b>	<b>695</b>	<b>54.5</b>	<b>105</b>	<b>8.2</b>	<b>39</b>	<b>3.1</b>	<b>590</b>	<b>46.2</b>	<b>224</b>	<b>17.6</b>	<b>96.1</b>	<b>204</b>	<b>16.0</b>	<b>83.8</b>	<b>356</b>	<b>27.9</b>	<b>16.6</b>	<b>18.57</b>
CZ010 Capital Prague	93	47.7	11	5.6	2	1.0	84	43.1	41	21.0	96.5	42	21.5	85.6	59	30.3	16.3	22.87
CZ020 Středočeský	38	46.9	5	6.2	3	3.7	32	39.5	8	9.9	97.5	5	6.2	80.0	24	29.6	15.9	18.00
CZ031 Jihočeský	62	51.2	6	5.0			58	47.9	24	19.8	96.9	26	21.5	86.5	41	33.9	17.3	17.63
CZ032 Plzeňský	40	58.0	4	5.8	9	13.0	28	40.6	8	11.6	95.0	13	18.8	85.0	16	23.2	17.7	30.00
CZ041 Karlovarský	18	51.4	4	11.4	1	2.9	14	40.0	8	22.9	97.5	7	20.0	90.0	15	42.9	19.5	21.75
CZ042 Ústecký	51	63.8	13	16.3	1	1.3	37	46.3	19	23.8	94.3	20	25.0	77.0	28	35.0	20.2	16.37
CZ051 Liberecký	34	53.1	5	7.8	1	1.6	31	48.4	8	12.5	96.9	6	9.4	83.3	9	14.1	16.2	24.33
CZ052 Královéhradecký	41	52.6	4	5.1	2	2.6	37	47.4	19	24.4	97.1	10	12.8	88.0	25	32.1	17.2	24.25
CZ053 Pardubický	38	57.6	6	9.1	1	1.5	32	48.5	11	16.7	95.0	8	12.1	78.1	15	22.7	15.5	19.50
CZ061 Vysočina	40	52.6	5	6.6	4	5.3	37	48.7	11	14.5	95.5	15	19.7	84.0	20	26.3	16.7	23.72
CZ062 Jihomoravský	64	54.7	15	12.8	6	5.1	52	44.4	19	16.2	98.7	12	10.3	85.8	29	24.8	15.6	12.81
CZ071 Olomoucký	45	58.4	7	9.1	3	3.9	35	45.5	11	14.3	95.5	13	16.9	84.2	19	24.7	15.3	20.00
CZ072 Zlínský	43	55.1	7	9.0	2	2.6	36	46.2	12	15.4	96.7	12	15.4	80.8	14	17.9	15.3	23.50
CZ080 Moravskoslezský	88	63.3	13	9.4	4	2.9	77	55.4	25	18.0	93.6	15	10.8	80.3	42	30.2	14.8	13.71

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

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

Region NUTS 3	Applying the working hours account under Section 86 LC								Applying the working hours account in overtime under Subsec. 4, LC			Use of wage by the task			
	agreed in CA		compensatory period	The amount of fixed wages beyond the scope of Section 120, subsec. 1, LC				agreed in CA		extent	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		weeks	NCA	% CA	% AE	NCA	% CA		NCA	% CA	NCA	% CA	
										hours					
<b>Total</b>	<b>93</b>	<b>7.3</b>	<b>49.8</b>	<b>24</b>	<b>1.9</b>	<b>93.2</b>	<b>3</b>	<b>0.2</b>	<b>18</b>	<b>1.4</b>	<b>81.8</b>	<b>169</b>	<b>13.2</b>	<b>85</b>	<b>6.7</b>
CZ010 Capital Prague	13	6.7	50.0	2	1.0				1	0.5		25	12.8	14	7.2
CZ020 Středočeský	4	4.9	45.5	1	1.2		1	1.2				4	4.9		
CZ031 Jihočeský	22	18.2	52.0	1	0.8				5	4.1	82.8	14	11.6	3	2.5
CZ032 Plzeňský	4	5.8	45.5	4	5.8	100.0	2	2.9				20	29.0	18	26.1
CZ041 Karlovarský												7	20.0	3	8.6
CZ042 Ústecký	5	6.3	52.0	2	2.5				2	2.5		8	10.0	4	5.0
CZ051 Liberecký	8	12.5	52.0	3	4.7	85.0			1	1.6		5	7.8	3	4.7
CZ052 Královéhradecký	2	2.6										10	12.8	4	5.1
CZ053 Pardubický	6	9.1	39.0	3	4.5	96.7						5	7.6	4	6.1
CZ061 Vysočina	3	3.9	52.0	1	1.3				1	1.3		13	17.1	4	5.3
CZ062 Jihomoravský	5	4.3	52.0	2	1.7				1	0.9		17	14.5	8	6.8
CZ071 Olomoucký	8	10.4	48.8	3	3.9	96.7			2	2.6		7	9.1	2	2.6
CZ072 Zlínský	3	3.8	52.0						1	1.3		20	25.6	10	12.8
CZ080 Moravskoslezský	10	7.2	52.0	2	1.4				4	2.9	120.0	14	10.1	8	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 regions**

Region NUTS 3	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>1,223</b>	<b>95.8</b>	<b>1,085</b>	<b>85.0</b>	<b>729</b>	<b>57.1</b>	<b>637</b>	<b>49.9</b>	<b>903</b>	<b>70.8</b>
CZ010 Capital Prague	182	93.3	148	75.9	112	57.4	84	43.1	120	61.5
CZ020 Středočeský	72	88.9	63	77.8	39	48.1	28	34.6	49	60.5
CZ031 Jihočeský	118	97.5	99	81.8	60	49.6	61	50.4	82	67.8
CZ032 Plzeňský	69	100.0	62	89.9	59	85.5	26	37.7	63	91.3
CZ041 Karlovarský	34	97.1	34	97.1	18	51.4	14	40.0	28	80.0
CZ042 Ústecký	80	100.0	76	95.0	41	51.3	37	46.3	57	71.3
CZ051 Liberecký	58	90.6	52	81.3	29	45.3	22	34.4	35	54.7
CZ052 Královéhradecký	76	97.4	66	84.6	41	52.6	34	43.6	48	61.5
CZ053 Pardubický	62	93.9	57	86.4	39	59.1	32	48.5	49	74.2
CZ061 Vysočina	73	96.1	69	90.8	40	52.6	19	25.0	50	65.8
CZ062 Jihomoravský	112	95.7	99	84.6	71	60.7	77	65.8	87	74.4
CZ071 Olomoucký	72	93.5	59	76.6	31	40.3	43	55.8	53	68.8
CZ072 Zlínský	77	98.7	71	91.0	43	55.1	44	56.4	61	78.2
CZ080 Moravskoslezský	138	99.3	130	93.5	106	76.3	116	83.5	121	87.1

Explanatory notes: NCA  
% CA  
\*

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
<b>Total</b>	<b>1,105</b>	<b>86.6</b>	<b>246</b>	<b>19.3</b>	<b>698</b>	<b>54.7</b>	<b>1,140</b>	<b>89.3</b>	<b>1,016</b>	<b>441</b>	<b>797</b>	<b>439</b>	<b>233</b>	<b>370</b>	<b>29.0</b>
CZ010 Capital Prague	169	86.7	34	17.4	99	50.8	173	88.7	151	79	125	58	47	42	21.5
CZ020 Středočeský	70	86.4	7	8.6	32	39.5	71	87.7	64	22	58	22	20	9	11.1
CZ031 Jihočeský	101	83.5	27	22.3	75	62.0	110	90.9	95	41	67	32	19	39	32.2
CZ032 Plzeňský	62	89.9	14	20.3	43	62.3	63	91.3	57	19	40	39	11	30	43.5
CZ041 Karlovarský	32	91.4	6	17.1	22	62.9	30	85.7	29	9	18	10	5	9	25.7
CZ042 Ústecký	71	88.8	13	16.3	42	52.5	72	90.0	70	33	52	32	11	21	26.3
CZ051 Liberecký	56	87.5	14	21.9	31	48.4	57	89.1	53	18	43	22	5	27	42.2
CZ052 Královéhradecký	68	87.2	12	15.4	29	37.2	73	93.6	72	24	52	25	17	22	28.2
CZ053 Pardubický	61	92.4	16	24.2	37	56.1	62	93.9	56	27	40	26	18	25	37.9
CZ061 Vysočina	72	94.7	14	18.4	42	55.3	70	92.1	68	26	56	32	8	7	9.2
CZ062 Jihomoravský	87	74.4	19	16.2	47	40.2	98	83.8	88	36	64	49	20	17	14.5
CZ071 Olomoucký	70	90.9	20	26.0	39	50.6	68	88.3	53	29	45	12	7	24	31.2
CZ072 Zlínský	63	80.8	16	20.5	57	73.1	64	82.1	48	26	35	17	18	29	37.2
CZ080 Moravskoslezský	123	88.5	34	24.5	103	74.1	129	92.8	112	52	102	63	27	69	49.6

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  
 A use of the employer's premises (or compensation of maintenance and operation costs)  
 B employer's allowances for the activities of trade unions  
 C room equipment (PC, copier, internet connection, phone, fax etc)  
 D costs of necessary materials (professional literature)  
 E other conditions



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

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		governing the provision of information to TU		provided to TU beyond the scope of LC stipulated		the procedures for discussing materials with TU		beyond the scope of LC stipulated	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>982</b>	<b>77.0</b>	<b>145</b>	<b>11.4</b>	<b>62</b>	<b>4.9</b>	<b>22</b>	<b>1.7</b>	<b>65</b>	<b>5.1</b>	<b>277</b>	<b>94.2</b>	<b>17</b>	<b>5.8</b>	<b>1,013</b>	<b>79.4</b>	<b>403</b>	<b>31.6</b>	<b>884</b>	<b>69.3</b>	<b>307</b>	<b>24.1</b>
CZ010 Capital Prague	129	66.2	24	12.3	14	7.2	4	2.1	24	12.3	60	90.9	6	9.1	161	82.6	59	30.3	132	67.7	48	24.6
CZ020 Středočeský	61	75.3	13	16.0	3	3.7	2	2.5	2	2.5	20	100.0			53	65.4	15	18.5	45	55.6	14	17.3
CZ031 Jihočeský	94	77.7	13	10.7	8	6.6	1	0.8	5	4.1	25	92.6	2	7.4	78	64.5	24	19.8	66	54.5	23	19.0
CZ032 Plzeňský	53	76.8	8	11.6	3	4.3	2	2.9	3	4.3	16	100.0			62	89.9	36	52.2	58	84.1	28	40.6
CZ041 Karlovarský	32	91.4	1	2.9	2	5.7					3	100.0			29	82.9	14	40.0	20	57.1	12	34.3
CZ042 Ústecký	62	77.5	11	13.8	2	2.5	2	2.5	3	3.8	18	100.0			64	80.0	16	20.0	58	72.5	19	23.8
CZ051 Liberecký	44	68.8	18	28.1					2	3.1	19	95.0	1	5.0	44	68.8	17	26.6	36	56.3	14	21.9
CZ052 Královéhradecký	64	82.1	7	9.0	3	3.8	1	1.3	3	3.8	14	100.0			62	79.5	13	16.7	53	67.9	8	10.3
CZ053 Pardubický	50	75.8	12	18.2	1	1.5	2	3.0	1	1.5	16	100.0			55	83.3	10	15.2	48	72.7	6	9.1
CZ061 Vysočina	65	85.5	7	9.2	2	2.6	1	1.3	1	1.3	11	100.0			40	52.6	16	21.1	29	38.2	9	11.8
CZ062 Jihomoravský	80	68.4	13	11.1	11	9.4	2	1.7	11	9.4	35	94.6	2	5.4	97	82.9	48	41.0	90	76.9	20	17.1
CZ071 Olomoucký	68	88.3	2	2.6	4	5.2			3	3.9	5	55.6	4	44.4	69	89.6	41	53.2	62	80.5	24	31.2
CZ072 Zlínský	67	85.9	7	9.0	1	1.3	2	2.6	1	1.3	11	100.0			71	91.0	28	35.9	64	82.1	18	23.1
CZ080 Moravskoslezský	113	81.3	9	6.5	8	5.8	3	2.2	6	4.3	24	92.3	2	7.7	128	92.1	66	47.5	123	88.5	64	46.0

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

**Compensation money  
classification based on regions**

Region NUTS 3	Increase of compensation money beyond the framework of Section 67 of the LC																									
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	employment up to 1 year				employment up to 2 years				employment over 2 years				agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences	
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE															
NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
<b>Total</b>	<b>402</b>	<b>31.5</b>	<b>1.4</b>	<b>2.3</b>	<b>416</b>	<b>32.6</b>	<b>1.2</b>	<b>2.1</b>	<b>630</b>	<b>49.4</b>	<b>1.3</b>	<b>4.5</b>	<b>111</b>	<b>8.7</b>	<b>1.3</b>	<b>2.8</b>	<b>623</b>	<b>48.8</b>	<b>448</b>	<b>35.1</b>	<b>387</b>	<b>30.3</b>	<b>83</b>	<b>6.5</b>	<b>103</b>	<b>8.1</b>
CZ010 Capital Prague	82	42.1	1.4	2.5	86	44.1	1.2	2.3	123	63.1	1.3	5.1	15	7.7	1.3	2.8	117	60.0	94	48.2	78	40.0	25	12.8	20	10.3
CZ020 Středočeský	19	23.5	1.3	2.3	20	24.7	1.2	2.1	30	37.0	1.3	4.6	13	16.0	1.1	2.6	29	35.8	24	29.6	14	17.3	5	6.2	7	8.6
CZ031 Jihočeský	34	28.1	1.5	2.2	37	30.6	1.1	1.9	49	40.5	1.6	7.7	5	4.1	2.2	3.0	56	46.3	40	33.1	29	24.0	8	6.6	19	15.7
CZ032 Plzeňský	23	33.3	1.2	2.0	24	34.8	1.1	1.9	41	59.4	1.2	3.4	8	11.6	1.1	3.0	40	58.0	29	42.0	31	44.9	6	8.7	3	4.3
CZ041 Karlovarský	8	22.9	1.5	2.0	8	22.9	1.6	2.1	19	54.3	1.5	4.1	1	2.9			15	42.9	11	31.4	7	20.0	4	11.4	4	11.4
CZ042 Ústecký	37	46.3	1.3	2.3	37	46.3	1.2	2.2	52	65.0	1.3	4.6	9	11.3	1.1	4.1	52	65.0	42	52.5	29	36.3	5	6.3	2	2.5
CZ051 Liberecký	5	7.8	1.5	1.8	6	9.4	1.2	1.6	22	34.4	1.5	4.5	4	6.3	3.0	5.3	23	35.9	20	31.3	9	14.1	1	1.6	2	3.1
CZ052 Královéhradecký	14	17.9	1.4	2.5	13	16.7	1.3	2.6	35	44.9	1.2	4.2	6	7.7	1.2	1.8	37	47.4	26	33.3	20	25.6	7	9.0	12	15.4
CZ053 Pardubický	18	27.3	1.3	2.3	18	27.3	1.3	2.2	25	37.9	1.4	4.5	4	6.1	1.0	2.0	25	37.9	16	24.2	19	28.8	2	3.0	5	7.6
CZ061 Vysočina	17	22.4	1.5	2.2	19	25.0	1.3	1.8	33	43.4	1.3	2.4	6	7.9	1.2	2.0	32	42.1	16	21.1	23	30.3	1	1.3	10	13.2
CZ062 Jihomoravský	37	31.6	1.4	2.2	38	32.5	1.1	1.8	50	42.7	1.3	3.9	15	12.8	1.4	2.9	53	45.3	43	36.8	26	22.2	4	3.4	5	4.3
CZ071 Olomoucký	34	44.2	1.4	2.2	34	44.2	1.1	1.9	43	55.8	1.2	3.2	9	11.7	1.3	2.4	42	54.5	24	31.2	28	36.4	3	3.9	2	2.6
CZ072 Zlínský	28	35.9	1.4	2.5	29	37.2	1.1	2.4	33	42.3	1.3	3.6	4	5.1	1.0	4.3	34	43.6	17	21.8	26	33.3	2	2.6	4	5.1
CZ080 Moravskoslezský	46	33.1	1.3	2.2	47	33.8	1.1	2.0	75	54.0	1.3	4.3	12	8.6	1.1	2.1	68	48.9	46	33.1	48	34.5	10	7.2	8	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  
 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
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	multishift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA
								hours/week	hours/week	hours/week	hours/week								
<b>Total</b>	<b>1,153</b>	<b>90.4</b>	<b>753</b>	<b>59.0</b>	<b>38.0</b>	<b>400</b>	<b>31.3</b>	<b>39.7</b>	<b>38.35</b>	<b>37.4</b>	<b>37.3</b>	<b>381</b>	<b>29.9</b>	<b>1,143</b>	<b>89.6</b>	<b>8.8</b>	<b>4.4</b>	<b>78.0</b>	<b>2.8</b>
CZ010 Capital Prague	166	85.1	86	44.1	38.4	80	41.0	39.6	38.30	37.3	37.2	77	39.5	172	88.2	7.2	5.0	76.4	4.6
CZ020 Středočeský	71	87.7	48	59.3	38.1	23	28.4	39.8	38.53	37.5	37.4	16	19.8	66	81.5	8.6	5.4	71.6	1.2
CZ031 Jihočeský	110	90.9	66	54.5	38.0	44	36.4	39.5	38.44	37.2	37.1	36	29.8	108	89.3	5.8	5.4	81.8	1.7
CZ032 Plzeňský	65	94.2	42	60.9	37.9	23	33.3	39.8	37.98	37.4	37.4	21	30.4	64	92.8	7.2	4.8	82.6	2.9
CZ041 Karlovarský	33	94.3	23	65.7	38.3	10	28.6	40.0	38.59	37.5	37.5	6	17.1	25	71.4	8.6	3.7	62.9	
CZ042 Ústecký	75	93.8	58	72.5	37.7	17	21.3	39.7	38.33	37.5	37.5	26	32.5	74	92.5	11.3	4.2	78.8	2.5
CZ051 Liberecký	51	79.7	37	57.8	37.8	14	21.9	39.5	37.79	37.5	37.5	16	25.0	56	87.5	14.1	4.3	70.3	3.1
CZ052 Královéhradecký	72	92.3	50	64.1	37.9	22	28.2	39.8	38.47	37.5	37.5	16	20.5	68	87.2	2.6	5.5	82.1	2.6
CZ053 Pardubický	63	95.5	34	51.5	38.1	29	43.9	40.0	38.38	37.5	37.5	11	16.7	60	90.9	10.6	5.0	78.8	1.5
CZ061 Vysočina	70	92.1	45	59.2	38.1	25	32.9	39.8	38.40	37.5	37.5	19	25.0	72	94.7	11.8	3.3	78.9	3.9
CZ062 Jihomoravský	105	89.7	67	57.3	38.2	38	32.5	39.8	38.33	37.5	37.4	24	20.5	107	91.5	12.8	3.7	74.4	4.3
CZ071 Olomoucký	72	93.5	56	72.7	37.9	16	20.8	39.7	38.25	37.3	37.2	25	32.5	67	87.0	5.2	5.0	79.2	2.6
CZ072 Zlínský	75	96.2	44	56.4	38.0	31	39.7	39.7	38.46	37.5	37.2	22	28.2	73	93.6	6.4	6.2	85.9	1.3
CZ080 Moravskoslezský	125	89.9	97	69.8	37.8	28	20.1	39.6	38.50	37.5	37.1	66	47.5	131	94.2	11.5	3.6	79.9	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  
 hours/week average length of working hours  
 days average number of days added to a holiday (unless indicated in weeks)

