



INFORMATION ON WORKING CONDITIONS

negotiated in collective agreements

2017

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Ministry of Labour and Social Affairs

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Introduction

Basic informations about IPP

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

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

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

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

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

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

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

Description of published tables

In 2017 selected data about wage and working conditions were analyzed from 1,737 collective agreements from 27 different trade unions, of which:

- 1,318 collective agreements agreed in the entrepreneurial area
- 419 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 11,000 CZK/month and 66.00 CZK/hour with a 40-hour working week
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the wage scales were negotiated

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The system follows:

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

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

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

The system follows:

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

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

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

The system follows:

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

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

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

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

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

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

The output is:

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

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

The output is:

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

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

The output is:

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

J - other use

K - balance of the fund

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

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

The output is:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (11/10, 12/11, 13/12, 14/13, 15/14, 16/15, 17/16) 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 (11/10, 12/11, 13/12, 14/13, 15/14, 16/15, 17/16) 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 (11/10, 12/11, 13/12, 14/13, 15/14, 16/15, 17/16) 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 (11/10, 12/11, 13/12, 14/13, 15/14, 16/15, 17/16) 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. 564/2006 Coll.
 - special method of wage tariff determination pursuant to Section 6 of the Government Decree No. 564/2006 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. 564/2006 Coll.)
- 3.8 - regular term of the wage payment
- 3.9 - wage payment outside the work site or outside working hours

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The output is:

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

P - fund balance

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

The output is:

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

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

The output is:

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

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

I - due to sick days taking within the calendar year

J - in case of other impediments

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

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

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

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

C. TABLE SECTION FOR MUNICIPALITIES AND REGIONS

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

The output is:

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

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

The output is:

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

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

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

The output is:

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

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

The output is:

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

**Collective agreements in numbers – agreed for the corporate
area in the Czech Republic for the year 2017**
(based on the sample of 1,318 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 11,000.00/month and CZK 66.00/hour with a working hour fund of 40 hours per week.

The average minimum monthly salary has been agreed in the amount of... CZK **12,969.00**/month

The average minimum hourly salary at a working hour fund of 40 hours per week has been agreed in the amount of CZK **73.99**/hour

Wage scales

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

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

1 st tariff scale.....	CZK 10,885.00
2 nd tariff scale.....	CZK 11,598.00
3 rd tariff scale.....	CZK 12,417.00
4 th tariff scale.....	CZK 13,428.00
5 th tariff scale.....	CZK 14,659.00
6 th tariff scale.....	CZK 15,984.00
7 th tariff scale.....	CZK 17,600.00
8 th tariff scale.....	CZK 19,362.00
9 th tariff scale.....	CZK 21,248.00
10 th tariff scale.....	CZK 23,345.00
11 th tariff scale.....	CZK 25,857.00
12 th tariff scale.....	CZK 28,927.00

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

	<u>40 hours/week</u>	<u>37.5 hours/week</u>
1 st tariff scale.....	CZK 61.57	CZK 63.44
2 nd tariff scale.....	CZK 64.20	CZK 67.93
3 rd tariff scale.....	CZK 68.14	CZK 73.23
4 th tariff scale.....	CZK 73.02	CZK 79.38
5 th tariff scale.....	CZK 79.71	CZK 86.23
6 th tariff scale.....	CZK 87.42	CZK 94.14
7 th tariff scale.....	CZK 96.94	CZK 103.21
8 th tariff scale.....	CZK 97.11	CZK 111.57
9 th tariff scale.....	CZK 97.85	CZK 116.78
10 th tariff scale.....	CZK 103.90	CZK 124.69
11 th tariff scale.....	CZK 113.93	CZK 137.47
12 th tariff scale.....	CZK 124.41	CZK 150.42

Wage development

Number of collective agreements regulating wage development ...**906** (i.e. 68.7% of the total amount of collective agreements in the file).

The wage increases is agreed in 68% collective agreements, of which:

- 34.3% collective agreements, offering a year-on-year increase of wage scales by.... **4.3%**
- 26.4% collective agreements offering a year-on-year increase of the average nominal wage by **3.5%**
- 1.7% collective agreements offering an increase of the average real wage by **1.7%**

Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day	26.2% AE
overtime bonus for work on Saturdays and Sundays	47.8% AE
overtime bonus for work undistinguished	26.6% AE
overtime bonus for work on public holidays	101.8% AE
bonus for night work	CZK 15.14 /hour
.....	11.3% AE
bonus for work in difficult conditions	CZK 7.87 /hour
.....	10.5% AE
.....	10.5% MM
bonus for work on Saturdays and Sundays	CZK 20.58 /hour
.....	23.6% AE
bonus for afternoon work	CZK 7.23 /hour
.....	8.6% AE
bonus for working in shift operation.....	CZK 101.25 /shift
.....	11.3% AE
bonus for team management	CZK 5.65 /hour
bonus for working at heights	CZK 6.38 /hour
bonus for working in hazardous conditions	CZK 27.17 /hour
bonus for the knowledge of foreign languages	CZK 535.71 /month
bonus for substitution	CZK 1,290.00 /month
.....	30.0% AE
bonus for training other people	CZK 759.56 /month
.....	8.8% AE
remuneration for standby duty.....	CZK 15.57 /hour
.....	16.6% AE

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

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

Refund of wages in the case of personal obstacles at work

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

one's own wedding.....	1.3 days
birth of a child to the wife of an employee.....	1.3 days
death of a direct relative	2.0 days
escorting a disabled child to a health or social care provider.....	6.3 days
moving house.....	1.2 days
looking for a new job	3.8 days
for mothers caring for a child (per year).....	3.8 days
care for a family member (per year).....	2.2 days
sick days (per year).....	3.1 days

3. Benefits and working conditions to employees

Company catering

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

costs.....	CZK 39.31	
.....		54.6% of the price of a meal
profit, social fund, FSCR.....	CZK 14.02	
.....		19.2% of the price of a meal
without distinguishing sources	CZK 42.21	
.....		55.8% 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 491.61 /month
maximum average value of the contribution	CZK 790.51 /month

Life insurance

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

minimum average value of the contribution	CZK 478.05 /month
maximum average value of the contribution	CZK 734.14 /month

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

Trade union	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1,737	1,318	419	117
Agriculture and Nutrition	28	25	3	
Banking and Insurance	16	15	1	
Catering, Hotels and Tourism	14	14		
Civilian Employees of the Army	6	4	2	
Commerce	15	15		
Culture and Nature Preservation	25		25	
Education	106		106	
ECHO	83	83		
Fire Fighters	13		13	
Food Industry and Allied Trade	77	76	1	
Glass, Ceramic & Porcelain	31	31		
Health Service and Social Care	135	38	97	
KOVO	535	529	6	
Mines, Geology and Oil Industry	30	27	3	
Postal, Telecom. and Newspaper Services	8	8		
Profess.and Trade Union of Orchestral Music.	10		10	
Railway Trade Unions	30	28	2	
Science and Research	34	34		
State Bodies and Organisations	116		116	116
STAVBA	124	114	10	
Textile, Clothing and Leather Industry	35	35		
Transport	28	28		
Transport, Road Economy and Repair Vehicles	12	12		
Union of Aviation Employees	5	5		
UNIOS	124	104	20	1
Universities Trade Union	18	18		
Wood.Industry, Forestry and Manag.of Water	79	75	4	

Recapitulation of agreements classification based on regions

Region NUTS 3	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1,737	1,318	419	117
CZ010 Capital Prague	271	212	59	7
CZ020 Středočeský	139	82	57	22
CZ031 Jihočeský	110	93	17	6
CZ032 Plzeňský	101	76	25	13
CZ041 Karlovarský	58	48	10	5
CZ042 Ústecký	120	85	35	9
CZ051 Liberecký	76	50	26	5
CZ052 Královéhradecký	100	76	24	8
CZ053 Pardubický	80	59	21	6
CZ061 Vysočina	106	77	29	6
CZ062 Jihomoravský	156	119	37	8
CZ071 Olomoucký	116	89	27	12
CZ072 Zlínský	106	90	16	2
CZ080 Moravskoslezský	198	162	36	8



Table section A

Corporate area

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

Trade union	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
Total	69	5.2	12,969	15	1.1	73.99	20	1.5	77.58	274	20.8	375	28.5	54	4.1	93	7.1	95	7.2	201	15.3
Agriculture and Nutrition										4	16.0	4	16.0	3	12.0	7	28.0	1	4.0	1	4.0
Banking and Insurance	2	13.3								1	6.7	1	6.7							1	6.7
Catering, Hotels and Tourism												5	35.7								
Civilian Employees of the Army												1	25.0								
Commerce												3	20.0			2	13.3				
ECHO	12	14.5	12,365				5	6.0	73.40	47	56.6	15	18.1	1	1.2			6	7.2	7	8.4
Food Industry and Allied Trade	1	1.3								4	5.3	23	30.3	2	2.6	13	17.1	1	1.3	14	18.4
Glass, Ceramic & Porcelain										14	45.2	9	29.0					11	35.5	7	22.6
Health Service and Social Care	2	5.3								7	18.4	8	21.1								
KOVO	29	5.5	13,945	4	0.8	74.48	12	2.3	77.18	102	19.3	171	32.3	10	1.9	26	4.9	47	8.9	117	22.1
Mines, Geology and Oil Industry										6	22.2	7	25.9	2	7.4	1	3.7	5	18.5	2	7.4
Postal, Telecom. and Newspaper Services										2	25.0										
Railway Trade Unions	2	7.1								3	10.7	12	42.9							1	3.6
Science and Research												2	5.9								
STAVBA	17	14.9	12,397	10	8.8	73.60	3	2.6	86.17	42	36.8	32	28.1	28	24.6	28	24.6	8	7.0	6	5.3
Textile, Clothing and Leather Industry										8	22.9	5	14.3	1	2.9			6	17.1	15	42.9
Transport												5	17.9							2	7.1
Transport, Road Economy and Repair Vehicles										3	25.0	5	41.7			1	8.3	2	16.7	6	50.0
Union of Aviation Employees												2	40.0							1	20.0
UNIOS	1	1.0		1	1.0					9	8.7	41	39.4	3	2.9	11	10.6	3	2.9	10	9.6
Universities Trade Union										4	22.2	5	27.8	2	11.1						
Wood.Industry, Forestry and Manag.of Water	3	4.0	11,444							18	24.0	19	25.3	2	2.7	4	5.3	5	6.7	11	14.7

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

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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	245	10,855	251	11,598	260	12,417	266	13,428	270	14,659	273	15,984	274	17,600	272	19,362	269	21,248	266	23,345	263	25,857	260	28,927
Agriculture and Nutrition	4	10,725	4	11,538	4	12,703	4	13,798	4	15,130	4	16,693	4	18,340	4	20,398	3	21,567	3	23,750	3	26,487	3	28,523
Banking and Insurance	1		1		1		1		1		1		1		1		1		1		1		1	
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	45	12,036	46	13,011	46	14,144	47	15,390	47	17,149	47	18,971	47	21,019	47	23,166	47	25,561	47	28,270	47	31,460	47	35,633
Food Industry and Allied Trade	4	9,989	4	10,545	4	11,088	4	11,998	4	13,603	4	14,985	4	16,665	4	22,003	4	24,768	4	28,093	3	27,040	3	35,000
Glass, Ceramic & Porcelain	14	11,120	14	11,804	14	12,358	14	12,909	14	13,564	14	14,401	14	15,248	14	16,361	14	17,611	14	19,204	14	21,435	14	23,499
Health Service and Social Care	6	11,418	6	11,783	6	12,817	7	13,554	7	14,699	7	15,586	7	17,030	7	18,466	7	20,479	7	23,390	7	27,330	7	31,644
KOVO	90	10,327	95	11,069	96	11,896	99	12,865	100	14,000	101	15,188	102	16,637	100	18,081	98	19,648	97	21,325	95	23,305	92	25,373
Mines, Geology and Oil Industry	4	12,463	4	13,113	4	14,513	4	16,038	6	16,067	6	17,758	6	20,067	6	22,083	6	24,983	6	28,008	6	31,783	6	36,292
Postal, Telecom. and Newspaper Services	2		2		2		2		2		2		2		2		2		2		2		2	
Railway Trade Unions	3	11,007	3	11,347	3	11,653	3	12,217	3	13,000	3	14,167	3	15,317	3	16,667	3	18,083	3	20,773	3	22,557	3	25,367
Science and Research																								
STAVBA	41	11,021	41	11,656	41	12,444	41	13,592	42	14,994	42	16,560	42	18,549	42	20,581	42	22,695	42	25,304	42	28,242	42	31,446
Textile, Clothing and Leather Industry	8	10,556	8	11,228	8	11,825	8	12,594	8	13,510	8	14,683	8	16,020	8	17,411	8	19,284	8	21,566	8	24,341	8	27,821
Transport																								
Transport, Road Economy and Repair Vehicles	2		2		2		3	13,637	3	14,911	3	16,510	3	18,142	3	19,360	3	21,278	3	23,251	3	25,885	3	28,111
Union of Aviation Employees																								
UNIOS	7	9,781	7	10,466	9	10,755	9	11,592	9	12,422	9	13,353	9	14,532	9	15,938	9	17,766	9	20,221	9	22,338	9	25,714
Universities Trade Union	4	9,183	4	9,763	4	10,765	4	11,803	4	13,215	4	15,123	4	17,333	4	19,853	4	22,825	3	19,927	3	22,650	3	25,770
Wood.Industry, Forestry and Manag.of Water	10	10,370	10	11,465	16	12,209	16	13,163	16	14,123	18	15,014	18	16,414	18	18,287	18	19,894	17	21,178	17	23,371	17	26,338

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

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

Trade union	TARIFF SCALE																								
	1		2		3		4		5		6		7		8		9		10		11		12		
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	
Total	52	61.57	52	64.20	52	68.14	53	73.02	53	79.71	53	87.42	53	96.94	18	97.11	11	97.85	11	103.90	11	113.93	11	124.41	
Agriculture and Nutrition	3	66.00	3	69.23	3	76.37	3	83.00	3	91.10	3	100.43	3	110.80	1										
Banking and Insurance																									
Catering, Hotels and Tourism																									
Civilian Employees of the Army																									
Commerce																									
ECHO	1		1		1		1		1		1		1		1		1		1		1		1		1
Food Industry and Allied Trade	2		2		2		2		2		2		2		2		2		2		2		2		2
Glass, Ceramic & Porcelain																									
Health Service and Social Care																									
KOVO	8	51.50	8	53.66	8	58.20	9	61.14	9	67.93	9	73.98	9	82.09	6	96.30	4	100.68	4	115.93	4	131.60	4	148.75	
Mines, Geology and Oil Industry	2		2		2		2		2		2		2												
Postal, Telecom. and Newspaper Services																									
Railway Trade Unions																									
Science and Research																									
STAVBA	28	65.74	28	68.05	28	71.34	28	76.69	28	84.08	28	92.98	28	103.98	3	114.30									
Textile, Clothing and Leather Industry	1		1		1		1		1		1		1		1		1		1		1		1		1
Transport																									
Transport, Road Economy and Repair Vehicles																									
Union of Aviation Employees																									
UNIOS	3	61.37	3	66.37	3	70.90	3	77.30	3	81.43	3	85.30	3	88.83	2		1		1		1		1		1
Universities Trade Union	2		2		2		2		2		2		2												
Wood.Industry, Forestry and Manag.of Water	2		2		2		2		2		2		2		2		2		2		2		2		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 trade unions**

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	83	63.44	87	67.93	90	73.23	94	79.38	95	86.23	95	94.14	92	103.21	49	111.57	34	116.78	30	124.69	27	137.47	27	150.42
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	6	71.96	6	79.67	6	85.62	6	93.03	6	101.53	6	110.42	5	121.92	4	131.73	1							
Food Industry and Allied Trade	1		1		1		1		1		1		1											
Glass, Ceramic & Porcelain	11	68.85	11	71.28	11	74.15	11	77.07	11	81.09	11	85.93	11	90.52	10	93.21	9	101.07	9	110.19	9	123.72	9	135.32
Health Service and Social Care																								
KOVO	40	60.32	42	65.24	44	71.44	47	77.97	47	84.91	47	92.89	47	101.96	23	117.29	15	124.71	13	137.63	12	152.13	12	166.19
Mines, Geology and Oil Industry	4	71.05	4	73.53	4	78.20	5	82.88	5	90.80	5	100.48	5	109.38	2		1		1		1		1	
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	6	67.88	6	71.83	7	76.99	7	85.60	8	93.81	8	105.51	8	119.28	1		1		1					
Textile, Clothing and Leather Industry	6	61.76	6	67.34	6	70.79	6	75.08	6	80.02	6	85.77	6	92.79	2		1		1		1		1	
Transport																								
Transport, Road Economy and Repair Vehicles	1		2		2		2		2		2		2		2		1		1					
Union of Aviation Employees																								
UNIOS	2		3	45.57	3	48.90	3	52.40	3	56.87	3	61.73	2		1		1		1		1		1	
Universities Trade Union																								
Wood.Industry, Forestry and Manag.of Water	5	61.94	5	67.80	5	73.66	5	81.68	5	89.84	5	98.38	4	108.50	3	106.73	3	115.73	2		2		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) - other tariff systems

SCALE SYSTEM	TARIFF SCALE																																														
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20								
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h									
2 scale	1		1																																												
3 scale	3	73.69	2		2																																										
4 scale	6	76.26	6	86.03	6	97.33	6	110.95																																							
5 scale	11	73.48	11	81.57	10	87.38	10	98.39	8	114.39																																					
6 scale	18	80.20	18	86.62	18	90.82	18	98.45	18	109.38	17	117.06																																			
7 scale	22	66.34	26	74.11	26	80.99	26	87.94	26	96.86	25	106.51	25	119.25																																	
8 scale	26	68.76	26	75.48	29	82.42	30	90.23	31	99.51	30	109.34	30	120.19	29	132.88																															
9 scale	11	69.21	13	73.32	14	81.05	15	88.96	15	98.04	14	106.84	14	118.46	11	128.19	9	143.25																													
10 scale	17	67.60	16	70.46	17	75.86	17	83.17	18	92.98	17	102.79	15	110.97	9	121.00	6	128.34	5	139.76																											
11 scale	7	66.50	7	71.09	7	79.30	7	88.09	7	97.06	7	110.03	7	122.96	3	129.93	3	144.03	3	161.57	3	180.47																									
13 scale	7	62.39	8	66.07	10	71.90	10	75.38	10	79.74	10	85.71	10	94.46	8	102.97	5	109.11	5	118.45	3	122.80	3	136.33	1																						
14 scale	12	67.66	12	73.95	16	78.74	16	83.60	17	90.36	16	95.65	16	102.71	15	112.87	13	119.05	13	128.93	10	135.38	10	150.19	9	174.70	9	197.82																			
15 scale	3	63.73	3	66.03	4	75.15	4	80.08	4	87.63	4	95.18	3	97.33	2		2		1	1	1	1	1	1	1	1	1																				
16 scale	8	67.16	9	72.64	9	78.38	9	82.30	9	89.06	9	94.76	9	101.75	9	107.40	8	115.40	7	117.86	6	125.75	6	133.87	5	142.98	5	150.64	5	162.12	5	170.52															
17 scale	8	62.76	8	64.62	8	67.69	8	71.02	8	77.45	8	85.69	8	95.96	7	106.13	5	124.52																													
18 scale	1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		1		
19 scale	9	81.35	9	81.63	9	81.78	9	82.12	9	82.31	9	84.54	9	91.11	9	97.79	9	105.03	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
20 scale	2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2

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

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

Trade union	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE	% AE																
Total	1,111	84.3	26.2	47.8	26.6	1,000	75.9	101.8	1,084	82.2	15.14	11.3	777	59.0	7.87	10.5	10.5	1,037	78.7	20.58	23.6
Agriculture and Nutrition	15	60.0	25.0	44.3	26.9	17	68.0	100.0	17	68.0	8.00	12.5	16	64.0	7.66	10.0	11.7	19	76.0	34.00	21.7
Banking and Insurance	8	53.3	25.0	50.0	28.8	8	53.3	100.0	5	33.3	25.00	11.0						6	40.0		36.7
Catering, Hotels and Tourism	14	100.0			29.6	14	100.0	100.0	14	100.0		10.0	2	14.3				14	100.0	25.00	10.0
Civilian Employees of the Army	2	50.0				1	25.0		2	50.0			2	50.0				2	50.0		
Commerce	9	60.0	25.0		25.6	10	66.7	102.5	7	46.7	10.00	10.8	4	26.7	8.00	10.0	13.3	9	60.0		12.2
ECHO	80	96.4	27.6	48.3	27.8	79	95.2	104.6	78	94.0	19.15	10.2	63	75.9	8.43	10.0	10.0	77	92.8	24.51	23.3
Food Industry and Allied Trade	65	85.5	25.7	48.5	26.1	64	84.2	102.3	67	88.2	15.04	11.4	38	50.0	7.36	17.5	10.0	62	81.6	18.16	24.5
Glass, Ceramic & Porcelain	30	96.8	30.0	50.0	30.0	25	80.6	101.2	28	90.3	13.84	15.3	26	83.9	8.66		10.0	25	80.6	22.00	24.7
Health Service and Social Care	27	71.1	25.0	47.8	25.6	28	73.7	100.0	29	76.3	18.86	18.6	14	36.8	6.58	10.0	10.0	30	78.9	20.50	23.8
KOVO	471	89.0	26.3	48.8	26.1	425	80.3	101.7	464	87.7	15.74	11.1	320	60.5	7.31	10.4	10.3	429	81.1	22.10	27.2
Mines, Geology and Oil Industry	24	88.9	25.0	50.0	25.8	21	77.8	100.0	23	85.2	15.06	11.0	21	77.8	7.76		10.0	22	81.5	17.71	21.2
Postal, Telecom. and Newspaper Services	7	87.5	25.0	40.0	25.0	5	62.5	100.0	6	75.0	22.17	10.0	7	87.5	10.75		20.0	6	75.0	32.00	10.0
Railway Trade Unions	18	64.3	25.0	50.0	25.0	16	57.1	100.0	18	64.3	14.60	10.9	16	57.1	7.80	10.0	10.0	18	64.3	16.00	15.8
Science and Research	7	20.6			25.0	5	14.7	100.0	7	20.6		11.4	9	26.5		10.0	10.0	7	20.6		12.1
STAVBA	107	93.9	25.3	47.3	29.6	107	93.9	101.2	105	92.1	12.41	10.1	94	82.5	9.11	10.0	10.3	102	89.5	32.50	17.4
Textile, Clothing and Leather Industry	29	82.9	25.0	44.3	25.7	25	71.4	101.0	29	82.9	13.52	12.1	19	54.3	7.23	10.0		29	82.9	11.87	10.8
Transport	27	96.4	28.9	55.0	30.5	20	71.4	100.0	28	100.0	7.88	10.1	20	71.4	9.95	10.0	10.0	28	100.0		31.9
Transport, Road Economy and Repair Vehicles	12	100.0	26.3		25.0	12	100.0	100.0	12	100.0	9.67	10.0	11	91.7	6.71	10.0		12	100.0	35.00	30.9
Union of Aviation Employees	3	60.0	30.0		26.3	4	80.0	100.0	4	80.0	8.00	13.3	2	40.0				3	60.0		23.5
UNIOS	77	74.0	26.4	49.9	27.3	36	34.6	108.3	64	61.5	12.47	11.4	34	32.7	7.83	10.0	10.5	62	59.6	14.40	22.3
Universities Trade Union	16	88.9	25.0	50.0	25.0	16	88.9	100.0	17	94.4		12.9	12	66.7	17.68	10.0	10.0	14	77.8		20.0
Wood.Industry, Forestry and Manag.of Water	63	84.0	25.8	42.9	25.2	62	82.7	100.9	60	80.0	11.04	11.1	47	62.7	8.20	10.0	10.9	61	81.3	20.25	16.3

