Year	Rate of collective bargaining coverage (%)	Data source
2021	45.11 %	Czech Statistical Office – Structure of Earnings Survey[1)]
2022	45.09 %	Czech Statistical Office – Structure of Earnings Survey[2)]
2023	42.40 %	Czech Statistical Office – Structure of Earnings Survey[3)]

1) Structure of Earnings Survey Table A7 – Percentage of employees, time paid and gross monthly earnings by collective agreement and by sex.
   Source: https://csu.gov.cz/produkty/structure-of-earnings-survey-2021
2) Source: https://csu.gov.cz/produkty/structure-of-earnings-survey-2022
3) Source: https://csu.gov.cz/produkty/structure-of-earnings-survey-2023

Year	Level of the statutory minimum wage		Share (%) of workers covered by the statutory minimum wage	
	Level	Data source	Share (%)	Data source
2021	15 200 CZK per month or 90.50 CZK per hour	The Ministry of Labour and Social Affairs (MoLSA)	3.4 %	The average earnings information system (ISPV)
2022	16 200 CZK per month or 96.40 CZK per hour	The Ministry of Labour and Social Affairs (MoLSA)	3.0 %	The average earnings information system (ISPV)
2023	17 300 CZK per month or 103.80 CZK per hour	The Ministry of Labour and Social Affairs (MoLSA)	3.7 %	The average earnings information system (ISPV)

Note:
The ISPV contains data from regular statistical survey called the Quarterly Survey of Average Earnings that is included in the Programme of Statistical Surveys maintained by the Czech Statistical Office (CZSO) and published every year as a Decree on the Programme of Statistical Surveys. Quarterly Survey of Average Earnings represents the EU-wide harmonized Structure of Earnings Survey (SES). The ISPV is conducted by an individual workplace of the state statistical service at the Ministry of Labour and Social Affairs (MoLSA). The ISPV processing is supervised by a Stearing Committee of ISPV. Members of this Committe are representatives of the Czech governmental authorities (the MoLSA, Ministry of Finance, the CZSO, the Czech National Bank), trade unions and employers' alliances (the Czech-Moravian Confederation of Trade Unions, the Confederation of Industry of the Czech Republic), research institutions (CERGE-EI, the University of Economics, Prague) and other institutions. ISPV is carried out by a private agency (TREXIMA, spol. s r.o) on behalf of the MoLSA.

2021, 2022, 2023:

Description of variation	Reason for introduction
No variations applied	-

Description of deduction	Reason for introduction
Deductions that could reduce an employee’s wage below the minimum wage level may only be carried out in cases stipulated by law. Specifically, these are cases where deductions are ordered by a court, for which a different, lower protective threshold applies – namely, the so-called “non-seizable amount”. This regulation is contained in Section 147, paragraphs 1 and 2 of Act No. 262/2006 Coll., the Labour Code, as amended.	This concerns a legally regulated form of enforcing a previously established obligation through the power of the state in a qualified manner (i.e., based on a final court decision), in cases where the employee has failed to fulfill the obligation voluntarily. The decision to order deductions is entrusted to an independent court.

Note:
Any unilateral deductions intended to cover the provision of tools, equipment, or deductions for benefits and services provided by the employer – such as accommodation – are not permissible.