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

Region NUTS 3	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
<b>Total</b>	<b>4</b>	<b>0.3</b>	<b>76</b>	<b>856</b>	<b>67.1</b>	<b>50.2</b>	<b>538</b>	<b>42.2</b>	<b>48.2</b>
CZ010 Capital Prague	1	0.5		123	63.1	49.5	91	46.7	47.1
CZ020 Středočeský				48	59.3	50.4	33	40.7	49.0
CZ031 Jihočeský	1	0.8		76	62.8	50.0	55	45.5	45.4
CZ032 Plzeňský	1	1.4		60	87.0	51.1	20	29.0	48.6
CZ041 Karlovarský				24	68.6	50.9	15	42.9	44.5
CZ042 Ústecký				45	56.3	50.8	43	53.8	50.5
CZ051 Liberecký				31	48.4	48.1	16	25.0	52.0
CZ052 Královéhradecký				53	67.9	51.5	30	38.5	48.1
CZ053 Pardubický	1	1.5		49	74.2	47.8	27	40.9	42.4
CZ061 Vysočina				56	73.7	50.6	22	28.9	48.5
CZ062 Jihomoravský				73	62.4	50.6	37	31.6	50.9
CZ071 Olomoucký				66	85.7	50.8	35	45.5	48.7
CZ072 Zlínský				47	60.3	52.0	22	28.2	52.0
CZ080 Moravskoslezský				105	75.5	49.6	92	66.2	49.1

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  
 hours/year average value of the stipulated decrease of overtime limit  
 weeks average length of the compensatory period in weeks

**Employment rate I  
classification based on regions**

Region NUTS 3	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>35</b>	<b>2.7</b>	<b>40</b>	<b>3.1</b>	<b>32</b>	<b>2.5</b>	<b>36</b>	<b>2.8</b>
CZ010 Capital Prague	4	2.1	8	4.1	11	5.6	17	8.7
CZ020 Středočeský	2	2.5	1	1.2	1	1.2	3	3.7
CZ031 Jihočeský	6	5.0	7	5.8	4	3.3	1	0.8
CZ032 Plzeňský	8	11.6	8	11.6	1	1.4	1	1.4
CZ041 Karlovarský			1	2.9			2	5.7
CZ042 Ústecký			1	1.3	2	2.5	2	2.5
CZ051 Liberecký	2	3.1	2	3.1	1	1.6	1	1.6
CZ052 Královéhradecký			1	1.3	1	1.3	4	5.1
CZ053 Pardubický			2	3.0	2	3.0	1	1.5
CZ061 Vysočina	6	7.9	4	5.3	2	2.6		
CZ062 Jihomoravský	1	0.9			2	1.7	3	2.6
CZ071 Olomoucký	2	2.6	3	3.9	1	1.3		
CZ072 Zlínský	1	1.3	1	1.3	1	1.3	1	1.3
CZ080 Moravskoslezský	3	2.2	1	0.7	3	2.2		

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

**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		
<b>Total</b>	<b>410</b>	<b>32.1</b>	<b>25</b>	<b>2.0</b>	<b>398</b>	<b>31.2</b>	<b>10</b>	<b>0.8</b>	<b>35</b>	<b>2.7</b>	<b>33</b>	<b>2.6</b>			<b>2</b>	<b>0.2</b>			<b>2</b>	<b>0.2</b>
CZ010 Capital Prague	73	37.4	10	5.1	70	35.9	2	1.0	8	4.1	7	3.6							1	0.5
CZ020 Středočeský	21	25.9	2	2.5	20	24.7			1	1.2	1	1.2								
CZ031 Jihočeský	52	43.0	6	5.0	52	43.0	3	2.5	2	1.7	2	1.7								
CZ032 Plzeňský	29	42.0			29	42.0			1	1.4	1	1.4								
CZ041 Karlovarský	7	20.0			7	20.0														
CZ042 Ústecký	27	33.8	2	2.5	24	30.0	1	1.3	2	2.5	1	1.3			1	1.3				
CZ051 Liberecký	5	7.8			5	7.8			2	3.1	2	3.1								
CZ052 Královéhradecký	17	21.8	1	1.3	16	20.5			4	5.1	4	5.1			1	1.3			1	1.3
CZ053 Pardubický	18	27.3			18	27.3			1	1.5	1	1.5								
CZ061 Vysočina	27	35.5			27	35.5			2	2.6	2	2.6								
CZ062 Jihomoravský	25	21.4	1	0.9	24	20.5	2	1.7	4	3.4	4	3.4								
CZ071 Olomoucký	31	40.3			31	40.3			2	2.6	2	2.6								
CZ072 Zlínský	25	32.1			25	32.1			1	1.3	1	1.3								
CZ080 Moravskoslezský	53	38.1	3	2.2	50	36.0	2	1.4	5	3.6	5	3.6								

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

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

Region NUTS 3	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>1,210</b>	<b>94.8</b>	<b>52.91</b>	<b>54.7</b>	<b>16.50</b>	<b>30.1</b>	<b>62.41</b>	<b>56.3</b>	<b>302</b>	<b>181</b>	<b>14.2</b>	<b>24</b>	<b>1.9</b>	<b>22</b>	<b>1.7</b>
CZ010 Capital Prague	187	95.9	51.66	53.9	19.22	28.8	69.52	57.8	23	22	11.3	1	0.5	2	1.0
CZ020 Středočeský	75	92.6	56.44	54.4	20.58	46.7	68.56	54.4	13	11	13.6	1	1.2	1	1.2
CZ031 Jihočeský	111	91.7	55.47	55.0	14.71	31.3	52.13	57.8	38	15	12.4	1	0.8	4	3.3
CZ032 Plzeňský	66	95.7	45.21	55.0	13.90		59.75	55.0	43	7	10.1				
CZ041 Karlovarský	33	94.3	51.75	54.0	15.50		58.00	55.5	10	8	22.9	1	2.9	2	5.7
CZ042 Ústecký	75	93.8	57.15	55.0	18.17		58.35	55.9	17	21	26.3	3	3.8	2	2.5
CZ051 Liberecký	62	96.9	55.14	54.8	16.59	16.0	63.68	63.3	15	14	21.9	3	4.7	3	4.7
CZ052 Královéhradecký	75	96.2	52.09	55.0	16.68		69.64	53.4	20	14	17.9	1	1.3	1	1.3
CZ053 Pardubický	62	93.9	55.00	54.4	8.20		60.38	53.6	20	18	27.3				
CZ061 Vysočina	70	92.1	57.62	54.7	12.28		69.79	54.5	14	8	10.5	2	2.6	2	2.6
CZ062 Jihomoravský	114	97.4	45.78	55.0	17.20	23.0	46.85	57.3	16	21	17.9	4	3.4	3	2.6
CZ071 Olomoucký	74	96.1	51.93	55.0	11.08		62.83	51.6	30	8	10.4				
CZ072 Zlínský	75	96.2	58.05	54.9	18.50		61.20	56.5	9	6	7.7	7	9.0	2	2.6
CZ080 Moravskoslezský	131	94.2	52.56	54.8	13.31		62.14	56.2	34	8	5.8				

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed  
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file  
 aver. 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
<b>Total</b>	<b>30</b>	<b>2.4</b>	<b>122</b>	<b>9.6</b>	<b>933</b>	<b>71.8</b>	<b>267</b>	<b>20.9</b>	<b>850</b>	<b>66.6</b>	<b>640</b>	<b>975</b>	<b>3.2</b>	<b>679</b>	<b>53.2</b>	<b>318</b>	<b>24.9</b>	<b>580</b>	<b>839</b>	<b>266</b>	<b>20.8</b>	
CZ010 Capital Prague	16	8.2	8	4.1	1,080	62.5	50	25.6	131	67.2	676	1,148	3.2	111	56.9	56	28.7	706	846	47	24.1	
CZ020 Středočeský			3	3.7	350	42.5	19	23.5	53	65.4	650	818	3.1	42	51.9	27	33.3	677	799	24	29.6	
CZ031 Jihočeský	1	0.8	31	25.6	1,006	75.0	25	20.7	83	68.6	620	862	2.9	66	54.5	29	24.0	577	737	26	21.5	
CZ032 Plzeňský	1	1.4	14	20.3	1,532		23	33.3	51	73.9	595	817	3.4	46	66.7	22	31.9	400	743	19	27.5	
CZ041 Karlovarský			4	11.4	1,273	100.0	7	20.0	20	57.1	553	802	3.0	17	48.6	10	28.6	696	947	9	25.7	
CZ042 Ústecký	1	1.3	9	11.3	625	100.0	15	18.8	64	80.0	704	1,172	3.0	54	67.5	27	33.8	675	1,232	21	26.3	
CZ051 Liberecký	1	1.6	2	3.1			8	12.5	35	54.7	600	787	2.9	25	39.1	13	20.3	473	663	9	14.1	
CZ052 Královéhradecký	1	1.3	6	7.7	721	100.0	16	20.5	61	78.2	682	890	3.2	45	57.7	16	20.5	597	619	13	16.7	
CZ053 Pardubický	2	3.0	5	7.6	507	50.0	11	16.7	46	69.7	520	1,049	3.3	38	57.6	14	21.2	518	1,098	13	19.7	
CZ061 Vysočina	1	1.3	8	10.5	993	50.0	17	22.4	49	64.5	707	1,062	3.3	40	52.6	17	22.4	626	911	13	17.1	
CZ062 Jihomoravský	1	0.9	5	4.3	520		22	18.8	65	55.6	597	825	2.8	43	36.8	25	21.4	528	780	21	17.9	
CZ071 Olomoucký	1	1.3	9	11.7	419		22	28.6	45	58.4	716	1,050	3.0	40	51.9	14	18.2	577	663	14	18.2	
CZ072 Zlínský	2	2.6	9	11.5	812	53.3	9	11.5	54	69.2	696	1,114	3.8	36	46.2	15	19.2	392	1,047	13	16.7	
CZ080 Moravskoslezský	2	1.4	9	6.5	967	83.3	23	16.5	93	66.9	577	953	3.2	76	54.7	33	23.7	477	694	24	17.3	

Explanatory notes: NCA

% CA

CZK/month

aver. % of price

average % MBA

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

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

average contribution in CZK per month

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

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



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

Region NUTS 3	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
<b>Total</b>	<b>397</b>	<b>31.1</b>	<b>36</b>	<b>2.3</b>	<b>21</b>	<b>2,295</b>	<b>74</b>	<b>1.9</b>	<b>234</b>	<b>131</b>	<b>3,839</b>	<b>221</b>	<b>17.3</b>	<b>53</b>	<b>8,196</b>	<b>22</b>	<b>1.8</b>	<b>96</b>	<b>95</b>	<b>3,103</b>	
CZ010 Capital Prague	84	43.1	9	2.4	3	2,033	35	1.9	34	29	7,960	42	21.5	16	8,531	6	0.9	11	18	4,005	
CZ020 Středočeský	21	25.9	2		3	3,500	1		11	9	1,081	12	14.8	2		1		7	2		
CZ031 Jihočeský	47	38.8	4	2.3	1		9	1.7	29	12	3,949	27	22.3	2		2		21	4	978	
CZ032 Plzeňský	24	34.8	2		2		2		17	4	543	4	5.8					1	3	7,670	
CZ041 Karlovarský	8	22.9	2		1				5	3	690	7	20.0	1		2		3	3	3,632	
CZ042 Ústecký	33	41.3	5	3.0	2				24	9	2,166	14	17.5	6	11,417	1		4	6	2,230	
CZ051 Liberecký	20	31.3			2		1		14	7	4,093	9	14.1	1		1		5	6	5,688	
CZ052 Královéhradecký	23	29.5	2		1		1		16	6	425	17	21.8	4	7,575	2		3	9	5,211	
CZ053 Pardubický	20	30.3	3	1.8	3	3,500	2		10	7	4,282	6	9.1	1				1	4	5,466	
CZ061 Vysočina	22	28.9	1		1		1		16	6	2,973	9	11.8			1		4	4	1,588	
CZ062 Jihomoravský	38	32.5	3	1.7			10	1.9	24	17	1,604	24	20.5	2		3	2.0	13	18	1,656	
CZ071 Olomoucký	13	16.9	1				3	1.4	8	4	3,612	9	11.7	1		2		5	7	1,444	
CZ072 Zlínský	21	26.9	2		2		2		12	8	6,387	23	29.5	10	7,470			11	2		
CZ080 Moravskoslezský	23	16.5					7	2.0	14	10	1,938	18	12.9	7	14,186	1		7	9	1,296	

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

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

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

Region NUTS 3	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
<b>Total</b>	<b>9.23</b>	<b>3.07</b>	<b>1.71</b>	<b>25.08</b>	<b>1.53</b>	<b>2.99</b>	<b>0.67</b>	<b>9.01</b>	<b>2.46</b>	<b>31.86</b>	<b>12.37</b>	<b>350</b>	<b>27.4</b>	<b>213</b>	<b>16.7</b>
CZ010 Capital Prague	4.43	0.97	0.88	27.80	1.97	1.51		12.46	2.42	37.85	9.70	84	43.1	67	34.4
CZ020 Středočeský	11.31	1.01	2.01	24.40	2.96	0.80	5.03	11.47	4.26	30.12	6.64	14	17.3	18	22.2
CZ031 Jihočeský	14.87	0.30	1.52	9.24	0.70	4.34		8.83	3.56	12.60	44.03	47	38.8	20	16.5
CZ032 Plzeňský	90.46	0.20		0.79		0.31	1.59	0.57	0.47	0.26	5.36	13	18.8	6	8.7
CZ041 Karlovarský	5.75	22.28	1.16	19.73	1.16	3.66		9.87	2.78	28.02	5.60	7	20.0	3	8.6
CZ042 Ústecký	12.69	5.92	0.17	18.26	1.15	6.22	3.99	11.40	1.89	23.06	15.26	23	28.8	16	20.0
CZ051 Liberecký	6.90	1.43		29.82	3.80	3.48		6.04	1.33	11.95	35.24	24	37.5	8	12.5
CZ052 Královéhradecký	0.80	1.37		32.53	0.68	3.34	4.25	8.75	2.68	41.47	4.13	15	19.2	10	12.8
CZ053 Pardubický	3.34	0.24	0.69	29.69	0.05	0.20		0.55	1.19	52.23	11.81	13	19.7	8	12.1
CZ061 Vysočina	2.27	15.80	17.98	34.08	1.61	10.06	3.97	7.68	1.65	3.88	1.02	18	23.7	4	5.3
CZ062 Jihomoravský	9.11	2.31	0.29	28.03	1.14	4.85	0.09	4.79	2.50	39.62	7.28	36	30.8	12	10.3
CZ071 Olomoucký	1.00	3.99		26.70	0.45	4.82		3.91	2.78	54.64	1.72	16	20.8	11	14.3
CZ072 Zlínský	8.08	6.13	7.31	12.50	1.57	0.94		10.95	5.37	41.30	5.83	18	23.1	13	16.7
CZ080 Moravskoslezský	20.39	15.51	1.35	36.19	0.55	11.28		8.45	1.20	4.16	0.92	22	15.8	17	12.2

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

### Obstacles to work classification based on regions

Region NUTS 3	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
<b>Total</b>	<b>5</b>	<b>0.4</b>	<b>75.0</b>	<b>519</b>	<b>40.7</b>	<b>1.4</b>	<b>433</b>	<b>33.9</b>	<b>1.3</b>	<b>664</b>	<b>52.0</b>	<b>2.2</b>	<b>259</b>	<b>20.3</b>	<b>6.3</b>	<b>288</b>	<b>22.6</b>	<b>1.2</b>	<b>113</b>	<b>8.9</b>	<b>3.6</b>	<b>214</b>	<b>16.8</b>	<b>3.9</b>	<b>95</b>	<b>7.4</b>	<b>2.1</b>	<b>173</b>	<b>13.6</b>	<b>3.0</b>	<b>518</b>	<b>40.6</b>
CZ010 Capital Prague	2	1.0		76	39.0	1.4	65	33.3	1.5	98	50.3	2.1	60	30.8	5.2	46	23.6	1.2	32	16.4	3.7	45	23.1	4.9	24	12.3	1.9	60	30.8	3.0	100	51.3
CZ020 Středočeský				31	38.3	1.7	24	29.6	1.1	38	46.9	2.2	14	17.3	6.9	15	18.5	1.3	6	7.4	4.0	13	16.0	2.8	6	7.4	1.5	8	9.9	3.9	28	34.6
CZ031 Jihočeský				62	51.2	1.4	55	45.5	1.3	69	57.0	2.2	25	20.7	5.7	34	28.1	1.3	7	5.8	4.6	27	22.3	3.1	7	5.8	3.3	9	7.4	2.9	53	43.8
CZ032 Plzeňský				34	49.3	1.1	34	49.3	1.1	43	62.3	2.1	9	13.0	4.8	24	34.8	1.2	6	8.7	3.7	8	11.6	6.3	2	2.9		9	13.0	2.9	34	49.3
CZ041 Karlovarský				12	34.3	1.7	12	34.3	1.9	17	48.6	2.7	9	25.7	12.0	8	22.9	1.3	1	2.9		5	14.3	6.2	5	14.3	1.0	1	2.9		19	54.3
CZ042 Ústecký				41	51.3	1.7	34	42.5	1.4	51	63.8	2.0	29	36.3	8.0	22	27.5	1.1	9	11.3	3.8	9	11.3	2.8	10	12.5	1.6	14	17.5	3.2	37	46.3
CZ051 Liberecký				23	35.9	1.5	19	29.7	1.5	25	39.1	3.1	9	14.1	11.6	7	10.9	1.1	5	7.8	1.6	6	9.4	4.5	10	15.6	2.5	7	10.9	2.7	18	28.1
CZ052 Královéhradecký				17	21.8	1.2	19	24.4	1.3	26	33.3	1.8	9	11.5	5.8	12	15.4	1.2	5	6.4	3.2	8	10.3	5.6	3	3.8	1.0	12	15.4	3.1	23	29.5
CZ053 Pardubický	2	3.0		27	40.9	1.3	25	37.9	1.2	35	53.0	2.2	14	21.2	7.3	13	19.7	1.0	2	3.0		8	12.1	4.4	1	1.5		6	9.1	3.0	18	27.3
CZ061 Vysočina				34	44.7	1.3	28	36.8	1.4	38	50.0	2.2	11	14.5	4.7	16	21.1	1.3	5	6.6	3.6	10	13.2	5.2	3	3.9	2.0	3	3.9	2.0	25	32.9
CZ062 Jihomoravský				42	35.9	1.5	38	32.5	1.3	53	45.3	2.2	23	19.7	6.1	28	23.9	1.2	9	7.7	3.3	14	12.0	3.3	6	5.1	2.0	11	9.4	3.1	32	27.4
CZ071 Olomoucký				32	41.6	1.2	22	28.6	1.4	45	58.4	2.4	8	10.4	4.5	18	23.4	1.1	4	5.2	4.0	11	14.3	3.9				9	11.7	2.9	43	55.8
CZ072 Zlínský	1	1.3		34	43.6	1.1	26	33.3	1.2	45	57.7	2.3	9	11.5	7.0	14	17.9	1.0	5	6.4	2.8	8	10.3	2.3	2	2.6		10	12.8	3.1	36	46.2
CZ080 Moravskoslezský				54	38.8	1.3	32	23.0	1.3	81	58.3	2.0	30	21.6	5.3	31	22.3	1.3	17	12.2	3.9	42	30.2	3.2	16	11.5	2.9	14	10.1	2.9	52	37.4