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

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

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

CZK/h average value of the supplementary charge in CZK per hour

% MM average value of the supplementary charge specified as a percentage of the basic tariff of minimum wage

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

Trade union	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
Total	19	8.6	590	7.23	9	8	11.3	35	101.25	136	2		148	5.65	39	2		193	6.38	1
Agriculture and Nutrition			2										2							
Banking and Insurance			1		1										1					
Catering, Hotels and Tourism																				
Civilian Employees of the Army			1																	
Commerce			1																	
ECHO			45	8.14	1					39			5	5.40	1			23	9.37	
Food Industry and Allied Trade	1		43	6.59	2	1		1		8			6	6.00						
Glass, Ceramic & Porcelain	2		27	7.30									3	4.00	1			3	3.00	
Health Service and Social Care			1					1		8					1					
KOVO	15	9.0	335	7.56	4	6	11.2	22	92.59	54	2		68	5.40	10	1		112	5.36	
Mines, Geology and Oil Industry			5	5.30						4			3	5.67	3			10	5.75	
Postal, Telecom. and Newspaper Services																		1		
Railway Trade Unions			6	7.00				3	75.00	5			6	6.33	1			5	9.40	
Science and Research															4					
STAVBA			45	5.69						10			27	5.46	8			21	5.60	
Textile, Clothing and Leather Industry			30	7.87						1			9	6.43						
Transport			3	5.50									1							
Transport, Road Economy and Repair Vehicles			3	2.43									6	4.08				1		
Union of Aviation Employees													2					2		
UNIOS	1		24	6.25	1	1		6	88.63	2			6	7.50	7			10	9.80	1
Universities Trade Union								2		5					2					
Wood, Industry, Forestry and Manag. of Water			18	5.86									4	3.25		1		5	7.60	

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

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

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

Trade union	Supplementary charge																				
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	NCA
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA
Total	2		168	27.17	9	1		7	536	4	37	30.0	10	1,290	93	10	8.8	32	760	52	546
Agriculture and Nutrition															1						6
Banking and Insurance					2					1											6
Catering, Hotels and Tourism											2							1			2
Civilian Employees of the Army																					2
Commerce															2						5
ECHO			14	67.71							2		2		12			10	1,000	7	45
Food Industry and Allied Trade			4	8.25						1	2				5			3	500		22
Glass, Ceramic & Porcelain			1								1									1	19
Health Service and Social Care					2			1		1	1		2		2						23
KOVO	1		96	14.08	1		5	490		1	9	46.7	3	1,333	20	1		14	560	26	201
Mines, Geology and Oil Industry			3	56.00											9						6
Postal, Telecom. and Newspaper Services																					6
Railway Trade Unions	1		7	54.43				1			1		1		2	5	8.6	1		2	13
Science and Research															1						6
STAVBA			32	43.75							1				4	1		1		1	45
Textile, Clothing and Leather Industry											2				6	1		1		3	19
Transport																1					21
Transport, Road Economy and Repair Vehicles			3	18.33	1	1							1							3	11
Union of Aviation Employees											1				1						2
UNIOS			1		1						14	26.4	1		16	1		1		3	42
Universities Trade Union					1										8						15
Wood.Industry, Forestry and Manag.of Water			7	30.29	1						1				4						19

Explanatory notes: NCA

% AE

CZK/h

CZK/month

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

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

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per month

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

Trade union	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	567	43.0	206	15.6	342	25.9	214	16.2	67	5.1	115	8.7	138	10.5	99	7.5	744	56.4
Agriculture and Nutrition	5	20.0	2	8.0	4	16.0	3	12.0					3	12.0	1	4.0	17	68.0
Banking and Insurance	7	46.7	1	6.7	1	6.7	2	13.3	3	20.0					6	40.0	5	33.3
Catering, Hotels and Tourism	6	42.9	1	7.1	4	28.6			2	14.3	2	14.3	3	21.4			12	85.7
Civilian Employees of the Army	1	25.0	1	25.0	1	25.0											2	50.0
Commerce	4	26.7	2	13.3	2	13.3	2	13.3	1	6.7					1	6.7	6	40.0
ECHO	53	63.9	13	15.7	41	49.4	26	31.3	10	12.0	5	6.0	28	33.7	8	9.6	60	72.3
Food Industry and Allied Trade	68	89.5	23	30.3	28	36.8	15	19.7	7	9.2	32	42.1	9	11.8	8	10.5	60	78.9
Glass, Ceramic & Porcelain	4	12.9	3	9.7	1	3.2	1	3.2	1	3.2			2	6.5			5	16.1
Health Service and Social Care	1	2.6	1	2.6	1	2.6	1	2.6									30	78.9
KOVO	236	44.6	94	17.8	141	26.7	74	14.0	15	2.8	28	5.3	41	7.8	43	8.1	285	53.9
Mines, Geology and Oil Industry	14	51.9	3	11.1	5	18.5	8	29.6	4	14.8	4	14.8	4	14.8	4	14.8	22	81.5
Postal, Telecom. and Newspaper Services	2	25.0			2	25.0	1	12.5							1	12.5	5	62.5
Railway Trade Unions	6	21.4			4	14.3			1	3.6	2	7.1	1	3.6			15	53.6
Science and Research																	2	5.9
STAVBA	51	44.7	12	10.5	39	34.2	17	14.9	19	16.7	12	10.5	16	14.0	9	7.9	34	29.8
Textile, Clothing and Leather Industry	15	42.9	4	11.4	11	31.4	8	22.9	1	2.9	1	2.9	4	11.4	4	11.4	14	40.0
Transport	3	10.7	2	7.1	2	7.1	1	3.6					2	7.1			23	82.1
Transport, Road Economy and Repair Vehicles	5	41.7			1	8.3	2	16.7			1	8.3	1	8.3	1	8.3	10	83.3
Union of Aviation Employees	1	20.0			1	20.0	1	20.0									3	60.0
UNIOS	51	49.0	24	23.1	32	30.8	31	29.8			23	22.1	11	10.6	5	4.8	75	72.1
Universities Trade Union	5	27.8	5	27.8	1	5.6	4	22.2	2	11.1	1	5.6			3	16.7	12	66.7
Wood.Industry, Forestry and Manag.of Water	29	38.7	15	20.0	20	26.7	17	22.7	1	1.3	4	5.3	13	17.3	5	6.7	47	62.7

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
 * 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		
	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	% CA	CZK
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK					
Total	696	52.8	64	2,788	243	2,980	486	4,611	544	5,877	653	7,284	692	8,367	695	9,775	695	10,943	696	12,303	10	0.8	8,800
Agriculture and Nutrition	9	36.0	3	1,000	4	1,625	6	2,833	7	3,757	9	4,356	9	5,022	9	5,689	9	5,967	9	6,189			
Banking and Insurance	9	60.0	2		3	2,500	9	5,889	9	7,889	9	9,778	9	10,556	9	12,444	9	15,667	9	18,444	1	6.7	
Catering, Hotels and Tourism	9	64.3	4	9,250	5	9,400	9	8,444	9	9,556	9	12,111	9	13,222	9	13,778	9	14,333	9	14,889			
Civilian Employees of the Army																							
Commerce	11	73.3			6	2,333	10	5,300	11	6,800	11	9,127	11	10,591	11	11,382	11	11,509	11	11,636			
ECHO	31	37.3	3	4,000	9	3,889	21	5,029	24	6,256	27	8,056	31	9,234	31	11,055	31	12,979	31	15,071	2	2.4	
Food Industry and Allied Trade	51	67.1	1		14	2,936	37	4,149	44	5,052	47	6,630	51	7,661	51	9,216	51	10,290	51	11,875			
Glass, Ceramic & Porcelain	15	48.4			2		7	7,313	10	8,246	12	10,302	13	12,773	15	13,881	15	16,578	15	19,360			
Health Service and Social Care	12	31.6			2		6	4,333	6	5,083	9	5,167	12	5,583	12	6,650	12	7,008	12	7,967	2	5.3	
KOVO	301	56.9	33	2,579	118	3,152	224	4,795	245	6,298	285	7,589	300	8,801	300	10,254	300	11,497	301	13,070	1	0.2	
Mines, Geology and Oil Industry	18	66.7	6	1,167	11	2,564	14	4,179	14	5,679	18	7,922	18	9,339	18	10,639	18	11,939	18	13,189			
Postal, Telecom. and Newspaper Services	2	25.0			2		2		2		2		2		2		2		2				
Railway Trade Unions	9	32.1	2		5	2,800	8	3,875	8	5,125	9	6,889	9	8,389	9	10,444	9	12,389	9	14,556	1	3.6	
Science and Research	3	8.8			1		1		1		3	5,000	3	5,000	3	5,000	3	5,000	3	5,000	2	5.9	
STAVBA	76	66.7	1		13	3,492	50	5,030	58	6,271	73	8,285	76	9,243	76	11,141	76	11,892	76	12,742			
Textile, Clothing and Leather Industry	17	48.6			7	2,214	12	3,558	12	5,042	16	5,844	17	6,765	17	7,735	17	9,471	17	10,618			
Transport	13	46.4	2		2		3	2,233	6	4,350	12	4,567	13	5,315	13	6,092	13	6,823	13	7,400			
Transport, Road Economy and Repair Vehicles	8	66.7			3	2,333	4	2,875	7	3,571	8	4,406	8	5,250	8	6,063	8	6,438	8	6,938			
Union of Aviation Employees	3	60.0							3	5,000	3	6,333	3	8,000	3	9,333	3	10,000					
UNIOS	61	58.7	5	2,460	17	1,994	40	3,273	43	3,823	55	5,638	60	6,258	61	7,270	61	8,126	61	9,130			
Universities Trade Union	3	16.7	1		1		1		2		3	3,000	3	3,833	3	4,667	3	5,500	3	6,333	1	5.6	
Wood.Industry, Forestry and Manag.of Water	35	46.7	1		18	1,647	22	3,430	26	4,606	33	5,636	35	6,716	35	7,803	35	8,846	35	9,686			

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:											
	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	
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	725	55.0	321	3,502	654	4,295	699	5,449	709	6,388	725	7,339	725	7,868
Agriculture and Nutrition	18	72.0	12	2,767	17	3,718	18	4,233	18	4,567	18	4,956	18	5,067
Banking and Insurance	6	40.0	3	8,667	5	8,600	6	8,417	6	8,417	6	8,417	6	8,417
Catering, Hotels and Tourism	12	85.7	12	4,375	12	6,458	12	6,625	12	6,792	12	7,042	12	7,042
Civilian Employees of the Army	1	25.0	1		1		1		1		1		1	
Commerce	9	60.0	4	1,150	9	2,189	9	2,678	9	3,100	9	3,433	9	3,622
ECHO	43	51.8	10	4,450	42	8,421	43	13,753	43	19,409	43	25,184	43	25,744
Food Industry and Allied Trade	45	59.2	16	3,375	35	3,466	43	4,467	45	5,102	45	5,856	45	6,467
Glass, Ceramic & Porcelain	18	58.1	9	3,611	18	5,111	18	5,311	18	5,622	18	6,100	18	6,883
Health Service and Social Care	14	36.8	7	1,857	14	3,300	14	3,657	14	4,079	14	4,293	14	4,364
KOVO	270	51.0	97	3,273	227	3,737	249	4,756	256	5,626	270	6,429	270	7,260
Mines, Geology and Oil Industry	22	81.5	9	5,389	19	4,447	22	5,150	22	6,132	22	7,386	22	8,500
Postal, Telecom. and Newspaper Services	4	50.0			4	8,750	4	10,000	4	10,000	4	10,000	4	10,000
Railway Trade Unions	14	50.0	8	2,925	13	5,115	14	7,464	14	8,036	14	8,714	14	8,786
Science and Research	12	35.3	8	4,938	12	5,558	12	6,308	12	6,333	12	7,000	12	7,000
STAVBA	70	61.4	38	4,063	63	4,489	69	5,677	70	6,529	70	7,357	70	7,736
Textile, Clothing and Leather Industry	25	71.4	9	2,389	25	3,460	25	4,444	25	4,940	25	5,422	25	5,762
Transport	19	67.9	10	2,280	19	2,763	19	3,253	19	3,679	19	3,968	19	4,195
Transport, Road Economy and Repair Vehicles	7	58.3	3	1,500	7	2,643	7	2,857	7	3,214	7	3,714	7	3,929
Union of Aviation Employees	2	40.0	1		1		2		2		2		2	
UNIOS	68	65.4	39	3,718	66	4,159	66	4,627	66	4,898	68	5,139	68	5,313
Universities Trade Union	10	55.6	7	4,929	10	4,910	10	6,260	10	6,360	10	6,460	10	6,560
Wood.Industry, Forestry and Manag.of Water	36	48.0	18	2,517	35	3,440	36	4,551	36	5,206	36	6,160	36	6,446

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

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		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	856	64.9	345	4,813	749	6,468	829	8,516	849	10,131	855	12,030	855	13,174	855	14,294	855	15,109	856	15,765
Agriculture and Nutrition	16	64.0	11	3,691	15	4,663	16	5,450	16	6,247	16	6,731	16	6,903	16	7,075	16	7,247	16	7,419
Banking and Insurance	8	53.3	2		7	17,000	8	17,938	8	17,938	8	17,938	8	17,938	8	17,938	8	17,938	8	18,563
Catering, Hotels and Tourism	13	92.9	13	4,769	13	6,769	13	7,000	13	7,154	13	7,385	13	7,385	13	7,385	13	7,385	13	7,385
Civilian Employees of the Army	1	25.0	1		1		1		1		1		1		1		1		1	
Commerce	12	80.0	3	2,633	11	4,500	12	5,075	12	5,808	12	6,475	12	7,033	12	7,450	12	7,867	12	8,283
ECHO	51	61.4	16	7,063	48	12,146	51	17,446	51	21,276	51	26,375	51	29,819	51	34,646	51	37,246	51	39,515
Food Industry and Allied Trade	48	63.2	15	4,853	37	4,649	46	6,322	48	7,329	48	8,754	48	9,950	48	10,750	48	11,298	48	11,850
Glass, Ceramic & Porcelain	19	61.3	5	2,300	15	5,933	18	8,139	18	9,944	19	11,832	19	13,595	19	16,384	19	17,753	19	19,226
Health Service and Social Care	19	50.0	8	2,625	17	5,335	18	6,233	19	7,321	19	7,558	19	7,953	19	8,084	19	8,216	19	8,347
KOVO	345	65.2	111	4,224	282	5,360	328	7,217	342	9,292	344	11,041	344	12,350	344	13,485	344	14,380	345	15,129
Mines, Geology and Oil Industry	21	77.8	8	8,875	17	7,824	20	8,615	21	10,638	21	12,190	21	13,738	21	15,357	21	16,429	21	16,833
Postal, Telecom. and Newspaper Services	4	50.0	3	10,000	4	51,250	4	51,250	4	51,250	4	51,250	4	51,250	4	51,250	4	51,250	4	51,250
Railway Trade Unions	20	71.4	8	5,375	17	10,529	19	15,947	20	18,650	20	23,375	20	24,825	20	26,325	20	27,675	20	28,925
Science and Research	12	35.3	8	5,563	12	6,000	12	6,667	12	6,792	12	7,375	12	7,375	12	7,375	12	7,375	12	7,375
STAVBA	85	74.6	41	8,010	81	8,848	84	12,151	85	13,320	85	17,338	85	18,041	85	18,891	85	19,480	85	19,804
Textile, Clothing and Leather Industry	24	68.6	10	2,170	23	3,472	24	4,669	24	5,250	24	5,844	24	6,504	24	6,838	24	7,463	24	7,588
Transport	20	71.4	9	1,867	19	2,832	20	3,700	20	4,400	20	4,950	20	5,375	20	5,425	20	5,475	20	5,525
Transport, Road Economy and Repair Vehicles	9	75.0	3	3,667	8	5,313	9	9,556	9	11,278	9	12,667	9	14,222	9	15,222	9	16,222	9	17,222
Union of Aviation Employees	5	100.0	1		4	7,500	5	13,200	5	14,000	5	15,200	5	16,000	5	18,000	5	20,000	5	22,000
UNIOS	69	66.3	40	4,730	65	5,454	66	6,589	66	7,521	69	8,233	69	8,933	69	9,100	69	9,542	69	9,681
Universities Trade Union	11	61.1	9	5,222	11	5,227	11	6,409	11	6,500	11	6,727	11	6,727	11	6,727	11	6,727	11	6,727
Wood.Industry, Forestry and Manag.of Water	44	58.7	20	2,210	42	3,483	44	5,502	44	6,591	44	8,177	44	8,916	44	9,893	44	10,564	44	11,120

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						
Total	906	68.7	9	0.7	452	34.3	39	676	413	4.3	113	8.6	12	0.9	348	26.4	330	3.5	18	717	11	3.0	22	1.7	22	1.7	1	156	11.8	5	0.4	181	13.7	162	12.3	
Agriculture and Nutrition	6	24.0			3	12.0			3	3.0					2	8.0	2												1	4.0						
Banking and Insurance	10	66.7			3	20.0	1		2		5	33.3			4	26.7	4	2.4											2	13.3			4	26.7	4	26.7
Catering, Hotels and Tourism	4	28.6									1	7.1	1	7.1	3	21.4	3	2.7											1	7.1			1	7.1		
Civilian Employees of the Army	1	25.0													1	25.0				1																
Commerce	6	40.0			2	13.3			2						1	6.7	1												4	26.7			1	6.7	1	6.7
ECHO	60	72.3	1	1.2	41	49.4	5	772	36	4.1	10	12.0	2	2.4	8	9.6	7	3.1	1				1	1.2	1			11	13.3			11	13.3	22	26.5	
Food Industry and Allied Trade	42	55.3			21	27.6	1		20	4.5	10	13.2	3	3.9	15	19.7	15	3.5				1		1	1.3	1			4	5.3			8	10.5	6	7.9
Glass, Ceramic & Porcelain	15	48.4			8	25.8	2		6	5.2	1	3.2			6	19.4	6	4.0																	1	3.2
Health Service and Social Care	22	57.9			15	39.5	1		14	8.1	3	7.9			3	7.9	2			1									2	5.3			1	2.6	2	5.3
KOVO	418	79.0	5	0.9	201	38.0	25	644	176	3.6	38	7.2	6	1.1	196	37.1	184	3.7	12	739			8	1.5	8	2.5			85	16.1	3	0.6	105	19.8	97	18.3
Mines, Geology and Oil Industry	22	81.5			7	25.9			7	2.9	4	14.8			11	40.7	10	3.1	1		5	3.6						4	14.8			4	14.8	1	3.7	
Postal, Telecom. and Newspaper Services	3	37.5									2	25.0			2	25.0	1		1													1	12.5	1	12.5	
Railway Trade Unions	23	82.1			11	39.3			11	5.2	5	17.9			9	32.1	9	3.2														2	7.1	2	7.1	
Science and Research	4	11.8	1	2.9																								3	8.8					3	8.8	
STAVBA	90	78.9	1	0.9	74	64.9	3	473	71	5.7	6	5.3			17	14.9	17	3.1										5	4.4	2	1.8	13	11.4	7	6.1	
Textile, Clothing and Leather Industry	25	71.4			5	14.3			5	5.1	2	5.7			15	42.9	15	3.7											9	25.7			5	14.3	2	5.7
Transport	9	32.1			6	21.4			6	4.7													1	3.6	1			2	7.1					1	3.6	
Transport, Road Economy and Repair Vehicles	8	66.7			4	33.3			4	4.3					1	8.3	1											4	33.3			1	8.3	1	8.3	
Union of Aviation Employees	2	40.0			1	20.0			1		2	40.0																			1	20.0	1	20.0		
UNIOS	68	65.4	1	1.0	28	26.9	1		27	2.7	12	11.5			28	26.9	27	3.0	1		1							16	15.4			17	16.3	3	2.9	
Universities Trade Union	2	11.1			1	5.6			1																			1	5.6							
Wood, Industry, Forestry and Manag. of Water	66	88.0			21	28.0			21	4.4	12	16.0			26	34.7	26	3.4			4	2.6	11	14.7	11	1.0	1	2	2.7			6	8.0	7	9.3	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
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 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			NCA	% CA	% AE	CZK/h
			unified catalogue	occupational catalogue	own catalogue	NCA	% CA	% AE	NCA	% CA	% AE							
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
Total	792	60.1	126	9.6	39	3.0	687	52.1	279	21.2	96.4	248	18.8	85.7	359	27.2	16.6	15.57
Agriculture and Nutrition	8	32.0	2	8.0	2	8.0	8	32.0	3	12.0	100.0	2	8.0		3	12.0	15.0	7.00
Banking and Insurance	9	60.0	4	26.7	1	6.7	7	46.7				5	33.3	97.0	1	6.7		
Catering, Hotels and Tourism	8	57.1					8	57.1	10	71.4	100.0	9	64.3	100.0	7	50.0	15.0	
Civilian Employees of the Army												1	25.0					
Commerce	8	53.3	1	6.7			7	46.7	6	40.0	100.0	5	33.3	84.0	2	13.3		
ECHO	72	86.7	16	19.3			59	71.1	53	63.9	91.7	52	62.7	76.9	27	32.5	14.8	12.77
Food Industry and Allied Trade	32	42.1					32	42.1	6	7.9	100.0	6	7.9	85.8	9	11.8	18.3	13.00
Glass, Ceramic & Porcelain	21	67.7	1	3.2			20	64.5	1	3.2		3	9.7	80.0	4	12.9	18.3	
Health Service and Social Care	22	57.9	1	2.6			21	55.3	1	2.6		2	5.3		13	34.2	16.8	20.00
KOVO	312	59.0	38	7.2	13	2.5	275	52.0	99	18.7	96.0	76	14.4	86.3	113	21.4	17.9	15.84
Mines, Geology and Oil Industry	18	66.7	4	14.8	1	3.7	13	48.1	13	48.1	100.0	13	48.1	98.5	12	44.4	15.0	14.80
Postal, Telecom. and Newspaper Services	5	62.5					5	62.5	1	12.5		3	37.5	73.3				
Railway Trade Unions	13	46.4	1	3.6	3	10.7	9	32.1	7	25.0	91.4	11	39.3	85.5	6	21.4	15.0	17.00
Science and Research	7	20.6					7	20.6	3	8.8	100.0	3	8.8	100.0	1	2.9		
STAVBA	81	71.1	41	36.0	11	9.6	53	46.5	30	26.3	100.0	2	1.8		91	79.8	15.8	19.00
Textile, Clothing and Leather Industry	19	54.3	8	22.9	3	8.6	14	40.0	4	11.4	93.8	4	11.4	87.5	4	11.4	21.0	12.50
Transport	27	96.4					27	96.4	12	42.9	99.2	10	35.7	94.0	15	53.6	18.5	25.60
Transport, Road Economy and Repair Vehicles	12	100.0					12	100.0	4	33.3	97.5	2	16.7		3	25.0	15.0	7.50
Union of Aviation Employees	2	40.0					2	40.0				1	20.0					
UNIOS	54	51.9	2	1.9			53	51.0	11	10.6	94.1	22	21.2	83.6	22	21.2	17.1	12.60
Universities Trade Union	16	88.9	3	16.7			14	77.8	1	5.6		1	5.6		6	33.3	15.0	
Wood.Industry, Forestry and Manag.of Water	46	61.3	4	5.3	5	6.7	41	54.7	14	18.7	100.0	15	20.0	88.7	20	26.7	14.3	18.70