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

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

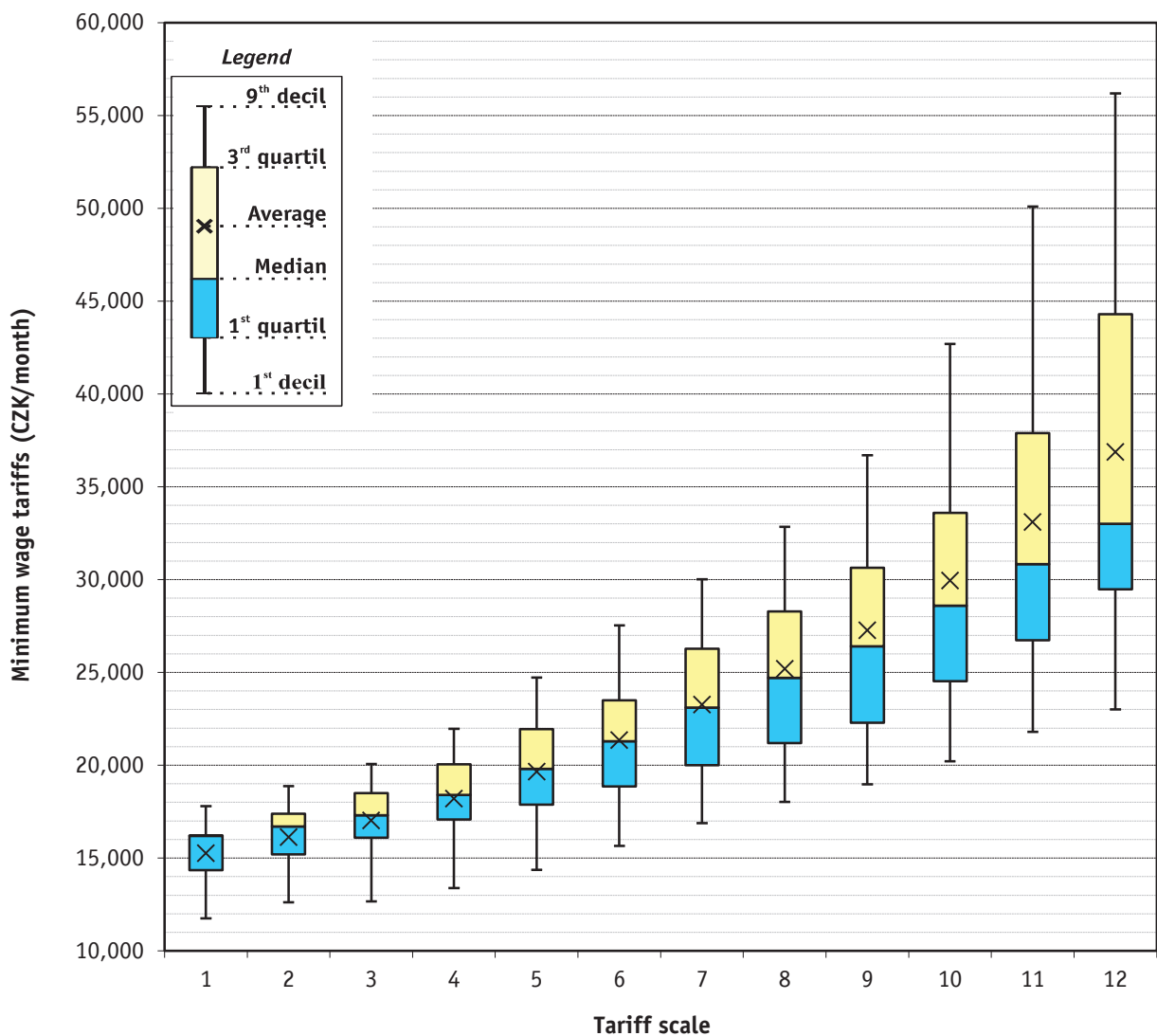
Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>422</b>	<b>33.1</b>	<b>27</b>	<b>2.1</b>	<b>464</b>	<b>36.4</b>	<b>1067</b>	<b>83.6</b>	<b>674</b>	<b>52.8</b>	<b>7</b>	<b>0.5</b>	<b>17</b>	<b>1.3</b>
CZ010 Capital Prague	90	46.2	10	5.1	76	39.0	160	82.1	83	42.6	2	1.0	3	1.5
CZ020 Středočeský	22	27.2	3	3.7	21	25.9	65	80.2	29	35.8	1	1.2	1	1.2
CZ031 Jihočeský	49	40.5	5	4.1	44	36.4	109	90.1	73	60.3				
CZ032 Plzeňský	16	23.2			25	36.2	66	95.7	39	56.5			3	4.3
CZ041 Karlovarský	12	34.3			8	22.9	29	82.9	20	57.1				
CZ042 Ústecký	31	38.8	3	3.8	34	42.5	75	93.8	56	70.0	1	1.3	1	1.3
CZ051 Liberecký	3	4.7			20	31.3	51	79.7	30	46.9				
CZ052 Královéhradecký	20	25.6			20	25.6	49	62.8	40	51.3	1	1.3	1	1.3
CZ053 Pardubický	15	22.7			15	22.7	41	62.1	36	54.5	1	1.5		
CZ061 Vysočina	14	18.4	1	1.3	22	28.9	50	65.8	42	55.3				
CZ062 Jihomoravský	35	29.9	1	0.9	31	26.5	96	82.1	57	48.7			1	0.9
CZ071 Olomoucký	25	32.5	1	1.3	16	20.8	72	93.5	43	55.8				
CZ072 Zlínský	36	46.2			50	64.1	73	93.6	42	53.8			6	7.7
CZ080 Moravskoslezský	54	38.8	3	2.2	82	59.0	131	94.2	84	60.4	1	0.7	1	0.7

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

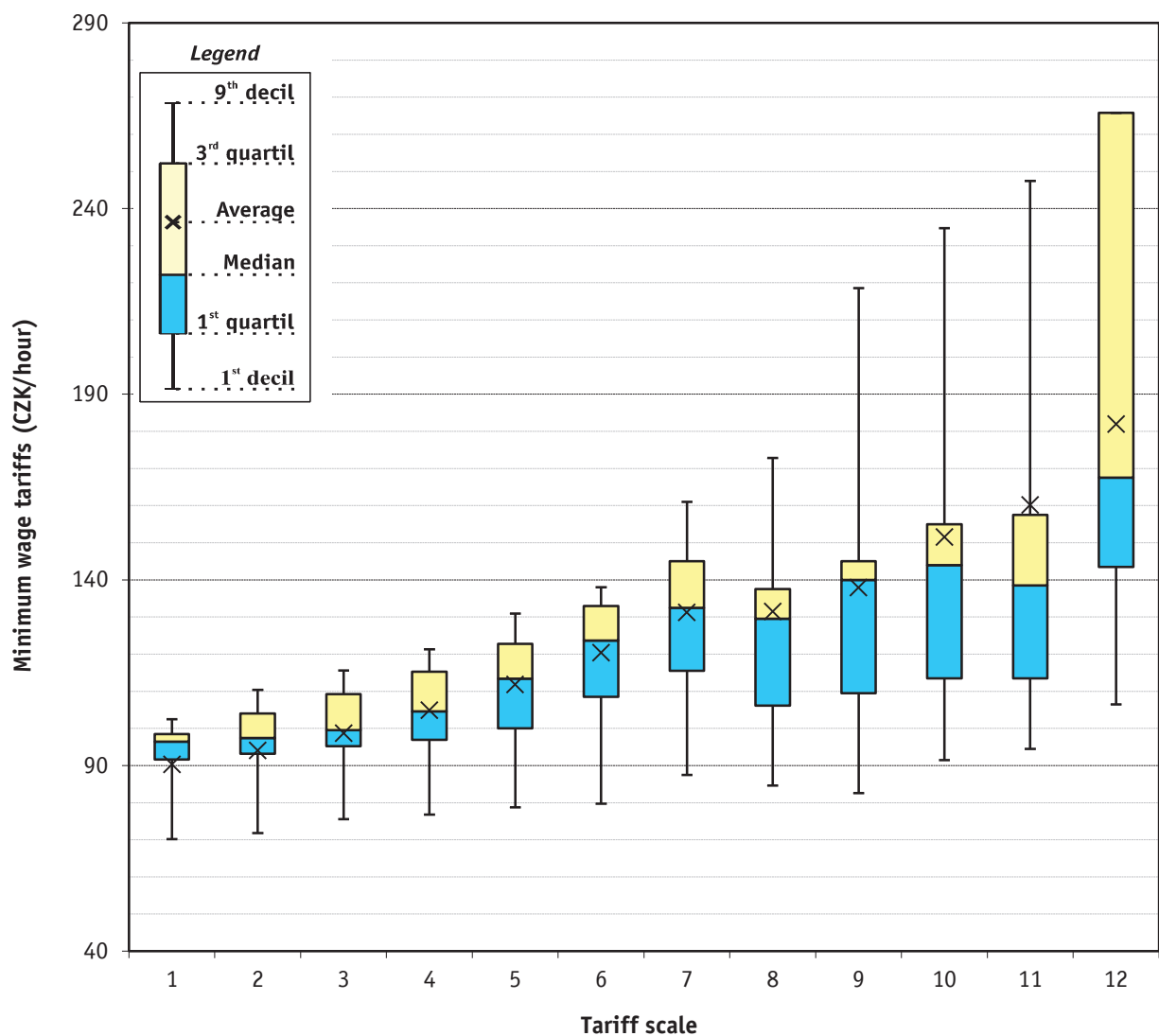
Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
<b>Minimum wage</b>	<b>35</b>	<b>20,322</b>	<b>16,850</b>	<b>17,100</b>	<b>18,736</b>	<b>23,200</b>	<b>26,080</b>
Tariff scale 1	187	15,256	11,756	14,345	16,200	16,210	17,800
Tariff scale 2	189	16,125	12,620	15,200	16,700	17,385	18,870
Tariff scale 3	199	17,018	12,663	16,100	17,300	18,500	20,070
Tariff scale 4	202	18,197	13,382	17,080	18,400	20,050	21,965
Tariff scale 5	204	19,659	14,360	17,870	19,800	21,950	24,720
Tariff scale 6	205	21,347	15,648	18,863	21,300	23,500	27,540
Tariff scale 7	205	23,259	16,887	20,000	23,100	26,270	30,025
Tariff scale 8	203	25,187	18,024	21,190	24,700	28,280	32,845
Tariff scale 9	200	27,267	18,968	22,290	26,400	30,630	36,705
Tariff scale 10	198	29,945	20,219	24,530	28,590	33,600	42,700
Tariff scale 11	196	33,099	21,800	26,739	30,830	37,900	50,100
Tariff scale 12	193	36,866	23,008	29,475	33,000	44,300	56,195



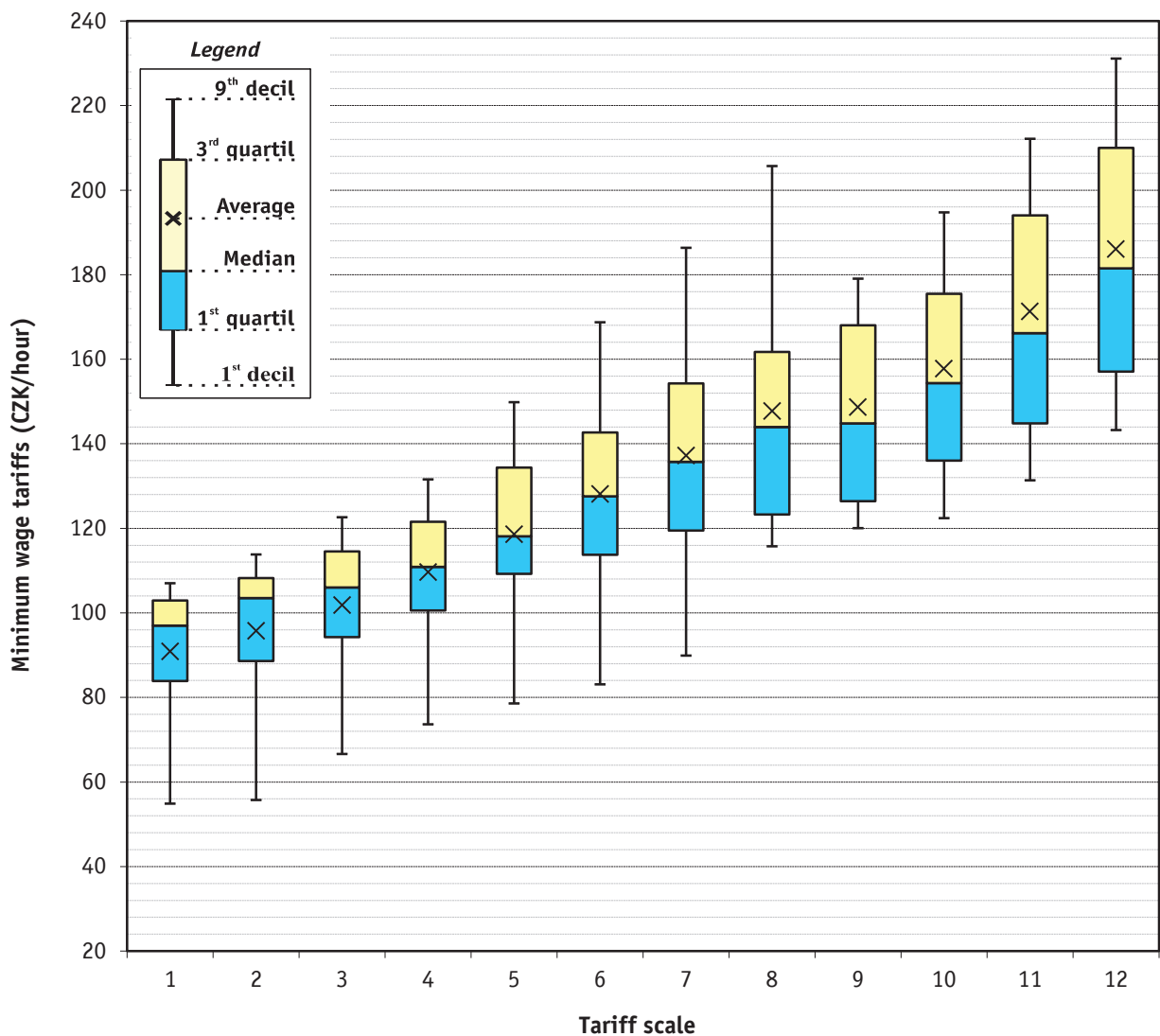
## Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
<b>Minimum wage</b>	<b>10</b>	<b>104.80</b>	<b>97.00</b>	<b>99.00</b>	<b>105.00</b>	<b>105.00</b>	<b>118.00</b>
Tariff scale 1	42	90.26	70.15	91.65	96.40	98.50	102.50
Tariff scale 2	42	94.05	71.85	93.20	97.40	104.00	110.40
Tariff scale 3	43	98.68	75.60	95.20	99.50	109.25	115.60
Tariff scale 4	43	104.87	76.75	96.95	104.60	115.25	121.30
Tariff scale 5	44	111.83	78.75	100.00	113.40	122.75	130.90
Tariff scale 6	43	120.39	79.75	108.50	123.65	133.00	138.00
Tariff scale 7	43	131.23	87.45	115.50	132.50	145.00	161.00
Tariff scale 8	13	131.46	84.60	106.15	129.50	137.50	172.85
Tariff scale 9	9	137.92	82.60	109.50	140.00	145.00	218.55
Tariff scale 10	8	151.55	91.50	113.50	144.00	155.00	234.70
Tariff scale 11	6	160.14	94.50	113.50	138.50	157.50	247.42
Tariff scale 12	5	181.93	106.50	143.50	167.50	265.82	265.82



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

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
<b>Minimum wage</b>	<b>15</b>	<b>108.30</b>	<b>103.25</b>	<b>103.50</b>	<b>104.90</b>	<b>109.40</b>	<b>112.15</b>
Tariff scale 1	66	90.91	54.90	83.89	97.00	102.90	107.00
Tariff scale 2	70	95.71	55.75	88.59	103.50	108.20	113.80
Tariff scale 3	71	101.82	66.60	94.30	105.99	114.50	122.67
Tariff scale 4	72	109.66	73.65	100.55	110.90	121.55	131.55
Tariff scale 5	73	118.56	78.60	109.25	118.15	134.35	149.85
Tariff scale 6	73	128.14	83.10	113.75	127.55	142.65	168.78
Tariff scale 7	69	137.19	89.90	119.50	135.75	154.26	186.38
Tariff scale 8	38	147.71	115.73	123.25	144.00	161.75	205.68
Tariff scale 9	28	148.64	120.05	126.42	144.85	168.00	179.10
Tariff scale 10	25	157.79	122.45	136.00	154.35	175.45	194.72
Tariff scale 11	24	171.31	131.35	144.80	166.20	194.00	212.16
Tariff scale 12	24	186.07	143.25	157.05	181.50	210.00	231.10



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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	16/15	17/16	18/17	19/18	20/19	21/20	22/21	16/15	17/16	18/17	19/18	20/19	21/20	22/21
Tariff scale 1	105.7	108.4	108.0	109.5	106.4	106.1	105.3	105.0	105.7	105.7	106.4	103.0	102.0	100.6
Tariff scale 2	105.8	108.4	107.1	109.3	106.2	105.9	105.6	105.1	105.7	104.9	106.3	102.8	101.9	100.8
Tariff scale 3	105.5	108.4	106.6	109.1	105.8	105.7	105.5	104.8	105.7	104.4	106.0	102.4	101.7	100.7
Tariff scale 4	105.8	108.0	106.2	108.7	105.9	105.6	105.0	105.0	105.3	103.9	105.7	102.5	101.6	100.3
Tariff scale 5	105.7	107.3	105.4	108.5	105.7	105.6	105.0	104.9	104.6	103.2	105.5	102.3	101.6	100.3
Tariff scale 6	105.6	106.8	105.3	108.3	105.9	105.5	104.8	104.8	104.1	103.1	105.3	102.5	101.5	100.1
Tariff scale 7	105.1	106.4	104.8	108.0	105.1	105.8	105.0	104.4	103.8	102.6	105.0	101.7	101.8	100.3
Tariff scale 8	105.0	106.2	104.3	107.7	104.7	105.5	104.9	104.3	103.6	102.1	104.7	101.3	101.5	100.1
Tariff scale 9	104.1	106.1	104.0	107.2	103.7	106.0	104.7	103.4	103.4	101.8	104.2	100.4	101.9	100.0
Tariff scale 10	103.5	105.9	104.0	107.8	102.9	105.8	105.2	102.8	103.2	101.8	104.7	99.6	101.8	100.5
Tariff scale 11	103.2	105.6	104.3	107.7	101.9	106.4	105.2	102.5	103.0	102.1	104.7	98.6	102.3	100.5
Tariff scale 12	102.7	105.6	104.4	106.4	101.9	106.6	105.7	102.0	103.0	102.2	103.4	98.6	102.5	100.9

Inflation rate per individual year	2015	2016	2017	2018	2019	2020	2021	2022
	0.3	0.7	2.5	2.1	2.8	3.2	3.8	4.5*

Explanatory notes: \* Year-on-year inflation rate - data from January 2022 (source: CZSO)



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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	16/15	17/16	18/17	19/18	20/19	21/20	22/21	16/15	17/16	18/17	19/18	20/19	21/20	22/21
Tariff scale 1	102.5	110.1	113.1	106.3	107.9	108.0	104.6	101.8	107.4	110.7	103.3	104.5	103.9	99.9
Tariff scale 2	103.1	109.5	113.6	106.0	106.7	108.6	104.9	102.4	106.8	111.2	103.0	103.3	104.5	100.2
Tariff scale 3	102.1	109.0	112.5	106.6	104.8	109.9	104.9	101.4	106.3	110.2	103.6	101.4	105.7	100.2
Tariff scale 4	101.0	107.6	111.5	106.0	104.4	111.2	104.6	100.2	104.9	109.2	103.1	101.1	106.9	99.9
Tariff scale 5	101.8	106.5	111.2	105.3	103.1	111.1	104.7	101.1	103.9	108.8	102.3	99.8	106.9	99.9
Tariff scale 6	102.4	106.2	111.2	103.6	101.9	111.9	104.7	101.7	103.6	108.8	100.7	98.7	107.7	100.0
Tariff scale 7	101.5	106.2	111.1	102.6	101.8	111.7	104.4	100.8	103.5	108.8	99.8	98.5	107.5	99.7
Tariff scale 8	106.7	103.1	114.2	99.7	101.8	112.0	104.3	106.0	100.5	111.8	97.0	98.5	107.7	99.6
Tariff scale 9	101.3	100.8	114.9	101.0	102.4	109.0	108.8	100.6	98.3	112.5	98.2	99.1	104.8	103.9
Tariff scale 10	102.0	96.4	117.6	101.9	100.1	109.5	111.0	101.3	94.0	115.2	99.1	96.9	105.3	106.0
Tariff scale 11	97.5	102.0	116.6	106.0	95.5	105.3	113.1	96.9	99.5	114.2	103.0	92.5	101.3	108.0
Tariff scale 12	96.4	101.2	115.2	101.3	98.1	102.0	125.3	95.7	98.7	112.8	98.5	95.0	98.1	119.6

Inflation rate per individual year	2015	2016	2017	2018	2019	2020	2021	2022
	0.3	0.7	2.5	2.1	2.8	3.2	3.8	4.5*

Explanatory notes: \* Year-on-year inflation rate - data from January 2022 (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						
	16/15	17/16	18/17	19/18	20/19	21/20	22/21	16/15	17/16	18/17	19/18	20/19	21/20	22/21
Tariff scale 1	106.2	105.3	107.3	113.0	106.0	105.3	105.9	105.4	102.7	105.1	109.9	102.6	101.3	101.1
Tariff scale 2	105.4	105.6	106.3	112.2	105.5	105.4	106.3	104.7	102.9	104.0	109.0	102.1	101.4	101.5
Tariff scale 3	104.9	106.0	105.9	111.5	104.9	105.2	106.7	104.1	103.4	103.7	108.4	101.6	101.2	101.9
Tariff scale 4	104.2	106.4	105.6	110.9	104.9	105.2	106.8	103.5	103.7	103.4	107.8	101.6	101.2	102.0
Tariff scale 5	103.9	106.1	105.8	110.2	104.9	105.2	106.8	103.1	103.4	103.6	107.1	101.5	101.2	102.0
Tariff scale 6	103.8	105.6	105.4	109.8	104.8	105.0	107.0	103.1	103.0	103.2	106.7	101.4	101.0	102.2
Tariff scale 7	103.8	105.1	105.3	109.6	104.1	104.7	105.6	103.0	102.4	103.1	106.5	100.8	100.7	100.9
Tariff scale 8	102.1	106.7	107.5	108.8	104.8	102.5	105.5	101.4	104.1	105.2	105.7	101.4	98.6	100.7
Tariff scale 9	105.9	104.6	108.1	109.1	104.1	99.4	104.2	105.2	102.0	105.8	106.1	100.8	95.7	99.5
Tariff scale 10	106.1	101.9	107.1	109.6	105.5	98.7	103.5	105.3	99.4	104.8	106.5	102.1	95.0	98.8
Tariff scale 11	106.0	100.9	106.9	109.4	104.5	98.0	104.0	105.3	98.4	104.7	106.3	101.2	94.3	99.4
Tariff scale 12	105.3	100.0	107.0	108.5	104.4	98.3	103.8	104.6	97.5	104.8	105.4	101.1	94.6	99.1

Inflation rate per individual year	2015	2016	2017	2018	2019	2020	2021	2022
	0.3	0.7	2.5	2.1	2.8	3.2	3.8	4.5*

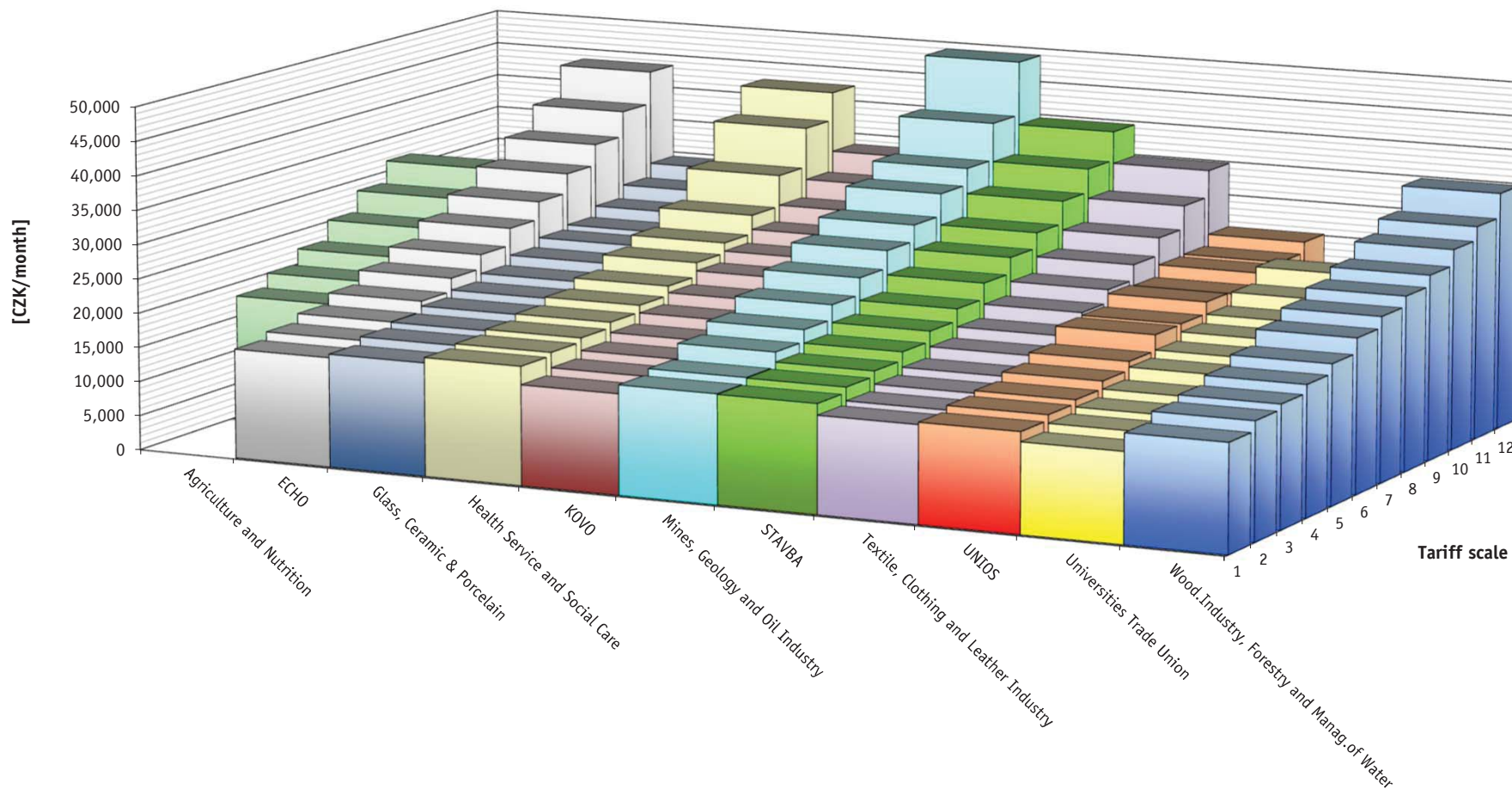
Explanatory notes: \* Year-on-year inflation rate - data from January 2022 (source: CZSO)

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

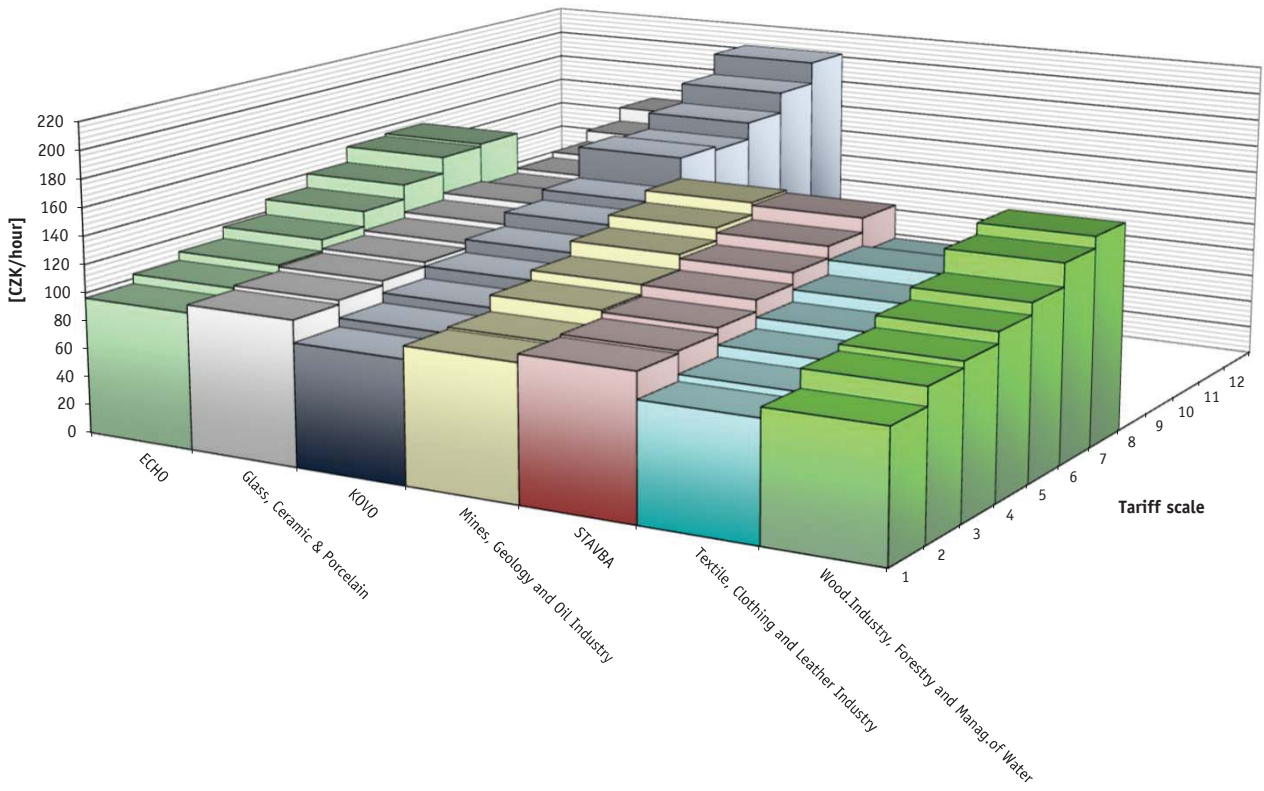
	unit of measure	2015	2016	2017	2018	2019	2020	2021	2022	index 16/15	index 17/16	index 18/17	index 19/18	index 20/19	index 21/20	index 22/21
For overtime work on working days	% AE	26.2	26.1	26.2	26.3	26.4	26.3	26.3	26.3	99.6	100.4	100.7	100.2	99.8	99.9	100.1
For overtime work on Saturdays and Sundays	% AE	48.0	48.3	47.8	47.7	47.7	47.9	47.7	47.4	100.6	99.0	99.7	100.0	100.5	99.5	99.3
For overtime work undistinguished	% AE	26.5	26.5	26.6	26.6	26.7	27.0	27.0	27.2	100.2	100.2	100.1	100.2	101.2	100.2	100.6
For working on public holidays	% AE	101.8	101.7	101.8	101.8	102.6	102.5	102.7	102.6	99.8	100.1	100.1	100.8	99.9	100.2	99.9
For night work	CZK/hour	14.25	14.59	15.14	15.82	17.26	18.17	18.61	19.75	102.4	103.8	104.5	109.1	105.3	102.4	106.1
	% AE	11.4	11.2	11.3	11.6	11.7	11.8	11.9	12.2	98.4	100.8	102.1	100.8	101.4	100.5	102.2
For work on Saturdays and Sundays	% AE	23.3	23.6	23.6	22.9	23.6	23.3	23.5	23.0	101.2	100.1	97.1	102.9	98.7	101.1	97.8
For work in difficult conditions	CZK/hour	7.56	7.67	7.87	8.15	9.16	9.49	9.70	10.05	101.4	102.6	103.6	112.4	103.6	102.1	103.7
	% MM	10.7	10.6	10.5	10.4	10.4	10.4	10.4	10.4	98.7	99.1	99.7	99.9	99.3	100.2	99.6
For afternoon work	CZK/hour	6.86	7.05	7.23	7.54	8.16	8.78	9.17	8.71	102.8	102.6	104.3	108.1	107.6	104.5	94.9
For standby duty	CZK/hour	15.81	15.36	15.57	16.44	17.31	18.14	18.86	18.57	97.2	101.3	105.6	105.3	104.8	103.9	98.5
	% AE	16.8	16.7	16.6	16.9	16.8	16.8	16.6	16.6	99.7	99.5	101.6	99.5	99.6	99.4	99.9

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

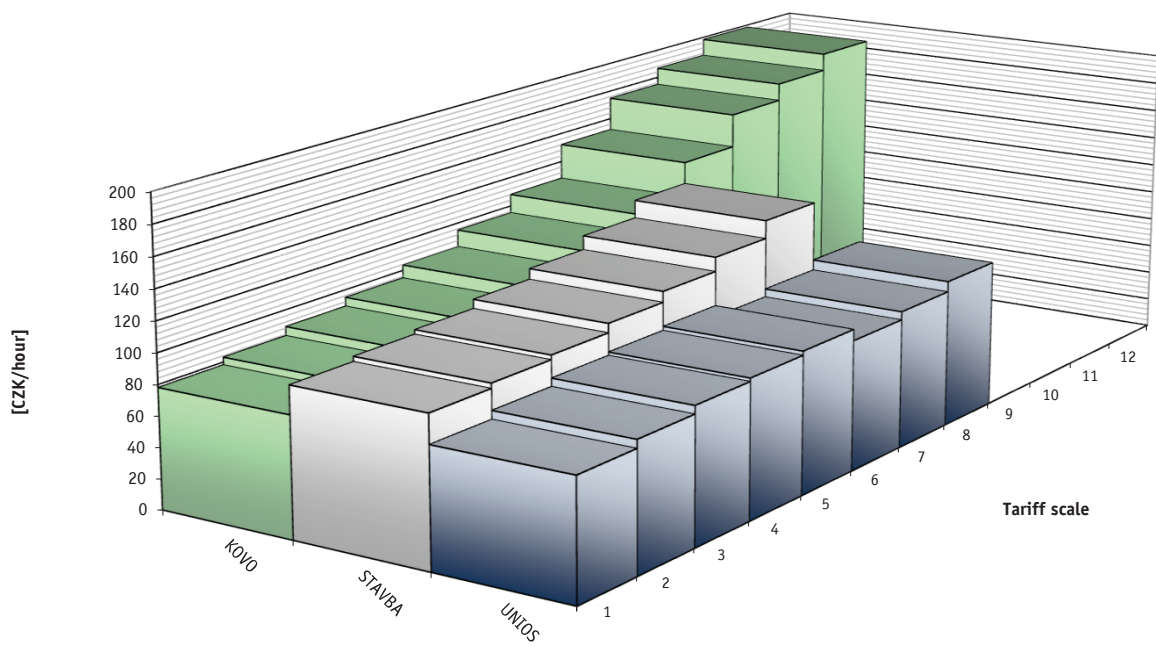
Monthly wage scales - 12-scale tariff system