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						
Total	102	7.7	49.2	21	1.6	95.9	2	0.2	10	0.8	94.2	190	14.4	95	7.2	
Agriculture and Nutrition	4	16.0	52.0									7	28.0			
Banking and Insurance																
Catering, Hotels and Tourism												1	7.1	1	7.1	
Civilian Employees of the Army	1	25.0										2	50.0	2	50.0	
Commerce	2	13.3		1	6.7											
ECHO	7	8.4	46.3	2	2.4							17	20.5	3	3.6	
Food Industry and Allied Trade	6	7.9	39.0	3	3.9	100.0						14	18.4	5	6.6	
Glass, Ceramic & Porcelain	2	6.5										6	19.4	3	9.7	
Health Service and Social Care												1	2.6	1	2.6	
KOVO	44	8.3	51.0	10	1.9	98.8	2	0.4	5	0.9	96.0	79	14.9	48	9.1	
Mines, Geology and Oil Industry	5	18.5	52.0									6	22.2	5	18.5	
Postal, Telecom. and Newspaper Services	1	12.5										2	25.0	2	25.0	
Railway Trade Unions	7	25.0	52.0	1	3.6				2	7.1		5	17.9	4	14.3	
Science and Research												1	2.9	1	2.9	
STAVBA	15	13.2	52.0						1	0.9		13	11.4	10	8.8	
Textile, Clothing and Leather Industry	3	8.6	52.0	1	2.9				1	2.9		8	22.9	4	11.4	
Transport												4	14.3	1	3.6	
Transport, Road Economy and Repair Vehicles												4	33.3	1	8.3	
Union of Aviation Employees																
UNIOS	1	1.0										3	2.9			
Universities Trade Union	1	5.6		1	5.6				1.0	5.6		2	11.1	1	5.6	
Wood.Industry, Forestry and Manag.of Water	3	4.0	26.0	2	2.7							15	20.0	3	4.0	

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

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

Trade union	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,274	96.7	1,121	85.1	729	55.3	674	51.1	915	69.4
Agriculture and Nutrition	22	88.0	17	68.0	19	76.0	6	24.0	15	60.0
Banking and Insurance	15	100.0	12	80.0	15	100.0	6	40.0	13	86.7
Catering, Hotels and Tourism	13	92.9	13	92.9	2	14.3	8	57.1	9	64.3
Civilian Employees of the Army	3	75.0	2	50.0	3	75.0	1	25.0	3	75.0
Commerce	14	93.3	11	73.3	10	66.7	7	46.7	9	60.0
ECHO	83	100.0	75	90.4	40	48.2	68	81.9	71	85.5
Food Industry and Allied Trade	73	96.1	63	82.9	19	25.0	29	38.2	35	46.1
Glass, Ceramic & Porcelain	31	100.0	31	100.0	29	93.5	30	96.8	30	96.8
Health Service and Social Care	37	97.4	31	81.6	22	57.9	18	47.4	27	71.1
KOVO	508	96.0	469	88.7	320	60.5	267	50.5	398	75.2
Mines, Geology and Oil Industry	27	100.0	24	88.9	17	63.0	22	81.5	23	85.2
Postal, Telecom. and Newspaper Services	8	100.0	6	75.0	7	87.5	2	25.0	5	62.5
Railway Trade Unions	25	89.3	18	64.3	12	42.9	2	7.1	7	25.0
Science and Research	29	85.3	4	11.8	29	85.3	1	2.9	5	14.7
STAVBA	113	99.1	101	88.6	52	45.6	42	36.8	60	52.6
Textile, Clothing and Leather Industry	34	97.1	31	88.6	16	45.7	12	34.3	24	68.6
Transport	28	100.0	28	100.0	1	3.6			1	3.6
Transport, Road Economy and Repair Vehicles	12	100.0	11	91.7	1	8.3	9	75.0	9	75.0
Union of Aviation Employees	5	100.0	2	40.0	5	100.0	3	60.0	4	80.0
UNIOS	102	98.1	102	98.1	49	47.1	80	76.9	92	88.5
Universities Trade Union	18	100.0	7	38.9	18	100.0	15	83.3	15	83.3
Wood.Industry, Forestry and Manag.of Water	74	98.7	63	84.0	43	57.3	46	61.3	60	80.0

Explanatory notes: NCA
% CA
*

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
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
Total	1,165	88.4	259	19.7	714	54.2	1,169	88.7	1,048	452	789	512	248	431	32.7
Agriculture and Nutrition	20	80.0			5	20.0	20	80.0	19	5	10	4	3	5	20.0
Banking and Insurance	15	100.0	1	6.7	10	66.7	14	93.3	14	7	14	7	6	1	6.7
Catering, Hotels and Tourism	13	92.9					13	92.9	12	10	9	11			
Civilian Employees of the Army	4	100.0	1	25.0	3	75.0	4	100.0	4	1	4	1		1	25.0
Commerce	15	100.0			9	60.0	14	93.3	12	8	9	9	12	8	53.3
ECHO	76	91.6	18	21.7	59	71.1	79	95.2	75	55	63	33	29	31	37.3
Food Industry and Allied Trade	65	85.5	2	2.6	61	80.3	66	86.8	61	16	22	36	9	7	9.2
Glass, Ceramic & Porcelain	29	93.5			22	71.0	19	61.3	16	1	11	1	2	18	58.1
Health Service and Social Care	32	84.2			22	57.9	34	89.5	32	10	29	10	13	3	7.9
KOVO	473	89.4	168	31.8	272	51.4	473	89.4	396	212	319	251	55	287	54.3
Mines, Geology and Oil Industry	21	77.8	9	33.3	12	44.4	23	85.2	22	5	21	11	7	13	48.1
Postal, Telecom. and Newspaper Services	5	62.5	3	37.5	7	87.5	7	87.5	7	4	7	2	6	1	12.5
Railway Trade Unions	24	85.7	11	39.3	15	53.6	25	89.3	25	15	22	11	10		
Science and Research	30	88.2			13	38.2	29	85.3	26	4	24	3	11	6	17.6
STAVBA	97	85.1	19	16.7	43	37.7	104	91.2	94	36	61	62	11	8	7.0
Textile, Clothing and Leather Industry	29	82.9	6	17.1	9	25.7	28	80.0	27	7	17	6		8	22.9
Transport	23	82.1	8	28.6			22	78.6	22	6	13	21		3	10.7
Transport, Road Economy and Repair Vehicles	10	83.3	5	41.7	7	58.3	12	100.0	12	3	5	8	1	7	58.3
Union of Aviation Employees	5	100.0			2	40.0	4	80.0	3		4			3	60.0
UNIOS	97	93.3	5	4.8	81	77.9	91	87.5	84	24	52	18	18	7	6.7
Universities Trade Union	17	94.4	1	5.6	8	44.4	17	94.4	17		16	2	5	6	33.3
Wood.Industry, Forestry and Manag.of Water	65	86.7	2	2.7	54	72.0	71	94.7	68	23	57	5	50	8	10.7

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 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*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	996	75.6	149	11.3	68	5.2	26	2.0	79	6.0	307	95.3	15	4.7	1,046	79.4	389	29.5	897	68.1	298	22.6
Agriculture and Nutrition	21	84.0	4	16.0							4	100.0			7	28.0			4	16.0	2	8.0
Banking and Insurance	8	53.3	4	26.7					3	20.0	5	71.4	2	28.6	15	100.0	6	40.0	14	93.3	4	26.7
Catering, Hotels and Tourism	11	78.6							3	21.4	3	100.0			11	78.6	2	14.3	11	78.6	2	14.3
Civilian Employees of the Army	1	25.0	1	25.0	1	25.0			1	25.0	2	66.7	1	33.3	4	100.0	3	75.0	4	100.0	3	75.0
Commerce	7	46.7	1	6.7	1	6.7	1	6.7	5	33.3	8	100.0			10	66.7	1	6.7	8	53.3	2	13.3
ECHO	44	53.0	22	26.5	4	4.8	3	3.6	10	12.0	39	100.0			76	91.6	38	45.8	55	66.3	48	57.8
Food Industry and Allied Trade	52	68.4	13	17.1	7	9.2	1	1.3	3	3.9	24	100.0			59	77.6	39	51.3	40	52.6	6	7.9
Glass, Ceramic & Porcelain	22	71.0	5	16.1	2	6.5	2	6.5			8	88.9	1	11.1	28	90.3	25	80.6	10	32.3	20	64.5
Health Service and Social Care	16	42.1	11	28.9	3	7.9	4	10.5	4	10.5	22	100.0			32	84.2	6	15.8	19	50.0	4	10.5
KOVO	464	87.7	45	8.5	8	1.5	7	1.3	5	0.9	62	95.4	3	4.6	419	79.2	193	36.5	402	76.0	127	24.0
Mines, Geology and Oil Industry	23	85.2			2	7.4			2	7.4	4	100.0			19	70.4	12	44.4	19	70.4	17	63.0
Postal, Telecom. and Newspaper Services	6	75.0	1	12.5					1	12.5	2	100.0			7	87.5	4	50.0	5	62.5	1	12.5
Railway Trade Unions	14	50.0	5	17.9	3	10.7	1	3.6	5	17.9	13	92.9	1	7.1	25	89.3	2	7.1	22	78.6	1	3.6
Science and Research	32	94.1	2	5.9									2	100.0	25	73.5	9	26.5	16	47.1	15	44.1
STAVBA	71	62.3	12	10.5	12	10.5	2	1.8	17	14.9	43	100.0			82	71.9	21	18.4	73	64.0	9	7.9
Textile, Clothing and Leather Industry	32	91.4	2	5.7	1	2.9					3	100.0			11	31.4	4	11.4	7	20.0	5	14.3
Transport	22	78.6	1	3.6	2	7.1	1	3.6	2	7.1	6	100.0			21	75.0			21	75.0		
Transport, Road Economy and Repair Vehicles	5	41.7	5	41.7					2	16.7	7	100.0			10	83.3	1	8.3	12	100.0	8	66.7
Union of Aviation Employees	1	20.0			1	20.0	1	20.0	2	40.0	4	100.0			5	100.0	2	40.0	4	80.0	2	40.0
UNIOS	82	78.8	6	5.8	14	13.5			2	1.9	22	100.0			103	99.0	4	3.8	103	99.0	5	4.8
Universities Trade Union	8	44.4	1	5.6	2	11.1	2	11.1	5	27.8	5	50.0	5	50.0	16	88.9	2	11.1	13	72.2	5	27.8
Wood, Industry, Forestry and Manag. of Water	54	72.0	8	10.7	5	6.7	1	1.3	7	9.3	21	100.0			61	81.3	15	20.0	35	46.7	12	16.0

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 trade unions**

Trade union	Increase of compensation money beyond the framework of Section 67 of the LC																									
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	employment up to 1 year				employment up to 2 years				employment over 2 years						agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences			
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences	
	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	438	33.2	1.4	2.3	447	33.9	1.2	2.1	687	52.1	1.3	4.5	93	7.1	1.3	2.6	664	50.4	484	36.7	430	32.6	95	7.2	96	7.3
Agriculture and Nutrition	6	24.0	2.2	2.2	6	24.0	1.2	1.2	2	8.0							1	4.0	1	4.0			1	4.0		
Banking and Insurance	7	46.7	1.1	2.3	8	53.3	1.0	2.1	14	93.3	1.2	4.4					14	93.3	12	80.0	10	66.7	1	6.7	1	6.7
Catering, Hotels and Tourism	6	42.9	1.0	1.8	6	42.9	1.2	2.0	6	42.9	1.3	2.2					6	42.9	1	7.1	5	35.7				
Civilian Employees of the Army	2	50.0			2	50.0			4	100.0	1.0	2.8	1	25.0			4	100.0	4	100.0	2	50.0			1	25.0
Commerce	4	26.7	1.5	2.3	4	26.7	1.0	1.8	4	26.7	0.9	1.9					4	26.7	2	13.3	1	6.7			1	6.7
ECHO	61	73.5	1.2	2.4	62	74.7	1.2	2.4	74	89.2	1.5	8.9	12	14.5	1.3	2.8	74	89.2	72	86.7	61	73.5	24	28.9	7	8.4
Food Industry and Allied Trade	7	9.2	1.2	2.3	8	10.5	1.2	2.1	28	36.8	1.4	4.1					28	36.8	22	28.9	13	17.1	3	3.9	8	10.5
Glass, Ceramic & Porcelain	9	29.0	2.0	2.0	8	25.8	1.0	1.0	28	90.3	1.0	3.4	2	6.5			29	93.5	28	90.3	10	32.3	1	3.2	3	9.7
Health Service and Social Care	7	18.4	1.7	2.1	7	18.4	1.3	1.9	7	18.4	1.3	2.1	1	2.6			6	15.8	1	2.6	4	10.5			1	2.6
KOVO	132	25.0	1.6	2.2	135	25.5	1.3	1.8	230	43.5	1.4	3.4	21	4.0	1.9	3.4	227	42.9	152	28.7	139	26.3	28	5.3	57	10.8
Mines, Geology and Oil Industry	21	77.8	1.5	2.6	21	77.8	1.4	2.5	23	85.2	1.3	4.7	1	3.7			22	81.5	15	55.6	16	59.3			1	3.7
Postal, Telecom. and Newspaper Services	7	87.5	1.1	1.9	7	87.5	1.3	2.0	8	100.0	1.3	4.9					8	100.0	6	75.0	5	62.5	2	25.0	1	12.5
Railway Trade Unions	14	50.0	1.3	2.5	15	53.6	1.1	2.3	19	67.9	1.2	3.4	3	10.7	2.3	3.7	20	71.4	14	50.0	15	53.6	6	21.4	7	25.0
Science and Research	5	14.7	2.0	2.6	5	14.7	2.0	3.0	8	23.5	1.7	2.8					6	17.6	3	8.8	2	5.9	1	2.9	3	8.8
STAVBA	85	74.6	1.2	2.3	85	74.6	1.1	2.2	93	81.6	1.1	3.9	46	40.4	1.0	2.1	89	78.1	44	38.6	83	72.8	7	6.1	3	2.6
Textile, Clothing and Leather Industry	3	8.6	1.7	1.7	3	8.6	1.3	1.3	7	20.0	1.9	3.5					6	17.1	5	14.3			3	8.6		
Transport									11	39.3	1.5						6	21.4	6	21.4						
Transport, Road Economy and Repair Vehicles	3	25.0	2.0	4.0	3	25.0	1.0	3.0	4	33.3	1.0	4.3	2	16.7			5	41.7	2	16.7	4	33.3				
Union of Aviation Employees									3	60.0	2.0	3.0					3	60.0	3	60.0						
UNIOS	27	26.0	1.5	2.2	30	28.8	1.3	2.1	51	49.0	1.9	7.3	3	2.9	1.7	2.0	46	44.2	40	38.5	29	27.9	6	5.8	2	1.9
Universities Trade Union	4	22.2	1.0	2.0	4	22.2	1.0	2.0	10	55.6	1.0	2.9	1	5.6			10	55.6	6	33.3	6	33.3	1	5.6		
Wood.Industry, Forestry and Manag.of Water	28	37.3	1.4	2.4	28	37.3	1.2	2.2	53	70.7	1.2	4.0					50	66.7	45	60.0	25	33.3	11	14.7		

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
 min. average minimum multiple of the increased compensation money
 max. average maximum multiple of the increased compensation money
 AE average earning

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

Trade union	Length of working hours												Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes						agreed in CA			by days		by 1 week	by 2 weeks	by 3 and more weeks		
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift hours/week	2 shift hours/week	3 shift hours/week	uninterrupted hours/week	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA	
Total	1,222	92.7	834	63.3	38.0	388	29.4	39.7	38.32	37.4	37.3	391	29.7	1,154	87.6	7.7	4.0	78.0	1.8		
Agriculture and Nutrition	23	92.0	15	60.0	39.2	8	32.0	39.7	38.04	37.5	37.5	4	16.0	15	60.0	4.0	5.0	56.0			
Banking and Insurance	15	100.0	9	60.0	39.7	6	40.0	40.0	38.25	37.5	37.5	11	73.3	13	86.7			80.0	6.7		
Catering, Hotels and Tourism	14	100.0				14	100.0	40.0	38.75	37.5	37.5	1	7.1	4	28.6			28.6			
Civilian Employees of the Army	4	100.0	3	75.0	37.5	1	25.0					2	50.0	4	100.0	50.0	5.0	50.0			
Commerce	12	80.0	5	33.3	39.0	7	46.7	40.0	38.75	37.5	37.5	2	13.3	8	53.3	13.3	2.3	40.0			
ECHO	82	98.8	69	83.1	37.6	13	15.7	38.1	37.56	37.2	36.8	45	54.2	81	97.6	2.4	5.5	95.2			
Food Industry and Allied Trade	76	100.0	43	56.6	38.1	33	43.4	39.9	38.63	37.4	37.4	18	23.7	66	86.8	15.8	4.2	69.7	1.3		
Glass, Ceramic & Porcelain	31	100.0	25	80.6	37.5	6	19.4	39.6	38.43	37.5	37.5	6	19.4	26	83.9			83.9			
Health Service and Social Care	29	76.3	3	7.9	37.5	26	68.4	39.9	38.65	37.5	37.5	14	36.8	37	97.4			97.4			
KOVO	484	91.5	358	67.7	37.8	126	23.8	39.7	38.19	37.4	37.3	130	24.6	463	87.5	11.0	3.6	76.0	0.6		
Mines, Geology and Oil Industry	25	92.6	20	74.1	37.6	5	18.5	39.5	38.44	37.5	37.5	19	70.4	26	96.3			85.2	11.1		
Postal, Telecom. and Newspaper Services	8	100.0				8	100.0	39.1	37.21	36.8	37.1	5	62.5	8	100.0			100.0			
Railway Trade Unions	27	96.4	14	50.0	38.2	13	46.4	39.1	38.44	37.5	36.9	17	60.7	24	85.7	7.1	4.0	67.9	10.7		
Science and Research	16	47.1	15	44.1	40.0	1	2.9					16	47.1	28	82.4	5.9	5.0	73.5	2.9		
STAVBA	110	96.5	48	42.1	38.4	62	54.4	40.0	38.44	37.5	37.5	24	21.1	100	87.7	1.8	2.5	86.0			
Textile, Clothing and Leather Industry	35	100.0	31	88.6	37.5	4	11.4	39.7	37.88	37.5	37.5	7	20.0	28	80.0	11.4	5.0	68.6			
Transport	26	92.9	23	82.1	38.8	3	10.7	40.0	38.75	37.5		2	7.1	19	67.9	3.6	3.0	64.3			
Transport, Road Economy and Repair Vehicles	9	75.0	1	8.3		8	66.7	37.3	37.34	37.3	36.3	5	41.7	12	100.0			100.0			
Union of Aviation Employees	5	100.0	4	80.0	38.1	1	20.0					3	60.0	5	100.0	20.0	5.0	80.0			
UNIOS	102	98.1	80	76.9	38.4	22	21.2	39.9	38.67	37.5	36.9	13	12.5	101	97.1	5.8	4.8	90.4	1.0		
Universities Trade Union	15	83.3	6	33.3	39.6	9	50.0	40.0	38.75	37.5	37.5	13	72.2	18	100.0			44.4	55.6		
Wood.Industry, Forestry and Manag.of Water	74	98.7	62	82.7	38.0	12	16.0	39.6	38.18	37.5	37.3	34	45.3	68	90.7	9.3	5.6	80.0	1.3		

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

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

Trade union	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
Total	2	0.2		938	71.2	50.2	578	43.9	48.1
Agriculture and Nutrition				13	52.0	52.0	9	36.0	40.4
Banking and Insurance				6	40.0	52.0	3	20.0	52.0
Catering, Hotels and Tourism				13	92.9	28.0	13	92.9	46.0
Civilian Employees of the Army				4	100.0	45.8	2	50.0	
Commerce				11	73.3	42.5	10	66.7	39.1
ECHO				69	83.1	51.2	57	68.7	52.0
Food Industry and Allied Trade	1	1.3		61	80.3	48.6	26	34.2	48.0
Glass, Ceramic & Porcelain				25	80.6	49.9	20	64.5	50.3
Health Service and Social Care				29	76.3	51.1	20	52.6	44.9
KOVO				359	67.9	51.2	180	34.0	49.2
Mines, Geology and Oil Industry				27	100.0	51.0	22	81.5	47.3
Postal, Telecom. and Newspaper Services				7	87.5	52.0	7	87.5	52.0
Railway Trade Unions				24	85.7	48.8	19	67.9	44.2
Science and Research				4	11.8	45.5	5	14.7	42.4
STAVBA	1	0.9		102	89.5	50.0	79	69.3	50.6
Textile, Clothing and Leather Industry				20	57.1	44.0	7	20.0	52.0
Transport				20	71.4	52.0	12	42.9	49.8
Transport, Road Economy and Repair Vehicles				10	83.3	52.0	10	83.3	20.7
Union of Aviation Employees				2	40.0		5	100.0	51.2
UNIOS				59	56.7	51.6	30	28.8	45.4
Universities Trade Union				14	77.8	52.0	9	50.0	42.2
Wood.Industry, Forestry and Manag.of Water				59	78.7	50.2	33	44.0	48.8

Explanatory notes: NCA

% CA

hours/year

weeks

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

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

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

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

Trade union	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	30	2.3	43	3.3	38	2.9	74	5.6
Agriculture and Nutrition							1	4.0
Banking and Insurance			1	6.7			1	6.7
Catering, Hotels and Tourism							7	50.0
Civilian Employees of the Army			1	25.0				
Commerce			1	6.7	1	6.7	2	13.3
ECHO			1	1.2	2	2.4	1	1.2
Food Industry and Allied Trade	2	2.6	1	1.3			12	15.8
Glass, Ceramic & Porcelain	3	9.7						
Health Service and Social Care							1	2.6
KOVO	24	4.5	24	4.5	7	1.3	21	4.0
Mines, Geology and Oil Industry					5	18.5	1	3.7
Postal, Telecom. and Newspaper Services								
Railway Trade Unions					2	7.1	5	17.9
Science and Research					1	2.9	2	5.9
STAVBA			8	7.0	6	5.3	6	5.3
Textile, Clothing and Leather Industry			1	2.9				
Transport								
Transport, Road Economy and Repair Vehicles			2	16.7	1	8.3	7	58.3
Union of Aviation Employees								
UNIOS			1	1.0	11	10.6	2	1.9
Universities Trade Union			1	5.6	2	11.1	3	16.7
Wood.Industry, Forestry and Manag.of Water	1	1.3	1	1.3			2	2.7

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

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

Trade union	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work									
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"		other forms of work and modes of work	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
Total	470	35.7	11	0.8	464	35.2	7	0.5	14	1.1	12	0.9					1	0.1	1	0.1
Agriculture and Nutrition	8	32.0			8	32.0														
Banking and Insurance	12	80.0			12	80.0			1	6.7	1	6.7								
Catering, Hotels and Tourism	6	42.9			5	35.7	1	7.1												
Civilian Employees of the Army	3	75.0			3	75.0														
Commerce	9	60.0			9	60.0														
ECHO	48	57.8	3	3.6	48	57.8			1	1.2	1	1.2								
Food Industry and Allied Trade	52	68.4	1	1.3	52	68.4			1	1.3	1	1.3								
Glass, Ceramic & Porcelain									2	6.5	1	3.2							1	3.2
Health Service and Social Care	3	7.9			3	7.9			2	5.3	2	5.3								
KOVO	140	26.5	5	0.9	137	25.9			1	0.2	1	0.2								
Mines, Geology and Oil Industry	11	40.7			11	40.7			1	3.7	1	3.7								
Postal, Telecom. and Newspaper Services	6	75.0			6	75.0			1	12.5	1	12.5								
Railway Trade Unions	20	71.4	2	7.1	19	67.9	1	3.6												
Science and Research	2	5.9			2	5.9			1	2.9	1	2.9								
STAVBA	23	20.2			23	20.2	1	0.9												
Textile, Clothing and Leather Industry																				
Transport	1	3.6			1	3.6														
Transport, Road Economy and Repair Vehicles	6	50.0			6	50.0	2	16.7												
Union of Aviation Employees	2	40.0			2	40.0	1	20.0	1	20.0								1	20.0	
UNIOS	56	53.8			55	52.9	1	1.0	1	1.0	1	1.0								
Universities Trade Union	12	66.7			12	66.7														
Wood.Industry, Forestry and Manag.of Water	50	66.7			50	66.7			1	1.3	1	1.3								

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

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

Trade union	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,266	96.1	39.31	54.6	14.02	19.2	42.21	55.8	332	200	15.2	34	2.6	31	2.4
Agriculture and Nutrition	25	100.0	38.86	54.4	7.00		50.03	55.0	4	1	4.0				
Banking and Insurance	14	93.3	47.67	55.0	22.81		65.00		6						
Catering, Hotels and Tourism	14	100.0		55.0	10.00			100.0		2	14.3	1	7.1		
Civilian Employees of the Army	4	100.0		54.4	8.00	18.1			2	2	50.0				
Commerce	14	93.3	24.00	55.0	3.50		34.38	55.0							
ECHO	83	100.0	41.89	55.0	15.07	15.2	45.24	54.6	29	30	36.1	2	2.4	3	3.6
Food Industry and Allied Trade	72	94.7	35.25	54.9	14.60	15.0	63.00		31	8	10.5				
Glass, Ceramic & Porcelain	29	93.5		55.0	17.00		33.21	55.0	12	11	35.5				
Health Service and Social Care	35	92.1	25.00	55.0	7.25		27.50	52.5	18	11	28.9	2	5.3	3	7.9
KOVO	511	96.6	34.41	54.7	11.94		35.86	56.1	168	75	14.2	18	3.4	15	2.8
Mines, Geology and Oil Industry	27	100.0		55.0	8.50		44.57	55.0	4	2	7.4	1	3.7	1	3.7
Postal, Telecom. and Newspaper Services	8	100.0	45.20	55.0	15.00		53.67			2	25.0				
Railway Trade Unions	28	100.0		53.0	13.11			55.7	4	6	21.4	2	7.1	1	3.6
Science and Research	32	94.1	36.10	46.3	24.77	33.1	36.00		6	5	14.7				
STAVBA	107	93.9	38.32	54.9	8.65	19.9	49.41	56.0	7	10	8.8	4	3.5	4	3.5
Textile, Clothing and Leather Industry	28	80.0	36.60	53.1	4.00		27.43	53.5	4	3	8.6				
Transport	27	96.4	24.83	54.9	11.64	13.0									
Transport, Road Economy and Repair Vehicles	10	83.3	39.33	55.0	17.20				2	9	75.0	1	8.3	1	8.3
Union of Aviation Employees	5	100.0		55.0	10.00				1	1	20.0				
UNIOS	103	99.0	43.57	54.7	14.20	14.5			13	6	5.8	1	1.0	1	1.0
Universities Trade Union	16	88.9		55.0			40.75	55.0	7	3	16.7				
Wood.Industry, Forestry and Manag.of Water	74	98.7	47.95	55.0	10.95	19.5	51.89	52.8	14	13	17.3	2	2.7	2	2.7

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

Working conditions and benefits II classification based on trade unions

Trade union	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices		Contribution to pension insurance						Contribution to life insurance						
			agreed in CA		amount allowed				agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision	
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	24	1.8	68	5.2	651	66.7	320	24.3	821	62.3	492	791	2.9	649	49.2	311	23.6	478	734	254	19.3
Agriculture and Nutrition							12	48.0	15	60.0	539	605	4.6	11	44.0	6	24.0	580	650	5	20.0
Banking and Insurance	2	13.3					9	60.0	11	73.3	500	892	3.3	8	53.3	9	60.0	688	888	8	53.3
Catering, Hotels and Tourism							11	78.6	11	78.6	430	490	3.0	11	78.6	7	50.0	400	486	7	50.0
Civilian Employees of the Army	1	25.0					2	50.0	2	50.0				2	50.0	1	25.0			1	25.0
Commerce			1	6.7			6	40.0	8	53.3	350	390	3.0	8	53.3	4	26.7	500	590	4	26.7
ECHO	2	2.4	3	3.6	560		26	31.3	74	89.2	691	1,156	3.2	67	80.7	33	39.8	563	816	29	34.9
Food Industry and Allied Trade	1	1.3	5	6.6	822		24	31.6	42	55.3	489	749	2.9	33	43.4	14	18.4	552	933	11	14.5
Glass, Ceramic & Porcelain			2	6.5			3	9.7	26	83.9	465	668	3.5	25	80.6	7	22.6	300	514	5	16.1
Health Service and Social Care			1	2.6			20	52.6	28	73.7	304	689	1.5	24	63.2	8	21.1	550	969	6	15.8
KOVO	5	0.9	43	8.1	664	60.9	75	14.2	309	58.4	489	712	2.9	237	44.8	99	18.7	458	671	77	14.6
Mines, Geology and Oil Industry	2	7.4	1	3.7			8	29.6	23	85.2	505	692	3.1	22	81.5	8	29.6	561	815	7	25.9
Postal, Telecom. and Newspaper Services							1	12.5	4	50.0	400	500		4	50.0	3	37.5	367	500	3	37.5
Railway Trade Unions	2	7.1	1	3.6			14	50.0	23	82.1	581	990	3.0	20	71.4	16	57.1	556	803	14	50.0
Science and Research							6	17.6	16	47.1	344	518		9	26.5	5	14.7	259	763	3	8.8
STAVBA	5	4.4	2	1.8			32	28.1	72	63.2	384	941	2.5	61	53.5	24	21.1	272	818	22	19.3
Textile, Clothing and Leather Industry							4	11.4	11	31.4	300	400	2.6	3	8.6	3	8.6	300	400	2	5.7
Transport									19	67.9	350	406	2.8	3	10.7	3	10.7	400	400		
Transport, Road Economy and Repair Vehicles									8	66.7	617	733	2.8	8	66.7	3	25.0	500	500	2	16.7
Union of Aviation Employees	1	20.0	1	20.0			4	80.0	5	100.0	300	1,167	2.4	3	60.0						
UNIOS			5	4.8	680	50.0	26	25.0	61	58.7	489	836	3.1	43	41.3	35	33.7	473	718	27	26.0
Universities Trade Union							9	50.0	4	22.2	325	967	2.5	3	16.7						
Wood.Industry, Forestry and Manag.of Water	3	4.0	3	4.0	667		28	37.3	49	65.3	568	887	2.5	44	58.7	23	30.7	610	865	21	28.0

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

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

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

Trade union	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
Total	452	34.3	44	2.4	30	1,823	87	1.9	271	133	3,012	217	16.5	45	6,932	14	2.0	112	93	2,607	
Agriculture and Nutrition	10	40.0	1		1		1		7			1	4.0	1							
Banking and Insurance	10	66.7	5	2.4			3	2.2			2	1	6.7					1			
Catering, Hotels and Tourism	4	28.6							3	4	17	5	35.7	1				2	4	70	
Civilian Employees of the Army	4	100.0	1				2		1	3	7,397										
Commerce	2	13.3					1		1												
ECHO	36	43.4			3	1,967	4	2.9	23	15	3,181	25	30.1	18	13,700			5	6	3,791	
Food Industry and Allied Trade	32	42.1	1		3	2,250	5	1.7	23	1		6	7.9	3	5,433			3			
Glass, Ceramic & Porcelain	10	32.3	8	2.7					2	2		16	51.6			6	2.5	10	7	3,201	
Health Service and Social Care	11	28.9					3	2.0	8	2		1	2.6					1			
KOVO	104	19.7	3	5.0	9	2,222	12	2.4	74	31	1,898	80	15.1	12	1,483	1		58	30	2,184	
Mines, Geology and Oil Industry	10	37.0					3	1.5	7	4	8,552	3	11.1			1		1	1		
Postal, Telecom. and Newspaper Services	4	50.0	1				1		2	3	6,217										
Railway Trade Unions	18	64.3	1		3	1,000	5	1.8	8	5	980										
Science and Research	31	91.2	4	2.0			23	2.0	4	22	2,917										
STAVBA	27	23.7	2		1		12	1.0	9	14	522	38	33.3	5	3,520			6	33	2,865	
Textile, Clothing and Leather Industry	7	20.0			5	1,180	1		1	1		4	11.4	1				3	2		
Transport	9	32.1	5	2.0	1				3	1		1	3.6	1							
Transport, Road Economy and Repair Vehicles	4	33.3	1				1		1	1		1	8.3							1	
Union of Aviation Employees												1	20.0					1			
UNIOS	67	64.4	8	1.9	2				57	16	647	16	15.4	1				15			
Universities Trade Union	9	50.0					3	1.7	6												
Wood.Industry, Forestry and Manag.of Water	43	57.3	3	2.3	2		7	2.3	31	6	1,785	18	24.0	2		6	1.6	6	9	3,334	

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

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

Trade union	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	8.87	4.31	1.88	22.93	1.49	3.25	0.32	10.40	2.83	36.45	7.26	395	30.0	140	10.6
Agriculture and Nutrition														1	4.0
Banking and Insurance												13	86.7	6	40.0
Catering, Hotels and Tourism									100.00			2	14.3		
Civilian Employees of the Army	28.04			27.55	3.02	3.35		18.33	0.61	9.99	9.11	4	100.0		
Commerce												1	6.7	1	6.7
ECHO	9.36	7.89	2.41	24.56	1.58	4.42	0.53	10.66	2.33	25.96	10.30	39	47.0	31	37.3
Food Industry and Allied Trade												14	18.4	9	11.8
Glass, Ceramic & Porcelain	9.73	1.76		19.98	0.28	7.89	0.36	2.81		56.45	0.74	12	38.7	4	12.9
Health Service and Social Care												9	23.7		
KOVO	7.03	3.17	2.36	27.02	1.15	3.66	1.29	5.15	2.54	32.72	13.92	113	21.4	19	3.6
Mines, Geology and Oil Industry	8.04	24.39	0.17	0.71	1.26	0.54		23.79	0.01	40.45	0.63	6	22.2	7	25.9
Postal, Telecom. and Newspaper Services	8.04							61.93	27.35	2.68		2	25.0		
Railway Trade Unions	10.92		1.02	15.29	6.08	8.84		23.22	11.31	2.65	20.67	18	64.3	1	3.6
Science and Research	4.47	0.33	4.86	30.49	6.66	3.87		3.07	0.09	27.87	18.29	23	67.6	11	32.4
STAVBA	18.67	0.71	1.03	13.68	0.10	2.47		0.46	4.62	56.42	1.82	30	26.3	14	12.3
Textile, Clothing and Leather Industry	1.77	12.64	35.39	8.59	13.90	3.29			12.65	11.76		9	25.7	1	2.9
Transport												1	3.6		
Transport, Road Economy and Repair Vehicles												6	50.0		
Union of Aviation Employees												1	20.0		
UNIOS	15.55	1.93	15.30	21.57	1.54	3.89		6.62	0.56	20.87	12.17	66	63.5	24	23.1
Universities Trade Union												7	38.9		
Wood.Industry, Forestry and Manag.of Water	4.84	4.90	2.25	33.95	0.66	5.71		22.83	5.16	10.48	9.21	19	25.3	11	14.7

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	Employee's inability to work									Average number of days of leave with compensation for wage above the requirement of the LC																													
	wage compensation for the first 3 days of the inability					wage compensation from the fourth day of inability exceeding the level stated in LC				Type of personal obstacle																													
	agreed in CA		compensation amount		other form of compensation	agreed in CA		compensation amount		A		B		C		D		E		F		G		H		I		J											
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days						
Total	86	6.5	56.1	222	28	2.1	9	0.7	77.8	547	41.5	1.3	491	37.3	1.3	713	54.1	2.0	281	21.3	6.3	345	26.2	1.2	131	9.9	3.8	253	19.2	3.8	89	6.8	2.2	98	7.4	3.1	529	40.1	
Agriculture and Nutrition										4	16.0	1.3	5	20.0	1.0	5	20.0	1.6	2	8.0		3	12.0	1.0	2	8.0		4	16.0	9.0						3	12.0		
Banking and Insurance	2	13.3			2	13.3				1	6.7		1	6.7		1	6.7		1	6.7					1	6.7		8	53.3	4.0	2	13.3			8	53.3	4.3	7	46.7
Catering, Hotels and Tourism	5	35.7	56.0							1	7.1		12	85.7	1.0	12	85.7	1.8	6	42.9	6.7										6	42.9	1.0				7	50.0	
Civilian Employees of the Army										1	25.0		2	50.0		2	50.0					1	25.0					1	25.0						1	25.0		2	50.0
Commerce	1	6.7			1	6.7				5	33.3	1.6	12	80.0	1.1	9	60.0	1.1	4	26.7	5.3	1	6.7											2	13.3		11	73.3	
ECHO	21	25.3	57.5	204	3	3.6	1	1.2		55	66.3	1.3	52	62.7	1.8	58	69.9	1.9	37	44.6	6.8	17	20.5	1.6	28	33.7	5.1	31	37.3	3.5	4	4.8	2.5	10	12.0	3.5	39	47.0	
Food Industry and Allied Trade	6	7.9	51.7		5	6.6				13	17.1	1.3	22	28.9	1.3	16	21.1	1.6	7	9.2	11.3	14	18.4	1.1	1	1.3		1	1.3								38	50.0	
Glass, Ceramic & Porcelain	1	3.2								25	80.6	2.0	2	6.5		28	90.3	2.2	26	83.9	13.8	3	9.7	1.3				4	12.9	2.5	27	87.1	1.1	3	9.7	3.0	24	77.4	
Health Service and Social Care										4	10.5	1.3	2	5.3		8	21.1	1.4	3	7.9	7.7				2	5.3		1	2.6						10	26.3	2.1	7	18.4
KOVO	14	2.6	55.3	300	6	1.1	1	0.2		260	49.1	1.3	241	45.6	1.2	324	61.2	2.7	23	4.3	5.0	196	37.1	1.1	14	2.6	2.1	105	19.8	2.6	14	2.6	3.2	8	1.5	3.4	211	39.9	
Mines, Geology and Oil Industry										16	59.3	1.1	17	63.0	1.0	23	85.2	1.0	6	22.2	12.2	14	51.9	1.4	15	55.6	4.0	15	55.6	4.0	10	37.0	3.7				20	74.1	
Postal, Telecom. and Newspaper Services	1	12.5								4	50.0	1.0	5	62.5	1.0	5	62.5	1.4	4	50.0	3.0	1	12.5		3	37.5	4.0	5	62.5	3.6	4	50.0	3.0	5	62.5	2.2	7	87.5	
Railway Trade Unions	3	10.7	37.5		1	3.6				7	25.0	1.0	9	32.1	1.6	11	39.3	1.5	5	17.9	7.4	6	21.4	1.2	4	14.3	2.3	1	3.6					1	3.6		10	35.7	
Science and Research	3	8.8	42.5	500						2	5.9		3	8.8	1.7							2	5.9		1	2.9				2	5.9				3	8.8	3.7	8	23.5
STAVBA	6	5.3	42.5	158			6	5.3	75.0	75	65.8	1.0	35	30.7	1.5	95	83.3	1.2	89	78.1	3.3	27	23.7	1.0	57	50.0	3.9	19	16.7	8.2	2	1.8		10	8.8	2.5	27	23.7	
Textile, Clothing and Leather Industry										3	8.6	1.3	3	8.6	1.0	6	17.1	1.7				2	5.7					1	2.9						3	8.6	4.0	1	2.9
Transport													16	57.1	1.1	8	28.6	1.9	15	53.6	7.5	13	46.4	1.1	1	3.6					1	3.6							
Transport, Road Economy and Repair Vehicles	3	25.0	60.0		2	16.7				2	16.7		3	25.0	4.0	10	83.3	1.2	9	75.0	8.7	3	25.0	1.0				3	25.0	5.7					1	8.3		4	33.3
Union of Aviation Employees										2	40.0		3	60.0	1.0	2	40.0		2	40.0		2	40.0		1	20.0		1	20.0						1	20.0		1	20.0
UNIOS	16	15.4	67.3	250	7	6.7	1	1.0		30	28.8	1.1	15	14.4	1.4	61	58.7	1.5	40	38.5	6.4	26	25.0	1.3	1	1.0		26	25.0	1.9	17	16.3	1.9	9	8.7	3.0	52	50.0	
Universities Trade Union	1	5.6			1	5.6				1	5.6																							2	11.1		7	38.9	
Wood,Industry, Forestry and Manag.of Water	3	4.0	56.7							36	48.0	1.1	31	41.3	1.2	29	38.7	1.1	2	2.7		14	18.7	1.0				27	36.0	5.9				21	28.0	3.2	43	57.3	

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

F looking for a new job
G for mothers caring for a child (per year)
H care for a family member (per year)
I sick days (per year)
J other obstacles

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

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	479	36.3	27	2.0	407	30.9	1095	83.1	694	52.7	5	0.4	18	1.4
Agriculture and Nutrition	9	36.0			11	44.0	24	96.0	5	20.0				
Banking and Insurance	14	93.3	1	6.7	14	93.3	15	100.0	5	33.3	1	6.7		
Catering, Hotels and Tourism	9	64.3			9	64.3	14	100.0	11	78.6				
Civilian Employees of the Army	3	75.0			2	50.0	4	100.0	2	50.0				
Commerce	4	26.7			8	53.3	15	100.0	7	46.7	4	26.7	1	6.7
ECHO	52	62.7	1	1.2	29	34.9	79	95.2	32	38.6			1	1.2
Food Industry and Allied Trade	41	53.9			4	5.3	72	94.7	54	71.1				
Glass, Ceramic & Porcelain					2	6.5	30	96.8	25	80.6				
Health Service and Social Care	26	68.4	2	5.3	16	42.1	35	92.1	7	18.4				
KOVO	129	24.4	5	0.9	149	28.2	386	73.0	325	61.4			9	1.7
Mines, Geology and Oil Industry	13	48.1			4	14.8	26	96.3	4	14.8				
Postal, Telecom. and Newspaper Services	4	50.0			2	25.0	8	100.0	2	25.0				
Railway Trade Unions	19	67.9	2	7.1	13	46.4	26	92.9	22	78.6			3	10.7
Science and Research	22	64.7	2	5.9	5	14.7	26	76.5	8	23.5				
STAVBA	26	22.8			68	59.6	89	78.1	50	43.9			3	2.6
Textile, Clothing and Leather Industry	1	2.9			1	2.9	31	88.6	17	48.6				
Transport	1	3.6					13	46.4	15	53.6				
Transport, Road Economy and Repair Vehicles	5	41.7					9	75.0	8	66.7				
Union of Aviation Employees	4	80.0			4	80.0	5	100.0						
UNIOS	45	43.3	14	13.5	20	19.2	99	95.2	81	77.9			1	1.0
Universities Trade Union	13	72.2			10	55.6	16	88.9	5	27.8				
Wood.Industry, Forestry and Manag.of Water	39	52.0			36	48.0	73	97.3	9	12.0				