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

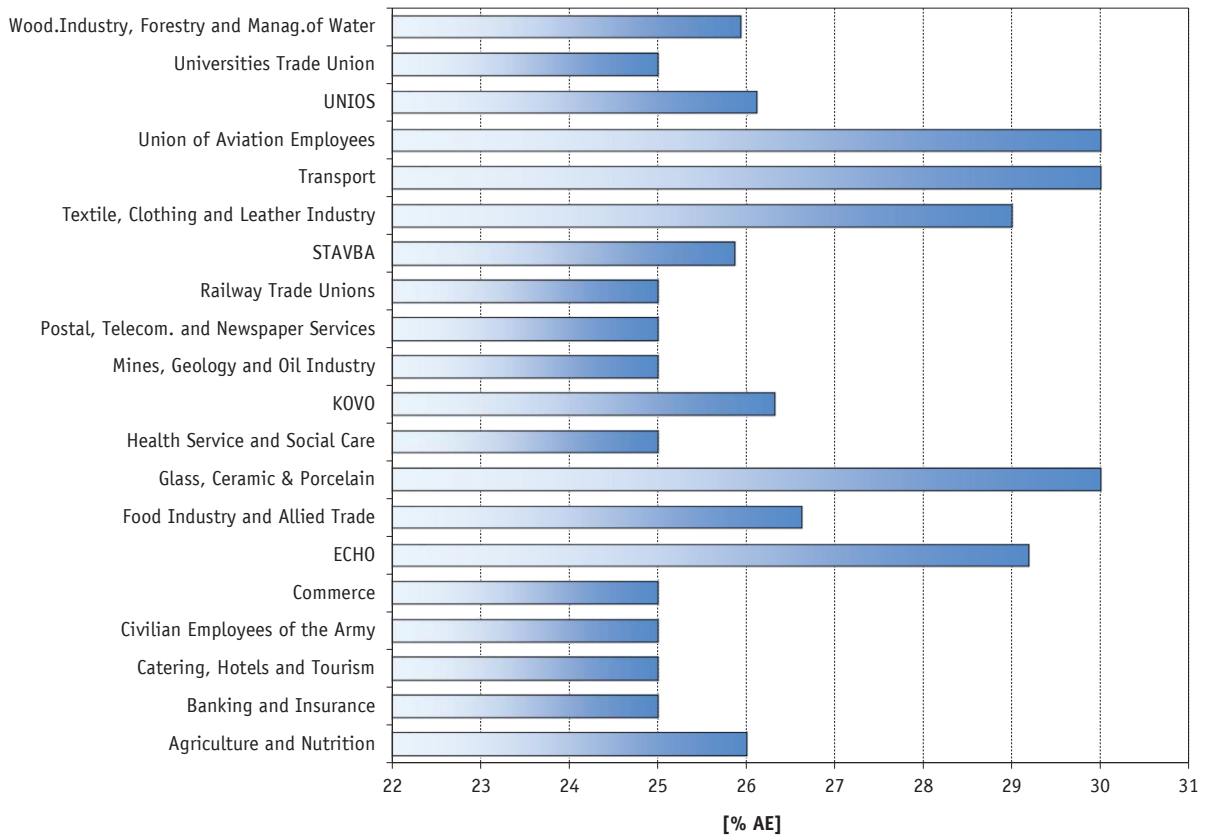


Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

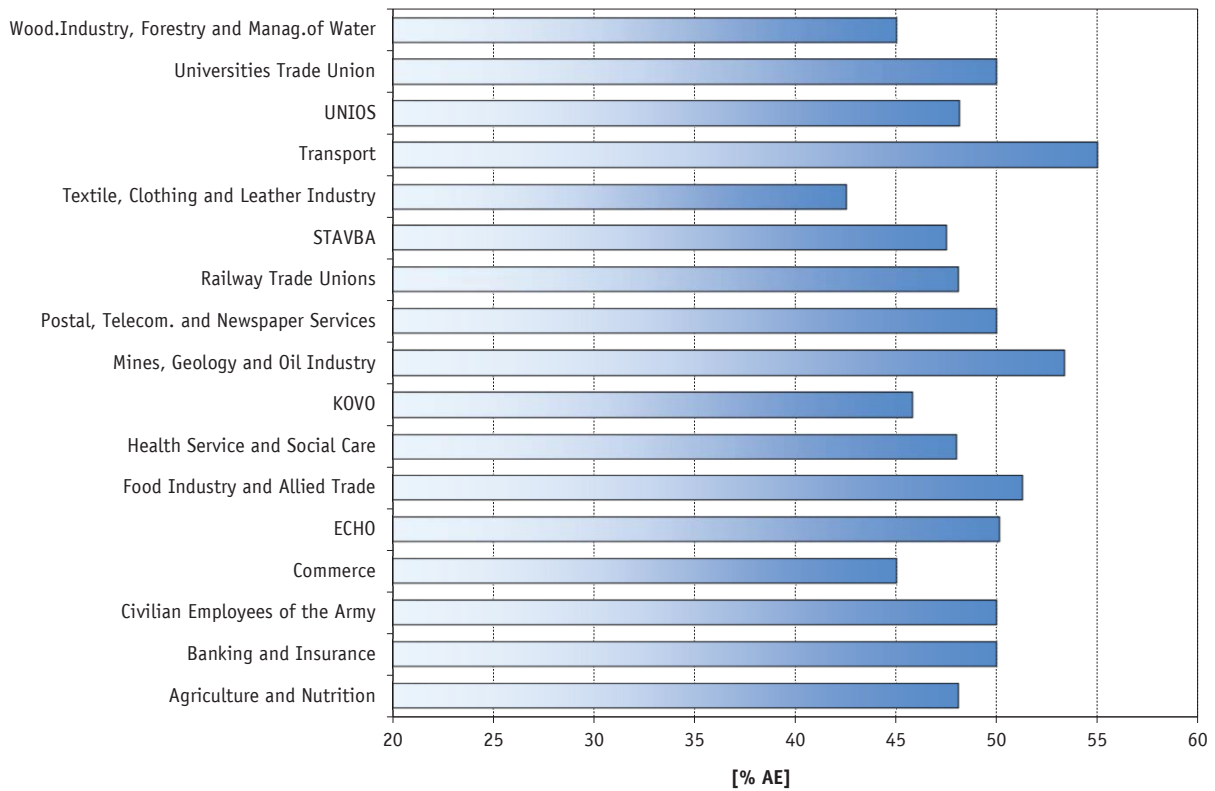


Wage supplementary charges

A - for overtime work on working day

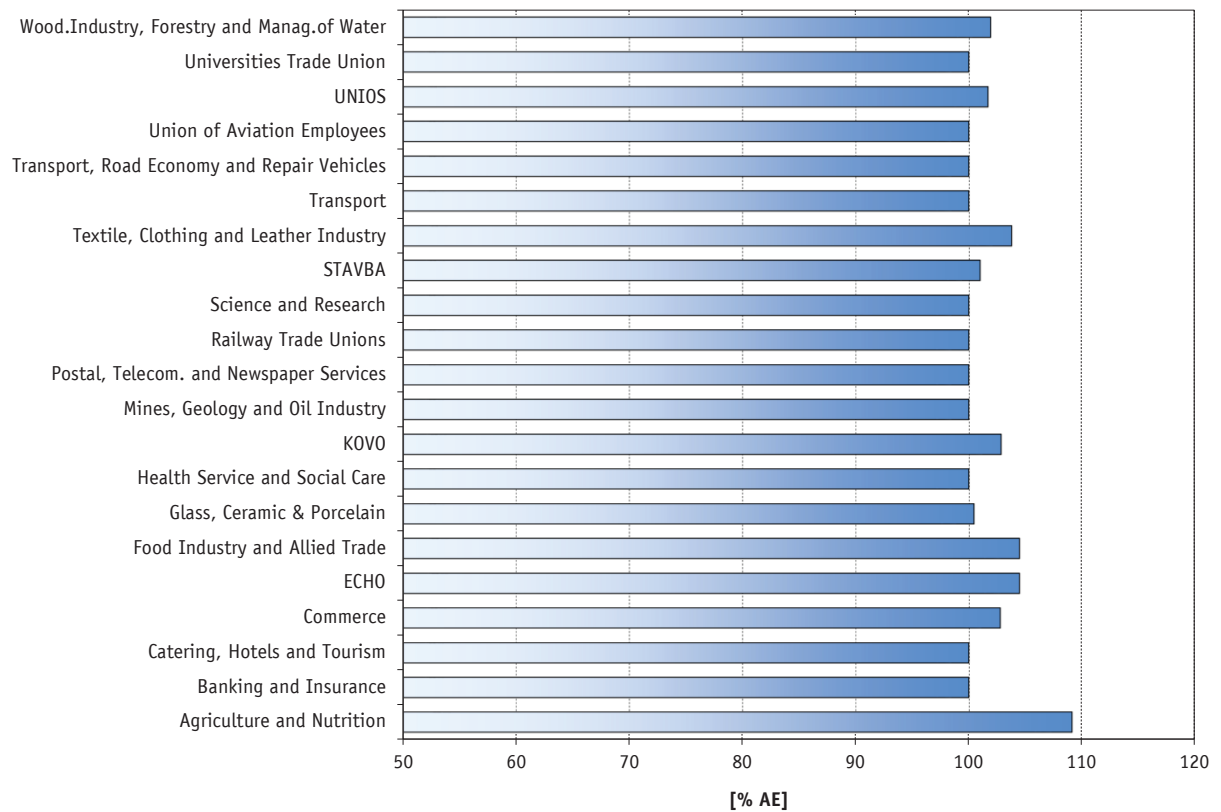


B - for overtime work on Saturdays and Sundays

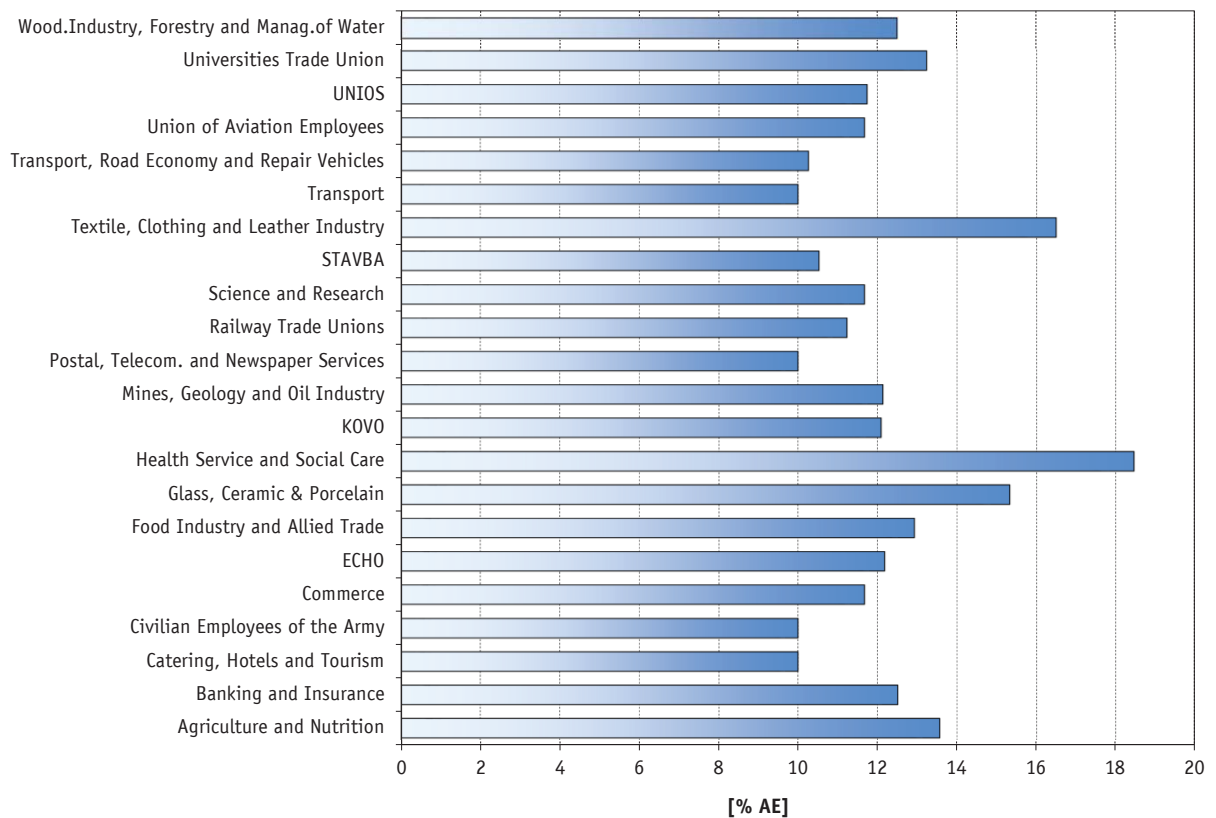


Wage supplementary charges

C - for working on public holidays



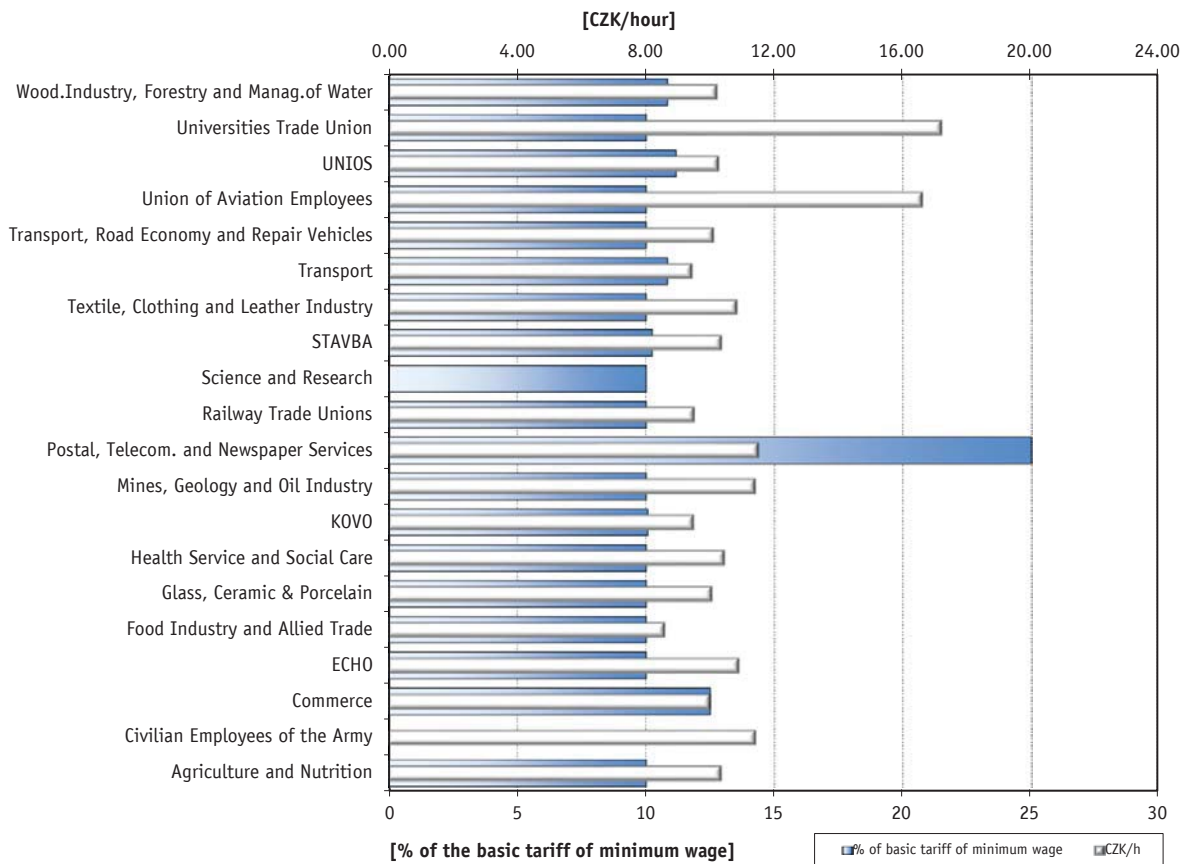
D - for night work



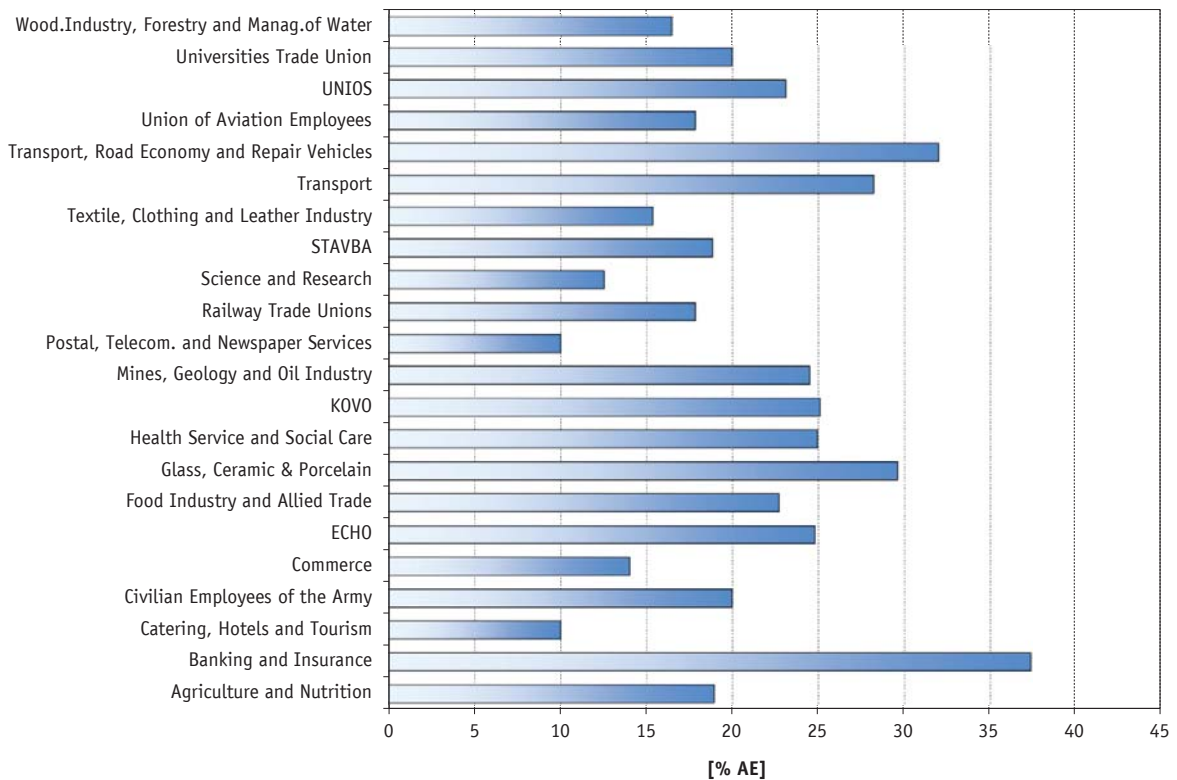


Wage supplementary charges

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										NCA
<b>Total</b>	<b>488</b>	<b>1</b>		<b>6</b>	<b>3.0</b>	<b>4</b>	<b>0.8</b>	<b>5</b>	<b>1.0</b>	<b>153</b>	<b>31.4</b>	<b>146</b>	<b>29.9</b>	<b>142</b>	<b>93</b>	<b>42</b>	<b>131</b>	<b>94</b>	<b>4</b>	<b>94</b>	<b>391</b>	<b>22</b>	
Agriculture and Nutrition	6									2	33.3	1	16.7	1								6	
Catering, Hotels and Tourism	2									1	50.0			1	1							2	
Civilian Employees of the Army	3									1	33.3	1	33.3	1							1	2	
Culture and Nature Preservation	38			1						21	55.3	7	18.4	12	7	6					5	31	2
Education	143									26	18.2	70	49.0	40	22	23					42	123	
Fire Fighters	13											1	7.7			1					1	11	
Food Industry and Allied Trade	1																						
Health Service and Social Care	71			2						43	60.6	27	38.0	42	16	1					20	67	1
KOVO	4																					2	
Mines, Geology and Oil Industry	3											1	33.3								1	2	
Profess.and Trade Union of Orchestral Music.	13									5	38.5	2	15.4	3	6	1					1	10	
Railway Trade Unions	2									1	50.0	1	50.0	2	2						1	2	
State Bodies and Organisations	148	1		2		4	2.7	5	3.4	37	25.0	28	18.9	30	32	10	131	94	3	18	103	18	
STAVBA	13									5	38.5	2	15.4	2							1	10	1
UNIOS	16									6	37.5	1	6.3	6	2				1	2	13		
Wood.Industry, Forestry and Manag.of Water	6									1	16.7	1	16.7		1						1	3	
Workers of Cultural Facilities	6			1						4	66.7	3	50.0	2	4							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 trade unions - public service and administration (without municipalities and regions)**