Explanatory notes: NCA
% CA

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

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

Region NUTS 3	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?												
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)				
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS		
										NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA
Total	69	5.2	12,969	15	1.1	73.99	20	1.5	77.58	274	20.8	375	28.5	54	4.1	93	7.1	95	7.2	201	15.3	
CZ010 Capital Prague	14	6.6	11,621	7	3.3	74.57				35	16.5	53	25.0	10	4.7	11	5.2	5	2.4	10	4.7	
CZ020 Středočeský	4	4.9	14,925	1	1.2					8	9.8	27	32.9	3	3.7	6	7.3	3	3.7	15	18.3	
CZ031 Jihočeský	4	4.3	11,000	2	2.2					16	17.2	27	29.0	4	4.3	4	4.3	7	7.5	8	8.6	
CZ032 Plzeňský	15	19.7	13,976				9	11.8	78.48	18	23.7	23	30.3	3	3.9	5	6.6	9	11.8	17	22.4	
CZ041 Karlovarský	1	2.1								8	16.7	9	18.8	1	2.1	3	6.3	6	12.5	8	16.7	
CZ042 Ústecký	2	2.4					1	1.2		32	37.6	33	38.8	1	1.2	2	2.4	7	8.2	10	11.8	
CZ051 Liberecký	3	6.0	13,030							14	28.0	11	22.0	3	6.0	5	10.0	5	10.0	11	22.0	
CZ052 Královéhradecký	1	1.3								16	21.1	19	25.0	2	2.6	6	7.9	4	5.3	17	22.4	
CZ053 Pardubický	2	3.4					1	1.7		9	15.3	20	33.9	4	6.8	9	15.3	4	6.8	10	16.9	
CZ061 Vysočina	7	9.1	14,344	2	2.6					14	18.2	15	19.5	7	9.1	12	15.6	6	7.8	12	15.6	
CZ062 Jihomoravský	3	2.5	12,452	1	0.8		2	1.7		22	18.5	38	31.9	4	3.4	6	5.0	13	10.9	15	12.6	
CZ071 Olomoucký	3	3.4	12,350				2	2.2		18	20.2	37	41.6	2	2.2	5	5.6	8	9.0	32	36.0	
CZ072 Zlínský	5	5.6	13,021	1	1.1		1	1.1		17	18.9	12	13.3	6	6.7	11	12.2	3	3.3	5	5.6	
CZ080 Moravskoslezský	5	3.1	12,344	1	0.6		4	2.5	76.58	47	29.0	51	31.5	4	2.5	8	4.9	15	9.3	31	19.1	

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

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

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	245	10,855	251	11,598	260	12,417	266	13,428	270	14,659	273	15,984	274	17,600	272	19,362	269	21,248	266	23,345	263	25,857	260	28,927
CZ010 Capital Prague	34	11,411	35	12,037	35	12,929	35	14,001	35	15,437	35	17,019	35	18,783	35	20,920	35	23,235	34	25,783	34	28,796	33	33,178
CZ020 Středočeský	7	11,568	7	12,123	7	13,013	8	13,904	8	14,946	8	16,264	8	17,762	8	19,147	8	20,774	8	23,293	8	25,528	7	24,914
CZ031 Jihočeský	12	9,421	13	10,135	15	10,792	16	11,836	16	13,142	16	14,358	16	15,900	16	17,467	16	19,107	16	21,001	16	23,537	16	26,571
CZ032 Plzeňský	17	10,464	17	11,763	18	12,932	18	14,342	18	15,900	18	17,693	18	19,695	18	21,978	18	24,694	17	26,856	17	30,172	17	33,707
CZ041 Karlovarský	8	10,375	8	10,940	8	11,473	8	12,093	8	12,904	8	13,740	8	14,771	8	16,086	8	17,714	8	19,541	8	22,110	8	25,008
CZ042 Ústecký	31	10,817	32	11,605	32	12,471	32	13,588	32	14,911	32	16,421	32	18,067	32	19,767	32	21,591	32	23,638	32	25,997	31	29,200
CZ051 Liberecký	12	9,996	13	10,546	13	11,253	13	12,015	14	13,084	14	14,228	14	15,672	14	17,093	14	19,071	14	21,809	14	24,841	14	28,586
CZ052 Královéhradecký	11	10,380	12	11,143	16	11,741	16	12,619	16	13,530	16	14,521	16	15,806	15	17,001	15	18,669	15	20,903	15	23,319	15	25,765
CZ053 Pardubický	9	11,276	9	11,943	9	12,736	9	13,685	9	14,767	9	16,028	9	17,445	9	18,747	8	20,166	8	21,845	8	23,838	8	25,997
CZ061 Vysočina	11	10,366	11	11,025	12	11,557	13	12,255	14	13,448	14	14,592	14	16,101	14	18,484	14	20,239	14	22,234	13	22,470	13	24,664
CZ062 Jihomoravský	21	10,738	21	11,648	21	12,555	21	13,676	21	15,003	21	16,480	22	17,932	22	19,807	20	21,311	19	22,128	19	24,180	19	26,443
CZ071 Olomoucký	16	11,211	16	11,782	16	12,600	16	13,306	17	14,505	18	15,552	18	17,146	18	18,676	18	20,576	18	22,715	18	25,298	18	29,252
CZ072 Zlínský	12	10,958	13	11,537	14	12,668	14	13,636	15	14,534	17	15,341	17	17,001	17	18,679	17	20,514	17	22,787	17	25,855	17	29,114
CZ080 Moravskoslezský	44	11,256	44	12,083	44	12,938	47	14,039	47	15,334	47	16,750	47	18,529	46	20,293	46	22,095	46	24,346	44	26,910	44	29,751

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

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

Region NUTS 3	TARIFF SCALE																								
	1		2		3		4		5		6		7		8		9		10		11		12		
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	
Total	52	61.57	52	64.20	52	68.14	53	73.02	53	79.71	53	87.42	53	96.94	18	97.11	11	97.85	11	103.90	11	113.93	11	124.41	
CZ010 Capital Prague	9	66.00	10	68.68	10	72.53	10	78.22	10	85.08	10	94.60	10	105.95	1		1		1		1		1		1
CZ020 Středočeský	3	60.83	3	61.87	3	65.97	3	71.00	3	74.97	3	82.07	3	90.43	1		1		1		1		1		1
CZ031 Jihočeský	4	61.43	3	64.23	3	67.17	3	73.10	3	81.10	3	88.50	3	98.53											
CZ032 Plzeňský	3	42.13	3	45.07	3	48.73	3	52.60	3	57.67	3	63.87	3	71.53	1		1		1		1		1		1
CZ041 Karlovarský	1		1		1		1		1		1		1		1		1		1		1		1		1
CZ042 Ústecký	1		1		1		1		1		1		1												
CZ051 Liberecký	3	60.03	3	63.53	3	68.70	3	71.93	3	77.77	3	83.97	3	94.10	2										
CZ052 Královéhradecký	2		2		2		2		2		2		2		1		1		1		1		1		1
CZ053 Pardubický	4	61.53	4	63.28	4	67.30	4	72.13	4	77.88	4	84.30	4	91.85	3	97.83	2		2		2		2		2
CZ061 Vysočina	6	58.17	6	59.83	6	62.33	7	65.04	7	73.69	7	80.60	7	88.73	2		2		2		2		2		2
CZ062 Jihomoravský	4	58.28	4	62.73	4	68.15	4	74.80	4	82.10	4	89.80	4	98.25	2										
CZ071 Olomoucký	2		2		2		2		2		2		2		1										
CZ072 Zlínský	6	63.02	6	64.93	6	69.67	6	74.50	6	81.20	6	88.55	6	96.87	3	98.27	2		2		2		2		2
CZ080 Moravskoslezský	4	72.45	4	76.10	4	80.70	4	88.05	4	94.43	4	104.08	4	116.65											

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

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

Region NUTS 3	TARIFF SCALE																								
	1		2		3		4		5		6		7		8		9		10		11		12		
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	
Total	83	63.44	87	67.93	90	73.23	94	79.38	95	86.23	95	94.14	92	103.21	49	111.57	34	116.78	30	124.69	27	137.47	27	150.42	
CZ010 Capital Prague	5	74.28	5	77.06	5	80.30	5	85.28	5	92.70	5	101.38	5	110.44	2		2		2		2		2		2
CZ020 Středočeský	3	65.23	3	67.23	3	70.63	3	75.43	3	81.00	3	87.40	3	95.00	1		1		1		1		1		1
CZ031 Jihočeský	6	44.03	7	48.34	7	53.39	7	58.94	7	65.24	7	72.63	6	81.27	1		1		1		1		1		1
CZ032 Plzeňský	9	63.84	9	70.22	9	77.59	9	86.80	9	96.20	9	106.13	9	116.58	5	125.52	5	139.48	5	154.52	5	170.06	5	188.08	
CZ041 Karlovarský	6	67.22	6	69.37	6	72.90	6	77.05	6	81.87	6	86.93	6	93.37	5	111.48	3	95.60	3	104.73	3	115.17	3	126.93	
CZ042 Ústecký	7	62.23	7	66.09	7	70.50	7	76.20	7	82.30	7	89.41	7	97.23	5	101.72	3	104.57	3	111.50	3	119.77	3	128.80	
CZ051 Liberecký	5	60.54	5	63.12	5	65.60	5	69.74	5	76.04	5	83.18	5	88.26	3	96.77	2		2		2		2		2
CZ052 Královéhradecký	3	45.50	4	55.33	4	61.48	4	68.33	4	74.63	4	81.48	4	89.60	2		1		1		1		1		1
CZ053 Pardubický	4	70.03	4	74.30	4	78.98	4	83.85	4	89.83	4	96.90	3	103.10	3	110.97	3	117.87	2		1		1		1
CZ061 Vysočina	6	56.50	6	60.05	6	64.53	6	71.05	6	77.97	6	85.57	6	93.67	3	111.27	3	121.07	3	132.20	2		2		2
CZ062 Jihomoravský	11	67.51	11	75.13	12	80.19	13	85.52	13	92.38	13	101.69	13	112.01	8	113.10	4	125.35	3	147.73	2		2		2
CZ071 Olomoucký	6	71.16	6	76.23	6	82.35	7	90.39	8	96.18	8	104.44	8	116.44	3	105.60	2		1		1		1		1
CZ072 Zlínský	2		3	68.67	3	73.03	3	78.67	3	85.70	3	93.17	3	100.73	1		1		1		1		1		1
CZ080 Moravskoslezský	10	66.51	11	71.81	13	78.64	15	83.69	15	90.80	15	98.89	14	108.54	7	125.48	3	124.40	2		2		2		2

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																	
Total	1,111	84.3	26.2	47.8	26.6	1,000	75.9	101.8	1,084	82.2	15.14	11.3	777	59.0	7.87	10.5	10.5	1,037	78.7	20.58	23.6
CZ010 Capital Prague	147	69.3	25.9	48.1	27.4	129	60.8	100.7	145	68.4	16.32	11.0	109	51.4	8.01	10.0	11.0	142	67.0	25.87	22.0
CZ020 Středočeský	66	80.5	26.0	47.9	26.2	57	69.5	101.8	67	81.7	13.63	11.2	46	56.1	8.99	10.0	10.4	65	79.3	19.73	18.4
CZ031 Jihočeský	83	89.2	26.8	53.6	25.5	72	77.4	103.1	81	87.1	14.34	11.9	58	62.4	7.72	11.7	10.0	81	87.1	19.38	25.5
CZ032 Plzeňský	64	84.2	26.1	47.5	25.2	65	85.5	103.2	60	78.9	18.08	12.7	45	59.2	8.18		10.0	63	82.9	15.67	24.5
CZ041 Karlovarský	40	83.3	26.5	44.5	28.0	32	66.7	100.0	36	75.0	12.51	13.3	22	45.8	7.31		10.5	33	68.8	19.03	20.6
CZ042 Ústecký	74	87.1	27.4	48.6	26.4	60	70.6	100.5	71	83.5	16.09	11.6	53	62.4	7.59	10.0	10.0	66	77.6	20.47	18.4
CZ051 Liberecký	47	94.0	26.1	48.7	27.6	39	78.0	100.6	42	84.0	16.53	10.5	34	68.0	8.71	10.0	11.3	41	82.0	12.50	25.4
CZ052 Královéhradecký	68	89.5	25.1	45.2	25.6	56	73.7	101.1	65	85.5	14.41	11.5	33	43.4	8.14	10.0	10.0	57	75.0	18.70	20.0
CZ053 Pardubický	50	84.7	26.2	45.7	27.5	45	76.3	103.9	50	84.7	15.50	11.1	31	52.5	6.85	10.0	10.0	51	86.4	20.82	20.2
CZ061 Vysočina	65	84.4	25.5	45.0	25.5	62	80.5	101.8	65	84.4	14.55	10.1	52	67.5	8.02	10.3	10.4	67	87.0	16.00	24.6
CZ062 Jihomoravský	99	83.2	25.5	48.0	28.2	87	73.1	101.3	101	84.9	12.89	11.3	69	58.0	7.76	10.0	10.6	91	76.5	16.10	23.8
CZ071 Olomoucký	81	91.0	25.6	46.7	26.0	77	86.5	102.6	79	88.8	15.64	10.3	56	62.9	8.09	15.0	10.6	68	76.4	18.13	24.3
CZ072 Zlínský	82	91.1	25.5	46.9	26.8	82	91.1	100.0	83	92.2	14.82	11.7	67	74.4	6.95	10.0	10.0	76	84.4	21.50	30.0
CZ080 Moravskoslezský	145	89.5	27.9	48.2	26.7	137	84.6	103.2	139	85.8	15.15	11.6	102	63.0	7.91	10.0	10.8	136	84.0	24.56	26.5

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

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

Region NUTS 3	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
Total	19	8.6	590	7.23	9	8	11.3	35	101.25	136	2		148	5.65	39	2		193	6.38	1
CZ010 Capital Prague			43	7.62	1	2		3	75.00	17			17	6.65	11			29	8.49	
CZ020 Středočeský	1		33	7.23	1	1		4	96.88	8			5	6.80	4			4	6.43	
CZ031 Jihočeský	4	10.0	58	7.39				13	107.15	13			9	6.81	1			15	7.07	
CZ032 Plzeňský	1		36	7.47	1			1		10			3	4.37	1			12	8.14	
CZ041 Karlovarský			23	5.99				1		4			6	3.42	1	1		5	3.80	
CZ042 Ústecký	2		28	6.65				1		8			5	9.20				10	5.31	
CZ051 Liberecký			31	8.28		1		1		5			7	4.03	3			3	4.63	
CZ052 Královéhradecký	2		42	7.42	1					8			7	6.95	1			5	5.52	
CZ053 Pardubický			29	7.46	1	1		1		10	1		11	4.32	1			7	5.33	
CZ061 Vysočina	2		47	8.05				4	56.25	5			17	7.53	2			10	5.21	
CZ062 Jihomoravský	2		40	5.79	2			1		4	1		9	6.68	6			14	4.57	
CZ071 Olomoucký			58	9.31	1					22			24	3.93	1			26	4.63	
CZ072 Zlínský	4	6.0	52	6.78		1		3	34.00	11			8	4.19	1	1		4	6.25	
CZ080 Moravskoslezský	1		70	5.61	1	2		2		11			20	5.40	6			49	7.02	1

Explanatory notes: NCA

% AE

CZK/h

CZK/shift

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

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

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per shift

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

Region NUTS 3	Supplementary charge																					
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge	
	% of aver. earnings		paid by the hour	other form		% of aver. earnings		paid by the month	other form		% of aver. earnings		paid by the month	other form		% of aver. earnings		paid by the month	other form			
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	
Total	2		168	27.17	9	1		7	536	4	37	30.0	10	1,290	93	10	8.8	32	760	52	546	
CZ010 Capital Prague	1		22	43.25	5		1			1	11	29.5	2		8	3	8.0	5	972	1	79	
CZ020 Středočeský			5	29.40			1			1	1		1		7			1		2	22	
CZ031 Jihočeský			17	11.72			1						2		10					3	49	
CZ032 Plzeňský			10	11.25	1		1				2				4	1					22	
CZ041 Karlovarský			4	31.00						1	1				3					3	18	
CZ042 Ústecký			8	35.75	1		1				7	32.9			9	1		9	1,056	9	47	
CZ051 Liberecký			4	8.33		1					1				3	1				2	25	
CZ052 Královéhradecký	1		10	20.72											5	1		1		3	34	
CZ053 Pardubický			3	36.67											8			1		4	33	
CZ061 Vysočina			7	27.00			1			1	3	23.3			6			1			33	
CZ062 Jihomoravský			10	34.48							7	30.7			9	2		2		1	53	
CZ071 Olomoucký			14	6.95											3	1		1		6	34	
CZ072 Zlínský			12	25.96			1						2		4			6	333	4	44	
CZ080 Moravskoslezský			42	34.56	2						4	25.0	3	1,500	14			5	480	14	53	

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

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

Region NUTS 3	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	567	43.0	206	15.6	342	25.9	214	16.2	67	5.1	115	8.7	138	10.5	99	7.5	744	56.4
CZ010 Capital Prague	67	31.6	20	9.4	43	20.3	21	9.9	15	7.1	16	7.5	21	9.9	15	7.1	99	46.7
CZ020 Středočeský	27	32.9	13	15.9	17	20.7	14	17.1	2	2.4	7	8.5	8	9.8	7	8.5	38	46.3
CZ031 Jihočeský	60	64.5	28	30.1	37	39.8	28	30.1	8	8.6	22	23.7	17	18.3	13	14.0	76	81.7
CZ032 Plzeňský	31	40.8	8	10.5	20	26.3	15	19.7	5	6.6			20	26.3	5	6.6	55	72.4
CZ041 Karlovarský	14	29.2	5	10.4	7	14.6	5	10.4	2	4.2	6	12.5			3	6.3	24	50.0
CZ042 Ústecký	42	49.4	8	9.4	28	32.9	23	27.1	5	5.9	8	9.4	13	15.3	9	10.6	46	54.1
CZ051 Liberecký	23	46.0	9	18.0	12	24.0	7	14.0	7	14.0	6	12.0	5	10.0	3	6.0	27	54.0
CZ052 Královéhradecký	37	48.7	14	18.4	24	31.6	16	21.1	4	5.3	6	7.9	10	13.2	6	7.9	43	56.6
CZ053 Pardubický	31	52.5	4	6.8	17	28.8	11	18.6	5	8.5	6	10.2	7	11.9	5	8.5	26	44.1
CZ061 Vysočina	22	28.6	6	7.8	13	16.9	7	9.1	2	2.6	7	9.1	4	5.2	2	2.6	43	55.8
CZ062 Jihomoravský	45	37.8	16	13.4	23	19.3	21	17.6	3	2.5	8	6.7	13	10.9	6	5.0	61	51.3
CZ071 Olomoucký	22	24.7	8	9.0	11	12.4	10	11.2	2	2.2	4	4.5	3	3.4	6	6.7	55	61.8
CZ072 Zlínský	56	62.2	15	16.7	50	55.6	8	8.9	3	3.3	7	7.8	8	8.9	11	12.2	51	56.7
CZ080 Moravskoslezský	90	55.6	52	32.1	40	24.7	28	17.3	4	2.5	12	7.4	9	5.6	8	4.9	100	61.7

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
Total	696	52.8	64	2,788	243	2,980	486	4,611	544	5,877	653	7,284	692	8,367	695	9,775	695	10,943	696	12,303	10	0.8	8,800
CZ010 Capital Prague	108	50.9	9	5,978	27	4,635	79	5,943	84	7,559	103	9,414	107	10,763	107	12,842	107	14,532	108	15,980	2	0.9	
CZ020 Středočeský	43	52.4	6	2,033	17	2,965	34	4,885	36	6,306	41	8,415	43	9,591	43	11,305	43	12,228	43	13,674	1	1.2	
CZ031 Jihočeský	60	64.5	5	2,920	21	2,550	34	3,686	39	4,728	59	6,494	60	7,931	60	9,456	60	10,731	60	13,186			
CZ032 Plzeňský	31	40.8	4	2,500	12	3,000	25	5,084	28	6,121	30	7,633	31	8,810	31	9,848	31	10,626	31	11,484	2	2.6	
CZ041 Karlovarský	21	43.8	4	1,875	6	2,100	10	3,640	13	4,477	20	5,455	21	6,774	21	8,462	21	9,738	21	11,248	1	2.1	
CZ042 Ústecký	43	50.6	5	1,160	15	2,770	34	4,797	36	6,182	42	7,927	43	9,240	43	10,796	43	12,305	43	14,442			
CZ051 Liberecký	33	66.0	2		16	3,273	25	4,977	28	6,382	29	8,049	32	8,698	33	9,779	33	10,844	33	12,052			
CZ052 Královéhradecký	42	55.3	5	2,302	21	1,881	31	3,745	33	4,846	41	5,961	42	7,138	42	8,288	42	9,067	42	10,002			
CZ053 Pardubický	28	47.5	3	1,333	10	3,200	23	4,978	26	6,262	27	7,315	28	8,000	28	8,804	28	9,893	28	10,482			
CZ061 Vysočina	43	55.8	6	1,500	18	3,303	28	4,605	34	6,012	41	6,617	42	7,708	43	8,727	43	9,262	43	10,099			
CZ062 Jihomoravský	67	56.3	2		21	2,476	37	3,889	43	5,667	55	7,144	66	7,876	67	9,464	67	10,883	67	12,355	2	1.7	
CZ071 Olomoucký	54	60.7	2		14	2,411	32	4,264	37	5,332	49	6,929	54	8,175	54	9,787	54	11,229	54	12,528			
CZ072 Zlínský	35	38.9	3	5,167	9	3,044	25	4,048	27	5,056	30	5,937	35	6,686	35	7,826	35	8,971	35	10,557	1	1.1	
CZ080 Moravskoslezský	88	54.3	8	2,550	36	3,014	69	4,170	80	5,191	86	6,167	88	7,005	88	7,841	88	8,573	88	9,381	1	0.6	