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>165</b>	<b>48.5</b>	<b>144</b>	<b>3,686</b>	<b>160</b>	<b>3,943</b>	<b>165</b>	<b>4,249</b>	<b>165</b>	<b>4,405</b>	<b>165</b>	<b>4,602</b>	<b>165</b>	<b>4,655</b>
Agriculture and Nutrition	1	16.7			1		1		1		1		1	
Catering, Hotels and Tourism	1	50.0	1		1		1		1		1		1	
Civilian Employees of the Army	1	33.3	1		1		1		1		1		1	
Culture and Nature Preservation	9	23.7	8	5,250	8	5,375	9	5,444	9	5,722	9	5,833	9	5,944
Education	82	57.3	79	3,838	80	3,965	82	4,159	82	4,256	82	4,390	82	4,402
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	25	35.2	18	3,394	25	3,744	25	4,472	25	4,712	25	5,020	25	5,120
KOVO	1	25.0	1		1		1		1		1		1	
Mines, Geology and Oil Industry	3	100.0	1		2		3	4,667	3	5,333	3	6,333	3	6,333
Profess.and Trade Union of Orchestral Music.	3	23.1	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		2	
State Bodies and Organisations														
STAVBA	12	92.3	12	2,313	12	3,063	12	3,479	12	3,646	12	3,938	12	4,104
UNIOS	12	80.0	11	3,409	12	3,458	12	3,708	12	3,875	12	4,042	12	4,125
Wood.Industry, Forestry and Manag.of Water	1	16.7			1		1		1		1		1	
Workers of Cultural Facilities	3	50.0	1		2		3	2,333	3	2,667	3	2,667	3	2,667

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

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

Trade union	agreed in CA		length of employment in the organization:																	
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>162</b>	<b>47.6</b>	<b>138</b>	<b>4,513</b>	<b>156</b>	<b>4,602</b>	<b>160</b>	<b>5,152</b>	<b>161</b>	<b>5,507</b>	<b>162</b>	<b>5,705</b>	<b>162</b>	<b>5,795</b>	<b>162</b>	<b>5,909</b>	<b>162</b>	<b>5,965</b>	<b>162</b>	<b>6,029</b>
Agriculture and Nutrition	1	16.7			1		1		1		1		1		1		1		1	
Catering, Hotels and Tourism	1	50.0	1		1		1		1		1		1		1		1		1	
Civilian Employees of the Army	1	33.3	1		1		1		1		1		1		1		1		1	
Culture and Nature Preservation	12	31.6	9	5,444	10	5,500	12	5,917	12	6,125	12	6,208	12	6,292	12	6,292	12	6,292	12	6,292
Education	82	57.3	78	4,865	79	5,057	81	5,340	82	5,555	82	5,713	82	5,823	82	5,921	82	5,982	82	6,043
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	25	35.2	18	3,950	25	4,168	25	5,224	25	5,812	25	6,140	25	6,200	25	6,260	25	6,320	25	6,340
KOVO	1	25.0	1		1		1		1		1		1		1		1		1	
Mines, Geology and Oil Industry	2	66.7	1		2		2		2		2		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	3	23.1	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	2	100.0	1		2		2		2		2		2		2		2		2	
State Bodies and Organisations																				
STAVBA	12	92.3	11	3,159	12	3,188	12	3,438	12	3,563	12	3,771	12	3,938	12	4,021	12	4,021	12	4,021
UNIOS	12	80.0	9	3,889	11	3,818	11	4,364	11	4,545	12	4,958	12	5,042	12	5,500	12	5,500	12	5,500
Wood.Industry, Forestry and Manag.of Water	1	16.7			1		1		1		1		1		1		1		1	
Workers of Cultural Facilities	3	50.0	1		3	2,500	3	3,333	3	3,333	3	3,333	3	3,333	3	3,333	3	3,333	3	3,333

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

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

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
<b>Total</b>	<b>381</b>	<b>78.1</b>	<b>17</b>	<b>3.5</b>	<b>168</b>	<b>34.4</b>	<b>438</b>	<b>89.8</b>	<b>410</b>	<b>129</b>	<b>380</b>	<b>93</b>	<b>70</b>
Agriculture and Nutrition	4	66.7					5	83.3	5		4		1
Catering, Hotels and Tourism	2	100.0			2	100.0	2	100.0	2	1	2	1	
Civilian Employees of the Army	3	100.0	1	33.3			3	100.0	3	2			1
Culture and Nature Preservation	30	78.9	1	2.6	22	57.9	32	84.2	30	5	29	11	4
Education	93	65.0	1	0.7	13	9.1	137	95.8	132	33	133	2	8
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	57	80.3	1	1.4	38	53.5	68	95.8	66	29	50	20	24
KOVO	3	75.0	1	25.0	3	75.0	3	75.0	3				2
Mines, Geology and Oil Industry	3	100.0			1	33.3	3	100.0	3	1	3		
Profess.and Trade Union of Orchestral Music.	11	84.6			3	23.1	12	92.3	10		12		2
Railway Trade Unions	2	100.0			1	50.0	1	50.0	1	1	1	1	
State Bodies and Organisations	125	84.5	11	7.4	63	42.6	125	84.5	112	51	105	46	19
STAVBA	10	76.9			2	15.4	12	92.3	11	1	11	5	1
UNIOS	16	100.0			12	75.0	14	87.5	14		13	5	1
Wood.Industry, Forestry and Manag.of Water	4	66.7			3	50.0	5	83.3	5	1	4		
Workers of Cultural Facilities	5	83.3			3	50.0	4	66.7	4	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	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>399</b>	<b>81.8</b>	<b>58</b>	<b>11.9</b>	<b>16</b>	<b>3.3</b>	<b>6</b>	<b>1.2</b>	<b>9</b>	<b>1.8</b>	<b>80</b>	<b>89.9</b>	<b>9</b>	<b>10.1</b>	<b>374</b>	<b>76.6</b>	<b>68</b>	<b>13.9</b>	<b>230</b>	<b>47.1</b>	<b>159</b>	<b>32.6</b>
Agriculture and Nutrition	3	50.0	2	33.3			1	16.7			3	100.0			3	50.0			3	50.0	4	66.7
Catering, Hotels and Tourism	1	50.0	1	50.0							1	100.0			2	100.0	1	50.0	2	100.0		
Civilian Employees of the Army	3	100.0													3	100.0			2	66.7	1	33.3
Culture and Nature Preservation	34	89.5	2	5.3					2	5.3	4	100.0			32	84.2	8	21.1	16	42.1	9	23.7
Education	133	93.0	7	4.9	3	2.1					10	100.0			122	85.3	11	7.7	73	51.0	91	63.6
Fire Fighters	2	15.4	5	38.5			1	7.7	5	38.5	5	45.5	6	54.5	5	38.5	2	15.4	5	38.5	6	46.2
Food Industry and Allied Trade	1	100.0																				
Health Service and Social Care	44	62.0	17	23.9	8	11.3	2	2.8			27	100.0			66	93.0	15	21.1	38	53.5	12	16.9
KOVO	2	50.0	2	50.0							2	100.0			3	75.0			3	75.0	1	25.0
Mines, Geology and Oil Industry	1	33.3	2	66.7							1	50.0	1	50.0	2	66.7	2	66.7	2	66.7	2	66.7
Profess.and Trade Union of Orchestral Music.	7	53.8	2	15.4	2	15.4	1	7.7	1	7.7	6	100.0			11	84.6	6	46.2	8	61.5	7	53.8
Railway Trade Unions	1	50.0	1	50.0							1	100.0			2	100.0			1	50.0		
State Bodies and Organisations	135	91.2	11	7.4	1	0.7	1	0.7			11	84.6	2	15.4	87	58.8	21	14.2	48	32.4	22	14.9
STAVBA	7	53.8	4	30.8	2	15.4					6	100.0			13	100.0			10	76.9		
UNIOS	15	93.8	1	6.3							1	100.0			15	93.8	1	6.3	15	93.8	1	6.3
Wood.Industry, Forestry and Manag.of Water	4	66.7	1	16.7					1	16.7	2	100.0			3	50.0			1	16.7	3	50.0
Workers of Cultural Facilities	6	100.0													5	83.3	1	16.7	3	50.0		

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

**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
<b>Total</b>	<b>3</b>	<b>0.6</b>	<b>1</b>	<b>0.2</b>	<b>33</b>	<b>6.8</b>	<b>42</b>	<b>8.6</b>	<b>1.6</b>	<b>2.2</b>	<b>40</b>	<b>8.2</b>	<b>1.4</b>	<b>1.9</b>	<b>68</b>	<b>13.9</b>	<b>1.6</b>	<b>2.8</b>	<b>61</b>	<b>12.5</b>	<b>46</b>	<b>9.4</b>	<b>17</b>	<b>3.5</b>	<b>6</b>	<b>1.2</b>
Agriculture and Nutrition							1	16.7			1	16.7			1	16.7			1	16.7			1	16.7		
Catering, Hotels and Tourism																										
Civilian Employees of the Army					1	33.3	1	33.3			1	33.3			3	100.0	1.0	2.3	3	100.0	3	100.0				
Culture and Nature Preservation					9	23.7	5	13.2	1.6	2.2	5	13.2	1.0	1.6	14	36.8	1.1	2.5	13	34.2	11	28.9	2	5.3	1	2.6
Education					3	2.1	5	3.5	1.6	2.0	5	3.5	1.2	1.6	6	4.2	1.3	1.8	6	4.2	2	1.4	4	2.8		
Fire Fighters							1	7.7			1	7.7			1	7.7			1	7.7	1	7.7			1	7.7
Food Industry and Allied Trade																										
Health Service and Social Care	1	1.4	1	1.4			8	11.3	1.6	2.0	8	11.3	1.3	1.6	12	16.9	1.7	2.5	12	16.9	9	12.7	4	5.6	1	1.4
KOVO																										
Mines, Geology and Oil Industry					1	33.3																				
Profess.and Trade Union of Orchestral Music.					1	7.7	1	7.7			1	7.7			3	23.1	1.7	3.7	2	15.4	2	15.4				
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	2	1.4			17	11.5	15	10.1	1.7	2.4	12	8.1	2.1	2.5	17	11.5	2.7	4.0	15	10.1	12	8.1	4	2.7	3	2.0
STAVBA							2	15.4			2	15.4			1	7.7			1	7.7			1	7.7		
UNIOS							1	6.3			2	12.5			8	50.0	1.6	2.9	6	37.5	5	31.3	1	6.3		
Wood.Industry, Forestry and Manag.of Water							1	16.7			1	16.7			1	16.7										
Workers of Cultural Facilities																										

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.%	aver.%
<b>Total</b>	<b>303</b>	<b>89.1</b>	<b>146</b>	<b>42.9</b>	<b>5,212</b>	<b>1.13</b>	<b>1.76</b>	<b>0.13</b>	<b>10.91</b>	<b>0.92</b>	<b>0.56</b>	<b>1.00</b>	<b>16.97</b>	<b>17.38</b>	<b>1.33</b>	<b>17.13</b>	<b>1.28</b>	<b>0.20</b>	<b>10.61</b>	<b>4.44</b>	<b>14.23</b>	
Agriculture and Nutrition	6	100.0	2	33.3																		
Catering, Hotels and Tourism	2	100.0	1	50.0																		
Civilian Employees of the Army	2	66.7	1	33.3																		
Culture and Nature Preservation	32	84.2	27	71.1	1,635	1.06	0.23	0.57	7.14	2.33	0.03	2.74	40.14	4.68	1.32	7.25		0.01	3.67	2.93	25.89	
Education	139	97.2	48	33.6	871	0.50	1.81	0.07	17.27	0.16	2.07	6.35	17.86	16.56	2.27	15.29	0.81	0.24	4.21	4.27	10.25	
Fire Fighters	12	92.3	6	46.2	10,783	6.48	0.42		6.36		4.61	2.07	42.61	4.23	0.55	12.93	0.12	0.02	5.98	0.26	13.36	
Food Industry and Allied Trade																						
Health Service and Social Care	64	90.1	37	52.1	10,660	0.62	2.86	0.16	14.81	0.98	0.09	0.47	14.17	18.86	0.96	22.82	2.28	0.12	4.59	7.36	8.87	
KOVO	2	50.0	1	25.0																		
Mines, Geology and Oil Industry	3	100.0	2	66.7																		
Profess.and Trade Union of Orchestral Music.	5	38.5																				
Railway Trade Unions	2	100.0																				
State Bodies and Organisations	1	100.0	1	100.0																		
STAVBA	12	92.3	10	76.9	2,243	2.24	1.84	0.47	5.78	0.09		0.67	20.30	14.89	0.85	23.27	0.29	0.07	2.44	1.82	24.99	
UNIOS	12	80.0	3	20.0	508	8.33			0.75				33.76			28.32			7.87	5.90	15.08	
Wood.Industry, Forestry and Manag.of Water	4	66.7	3	50.0	934				7.78	0.21	1.78	12.85	4.64	2.50	7.50	13.56			10.39	12.14	26.65	
Workers of Cultural Facilities	5	83.3	4	66.7	316		5.15		13.22	0.08			48.22		2.22				3.96	0.32	26.84	

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						without specification of the amount of allowance	There is an agreed contribution to corporate catering for pensioners		Contribution to pension insurance				Contribution to life insurance								
	arranged in CA		amount of contribution					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	of budget		of FSCR			NCA	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA
			aver. CZK	aver.% of price	aver. CZK	aver.% of price																
<b>Total</b>	<b>295</b>	<b>86.8</b>	<b>38.22</b>	<b>50.3</b>	<b>19.86</b>	<b>44.0</b>	<b>97</b>	<b>84</b>	<b>24.7</b>	<b>129</b>	<b>37.9</b>	<b>313</b>	<b>519</b>	<b>94</b>	<b>27.6</b>	<b>21</b>	<b>6.2</b>	<b>353</b>	<b>548</b>	<b>18</b>	<b>5.3</b>	
Agriculture and Nutrition	6	100.0	49.13	55.0	14.32		2	3	50.0	4	66.7	413	588	2	33.3	2	33.3			2	33.3	
Catering, Hotels and Tourism	2	100.0								2	100.0			2	100.0	1	50.0			1	50.0	
Civilian Employees of the Army	3	100.0					2	2	66.7	3	100.0	150	778	3	100.0							
Culture and Nature Preservation	35	92.1	40.16	52.5	27.37	20.0	11			12	31.6	231	354	11	28.9	1	2.6			1	2.6	
Education	113	79.0	29.37		15.58	31.0	40	41	28.7	43	30.1	323	414	21	14.7	6	4.2	325	417	4	2.8	
Fire Fighters	13	100.0	39.00		33.88		5			8	61.5	240	406	8	61.5	2	15.4			2	15.4	
Food Industry and Allied Trade	1	100.0					1															
Health Service and Social Care	67	94.4	37.13		19.59	60.7	18	23	32.4	38	53.5	336	673	34	47.9	6	8.5	350	633	5	7.0	
KOVO	4	100.0			26.10		2	2	50.0							1	25.0			1	25.0	
Mines, Geology and Oil Industry	3	100.0					1	2	66.7	2	66.7			1	33.3	1	33.3			1	33.3	
Profess.and Trade Union of Orchestral Music.	7	53.8	23.50		21.00		5			1	7.7			1	7.7							
Railway Trade Unions	1	50.0																				
State Bodies and Organisations	1	100.0								1	100.0			1	100.0							
STAVBA	13	100.0	43.50		11.91		3	10	76.9	7	53.8	450	662	6	46.2	1	7.7			1	7.7	
UNIOS	14	93.3	53.40	55.0	26.89		4	1	6.7	5	33.3	387	412	1	6.7							
Wood.Industry, Forestry and Manag.of Water	6	100.0			14.00		2			3	50.0	200	400	3	50.0							
Workers of Cultural Facilities	6	100.0	36.75		24.60		1															

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																																
	NCA	% CA	% AE	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	NCA
<b>Total</b>	<b>11</b>	<b>2.3</b>	<b>83.6</b>	<b>34</b>	<b>7.0</b>	<b>1.2</b>	<b>77</b>	<b>15.8</b>	<b>1.6</b>	<b>50</b>	<b>10.2</b>	<b>1.5</b>	<b>19</b>	<b>3.9</b>	<b>5.6</b>	<b>73</b>	<b>15.0</b>	<b>1.4</b>	<b>17</b>	<b>3.5</b>	<b>3.4</b>	<b>48</b>	<b>9.8</b>	<b>7.0</b>	<b>68</b>	<b>13.9</b>	<b>2.7</b>	<b>163</b>	<b>33.4</b>	<b>3.6</b>	<b>139</b>	<b>28.5</b>	<b>26</b>	<b>13.3</b>		
Agriculture and Nutrition							1	16.7								1	16.7		1	16.7																
Catering, Hotels and Tourism							1	50.0		1	50.0		1	50.0												1	50.0		2	100.0		1	50.0			
Civilian Employees of the Army																												2	66.7		1	33.3				
Culture and Nature Preservation				3	7.9	1.3	2	5.3		1	2.6					1	2.6					8	21.1	8.4	5	13.2	8.2	25	65.8	3.8	9	23.7		2		
Education				10	7.0	1.1	52	36.4	1.7	6	4.2	1.2	5	3.5	7.4	56	39.2	1.4	2	1.4						52	36.4	1.8	14	9.8	2.6	60	42.0			
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	2.8		4	5.6	1.0	15	21.1	2.0							4	5.6	4.0	9	12.7	5.0				30	42.3	3.1	21	29.6	9	13.9		
KOVO				2	50.0		2	50.0		2	50.0					2	50.0					1	25.0								1	25.0				
Mines, Geology and Oil Industry							1	33.3														1	33.3					1	33.3							
Profess.and Trade Union of Orchestral Music.																															3	23.1				
Railway Trade Unions										1	50.0		1	50.0								1	50.0							1	50.0					
State Bodies and Organisations	11	7.4	83.6	12	8.1	1.4	11	7.4	1.5	15	10.1	1.3	7	4.7	2.1	8	5.4	1.3	7	4.7	2.9	22	14.9	7.4	7	4.7	5.3	63	42.6	3.9	32	21.6	14	13.3		
STAVBA				1	7.7					2	15.4		2	15.4		1	7.7		3	23.1	4.0					1	7.7		1	7.7		2	15.4			
UNIOS				1	6.3					4	25.0	1.0	1	6.3		2	12.5					1	6.3		2	12.5		8	50.0	2.9	4	25.0				
Wood.Industry, Forestry and Manag.of Water				1	16.7		1	16.7														2	33.3				2	33.3								
Workers of Cultural Facilities				1	16.7					1	16.7		1	16.7								1	16.7				1	16.7		2	33.3		1			