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	725	55.0	321	3,502	654	4,295	699	5,449	709	6,388	725	7,339	725	7,868
CZ010 Capital Prague	101	47.6	58	4,707	97	6,399	100	8,513	101	10,120	101	11,831	101	12,224
CZ020 Středočeský	31	37.8	16	3,669	28	3,986	31	4,694	31	5,342	31	6,139	31	6,681
CZ031 Jihočeský	62	66.7	28	3,232	59	3,729	61	4,093	62	4,504	62	4,681	62	5,458
CZ032 Plzeňský	43	56.6	17	2,362	36	3,600	40	5,288	43	6,901	43	7,826	43	8,890
CZ041 Karlovarský	23	47.9	9	3,556	21	3,967	23	4,543	23	5,339	23	6,274	23	6,717
CZ042 Ústecký	39	45.9	8	3,725	36	5,475	39	7,083	39	8,744	39	10,467	39	10,731
CZ051 Liberecký	27	54.0	8	2,638	25	3,987	26	4,867	27	5,805	27	6,941	27	7,455
CZ052 Královéhradecký	46	60.5	24	2,825	43	4,035	46	5,170	46	5,930	46	6,648	46	6,887
CZ053 Pardubický	34	57.6	12	3,575	32	4,059	34	5,203	34	5,785	34	6,356	34	6,779
CZ061 Vysočina	53	68.8	28	2,468	47	3,047	53	4,298	53	5,205	53	6,223	53	6,956
CZ062 Jihomoravský	72	60.5	38	3,910	67	4,012	71	4,826	71	5,395	72	6,077	72	6,718
CZ071 Olomoucký	48	53.9	21	2,289	44	3,020	48	3,960	48	4,837	48	5,869	48	6,682
CZ072 Zlínský	50	55.6	29	3,286	50	3,700	50	4,797	50	5,218	50	6,127	50	6,690
CZ080 Moravskoslezský	96	59.3	25	4,288	69	4,545	77	5,564	81	6,464	96	7,202	96	7,428

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	856	64.9	345	4,813	749	6,468	829	8,516	849	10,131	855	12,030	855	13,174	855	14,294	855	15,109	856	15,765
CZ010 Capital Prague	123	58.0	55	5,715	108	9,879	120	12,935	121	14,061	122	17,150	122	18,228	122	19,217	122	20,016	123	20,752
CZ020 Středočeský	48	58.5	18	5,083	42	6,833	46	9,837	48	11,810	48	14,408	48	15,340	48	17,802	48	18,448	48	19,354
CZ031 Jihočeský	68	73.1	26	5,473	61	7,668	66	9,390	67	11,182	68	13,125	68	15,674	68	16,974	68	18,158	68	18,945
CZ032 Plzeňský	50	65.8	17	3,435	40	5,136	42	7,510	49	12,809	50	14,996	50	15,772	50	16,728	50	17,376	50	17,786
CZ041 Karlovarský	22	45.8	7	8,843	20	5,450	22	7,064	22	8,214	22	9,782	22	10,552	22	11,132	22	11,280	22	11,336
CZ042 Ústecký	51	60.0	10	3,475	43	8,552	49	12,082	50	14,836	51	17,258	51	19,362	51	21,577	51	23,087	51	24,577
CZ051 Liberecký	31	62.0	8	4,188	26	4,915	30	6,795	30	8,498	31	10,896	31	12,444	31	13,495	31	14,362	31	15,185
CZ052 Královéhradecký	61	80.3	27	3,711	54	4,816	60	6,488	61	7,848	61	9,085	61	10,002	61	10,961	61	11,651	61	12,290
CZ053 Pardubický	43	72.9	16	5,931	39	5,553	43	6,605	43	7,612	43	8,560	43	9,315	43	10,381	43	10,994	43	11,549
CZ061 Vysočina	59	76.6	29	2,772	54	3,876	59	5,410	59	6,281	59	7,893	59	8,650	59	9,275	59	9,718	59	9,886
CZ062 Jihomoravský	80	67.2	42	5,607	77	7,645	78	9,860	79	11,699	80	13,699	80	15,318	80	16,797	80	18,045	80	18,623
CZ071 Olomoucký	68	76.4	27	3,267	59	3,963	65	5,728	68	7,409	68	9,372	68	10,736	68	11,999	68	13,399	68	14,645
CZ072 Zlínský	54	60.0	32	4,309	53	4,600	54	5,743	54	6,635	54	7,659	54	8,354	54	9,085	54	9,659	54	9,928
CZ080 Moravskoslezský	98	60.5	31	6,022	73	6,315	95	7,625	98	8,327	98	9,096	98	9,350	98	9,747	98	10,036	98	10,315

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					
Total	906	68.7	9	0.7	452	34.3	39	676	413	4.3	113	8.6	12	0.9	348	26.4	330	3.5	18	717	11	3.0	22	1.7	22	1.7	1	156	11.8	5	0.4	181	13.7	162	12.3
CZ010 Capital Prague	137	64.6	2	0.9	75	35.4	3	853	72	4.8	23	10.8	3	1.4	36	17.0	33	2.8	3	643	1		5	2.4	5	1.4		21	9.9			25	11.8	24	11.3
CZ020 Středočeský	52	63.4	1	1.2	24	29.3	2		22	4.0	9	11.0	3	3.7	23	28.0	23	4.5			1		1	1.2	1			5	6.1			10	12.2	3	3.7
CZ031 Jihočeský	65	69.9			44	47.3	1		43	4.3	12	12.9			12	12.9	10	2.3	2				2	2.2	2			8	8.6			12	12.9	23	24.7
CZ032 Plzeňský	64	84.2			33	43.4	2		31	3.9	6	7.9	1	1.3	19	25.0	18	3.4	1				1	1.3	1			21	27.6	3	3.9	15	19.7	20	26.3
CZ041 Karlovarský	32	66.7			7	14.6			7	4.3	4	8.3	1	2.1	16	33.3	16	4.1					2	4.2	2		1	11	22.9			8	16.7	8	16.7
CZ042 Ústecký	58	68.2	2	2.4	24	28.2	3	793	21	4.0	4	4.7			23	27.1	23	3.6			5	3.6	1	1.2	1			13	15.3	2	2.4	9	10.6	7	8.2
CZ051 Liberecký	31	62.0			18	36.0			18	3.6	2	4.0			14	28.0	14	2.9			1						1	2.0			3	6.0	3	6.0	
CZ052 Královéhradecký	53	69.7	1	1.3	31	40.8	2		29	5.4	7	9.2			20	26.3	18	3.1	2		1		1	1.3	1			5	6.6			10	13.2	5	6.6
CZ053 Pardubický	34	57.6			15	25.4			15	4.7	7	11.9	1	1.7	16	27.1	15	3.5	1				2	3.4	2			3	5.1			9	15.3	2	3.4
CZ061 Vysočina	43	55.8	1	1.3	16	20.8	3	667	13	4.6	5	6.5	1	1.3	20	26.0	19	3.7	1				1	1.3	1			7	9.1			7	9.1	6	7.8
CZ062 Jihomoravský	83	69.7			41	34.5	6	904	35	3.7	10	8.4			28	23.5	27	3.5	1				2	1.7	2			14	11.8			11	9.2	13	10.9
CZ071 Olomoucký	73	82.0	2	2.2	27	30.3	3	703	24	4.4	9	10.1	1	1.1	29	32.6	28	3.6	1				1	1.1	1			15	16.9			10	11.2	4	4.5
CZ072 Zlínský	73	81.1			43	47.8	10	598	33	4.8	8	8.9			41	45.6	40	4.6	1				3	3.3	3	1.0		21	23.3			38	42.2	25	27.8
CZ080 Moravskoslezský	108	66.7			54	33.3	4	375	50	3.8	7	4.3	1	0.6	51	31.5	46	3.1	5	700	2							11	6.8			14	8.6	19	11.7

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

Remuneration of employees I classification based on regions

Region NUTS 3	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue		NCA	% CA	% AE	NCA	% CA	% AE				
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
Total	792	60.1	126	9.6	39	3.0	687	52.1	279	21.2	96.4	248	18.8	85.7	359	27.2	16.6	15.57
CZ010 Capital Prague	114	53.8	15	7.1	3	1.4	102	48.1	56	26.4	96.1	52	24.5	85.4	61	28.8	15.6	15.64
CZ020 Středočeský	43	52.4	5	6.1	3	3.7	39	47.6	9	11.0	97.8	7	8.5	85.0	17	20.7	16.2	16.40
CZ031 Jihočeský	64	68.8	6	6.5			60	64.5	26	28.0	96.7	27	29.0	89.6	33	35.5	17.9	16.43
CZ032 Plzeňský	46	60.5	4	5.3	10	13.2	34	44.7	14	18.4	95.0	16	21.1	85.6	22	28.9	17.3	19.57
CZ041 Karlovarský	24	50.0	2	4.2	2	4.2	21	43.8	11	22.9	97.3	9	18.8	91.1	14	29.2	19.2	21.88
CZ042 Ústecký	47	55.3	15	17.6			33	38.8	28	32.9	94.8	29	34.1	81.4	29	34.1	20.6	11.94
CZ051 Liberecký	25	50.0	3	6.0	1	2.0	23	46.0	9	18.0	97.2	8	16.0	88.8	10	20.0	14.1	24.33
CZ052 Královéhradecký	45	59.2	8	10.5	2	2.6	38	50.0	17	22.4	98.2	8	10.5	81.9	19	25.0	17.5	16.20
CZ053 Pardubický	33	55.9	7	11.9	2	3.4	27	45.8	11	18.6	95.9	6	10.2	77.5	15	25.4	15.8	15.58
CZ061 Vysočina	48	62.3	6	7.8	3	3.9	46	59.7	17	22.1	95.9	16	20.8	86.3	20	26.0	15.8	19.38
CZ062 Jihomoravský	73	61.3	11	9.2	4	3.4	66	55.5	21	17.6	98.3	16	13.4	84.4	31	26.1	16.2	12.95
CZ071 Olomoucký	59	66.3	11	12.4	2	2.2	48	53.9	15	16.9	96.0	13	14.6	89.2	27	30.3	15.2	17.60
CZ072 Zlínský	56	62.2	13	14.4	4	4.4	49	54.4	17	18.9	97.6	13	14.4	83.8	27	30.0	18.0	12.20
CZ080 Moravskoslezský	115	71.0	20	12.3	3	1.9	101	62.3	28	17.3	95.0	28	17.3	86.8	34	21.0	15.2	11.51

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	
Total	102	7.7	49.2	21	1.6	95.9	2	0.2	10	0.8	94.2	190	14.4	95	7.2
CZ010 Capital Prague	19	9.0	49.3	3	1.4	97.3			1	0.5		23	10.8	15	7.1
CZ020 Středočeský	5	6.1	52.0	1	1.2							5	6.1	1	1.2
CZ031 Jihočeský	17	18.3	50.5						2	2.2		14	15.1	3	3.2
CZ032 Plzeňský	5	6.6	40.8	3	3.9	100.0	2	2.6				28	36.8	23	30.3
CZ041 Karlovarský	5	10.4	52.0									13	27.1	10	20.8
CZ042 Ústecký	7	8.2	52.0						1	1.2		9	10.6	3	3.5
CZ051 Liberecký	3	6.0	52.0									6	12.0	1	2.0
CZ052 Královéhradecký	4	5.3	45.5	1	1.3				1	1.3		9	11.8		
CZ053 Pardubický	6	10.2	39.0	4	6.8	97.5						5	8.5	3	5.1
CZ061 Vysočina	5	6.5	52.0	1	1.3							12	15.6	4	5.2
CZ062 Jihomoravský	4	3.4	52.0	3	2.5	95.0			2	1.7		12	10.1	4	3.4
CZ071 Olomoucký	11	12.4	52.0	2	2.2				2	2.2		5	5.6	2	2.2
CZ072 Zlínský	5	5.6	41.6	2	2.2							28	31.1	12	13.3
CZ080 Moravskoslezský	6	3.7	52.0	1	0.6				1	0.6		21	13.0	14	8.6

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
 % AE average value of permanent wage specified as a percentage of the average earnings

Remuneration of employees III classification based on regions

Region NUTS 3	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,274	96.7	1,121	85.1	729	55.3	674	51.1	915	69.4
CZ010 Capital Prague	198	93.4	154	72.6	118	55.7	93	43.9	122	57.5
CZ020 Středočeský	76	92.7	62	75.6	40	48.8	28	34.1	49	59.8
CZ031 Jihočeský	90	96.8	87	93.5	36	38.7	58	62.4	69	74.2
CZ032 Plzeňský	75	98.7	68	89.5	61	80.3	20	26.3	66	86.8
CZ041 Karlovarský	47	97.9	44	91.7	33	68.8	15	31.3	35	72.9
CZ042 Ústecký	82	96.5	75	88.2	45	52.9	53	62.4	59	69.4
CZ051 Liberecký	47	94.0	45	90.0	24	48.0	23	46.0	31	62.0
CZ052 Královéhradecký	75	98.7	63	82.9	42	55.3	43	56.6	57	75.0
CZ053 Pardubický	54	91.5	49	83.1	24	40.7	31	52.5	38	64.4
CZ061 Vysočina	74	96.1	68	88.3	36	46.8	17	22.1	45	58.4
CZ062 Jihomoravský	117	98.3	105	88.2	72	60.5	79	66.4	89	74.8
CZ071 Olomoucký	87	97.8	67	75.3	42	47.2	35	39.3	50	56.2
CZ072 Zlínský	90	100.0	83	92.2	38	42.2	49	54.4	62	68.9
CZ080 Moravskoslezský	162	100.0	151	93.2	118	72.8	130	80.2	143	88.3

Explanatory notes: NCA
% CA
*

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
Total	1,165	88.4	259	19.7	714	54.2	1,169	88.7	1,048	452	789	512	248	431	32.7
CZ010 Capital Prague	187	88.2	35	16.5	105	49.5	192	90.6	169	87	139	79	57	54	25.5
CZ020 Středočeský	67	81.7	11	13.4	33	40.2	68	82.9	63	20	54	20	17	12	14.6
CZ031 Jihočeský	83	89.2	22	23.7	57	61.3	87	93.5	76	31	56	48	19	38	40.9
CZ032 Plzeňský	66	86.8	13	17.1	45	59.2	62	81.6	55	20	41	35	10	30	39.5
CZ041 Karlovarský	43	89.6	6	12.5	26	54.2	41	85.4	36	10	24	17	7	14	29.2
CZ042 Ústecký	77	90.6	16	18.8	45	52.9	71	83.5	70	30	48	33	15	29	34.1
CZ051 Liberecký	43	86.0	10	20.0	19	38.0	43	86.0	39	11	32	16	4	21	42.0
CZ052 Královéhradecký	67	88.2	12	15.8	34	44.7	73	96.1	70	25	49	19	22	27	35.5
CZ053 Pardubický	52	88.1	13	22.0	30	50.8	55	93.2	50	16	34	25	13	24	40.7
CZ061 Vysočina	70	90.9	12	15.6	46	59.7	71	92.2	70	19	49	38	6	7	9.1
CZ062 Jihomoravský	94	79.0	17	14.3	49	41.2	102	85.7	90	38	61	51	20	14	11.8
CZ071 Olomoucký	83	93.3	30	33.7	34	38.2	78	87.6	62	33	44	16	7	27	30.3
CZ072 Zlínský	78	86.7	23	25.6	65	72.2	76	84.4	54	32	38	26	27	41	45.6
CZ080 Moravskoslezský	155	95.7	39	24.1	126	77.8	150	92.6	144	80	120	89	24	93	57.4

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 regions**

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		governing the provision of information to TU		provided to TU beyond the scope of LC stipulated		the procedures for discussing materials with TU		beyond the scope of LC stipulated	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	996	75.6	149	11.3	68	5.2	26	2.0	79	6.0	307	95.3	15	4.7	1,046	79.4	389	29.5	897	68.1	298	22.6
CZ010 Capital Prague	127	59.9	35	16.5	19	9.0	1	0.5	30	14.2	77	90.6	8	9.4	172	81.1	64	30.2	137	64.6	56	26.4
CZ020 Středočeský	63	76.8	11	13.4	3	3.7	3	3.7	2	2.4	19	100.0			56	68.3	18	22.0	43	52.4	17	20.7
CZ031 Jihočeský	68	73.1	11	11.8	8	8.6			6	6.5	21	84.0	4	16.0	75	80.6	29	31.2	60	64.5	26	28.0
CZ032 Plzeňský	58	76.3	8	10.5	3	3.9	2	2.6	5	6.6	18	100.0			65	85.5	36	47.4	57	75.0	32	42.1
CZ041 Karlovarský	44	91.7	2	4.2	1	2.1	1	2.1			4	100.0			38	79.2	15	31.3	27	56.3	11	22.9
CZ042 Ústecký	61	71.8	13	15.3	3	3.5	3	3.5	5	5.9	24	100.0			57	67.1	20	23.5	50	58.8	30	35.3
CZ051 Liberecký	43	86.0	3	6.0	1	2.0	1	2.0	2	4.0	7	100.0			34	68.0	11	22.0	27	54.0	7	14.0
CZ052 Královéhradecký	58	76.3	5	6.6	6	7.9	1	1.3	6	7.9	18	100.0			61	80.3	9	11.8	53	69.7	10	13.2
CZ053 Pardubický	46	78.0	9	15.3			1	1.7	3	5.1	13	100.0			46	78.0	12	20.3	42	71.2	10	16.9
CZ061 Vysočina	70	90.9	3	3.9	2	2.6	1	1.3	1	1.3	7	100.0			29	37.7	13	16.9	22	28.6	6	7.8
CZ062 Jihomoravský	89	74.8	10	8.4	7	5.9	4	3.4	9	7.6	29	96.7	1	3.3	100	84.0	46	38.7	90	75.6	20	16.8
CZ071 Olomoucký	76	85.4	8	9.0	1	1.1	1	1.1	3	3.4	12	92.3	1	7.7	76	85.4	39	43.8	73	82.0	11	12.4
CZ072 Zlínský	77	85.6	9	10.0	2	2.2	2	2.2			13	100.0			84	93.3	28	31.1	74	82.2	16	17.8
CZ080 Moravskoslezský	116	71.6	22	13.6	12	7.4	5	3.1	7	4.3	45	97.8	1	2.2	153	94.4	49	30.2	142	87.7	46	28.4

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

TU Trade union

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

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

**Compensation money
classification based on regions**

Region NUTS 3	Increase of compensation money beyond the framework of Section 67 of the LC																									
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	employment up to 1 year				employment up to 2 years				employment over 2 years				agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences	
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE															
NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	438	33.2	1.4	2.3	447	33.9	1.2	2.1	687	52.1	1.3	4.5	93	7.1	1.3	2.6	664	50.4	484	36.7	430	32.6	95	7.2	96	7.3
CZ010 Capital Prague	87	41.0	1.3	2.4	90	42.5	1.2	2.3	138	65.1	1.4	5.1	14	6.6	1.3	2.6	132	62.3	105	49.5	89	42.0	21	9.9	18	8.5
CZ020 Středočeský	16	19.5	1.5	2.3	17	20.7	1.5	2.2	32	39.0	1.4	3.9	7	8.5	1.2	2.3	30	36.6	26	31.7	13	15.9	4	4.9	5	6.1
CZ031 Jihočeský	28	30.1	1.4	2.1	31	33.3	1.1	1.9	38	40.9	1.7	8.7	6	6.5	1.7	4.8	41	44.1	27	29.0	24	25.8	7	7.5	10	10.8
CZ032 Plzeňský	22	28.9	1.1	1.9	22	28.9	1.1	1.9	42	55.3	1.2	3.6	5	6.6	1.2	3.4	36	47.4	28	36.8	28	36.8	8	10.5	1	1.3
CZ041 Karlovarský	11	22.9	2.0	2.5	11	22.9	1.8	2.2	24	50.0	1.5	4.1	2	4.2			22	45.8	18	37.5	11	22.9	4	8.3	4	8.3
CZ042 Ústecký	44	51.8	1.4	2.4	46	54.1	1.2	2.2	64	75.3	1.3	4.7	6	7.1	1.0	1.8	59	69.4	44	51.8	41	48.2	7	8.2	2	2.4
CZ051 Liberecký	5	10.0	1.7	2.0	4	8.0	1.0	1.7	21	42.0	1.4	4.1	2	4.0			22	44.0	20	40.0	10	20.0	2	4.0	3	6.0
CZ052 Královéhradecký	19	25.0	1.5	2.6	18	23.7	1.4	2.6	44	57.9	1.3	3.8	4	5.3	1.0	1.8	46	60.5	32	42.1	22	28.9	12	15.8	12	15.8
CZ053 Pardubický	16	27.1	1.1	2.2	16	27.1	1.1	2.1	24	40.7	1.3	5.0	3	5.1	1.0	2.0	24	40.7	16	27.1	19	32.2	5	8.5	4	6.8
CZ061 Vysočina	17	22.1	1.5	2.2	18	23.4	1.3	1.9	26	33.8	1.2	2.4	1	1.3			22	28.6	12	15.6	15	19.5	1	1.3	6	7.8
CZ062 Jihomoravský	43	36.1	1.4	2.1	43	36.1	1.0	1.7	50	42.0	1.3	4.1	13	10.9	1.5	2.9	48	40.3	39	32.8	26	21.8	3	2.5	3	2.5
CZ071 Olomoucký	43	48.3	1.5	2.1	42	47.2	1.1	1.8	53	59.6	1.2	2.8	9	10.1	1.3	2.0	54	60.7	33	37.1	32	36.0	3	3.4	5	5.6
CZ072 Zlínský	32	35.6	1.4	2.4	33	36.7	1.0	2.1	34	37.8	1.0	3.1	6	6.7	1.0	2.0	34	37.8	16	17.8	29	32.2	4	4.4	3	3.3
CZ080 Moravskoslezský	55	34.0	1.5	2.3	56	34.6	1.3	2.1	97	59.9	1.4	4.8	15	9.3	1.4	2.3	94	58.0	68	42.0	71	43.8	14	8.6	20	12.3

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
 min. average minimum multiple of the increased compensation money
 max. average maximum multiple of the increased compensation money
 AE average earning

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

Region NUTS 3	Length of working hours											Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes								agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
								hours/week	hours/week	hours/week	hours/week									
Total	1,222	92.7	834	63.3	38.0	388	29.4	39.7	38.32	37.4	37.3	391	29.7	1,154	87.6	7.7	4.0	78.0	1.8	
CZ010 Capital Prague	185	87.3	101	47.6	38.4	84	39.6	39.6	38.29	37.3	37.3	85	40.1	193	91.0	5.2	4.7	83.0	2.8	
CZ020 Středočeský	71	86.6	48	58.5	38.0	23	28.0	39.8	38.41	37.5	37.4	15	18.3	73	89.0	4.9	4.0	84.1		
CZ031 Jihočeský	88	94.6	53	57.0	38.3	35	37.6	39.3	38.21	37.2	37.0	22	23.7	78	83.9	6.5	3.7	77.4		
CZ032 Plzeňský	71	93.4	51	67.1	37.8	20	26.3	40.0	38.22	37.4	37.4	27	35.5	68	89.5	13.2	4.5	73.7	2.6	
CZ041 Karlovarský	44	91.7	29	60.4	38.4	15	31.3	39.7	38.65	37.5	37.4	8	16.7	39	81.3	10.4	3.2	70.8		
CZ042 Ústecký	81	95.3	68	80.0	37.6	13	15.3	39.3	38.40	37.4	37.4	24	28.2	77	90.6	5.9	5.0	82.4	2.4	
CZ051 Liberecký	45	90.0	33	66.0	38.1	12	24.0	39.2	37.71	37.5	37.5	10	20.0	42	84.0	6.0	4.0	74.0	4.0	
CZ052 Královéhradecký	75	98.7	54	71.1	37.9	21	27.6	39.9	38.44	37.5	37.3	22	28.9	66	86.8	5.3	3.3	80.3	1.3	
CZ053 Pardubický	55	93.2	30	50.8	37.9	25	42.4	40.0	38.40	37.5	37.5	12	20.3	50	84.7	8.5	4.2	74.6	1.7	
CZ061 Vysočina	72	93.5	47	61.0	38.4	25	32.5	39.5	38.14	37.5	37.5	16	20.8	60	77.9	13.0	3.6	61.0	3.9	
CZ062 Jihomoravský	111	93.3	82	68.9	38.2	29	24.4	39.8	38.32	37.5	37.5	23	19.3	103	86.6	12.6	3.2	69.7	4.2	
CZ071 Olomoucký	86	96.6	70	78.7	37.8	16	18.0	39.3	38.04	37.3	37.2	26	29.2	76	85.4	4.5	3.0	80.9		
CZ072 Zlínský	88	97.8	50	55.6	38.0	38	42.2	39.9	38.57	37.5	37.5	21	23.3	79	87.8	4.4	5.3	83.3		
CZ080 Moravskoslezský	150	92.6	118	72.8	37.8	32	19.8	39.7	38.48	37.5	37.2	80	49.4	150	92.6	9.9	4.4	81.5	1.2	

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 regions**

Region NUTS 3	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
Total	2	0.2		938	71.2	50.2	578	43.9	48.1
CZ010 Capital Prague				140	66.0	48.4	102	48.1	46.9
CZ020 Středočeský				52	63.4	51.0	32	39.0	48.9
CZ031 Jihočeský				69	74.2	50.0	50	53.8	42.9
CZ032 Plzeňský	1	1.3		63	82.9	52.0	21	27.6	51.2
CZ041 Karlovarský				35	72.9	50.4	15	31.3	47.9
CZ042 Ústecký				59	69.4	50.7	54	63.5	49.7
CZ051 Liberecký				30	60.0	48.1	13	26.0	52.0
CZ052 Královéhradecký				56	73.7	51.1	26	34.2	49.5
CZ053 Pardubický	1	1.7		39	66.1	48.0	18	30.5	44.8
CZ061 Vysočina				58	75.3	50.0	26	33.8	47.0
CZ062 Jihomoravský				73	61.3	50.6	34	28.6	52.0
CZ071 Olomoucký				75	84.3	50.4	43	48.3	49.3
CZ072 Zlínský				66	73.3	51.2	27	30.0	47.8
CZ080 Moravskoslezský				123	75.9	50.8	117	72.2	48.3

Explanatory notes: NCA

% CA

hours/year

weeks

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

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

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

**Employment rate I
classification based on regions**

Region NUTS 3	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	30	2.3	43	3.3	38	2.9	74	5.6
CZ010 Capital Prague	3	1.4	6	2.8	12	5.7	20	9.4
CZ020 Středočeský	2	2.4	2	2.4	1	1.2	4	4.9
CZ031 Jihočeský	2	2.2	5	5.4	1	1.1	13	14.0
CZ032 Plzeňský	4	5.3	9	11.8	2	2.6	2	2.6
CZ041 Karlovarský	1	2.1	1	2.1			2	4.2
CZ042 Ústecký	1	1.2	2	2.4	8	9.4	7	8.2
CZ051 Liberecký	4	8.0	2	4.0	1	2.0	2	4.0
CZ052 Královéhradecký			2	2.6	1	1.3	3	3.9
CZ053 Pardubický			3	5.1	2	3.4	2	3.4
CZ061 Vysočina	5	6.5	3	3.9				
CZ062 Jihomoravský			1	0.8	3	2.5	5	4.2
CZ071 Olomoucký	2	2.2	2	2.2	3	3.4	5	5.6
CZ072 Zlínský	1	1.1	2	2.2	2	2.2	5	5.6
CZ080 Moravskoslezský	5	3.1	3	1.9	2	1.2	4	2.5

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

Employment rate II
classification based on regions

Region NUTS 3	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work									
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"		other forms of work and modes of work	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
Total	470	35.7	11	0.8	464	35.2	7	0.5	14	1.1	12	0.9					1	0.1	1	0.1
CZ010 Capital Prague	85	40.1	2	0.9	84	39.6	3	1.4	4	1.9	3	1.4					1	0.5		
CZ020 Středočeský	19	23.2	1	1.2	19	23.2			1	1.2	1	1.2								
CZ031 Jihočeský	43	46.2	3	3.2	43	46.2														
CZ032 Plzeňský	28	36.8			28	36.8			1	1.3	1	1.3								
CZ041 Karlovarský	12	25.0			12	25.0														
CZ042 Ústecký	32	37.6	1	1.2	30	35.3	1	1.2	2	2.4	2	2.4								
CZ051 Liberecký	1	2.0			1	2.0			2	4.0	1	2.0							1	2.0
CZ052 Královéhradecký	22	28.9			22	28.9			1	1.3	1	1.3								
CZ053 Pardubický	16	27.1	1	1.7	16	27.1														
CZ061 Vysočina	30	39.0			30	39.0														
CZ062 Jihomoravský	32	26.9			32	26.9	1	0.8	1	0.8	1	0.8								
CZ071 Olomoucký	38	42.7			38	42.7														
CZ072 Zlínský	37	41.1			37	41.1														
CZ080 Moravskoslezský	75	46.3	3	1.9	72	44.4	2	1.2	2	1.2	2	1.2								

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 regions

Region NUTS 3	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,266	96.1	39.31	54.6	14.02	19.2	42.21	55.8	332	200	15.2	34	2.6	31	2.4
CZ010 Capital Prague	204	96.2	42.17	54.0	18.52	22.3	50.58	58.0	30	25	11.8	3	1.4	4	1.9
CZ020 Středočeský	77	93.9	32.37	54.3	12.25		48.17	55.0	23	11	13.4	1	1.2	1	1.2
CZ031 Jihočeský	93	100.0	35.50	54.7	11.81	22.5	39.34	54.8	23	25	26.9	4	4.3	8	8.6
CZ032 Plzeňský	75	98.7	29.57	55.0	16.95	15.2	45.64	55.0	38	7	9.2			1	1.3
CZ041 Karlovarský	37	77.1	46.09	54.6	8.75		32.07	48.3	12	9	18.8	2	4.2	3	6.3
CZ042 Ústecký	81	95.3	47.60	54.7	13.00	15.0	43.43	55.0	20	24	28.2	2	2.4	1	1.2
CZ051 Liberecký	50	100.0	42.75	54.6	17.00	14.5	38.50	62.8	13	11	22.0	3	6.0	2	4.0
CZ052 Královéhradecký	74	97.4	39.86	55.0	12.69		45.00	53.8	18	12	15.8	1	1.3		
CZ053 Pardubický	55	93.2	40.40	54.4	5.79		31.95	55.0	20	16	27.1				
CZ061 Vysočina	73	94.8	28.38	54.5	13.15		40.10	54.7	14	8	10.4	2	2.6	2	2.6
CZ062 Jihomoravský	114	95.8	37.19	54.9	13.16	23.0	40.73	56.8	15	19	16.0	5	4.2	4	3.4
CZ071 Olomoucký	88	98.9	30.00	53.8	13.74		42.51	55.3	48	8	9.0	1	1.1	1	1.1
CZ072 Zlínský	90	100.0	43.64	54.7	11.55		37.54	54.8	13	11	12.2	10	11.1	3	3.3
CZ080 Moravskoslezský	155	95.7	37.20	54.9	10.80		35.54	55.0	45	14	8.6			1	0.6

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

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

Region NUTS 3	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices	Contribution to pension insurance						Contribution to life insurance							
			agreed in CA		amount allowed			agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision		
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	24	1.8	68	5.2	651	66.7	320	24.3	821	62.3	492	791	2.9	649	49.2	311	23.6	478	734	254	19.3
CZ010 Capital Prague	16	7.5	7	3.3	1,250	72.5	63	29.7	143	67.5	477	912	3.0	115	54.2	61	28.8	524	719	52	24.5
CZ020 Středočeský			3	3.7	487		24	29.3	48	58.5	530	827	3.0	36	43.9	21	25.6	552	983	18	22.0
CZ031 Jihočeský			17	18.3	545		28	30.1	65	69.9	456	697	3.1	54	58.1	22	23.7	541	688	20	21.5
CZ032 Plzeňský			7	9.2	1,314		25	32.9	50	65.8	450	683	3.0	44	57.9	23	30.3	432	686	20	26.3
CZ041 Karlovarský			2	4.2			6	12.5	28	58.3	448	604	2.4	22	45.8	10	20.8	525	700	7	14.6
CZ042 Ústecký	1	1.2	2	2.4			22	25.9	66	77.6	532	830	2.6	58	68.2	19	22.4	412	727	16	18.8
CZ051 Liberecký	1	2.0	2	4.0			13	26.0	29	58.0	481	763	2.9	23	46.0	11	22.0	450	614	7	14.0
CZ052 Královéhradecký			4	5.3	274		14	18.4	46	60.5	519	734	3.0	36	47.4	17	22.4	481	519	15	19.7
CZ053 Pardubický	1	1.7	2	3.4			11	18.6	37	62.7	486	854	3.1	28	47.5	13	22.0	500	1,069	10	16.9
CZ061 Vysočina	1	1.3	3	3.9	1,140	50.0	17	22.1	41	53.2	503	729	2.8	35	45.5	15	19.5	441	608	10	13.0
CZ062 Jihomoravský	1	0.8	4	3.4	425	50.0	20	16.8	63	52.9	466	659	2.7	39	32.8	25	21.0	486	715	18	15.1
CZ071 Olomoucký			4	4.5	200	30.0	14	15.7	55	61.8	575	854	2.8	47	52.8	15	16.9	442	642	14	15.7
CZ072 Zlínský	3	3.3	5	5.6	638	50.0	15	16.7	48	53.3	573	969	3.4	34	37.8	15	16.7	410	845	11	12.2
CZ080 Moravskoslezský			6	3.7	100	62.5	48	29.6	102	63.0	450	748	2.9	78	48.1	44	27.2	448	758	36	22.2

Explanatory notes: NCA

% CA

CZK/month

aver. % of price

average % MBA

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

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

average contribution in CZK per month

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

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

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

Region NUTS 3	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
Total	452	34.3	44	2.4	30	1,823	87	1.9	271	133	3,012	217	16.5	45	6,932	14	2.0	112	93	2,607	
CZ010 Capital Prague	93	43.9	18	2.2	3	1,267	36	1.9	35	33	5,940	37	17.5	15	8,800	3	1.7	13	13	2,987	
CZ020 Středočeský	22	26.8	2		3	2,000	4	2.6	12	6	1,715	7	8.5	2		1		3	1		
CZ031 Jihočeský	40	43.0	2		3	2,633	12	1.8	21	13	1,024	19	20.4	3	1,700			15	2		
CZ032 Plzeňský	27	35.5	1		3	2,167	2		20	3	551	6	7.9	2		1			4	4,241	
CZ041 Karlovarský	13	27.1	4	4.0	1				8	6	4,497	6	12.5			1		4	2		
CZ042 Ústecký	46	54.1	4	2.8	3	1,033	2		32	13	2,646	18	21.2	5	6,340	2		7	9	2,447	
CZ051 Liberecký	13	26.0			2		2		8	5	1,284	12	24.0	1		1		9	6	5,001	
CZ052 Královéhradecký	30	39.5	1		2		4	1.7	22	7	641	11	14.5	1		2		3	6	1,142	
CZ053 Pardubický	21	35.6	2		2		1		14	7	3,788	7	11.9					2	5	6,453	
CZ061 Vysočina	20	26.0			2		1		15	2		6	7.8	1				2	3	1,710	
CZ062 Jihomoravský	40	33.6	5	2.0	1		10	1.7	23	13	1,092	21	17.6			2		13	17	1,612	
CZ071 Olomoucký	15	16.9	2				4	1.5	9	6	1,521	12	13.5					7	8	1,752	
CZ072 Zlínský	23	25.6	2		5	3,080	4	1.8	10	9	2,215	34	37.8	10	1,080			22	9	1,443	
CZ080 Moravskoslezský	49	30.2	1				5	2.3	42	10	2,530	21	13.0	5	16,380	1		12	8	3,245	

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

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

Region NUTS 3	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	8.87	4.31	1.88	22.93	1.49	3.25	0.32	10.40	2.83	36.45	7.26	395	30.0	140	10.6
CZ010 Capital Prague	6.23	1.01	1.31	23.03	1.10	1.34	0.04	14.14	3.46	42.44	5.90	97	45.8	42	19.8
CZ020 Středočeský	5.48	7.05	6.18	22.35	15.53	7.43	3.79	0.76	0.67	27.86	2.90	14	17.1	10	12.2
CZ031 Jihočeský	13.67	1.55	2.60	18.44	3.25	7.11		12.00	11.49	28.28	1.62	44	47.3	10	10.8
CZ032 Plzeňský	76.87	2.18		9.40	0.40	0.48	2.15	7.36	0.11	1.06		17	22.4	8	10.5
CZ041 Karlovarský	11.38	1.94	0.51	4.02	1.86	1.10		29.68	1.22	47.45	0.84	13	27.1	2	4.2
CZ042 Ústecký	4.01	18.31		25.67	1.27	3.87	0.66	8.49	3.83	22.12	11.78	40	47.1	16	18.8
CZ051 Liberecký	3.32	1.84	1.92	19.64	2.02	1.03		5.65	2.97	61.62		17	34.0	2	4.0
CZ052 Královéhradecký	9.61	3.79	1.06	24.53	3.03	2.68	4.41	24.93	8.44	15.04	2.47	15	19.7	5	6.6
CZ053 Pardubický	5.49	0.19	1.83	19.47	0.41	0.13		0.36	0.21	42.14	29.76	17	28.8	6	10.2
CZ061 Vysočina	3.22	15.52	22.83	35.13	0.70	12.00		6.73	1.76	2.11		14	18.2		
CZ062 Jihomoravský	11.84	2.27	0.73	27.84	0.22	9.91	0.12	3.74	2.99	31.84	8.50	38	31.9	10	8.4
CZ071 Olomoucký	3.66	1.99	3.74	39.12	1.74	6.78		9.08	6.50	18.31	9.10	20	22.5	7	7.9
CZ072 Zlínský	7.49	7.45	0.15	24.80	1.28	2.23		14.62	1.14	36.20	4.64	18	20.0	7	7.8
CZ080 Moravskoslezský	10.36	9.51	0.88	26.16	0.37	7.16		4.29	0.52	40.20	0.54	31	19.1	15	9.3

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver. % average percentage of use for this purpose of the total creation of the fund

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

Obstacles to work classification based on regions

Region NUTS 3	Employee's inability to work									Average number of days of leave with compensation for wage above the requirement of the LC																													
	wage compensation for the first 3 days of the inability						wage compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																													
	agreed in CA		compensation amount		other form of compensation		agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I			J		
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days
Total	86	6.5	56.1	222	28	2.1	9	0.7	77.8	547	41.5	1.3	491	37.3	1.3	713	54.1	2.0	281	21.3	6.3	345	26.2	1.2	131	9.9	3.8	253	19.2	3.8	89	6.8	2.2	98	7.4	3.1	529	40.1	
CZ010 Capital Prague	29	13.7	50.8	225	8	3.8	2	0.9		82	38.7	1.2	78	36.8	1.5	108	50.9	1.8	64	30.2	5.4	48	22.6	1.2	33	15.6	3.6	47	22.2	4.6	18	8.5	2.4	41	19.3	3.1	94	44.3	
CZ020 Středočeský	2	2.4			1	1.2				30	36.6	1.2	22	26.8	1.1	36	43.9	1.9	11	13.4	9.1	18	22.0	1.2	3	3.7	4.0	16	19.5	3.1	5	6.1	1.6	9	11.0	3.2	18	22.0	
CZ031 Jihočeský	10	10.8	60.0	224			1	1.1		52	55.9	1.3	48	51.6	1.3	58	62.4	2.1	23	24.7	5.1	34	36.6	1.3	6	6.5	3.5	32	34.4	3.2	6	6.5	3.5	3	3.2	3.3	39	41.9	
CZ032 Plzeňský	4	5.3	48.3	200	2	2.6				34	44.7	1.1	36	47.4	1.1	39	51.3	2.4	11	14.5	5.8	24	31.6	1.1	7	9.2	3.4	9	11.8	5.8	2	2.6		3	3.9	2.7	33	43.4	
CZ041 Karlovarský	2	4.2			1	2.1				14	29.2	1.4	13	27.1	1.5	21	43.8	1.8	11	22.9	9.2	9	18.8	1.1	3	6.3	4.3	7	14.6	4.1	6	12.5	1.5	4	8.3	3.0	11	22.9	
CZ042 Ústecký	8	9.4	58.3	267	3	3.5	1	1.2		49	57.6	1.6	42	49.4	1.4	54	63.5	1.9	37	43.5	8.9	29	34.1	1.3	20	23.5	3.8	13	15.3	3.6	12	14.1	1.2	9	10.6	3.0	39	45.9	
CZ051 Liberecký	2	4.0			2	4.0				14	28.0	1.5	14	28.0	1.3	25	50.0	2.3	14	28.0	9.6	9	18.0	1.1	2	4.0		6	12.0	3.8	7	14.0	1.9	1	2.0		15	30.0	
CZ052 Královéhradecký	7	9.2	56.0	180	1	1.3				23	30.3	1.2	23	30.3	1.3	29	38.2	1.5	11	14.5	5.8	9	11.8	1.0	3	3.9	3.7	10	13.2	3.8	3	3.9	1.0	5	6.6	4.4	27	35.5	
CZ053 Pardubický	2	3.4			1	1.7	3	5.1	75.0	21	35.6	1.1	21	35.6	1.1	33	55.9	2.2	12	20.3	6.5	16	27.1	1.0	6	10.2	4.2	7	11.9	3.7	1	1.7		4	6.8	2.3	17	28.8	
CZ061 Vysočina	1	1.3								27	35.1	1.5	28	36.4	1.4	35	45.5	2.1	10	13.0	3.9	19	24.7	1.2	5	6.5	3.2	11	14.3	6.5	3	3.9	2.7	1	1.3		13	16.9	
CZ062 Jihomoravský	3	2.5	45.0		1	0.8				42	35.3	1.4	39	32.8	1.3	62	52.1	1.8	23	19.3	5.7	26	21.8	1.3	10	8.4	3.8	18	15.1	3.3	8	6.7	2.5	5	4.2	2.4	38	31.9	
CZ071 Olomoucký	5	5.6	63.3	200	4	4.5				50	56.2	1.3	35	39.3	1.3	60	67.4	2.6	11	12.4	5.2	37	41.6	1.1	6	6.7	4.0	3	3.4	5.3			5	5.6	3.2	56	62.9		
CZ072 Zlínský	1	1.1					2	2.2		46	51.1	1.2	40	44.4	1.2	55	61.1	2.6	14	15.6	5.7	27	30.0	1.0	8	8.9	3.3	7	7.8	2.6	3	3.3	1.3	4	4.4	3.0	56	62.2	
CZ080 Moravskoslezský	10	6.2	66.7	200	4	2.5				63	38.9	1.1	52	32.1	1.2	98	60.5	1.7	29	17.9	4.9	40	24.7	1.2	19	11.7	4.5	67	41.4	3.1	15	9.3	2.8	4	2.5	3.3	73	45.1	