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
% AE	average value of compensation, defined by the percentage from the average earnings
days	average extent of time off (in days)
<b>A</b>	one's own wedding
<b>B</b>	birth of a child to the wife of an employee
<b>C</b>	death of a direct relative
<b>D</b>	escorting a disabled child to a health or social care provider
<b>E</b>	moving house
<b>F</b>	looking for a new job
<b>G</b>	for mothers caring for a child (per year)
<b>H</b>	care for a family member (per year)
<b>I</b>	sick days (per year)
<b>J</b>	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
<b>Total</b>	<b>299</b>	<b>61.3</b>	<b>11</b>	<b>2.3</b>	<b>95</b>	<b>19.5</b>	<b>442</b>	<b>90.6</b>	<b>254</b>	<b>52.0</b>	<b>6</b>	<b>1.2</b>	<b>5</b>	<b>1.0</b>
Agriculture and Nutrition	4	66.7			3	50.0	6	100.0	3	50.0				
Catering, Hotels and Tourism	2	100.0			2	100.0	2	100.0	1	50.0				
Civilian Employees of the Army	2	66.7			1	33.3	3	100.0	2	66.7				
Culture and Nature Preservation	27	71.1			5	13.2	37	97.4	19	50.0				
Education	108	75.5	3	2.1	9	6.3	139	97.2	113	79.0				
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	41	57.7	4	5.6	23	32.4	69	97.2	34	47.9	1	1.4		
KOVO							3	75.0	2	50.0				
Mines, Geology and Oil Industry	2	66.7			3	100.0	3	100.0						
Profess.and Trade Union of Orchestral Music.	4	30.8			3	23.1	12	92.3	1	7.7				
Railway Trade Unions	2	100.0			1	50.0	2	100.0	2	100.0				
State Bodies and Organisations	89	60.1	3	2.0	34	23.0	118	79.7	45	30.4	5	3.4	5	3.4
STAVBA	3	23.1	1	7.7	6	46.2	12	92.3	7	53.8				
UNIOS	4	25.0			1	6.3	16	100.0	14	87.5				
Wood.Industry, Forestry and Manag.of Water	4	66.7					6	100.0	1	16.7				
Workers of Cultural Facilities	2	33.3			1	16.7	3	50.0	1	16.7				

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

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

Region NUTS 3	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage				3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin										
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA									
<b>Total</b>	<b>488</b>	<b>1</b>		<b>6</b>	<b>3.0</b>	<b>4</b>	<b>0.8</b>	<b>5</b>	<b>1.0</b>	<b>153</b>	<b>31.4</b>	<b>146</b>	<b>29.9</b>	<b>142</b>	<b>93</b>	<b>42</b>	<b>131</b>	<b>94</b>	<b>4</b>	<b>94</b>	<b>391</b>	<b>22</b>
CZ010 Capital Prague	40			1						15	37.5	10	25.0	19	9	2	4	3		7	29	1
CZ020 Středočeský	43									11	25.6	11	25.6	14	12	6	17	8	2	10	33	4
CZ031 Jihočeský	27					1	3.7	1	3.7	11	40.7	8	29.6	6	3	1	9	6		3	22	1
CZ032 Plzeňský	33			1						14	42.4	5	15.2	10	10	3	14	13		5	25	1
CZ041 Karlovarský	16			1						6	37.5	5	31.3	5	3	2	8	5		2	13	2
CZ042 Ústecký	39					1	2.6	1	2.6	14	35.9	16	41.0	6	8	3	17	10		7	27	2
CZ051 Liberecký	23					1	4.3	1	4.3	5	21.7	9	39.1	4		3	6	4		3	20	2
CZ052 Královéhradecký	26					1	3.8			6	23.1	4	15.4	5	3	2	10	9		2	22	1
CZ053 Pardubický	16	1								9	56.3	4	25.0	4	4		4	4	1	3	14	
CZ061 Vysočina	30									9	30.0	7	23.3	8	4	3	6	4		6	24	3
CZ062 Jihomoravský	45							1	2.2	21	46.7	12	26.7	14	7	6	10	7	1	9	39	
CZ071 Olomoucký	32			2						9	28.1	7	21.9	11	8	1	11	10		6	24	1
CZ072 Zlínský	16									5	31.3	8	50.0	5	4	2	3	3		6	12	1
CZ080 Moravskoslezský	102			1				1	1.0	18	17.6	40	39.2	31	18	8	12	8		25	87	3

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>165</b>	<b>48.5</b>	<b>144</b>	<b>3,686</b>	<b>160</b>	<b>3,943</b>	<b>165</b>	<b>4,249</b>	<b>165</b>	<b>4,405</b>	<b>165</b>	<b>4,602</b>	<b>165</b>	<b>4,655</b>
CZ010 Capital Prague	9	26.5	4	3,250	8	5,063	9	5,000	9	5,222	9	5,611	9	5,722
CZ020 Středočeský	16	72.7	16	2,969	16	3,219	16	3,219	16	3,219	16	3,219	16	3,219
CZ031 Jihočeský	5	33.3	4	3,250	5	3,200	5	3,400	5	3,400	5	3,600	5	3,600
CZ032 Plzeňský	6	33.3	6	3,667	6	4,000	6	4,333	6	4,833	6	4,833	6	5,000
CZ041 Karlovarský	4	50.0	3	3,000	4	4,250	4	4,875	4	5,000	4	5,250	4	5,250
CZ042 Ústecký	7	38.9	7	2,714	7	3,071	7	3,929	7	3,929	7	4,929	7	4,929
CZ051 Liberecký	10	62.5	8	3,313	10	3,400	10	3,700	10	3,750	10	3,750	10	3,750
CZ052 Královéhradecký	8	53.3	6	2,333	7	2,643	8	3,625	8	3,938	8	4,313	8	4,313
CZ053 Pardubický	7	58.3	5	2,200	7	1,929	7	2,143	7	2,286	7	2,643	7	2,857
CZ061 Vysočina	12	50.0	12	3,917	12	4,333	12	4,521	12	4,625	12	4,813	12	4,917
CZ062 Jihomoravský	12	34.3	10	5,550	12	6,042	12	6,750	12	6,958	12	7,167	12	7,333
CZ071 Olomoucký	6	28.6	4	7,000	6	6,667	6	6,667	6	6,667	6	6,667	6	6,667
CZ072 Zlínský	8	61.5	7	3,857	8	3,750	8	3,875	8	4,125	8	4,250	8	4,500
CZ080 Moravskoslezský	55	61.8	52	3,813	52	3,842	55	4,133	55	4,324	55	4,482	55	4,482

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
<b>Total</b>	<b>162</b>	<b>47.6</b>	<b>138</b>	<b>4,513</b>	<b>156</b>	<b>4,602</b>	<b>160</b>	<b>5,152</b>	<b>161</b>	<b>5,507</b>	<b>162</b>	<b>5,705</b>	<b>162</b>	<b>5,795</b>	<b>162</b>	<b>5,909</b>	<b>162</b>	<b>5,965</b>	<b>162</b>	<b>6,029</b>
CZ010 Capital Prague	10	29.4	4	3,750	10	4,300	10	6,450	10	8,200	10	8,700	10	8,700	10	8,950	10	9,200	10	9,700
CZ020 Středočeský	15	68.2	13	4,077	14	4,000	14	4,000	14	4,000	15	3,900	15	3,900	15	3,933	15	3,933	15	3,933
CZ031 Jihočeský	5	33.3	3	3,333	4	3,250	5	4,800	5	4,800	5	5,000	5	5,000	5	5,000	5	5,000	5	5,000
CZ032 Plzeňský	6	33.3	6	4,000	6	4,333	6	4,667	6	5,167	6	5,167	6	5,333	6	5,333	6	5,333	6	5,333
CZ041 Karlovarský	3	37.5	2		3	5,000	3	5,167	3	5,333	3	5,667	3	5,667	3	5,667	3	5,667	3	5,667
CZ042 Ústecký	7	38.9	7	2,857	7	3,000	7	3,500	7	3,500	7	4,071	7	4,071	7	4,643	7	4,643	7	4,643
CZ051 Liberecký	9	56.3	7	5,000	9	4,444	9	4,722	9	4,722	9	4,722	9	4,722	9	4,722	9	4,722	9	4,722
CZ052 Královéhradecký	9	60.0	7	3,143	7	3,500	9	4,722	9	4,833	9	5,056	9	5,056	9	5,056	9	5,056	9	5,056
CZ053 Pardubický	6	50.0	4	2,625	6	2,167	6	2,417	6	2,583	6	3,000	6	3,250	6	3,500	6	3,750	6	3,833
CZ061 Vysočina	12	50.0	11	4,705	12	5,521	12	6,104	12	6,604	12	7,146	12	7,646	12	8,063	12	8,479	12	8,896
CZ062 Jihomoravský	12	34.3	10	6,900	12	6,917	12	8,042	12	8,667	12	8,875	12	9,042	12	9,042	12	9,042	12	9,042
CZ071 Olomoucký	7	33.3	6	5,583	7	5,500	7	6,214	7	6,929	7	6,929	7	6,929	7	6,929	7	6,929	7	6,929
CZ072 Zlínský	8	61.5	7	5,143	8	4,875	8	5,375	8	5,625	8	6,375	8	6,625	8	7,250	8	7,250	8	7,250
CZ080 Moravskoslezský	53	59.6	51	4,669	51	4,700	52	4,925	53	5,185	53	5,274	53	5,311	53	5,311	53	5,311	53	5,311

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
<b>Total</b>	<b>381</b>	<b>78.1</b>	<b>17</b>	<b>3.5</b>	<b>168</b>	<b>34.4</b>	<b>438</b>	<b>89.8</b>	<b>410</b>	<b>129</b>	<b>380</b>	<b>93</b>	<b>70</b>
CZ010 Capital Prague	31	77.5	2	5.0	16	40.0	38	95.0	36	13	32	6	6
CZ020 Středočeský	32	74.4	2	4.7	16	37.2	36	83.7	35	7	32	12	6
CZ031 Jihočeský	21	77.8	3	11.1	8	29.6	20	74.1	18	8	18	6	7
CZ032 Plzeňský	27	81.8	3	9.1	15	45.5	26	78.8	25	8	22	10	2
CZ041 Karlovarský	14	87.5			5	31.3	12	75.0	10	3	11	4	2
CZ042 Ústecký	32	82.1			19	48.7	34	87.2	31	15	29	11	3
CZ051 Liberecký	20	87.0			8	34.8	20	87.0	20	6	15	3	4
CZ052 Královéhradecký	21	80.8	1	3.8	9	34.6	24	92.3	22	7	19	7	6
CZ053 Pardubický	11	68.8	3	18.8	8	50.0	16	100.0	15	4	11	1	6
CZ061 Vysočina	24	80.0			12	40.0	28	93.3	25	8	26	4	3
CZ062 Jihomoravský	39	86.7	1	2.2	20	44.4	42	93.3	41	9	37	11	10
CZ071 Olomoucký	22	68.8			10	31.3	30	93.8	26	11	24	6	7
CZ072 Zlínský	12	75.0			4	25.0	16	100.0	15	5	16	3	1
CZ080 Moravskoslezský	75	73.5	2	2.0	18	17.6	96	94.1	91	25	88	9	7

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



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

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly	other procedures according to Section 24, subsection 2 of LC										
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>399</b>	<b>81.8</b>	<b>58</b>	<b>11.9</b>	<b>16</b>	<b>3.3</b>	<b>6</b>	<b>1.2</b>	<b>9</b>	<b>1.8</b>	<b>80</b>	<b>89.9</b>	<b>9</b>	<b>10.1</b>	<b>374</b>	<b>76.6</b>	<b>68</b>	<b>13.9</b>	<b>230</b>	<b>47.1</b>	<b>159</b>	<b>32.6</b>
CZ010 Capital Prague	27	67.5	8	20.0	1	2.5			4	10.0	12	92.3	1	7.7	36	90.0	9	22.5	20	50.0	9	22.5
CZ020 Středočeský	40	93.0	2	4.7					1	2.3	1	33.3	2	66.7	31	72.1	5	11.6	22	51.2	10	23.3
CZ031 Jihočeský	26	96.3							1	3.7			1	100.0	11	40.7	4	14.8	13	48.1	6	22.2
CZ032 Plzeňský	26	78.8	5	15.2	1	3.0	1	3.0			7	100.0			28	84.8	8	24.2	16	48.5	10	30.3
CZ041 Karlovarský	14	87.5	2	12.5							2	100.0			10	62.5	1	6.3	6	37.5	3	18.8
CZ042 Ústecký	33	84.6	5	12.8	1	2.6					6	100.0			30	76.9	6	15.4	18	46.2	9	23.1
CZ051 Liberecký	17	73.9	4	17.4	1	4.3	1	4.3			5	83.3	1	16.7	20	87.0	4	17.4	13	56.5	5	21.7
CZ052 Královéhradecký	21	80.8	4	15.4					1	3.8	4	80.0	1	20.0	20	76.9	5	19.2	11	42.3	6	23.1
CZ053 Pardubický	13	81.3	3	18.8							3	100.0			12	75.0	2	12.5	7	43.8	4	25.0
CZ061 Vysočina	23	76.7	2	6.7	4	13.3			1	3.3	6	85.7	1	14.3	21	70.0	2	6.7	8	26.7	9	30.0
CZ062 Jihomoravský	31	68.9	10	22.2	2	4.4	1	2.2	1	2.2	13	92.9	1	7.1	36	80.0	7	15.6	20	44.4	14	31.1
CZ071 Olomoucký	27	84.4	4	12.5	1	3.1					4	80.0	1	20.0	25	78.1	4	12.5	17	53.1	12	37.5
CZ072 Zlínský	14	87.5	1	6.3	1	6.3					2	100.0			13	81.3	1	6.3	11	68.8	6	37.5
CZ080 Moravskoslezský	87	85.3	8	7.8	4	3.9	3	2.9			15	100.0			81	79.4	10	9.8	48	47.1	56	54.9

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

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

Region NUTS 3	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																			
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money							
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>3</b>	<b>0.6</b>	<b>1</b>	<b>0.2</b>	<b>33</b>	<b>6.8</b>	<b>42</b>	<b>8.6</b>	<b>1.6</b>	<b>2.2</b>	<b>40</b>	<b>8.2</b>	<b>1.4</b>	<b>1.9</b>	<b>68</b>	<b>13.9</b>	<b>1.6</b>	<b>2.8</b>	<b>61</b>	<b>12.5</b>	<b>46</b>	<b>9.4</b>	<b>17</b>	<b>3.5</b>	<b>6</b>	<b>1.2</b>
CZ010 Capital Prague				5	12.5	9	22.5	1.3	1.9	9	22.5	1.3	1.9	16	40.0	1.5	3.1	15	37.5	13	32.5	3	7.5	1	2.5	
CZ020 Středočeský				2	4.7	3	7.0	2.0	2.5	3	7.0	1.7	2.3	8	18.6	1.8	3.7	8	18.6	7	16.3	2	4.7	2	4.7	
CZ031 Jihočeský	1	3.7	1	3.7	1	3.7								3	11.1	1.0	2.7	3	11.1	3	11.1					
CZ032 Plzeňský	2	6.1			5	15.2	3	9.1	2.0	4.0	2	6.1			6	18.2	3.0	3.5	5	15.2	5	15.2	1	3.0		
CZ041 Karlovarský				2	12.5	2	12.5			1	6.3			1	6.3			1	6.3	1	6.3					
CZ042 Ústecký				2	5.1	4	10.3	1.8	1.8	5	12.8	1.2	1.2	4	10.3	1.7	3.0	3	7.7	2	5.1			2	5.1	
CZ051 Liberecký				1	4.3	1	4.3			1	4.3			1	4.3			1	4.3	1	4.3					
CZ052 Královéhradecký				3	11.5	2	7.7			2	7.7			5	19.2	1.2	2.4	5	19.2	4	15.4	1	3.8	1	3.8	
CZ053 Pardubický																										
CZ061 Vysočina							3	10.0	1.7	2.0	3	10.0	1.3	1.7	2	6.7			2	6.7			2	6.7		
CZ062 Jihomoravský				3	6.7	5	11.1	2.0	2.2	5	11.1	1.2	1.4	5	11.1	1.4	2.6	3	6.7	2	4.4	1	2.2			
CZ071 Olomoucký				4	12.5	2	6.3			2	6.3			3	9.4	2.0	2.3	3	9.4	2	6.3	1	3.1			
CZ072 Zlínský				1	6.3	1	6.3			1	6.3			1	6.3			1	6.3			1	6.3			
CZ080 Moravskoslezský				4	3.9	7	6.9	1.4	1.8	6	5.9	1.8	2.4	13	12.7	1.7	2.3	11	10.8	6	5.9	5	4.9			

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 earning

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

Region NUTS 3	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund																
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
					aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	
<b>Total</b>	<b>303</b>	<b>89.1</b>	<b>146</b>	<b>42.9</b>	<b>5,212</b>	<b>1.13</b>	<b>1.76</b>	<b>0.13</b>	<b>10.91</b>	<b>0.92</b>	<b>0.56</b>	<b>1.00</b>	<b>16.97</b>	<b>17.38</b>	<b>1.33</b>	<b>17.13</b>	<b>1.28</b>	<b>0.20</b>	<b>10.61</b>	<b>4.44</b>	<b>14.23</b>	
CZ010 Capital Prague	27	79.4	16	47.1	21,753	0.82	2.72	0.13	3.83	1.45		0.41	13.11	18.17	1.61	13.91	0.98	0.27	18.04	6.55	18.02	
CZ020 Středočeský	21	95.5	10	45.5	3,278	0.61	1.55		3.93	0.17	0.03	1.10	36.41	5.74	1.02	27.38	0.58	0.60	7.34	1.44	12.09	
CZ031 Jihočeský	13	86.7	5	33.3	1,477	0.95			7.33			2.30	27.25	4.63	0.54	26.05		0.05	2.92	4.54	23.43	
CZ032 Plzeňský	15	83.3	10	55.6	3,040		0.58	0.21	9.08			2.91	1.12	37.65	6.74	1.18	13.06		0.04	5.05	1.47	20.90
CZ041 Karlovarský	7	87.5	3	37.5	2,131	2.50			12.49			1.88		42.98		0.23	24.71	1.19	0.03	8.04		5.96
CZ042 Ústecký	16	88.9	13	72.2	1,542	0.38	0.69		6.94	0.05	0.40	1.50	16.08	11.80	0.87	30.77	0.07	0.34	5.26	7.55	17.28	
CZ051 Liberecký	14	87.5	5	31.3	4,504	2.44	0.44		12.85			0.31	4.00	8.75	21.42	1.69	22.87	8.88	0.04	2.44	0.13	13.73
CZ052 Královéhradecký	11	73.3	6	40.0	2,840	17.53			4.23	5.87	2.66		39.97	0.97	0.79	5.81			4.09	1.28	16.79	
CZ053 Pardubický	11	91.7	8	66.7	2,360	0.10	1.59		2.44				25.53	4.93	2.73	22.37		0.01	3.49	6.31	30.52	
CZ061 Vysočina	23	95.8	11	45.8	3,431	2.56	0.05		20.06			5.56	3.55	18.03	19.42	1.22	11.19		0.20	8.61	0.36	9.17
CZ062 Jihomoravský	31	88.6	16	45.7	2,558	1.41	0.06	0.67	10.60	0.96	0.88	0.89	29.10	23.44	0.68	9.11				4.24	2.21	15.75
CZ071 Olomoucký	19	90.5	10	47.6	1,256		0.29	1.54	14.30	0.06	0.40	9.94	35.09	13.88	5.49	4.54	0.40	0.06	2.98	2.09	8.96	
CZ072 Zlínský	13	100.0	5	38.5	732		4.37	0.27	22.70			1.37	23.35	15.00	4.07	4.07	8.96	5.46	0.19	3.80	6.39	
CZ080 Moravskoslezský	82	92.1	28	31.5	5,806	0.08	1.53	0.01	27.23	0.31	0.05	0.22	9.12	23.17	0.63	24.68	2.35	0.13	2.99	3.25	4.24	

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
<b>Total</b>	<b>295</b>	<b>86.8</b>	<b>38.22</b>	<b>50.3</b>	<b>19.86</b>	<b>44.0</b>	<b>97</b>	<b>84</b>	<b>24.7</b>	<b>129</b>	<b>37.9</b>	<b>313</b>	<b>519</b>	<b>94</b>	<b>27.6</b>	<b>21</b>	<b>6.2</b>	<b>353</b>	<b>548</b>	<b>18</b>	<b>5.3</b>
CZ010 Capital Prague	30	88.2	46.40	44.0	23.15	26.0	13	5	14.7	15	44.1	276	709	15	44.1	5	14.7	350	470	5	14.7
CZ020 Středočeský	20	90.9	49.00	50.0	13.55		5	7	31.8	12	54.5	380	569	8	36.4	3	13.6	367	433	2	9.1
CZ031 Jihočeský	13	86.7	43.00	55.0	19.00		2	3	20.0	8	53.3	352	414	4	26.7	2	13.3			1	6.7
CZ032 Plzeňský	17	94.4	26.43		19.12		8	8	44.4	6	33.3	400	431	5	27.8						
CZ041 Karlovarský	7	87.5	33.00		26.40		1	1	12.5	2	25.0			2	25.0	1	12.5			1	12.5
CZ042 Ústecký	17	94.4	21.50		13.88		2	4	22.2	10	55.6	305	511	6	33.3	1	5.6			1	5.6
CZ051 Liberecký	14	87.5	41.00		15.80	50.0	8	3	18.8	6	37.5	275	633	6	37.5	2	12.5			2	12.5
CZ052 Královéhradecký	15	100.0	41.92		20.72	50.0	5	4	26.7	4	26.7	263	388	2	13.3	1	6.7			1	6.7
CZ053 Pardubický	12	100.0	36.81	55.0	23.09		3	4	33.3	4	33.3	350	538	2	16.7	2	16.7			1	8.3
CZ061 Vysočina	22	91.7	42.00		17.20		7	8	33.3	10	41.7	333	407	7	29.2						
CZ062 Jihomoravský	32	91.4	43.44	55.0	24.40		13	8	22.9	14	40.0	400	539	12	34.3	1	2.9			1	2.9
CZ071 Olomoucký	19	90.5	25.80		23.58		2	4	19.0	9	42.9	220	506	7	33.3	1	4.8			1	4.8
CZ072 Zlínský	10	76.9	46.00	55.0	15.60		4	3	23.1	3	23.1	225	417	1	7.7	1	7.7			1	7.7
CZ080 Moravskoslezský	67	75.3	35.14		20.36		24	22	24.7	26	29.2	313	471	17	19.1	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  
 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	days
	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		
<b>Total</b>	<b>11</b>	<b>2.3</b>	<b>83.6</b>	<b>34</b>	<b>7.0</b>	<b>1.2</b>	<b>77</b>	<b>15.8</b>	<b>1.6</b>	<b>50</b>	<b>10.2</b>	<b>1.5</b>	<b>19</b>	<b>3.9</b>	<b>5.6</b>	<b>73</b>	<b>15.0</b>	<b>1.4</b>	<b>17</b>	<b>3.5</b>	<b>3.4</b>	<b>48</b>	<b>9.8</b>	<b>7.0</b>	<b>68</b>	<b>13.9</b>	<b>2.7</b>	<b>163</b>	<b>33.4</b>	<b>3.6</b>	<b>139</b>	<b>28.5</b>	<b>26</b>	<b>13.3</b>
CZ010 Capital Prague	1	2.5		3	7.5	1.3	5	12.5	1.6	7	17.5	1.3	3	7.5	5.7	1	2.5		2	5.0		6	15.0	8.3	4	10.0	6.5	22	55.0	3.9	18	45.0	6	13.2
CZ020 Středočeský	2	4.7		2	4.7		6	14.0	1.8	5	11.6	2.2	4	9.3	6.8	6	14.0	1.7	2	4.7		6	14.0	10.0	8	18.6	4.8	15	34.9	3.2	10	23.3	4	7.8
CZ031 Jihočeský							1	3.7																	1	3.7		4	14.8	5.3	1	3.7	1	
CZ032 Plzeňský	3	9.1	86.7	3	9.1	1.7	4	12.1	2.3	2	6.1		2	6.1		5	15.2	1.8	2	6.1		2	6.1		3	9.1	3.3	8	24.2	4.1	10	30.3	1	
CZ041 Karlovarský				1	6.3					2	12.5		1	6.3					1	6.3		3	18.8	5.7	1	6.3		5	31.3	4.0	4	25.0		
CZ042 Ústecký	1	2.6		5	12.8	1.0	6	15.4	1.3	7	17.9	1.4	2	5.1		4	10.3	1.5	5	12.8	4.4	4	10.3	6.3	1	2.6		18	46.2	3.9	10	25.6	2	
CZ051 Liberecký				1	4.3		6	26.1	2.0	2	8.7					5	21.7	1.2				3	13.0	6.3	6	26.1	3.2	5	21.7	4.0	7	30.4	1	
CZ052 Královéhradecký	1	3.8		2	7.7		2	7.7		3	11.5	1.3	1	3.8		2	7.7					4	15.4	5.8	2	7.7		13	50.0	3.7	5	19.2	3	19.0
CZ053 Pardubický				2	12.5		3	18.8	1.0	5	31.3	1.8				2	12.5					2	12.5					8	50.0	3.8	2	12.5		
CZ061 Vysočina							2	6.7		2	6.7		1	3.3		2	6.7		1	3.3					3	10.0	1.0	5	16.7	3.0	8	26.7	1	
CZ062 Jihomoravský				4	8.9	1.3	3	6.7	1.3	3	6.7	1.0	1	2.2		5	11.1	1.6	2	4.4		9	20.0	7.2	4	8.9	3.8	19	42.2	3.6	10	22.2	3	12.0
CZ071 Olomoucký	1	3.1		1	3.1		4	12.5	2.5	2	6.3					3	9.4	1.0	1	3.1		6	18.8	8.7	4	12.5	1.5	12	37.5	3.5	9	28.1	3	13.7
CZ072 Zlínský				1	6.3		3	18.8	2.0	1	6.3					3	18.8	1.7							3	18.8	3.0	5	31.3	2.8	3	18.8		
CZ080 Moravskoslezský	2	2.0		9	8.8	1.0	32	31.4	1.3	9	8.8	1.2	4	3.9	7.8	35	34.3	1.2	1	1.0		3	2.9	5.0	28	27.5	1.4	24	23.5	3.3	42	41.2	1	

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

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

Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>299</b>	<b>61.3</b>	<b>11</b>	<b>2.3</b>	<b>95</b>	<b>19.5</b>	<b>442</b>	<b>90.6</b>	<b>254</b>	<b>52.0</b>	<b>6</b>	<b>1.2</b>	<b>5</b>	<b>1.0</b>
CZ010 Capital Prague	28	70.0	2	5.0	14	35.0	38	95.0	21	52.5			1	2.5
CZ020 Středočeský	26	60.5			9	20.9	36	83.7	22	51.2				
CZ031 Jihočeský	14	51.9			5	18.5	26	96.3	4	14.8	2	7.4	1	3.7
CZ032 Plzeňský	20	60.6	1	3.0	5	15.2	28	84.8	15	45.5	3	9.1	2	6.1
CZ041 Karlovarský	7	43.8			3	18.8	15	93.8	4	25.0				
CZ042 Ústecký	25	64.1	1	2.6	10	25.6	33	84.6	17	43.6				
CZ051 Liberecký	15	65.2	2	8.7	2	8.7	23	100.0	10	43.5				
CZ052 Královéhradecký	13	50.0	1	3.8	6	23.1	23	88.5	11	42.3	1	3.8	1	3.8
CZ053 Pardubický	5	31.3			3	18.8	13	81.3	8	50.0				
CZ061 Vysočina	20	66.7	2	6.7	3	10.0	29	96.7	17	56.7				
CZ062 Jihomoravský	31	68.9			15	33.3	42	93.3	24	53.3				
CZ071 Olomoucký	18	56.3			6	18.8	30	93.8	15	46.9				
CZ072 Zlínský	11	68.8			1	6.3	13	81.3	12	75.0				
CZ080 Moravskoslezský	66	64.7	2	2.0	13	12.7	93	91.2	74	72.5				

Explanatory notes: NCA  
% CA

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



## **Table section C**

### **Municipalities and regions**





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

Trade union	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
<b>Total</b>	<b>133</b>	<b>89.9</b>	<b>66</b>	<b>4.0</b>	<b>5</b>	<b>15,060</b>	<b>35</b>	<b>3.9</b>	<b>21</b>	<b>3,386</b>	<b>78</b>	<b>52.7</b>	<b>72</b>	<b>48.6</b>
State Bodies and Organisations	132	89.8	65	4.0	5	15,060	35	3.9	21	3,386	78	53.1	72	49.0
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.%		
<b>Total</b>	<b>0.03</b>	<b>0.33</b>	<b>4.32</b>	<b>0.03</b>	<b>2.94</b>	<b>0.83</b>	<b>1.25</b>	<b>30.40</b>	<b>12.20</b>	<b>0.45</b>	<b>15.89</b>	<b>1.84</b>	<b>0.80</b>	<b>3.97</b>	<b>9.68</b>	<b>15.04</b>	<b>88</b>	<b>59.5</b>
State Bodies and Organisations	0.03	0.33	4.32	0.03	2.94	0.83	1.25	30.40	12.20	0.45	15.89	1.84	0.80	3.97	9.68	15.04	88	59.9
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	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>138</b>	<b>93.2</b>	<b>42.00</b>	<b>49.3</b>	<b>28.94</b>	<b>32.0</b>	<b>66.00</b>	<b>65.0</b>	<b>10</b>	<b>18</b>	<b>12.2</b>	<b>10</b>	<b>6.8</b>	<b>12</b>	<b>8.1</b>
State Bodies and Organisations	137	93.2	42.00	48.9	28.94	32.0	66.00	65.0	10	18	12.2	10	6.8	12	8.2
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
<b>Total</b>	<b>98</b>	<b>66.2</b>	<b>435</b>	<b>548</b>	<b>3.4</b>	<b>70</b>	<b>47.3</b>	<b>30</b>	<b>20.3</b>	<b>431</b>	<b>558</b>	<b>21</b>	<b>14.2</b>
State Bodies and Organisations	97	66.0	437	549	3.4	69	46.9	30	20.4	431	558	21	14.3
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				
<b>Total</b>	<b>133</b>	<b>89.9</b>	<b>66</b>	<b>4.0</b>	<b>5</b>	<b>15,060</b>	<b>35</b>	<b>3.9</b>	<b>21</b>	<b>3,386</b>	<b>78</b>	<b>52.7</b>	<b>72</b>	<b>48.6</b>
CZ010 Capital Prague	5	83.3	3	4.7					2	4,921	3	50.0	3	50.0
CZ020 Středočeský	20	95.2	9	4.4	2		4	3.6	3	2,082	11	52.4	10	47.6
CZ031 Jihočeský	11	91.7	6	3.3			3	4.0	1	2,309	6	50.0	6	50.0
CZ032 Plzeňský	15	100.0	8	4.6			5	4.8	2	3,190	11	73.3	7	46.7
CZ041 Karlovarský	8	100.0	3	3.9			2		3	2,261	5	62.5	5	62.5
CZ042 Ústecký	15	71.4	10	4.1	1		1		3	1,760	10	47.6	10	47.6
CZ051 Liberecký	6	85.7	4	2.7			1		1	2,620	2	28.6	2	28.6
CZ052 Královéhradecký	9	81.8	5	3.4			4	4.3		4,138	5	45.5	5	45.5
CZ053 Pardubický	4	100.0	2				1			4,097	1	25.0	1	25.0
CZ061 Vysočina	6	100.0	4	3.8			2			3,143	4	66.7	4	66.7
CZ062 Jihomoravský	9	90.0	4	4.0	1		3	3.5		6,059	7	70.0	7	70.0
CZ071 Olomoucký	11	100.0	4	3.8	1		3	4.0	3	4,007	7	63.6	7	63.6
CZ072 Zlínský	3	100.0	2						1	7,529	3	100.0	3	100.0
CZ080 Moravskoslezský	11	84.6	2				6	4.1	2	4,227	3	23.1	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.% average percentage of the allotment to the fund  
 aver.CZK average absolute amount of the allotment to the fund in CZK per employee per year  
 AVPRC annual volume of pay related costs  
 thous.CZK average amount of the total social fund including the balance per year

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

Region NUTS 3	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
<b>Total</b>	<b>0.03</b>	<b>0.33</b>	<b>4.32</b>	<b>0.03</b>	<b>2.94</b>	<b>0.83</b>	<b>1.25</b>	<b>30.40</b>	<b>12.20</b>	<b>0.45</b>	<b>15.89</b>	<b>1.84</b>	<b>0.80</b>	<b>3.97</b>	<b>9.68</b>	<b>15.04</b>	<b>88</b>	<b>59.5</b>
CZ010 Capital Prague		0.08	2.04		2.45	12.02	0.81	41.64	12.16	0.12	13.01	2.85		3.05	7.65	2.12	2	33.3
CZ020 Středočeský		2.67	6.34	0.04	4.00		2.21	23.73	17.01	0.27	22.07	3.79	0.83	4.21	7.40	5.44	12	57.1
CZ031 Jihočeský			3.48		2.39		2.93	31.47	14.42	0.59	28.72	0.70	0.34	1.18	6.21	7.57	7	58.3
CZ032 Plzeňský			3.07	0.29	6.08		1.98	28.78	12.53	0.16	15.04	0.07	2.64	1.98	21.56	5.83	10	66.7
CZ041 Karlovarský		0.04	1.33		0.05	1.50		10.97	21.51	0.83	15.83		0.44	12.25	13.68	21.56	4	50.0
CZ042 Ústecký	0.29	0.29	8.13		2.00		0.28	29.41	16.70	0.50	12.05	0.57	0.40	4.43	4.69	20.24	9	42.9
CZ051 Liberecký	0.01	0.67	2.35		0.23	0.03	2.16	51.45	3.02	0.70	7.23	0.67	2.00	3.72	5.79	19.97	6	85.7
CZ052 Královéhradecký			4.51		0.16	0.40	0.46	26.41	8.13	0.30	14.73	2.37	0.24	6.20	5.71	30.37	7	63.6
CZ053 Pardubický		0.61	0.61		3.33		3.05	31.50	0.06	1.53	14.28	17.33	0.38	3.55	23.65	0.12	4	100.0
CZ061 Vysočina			0.76		0.62		0.25	33.16	31.08	1.08	14.83		1.35	3.26	7.04	6.55	4	66.7
CZ062 Jihomoravský			3.16		6.29	0.06	0.08	30.73	12.06	0.23	2.16	0.83	0.68	4.45	1.51	37.76	5	50.0
CZ071 Olomoucký	0.11		6.48		1.24		1.33	30.95	14.61	0.86	23.39	0.80	0.46	4.54	9.24	6.00	7	63.6
CZ072 Zlínský			2.46					36.97	2.43	0.40	21.91		0.46	3.22	20.43	11.72	3	100.0
CZ080 Moravskoslezský	0.04	0.07	8.44		3.61		1.93	26.28	9.68	0.22	21.21	0.81	0.63	3.23	10.25	13.59	8	61.5

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

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

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

Region NUTS 3	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
<b>Total</b>	<b>138</b>	<b>93.2</b>	<b>42.00</b>	<b>49.3</b>	<b>28.94</b>	<b>32.0</b>	<b>66.00</b>	<b>65.0</b>	<b>10</b>	<b>18</b>	<b>12.2</b>	<b>10</b>	<b>6.8</b>	<b>12</b>	<b>8.1</b>
CZ010 Capital Prague	6	100.0	63.93		31.60		100.00	65.0							
CZ020 Středočeský	19	90.5	44.51	53.3	27.55	23.0	50.00		1	2	9.5	2	9.5	3	14.3
CZ031 Jihočeský	12	100.0	40.30		27.26	20.0	30.00			2	16.7	1	8.3	1	8.3
CZ032 Plzeňský	15	100.0	43.58	52.5	35.31	40.0				2	13.3	1	6.7		
CZ041 Karlovarský	7	87.5	33.42	51.5	21.10	27.0						1	12.5	1	12.5
CZ042 Ústecký	17	81.0	41.00	47.0	24.75	31.0			3	2	9.5			1	4.8
CZ051 Liberecký	7	100.0	46.00	55.0	28.75				1	1	14.3				
CZ052 Královéhradecký	11	100.0	43.50		25.89				2	4	36.4	2	18.2	2	18.2
CZ053 Pardubický	4	100.0	39.50		30.75									1	25.0
CZ061 Vysočina	5	83.3	33.80		29.00							1	16.7	1	16.7
CZ062 Jihomoravský	10	100.0	37.67	55.0	27.89					3	30.0	1	10.0	1	10.0
CZ071 Olomoucký	10	90.9	46.72	50.0	30.03				1	2	18.2	1	9.1	1	9.1
CZ072 Zlínský	3	100.0	35.67		31.33										
CZ080 Moravskoslezský	12	92.3	46.04	39.2	36.97	38.3			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. CZK                      average contribution in CZK  
aver. % price                 average contribution specified as a percentage of the price of a meal

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

Region NUTS 3	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
<b>Total</b>	<b>98</b>	<b>66.2</b>	<b>435</b>	<b>548</b>	<b>3.4</b>	<b>70</b>	<b>47.3</b>	<b>30</b>	<b>20.3</b>	<b>431</b>	<b>558</b>	<b>21</b>	<b>14.2</b>
CZ010 Capital Prague	4	66.7	475	475		2	33.3	2	33.3			1	16.7
CZ020 Středočeský	14	66.7	423	600	3.9	12	57.1	2	9.5			1	4.8
CZ031 Jihočeský	7	58.3	500	600	3.0	3	25.0	1	8.3			1	8.3
CZ032 Plzeňský	12	80.0	429	513		9	60.0	5	33.3	500	540	4	26.7
CZ041 Karlovarský	4	50.0	638	638		2	25.0	1	12.5				
CZ042 Ústecký	13	61.9	345	542		8	38.1	3	14.3	350	733	1	4.8
CZ051 Liberecký	5	71.4	425	510		5	71.4	2	28.6			1	14.3
CZ052 Královéhradecký	7	63.6	550	586		6	54.5	4	36.4	233	375	3	27.3
CZ053 Pardubický	2	50.0				2	50.0	1	25.0			1	25.0
CZ061 Vysočina	2	33.3				1	16.7	1	16.7			1	16.7
CZ062 Jihomoravský	6	60.0	300	630	3.0	4	40.0	3	30.0	200	816	3	30.0
CZ071 Olomoucký	8	72.7	379	450		4	36.4	1	9.1			1	9.1
CZ072 Zlínský	3	100.0	483	533		3	100.0	1	33.3			1	33.3
CZ080 Moravskoslezský	11	84.6	405	485		9	69.2	3	23.1	450	450	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