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

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

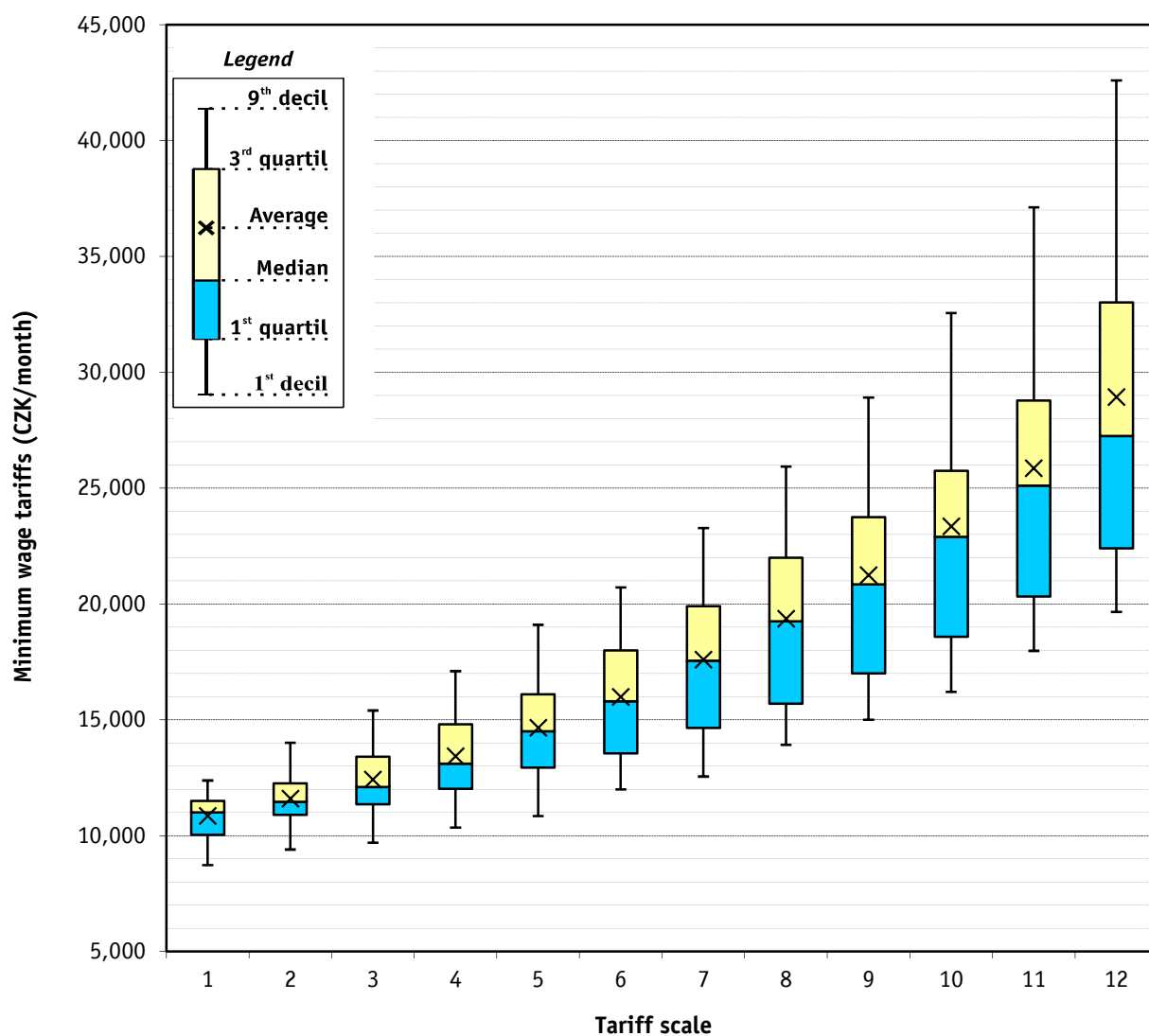
Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular 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
Total	479	36.3	27	2.0	407	30.9	1095	83.1	694	52.7	5	0.4	18	1.4
CZ010 Capital Prague	104	49.1	9	4.2	76	35.8	174	82.1	90	42.5	3	1.4	3	1.4
CZ020 Středočeský	24	29.3	1	1.2	15	18.3	61	74.4	31	37.8	1	1.2	1	1.2
CZ031 Jihočeský	32	34.4	5	5.4	18	19.4	81	87.1	74	79.6				
CZ032 Plzeňský	19	25.0			26	34.2	71	93.4	33	43.4			2	2.6
CZ041 Karlovarský	15	31.3			9	18.8	41	85.4	21	43.8				
CZ042 Ústecký	36	42.4	3	3.5	21	24.7	75	88.2	51	60.0				
CZ051 Liberecký	7	14.0	1	2.0	9	18.0	40	80.0	31	62.0				
CZ052 Královéhradecký	19	25.0	1	1.3	17	22.4	50	65.8	36	47.4			1	1.3
CZ053 Pardubický	13	22.0	1	1.7	8	13.6	38	64.4	29	49.2				
CZ061 Vysočina	17	22.1	1	1.3	17	22.1	49	63.6	47	61.0				
CZ062 Jihomoravský	36	30.3	2	1.7	28	23.5	93	78.2	61	51.3	1	0.8	1	0.8
CZ071 Olomoucký	35	39.3	1	1.1	10	11.2	79	88.8	40	44.9				
CZ072 Zlínský	45	50.0	1	1.1	61	67.8	84	93.3	43	47.8			10	11.1
CZ080 Moravskoslezský	77	47.5	1	0.6	92	56.8	159	98.1	107	66.0				

Explanatory notes: NCA
% CA

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

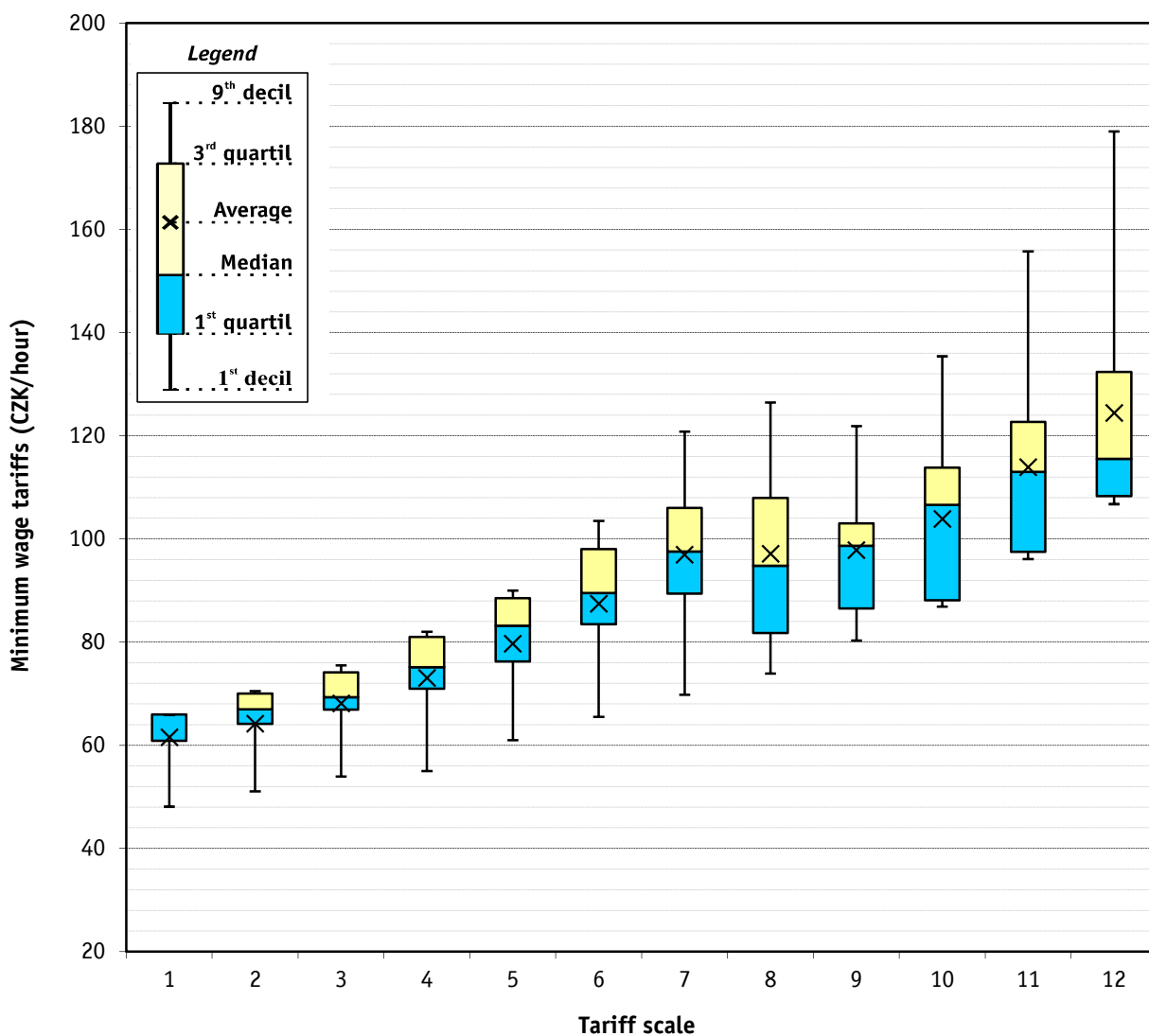
Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	69	12,969	11,115	11,375	12,000	14,027	16,417
Tariff scale 1	245	10,855	8,725	10,040	11,000	11,500	12,380
Tariff scale 2	251	11,598	9,400	10,900	11,465	12,255	14,010
Tariff scale 3	260	12,417	9,700	11,350	12,100	13,400	15,400
Tariff scale 4	266	13,428	10,350	12,018	13,100	14,800	17,100
Tariff scale 5	270	14,659	10,850	12,941	14,500	16,100	19,100
Tariff scale 6	273	15,984	12,000	13,550	15,800	18,000	20,710
Tariff scale 7	274	17,600	12,550	14,650	17,550	19,900	23,280
Tariff scale 8	272	19,362	13,915	15,700	19,250	21,989	25,925
Tariff scale 9	269	21,248	15,000	17,000	20,850	23,750	28,905
Tariff scale 10	266	23,345	16,200	18,585	22,900	25,750	32,555
Tariff scale 11	263	25,857	17,975	20,325	25,100	28,775	37,115
Tariff scale 12	260	28,927	19,650	22,400	27,250	33,010	42,600



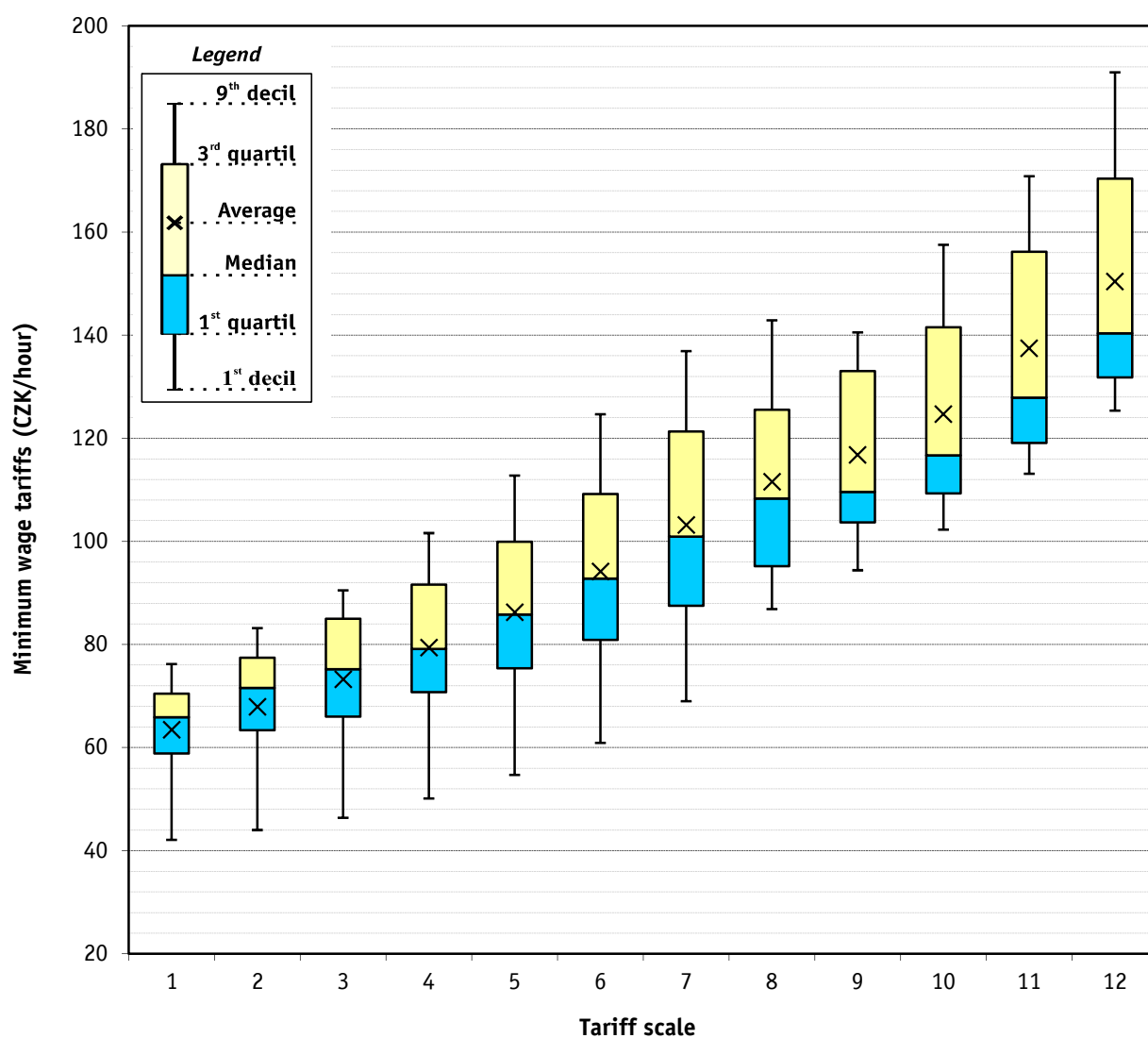
Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	15	73.99	72.50	72.50	72.50	77.00	78.60
Tariff scale 1	52	61.57	48.10	60.85	66.00	66.00	66.00
Tariff scale 2	52	64.20	51.05	64.15	67.00	70.00	70.50
Tariff scale 3	52	68.14	53.95	66.90	69.30	74.15	75.50
Tariff scale 4	53	73.02	55.00	70.95	75.15	81.00	82.00
Tariff scale 5	53	79.71	60.98	76.25	83.20	88.50	90.00
Tariff scale 6	53	87.42	65.50	83.45	89.50	98.00	103.50
Tariff scale 7	53	96.94	69.80	89.40	97.55	106.00	120.80
Tariff scale 8	18	97.11	73.90	81.75	94.80	107.95	126.45
Tariff scale 9	11	97.85	80.30	86.50	98.70	103.00	121.85
Tariff scale 10	11	103.90	86.85	88.10	106.60	113.80	135.40
Tariff scale 11	11	113.93	96.10	97.50	113.00	122.70	155.75
Tariff scale 12	11	124.41	106.75	108.30	115.50	132.35	179.00



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

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	20	77.58	71.00	71.40	76.15	83.10	87.20
Tariff scale 1	83	63.44	42.10	58.85	65.88	70.45	76.20
Tariff scale 2	87	67.93	44.00	63.35	71.55	77.40	83.15
Tariff scale 3	90	73.23	46.35	66.00	75.20	85.00	90.51
Tariff scale 4	94	79.38	50.15	70.75	79.10	91.60	101.60
Tariff scale 5	95	86.23	54.70	75.40	85.80	99.95	112.76
Tariff scale 6	95	94.14	60.90	80.90	92.75	109.20	124.68
Tariff scale 7	92	103.21	69.00	87.50	100.90	121.30	136.90
Tariff scale 8	49	111.57	86.85	95.15	108.30	125.50	142.90
Tariff scale 9	34	116.78	94.40	103.70	109.60	133.05	140.55
Tariff scale 10	30	124.69	102.30	109.30	116.70	141.55	157.55
Tariff scale 11	27	137.47	113.10	119.10	127.85	156.20	170.85
Tariff scale 12	27	150.42	125.37	131.80	140.35	170.35	191.00



Year-on-year comparison - monthly wage scales

Tariff scale	nominal index							real index after deduction of the inflation rate						
	11/10	12/11	13/12	14/13	15/14	16/15	17/16	11/10	12/11	13/12	14/13	15/14	16/15	17/16
Tariff scale 1	102.6	102.6	100.8	102.3	104.0	105.7	108.4	100.7	99.2	99.4	101.9	103.7	105.0	107.5
Tariff scale 2	102.5	102.6	100.7	102.2	103.8	105.8	108.4	100.5	99.2	99.3	101.8	103.5	105.1	107.5
Tariff scale 3	102.3	102.9	100.5	101.9	103.9	105.5	108.4	100.3	99.5	99.1	101.5	103.6	104.8	107.6
Tariff scale 4	102.0	102.9	100.5	102.0	103.9	105.8	108.0	100.1	99.5	99.1	101.6	103.6	105.0	107.1
Tariff scale 5	101.8	103.2	100.4	102.1	104.1	105.7	107.3	99.8	99.8	99.0	101.7	103.8	104.9	106.4
Tariff scale 6	101.7	103.0	100.9	102.4	104.1	105.6	106.8	99.8	99.6	99.4	102.0	103.8	104.8	105.9
Tariff scale 7	101.5	103.0	101.0	102.4	104.6	105.1	106.4	99.6	99.6	99.6	102.0	104.3	104.4	105.6
Tariff scale 8	101.6	102.9	101.2	102.1	104.8	105.0	106.2	99.7	99.5	99.8	101.7	104.5	104.3	105.4
Tariff scale 9	103.1	103.1	101.1	101.8	104.4	104.1	106.1	101.1	99.7	99.7	101.3	104.1	103.4	105.2
Tariff scale 10	104.2	103.0	101.1	101.5	103.8	103.5	105.9	102.3	99.6	99.7	101.1	103.5	102.8	105.0
Tariff scale 11	105.1	103.5	100.5	101.7	103.0	103.2	105.6	103.1	100.1	99.1	101.3	102.6	102.5	104.8
Tariff scale 12	106.0	102.8	101.1	100.9	103.6	102.7	105.6	103.9	99.4	99.7	100.5	103.3	102.0	104.7

Inflation rate per individual year	2010	2011	2012	2013	2014	2015	2016	2017
	1.5	1.9	3.3	1.4	0.4	0.3	0.7	0.8*

* Year-on-year inflation rate - data from January 2017

source: CZSO

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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	11/10	12/11	13/12	14/13	15/14	16/15	17/16	11/10	12/11	13/12	14/13	15/14	16/15	17/16
Tariff scale 1	104.0	100.3	100.8	100.5	103.7	102.5	110.1	102.1	97.0	99.4	100.1	103.3	101.8	109.3
Tariff scale 2	103.2	100.3	100.9	100.8	102.2	103.1	109.5	101.3	97.0	99.4	100.4	101.9	102.4	108.6
Tariff scale 3	104.3	100.2	100.6	100.4	102.2	102.1	109.0	102.3	96.9	99.2	100.0	101.9	101.4	108.1
Tariff scale 4	105.3	100.1	100.5	100.6	102.5	101.0	107.6	103.3	96.8	99.1	100.2	102.2	100.2	106.8
Tariff scale 5	104.4	100.5	100.3	100.9	102.5	101.8	106.5	102.4	97.2	98.9	100.5	102.2	101.1	105.7
Tariff scale 6	104.2	100.6	100.0	101.1	102.4	102.4	106.2	102.2	97.3	98.6	100.7	102.1	101.7	105.4
Tariff scale 7	105.7	100.5	99.7	101.5	102.7	101.5	106.2	103.7	97.2	98.3	101.1	102.4	100.8	105.3
Tariff scale 8	100.3	101.7	98.1	100.3	104.7	106.7	103.1	98.4	98.3	96.7	99.9	104.4	106.0	102.3
Tariff scale 9	101.2	101.5	98.7	104.2	105.4	101.3	100.8	99.3	98.1	97.3	103.8	105.1	100.6	100.0
Tariff scale 10	102.3	101.1	98.8	104.7	104.8	102.0	96.4	100.3	97.8	97.4	104.3	104.4	101.3	95.7
Tariff scale 11	96.3	101.3	96.7	109.4	105.0	97.5	102.0	94.5	97.9	95.4	108.9	104.7	96.9	101.2
Tariff scale 12	93.1	100.8	97.1	109.8	105.2	96.4	101.2	91.3	97.4	95.8	109.3	104.9	95.7	100.4

Inflation rate per individual year	2010	2011	2012	2013	2014	2015	2016	2017
	1.5	1.9	3.3	1.4	0.4	0.3	0.7	0.8*

* Year-on-year inflation rate - data from January 2017

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						
	11/10	12/11	13/12	14/13	15/14	16/15	17/16	11/10	12/11	13/12	14/13	15/14	16/15	17/16
Tariff scale 1	102.7	102.1	100.3	101.2	103.4	106.2	105.3	100.8	98.7	98.9	100.8	103.1	105.4	104.5
Tariff scale 2	102.9	102.1	100.0	101.6	104.0	105.4	105.6	101.0	98.7	98.6	101.2	103.6	104.7	104.7
Tariff scale 3	102.9	102.6	100.3	101.5	103.9	104.9	106.0	101.0	99.2	98.9	101.1	103.5	104.1	105.2
Tariff scale 4	102.9	102.2	100.6	101.7	104.5	104.2	106.4	101.0	98.8	99.2	101.3	104.1	103.5	105.5
Tariff scale 5	102.8	102.3	100.9	101.6	104.5	103.9	106.1	100.8	98.9	99.4	101.2	104.2	103.1	105.2
Tariff scale 6	102.9	102.3	101.0	102.1	104.2	103.8	105.6	101.0	98.9	99.6	101.7	103.9	103.1	104.8
Tariff scale 7	103.1	102.3	101.1	102.1	104.5	103.8	105.1	101.1	98.9	99.7	101.7	104.2	103.0	104.2
Tariff scale 8	102.5	99.9	102.4	100.2	106.7	102.1	106.7	100.6	96.6	101.0	99.8	106.4	101.4	105.9
Tariff scale 9	102.7	100.2	101.9	98.4	106.4	105.9	104.6	100.8	96.9	100.4	98.0	106.1	105.2	103.8
Tariff scale 10	101.2	99.9	103.3	97.9	104.8	106.1	101.9	99.3	96.6	101.8	97.5	104.4	105.3	101.1
Tariff scale 11	100.9	100.0	104.2	96.8	106.1	106.0	100.9	98.9	96.7	102.8	96.4	105.8	105.3	100.1
Tariff scale 12	100.8	98.9	105.1	95.5	107.5	105.3	100.0	98.9	95.7	103.7	95.1	107.2	104.6	99.2

Inflation rate per individual year	2010	2011	2012	2013	2014	2015	2016	2017
	1.5	1.9	3.3	1.4	0.4	0.3	0.7	0.8*

* Year-on-year inflation rate - data from January 2017

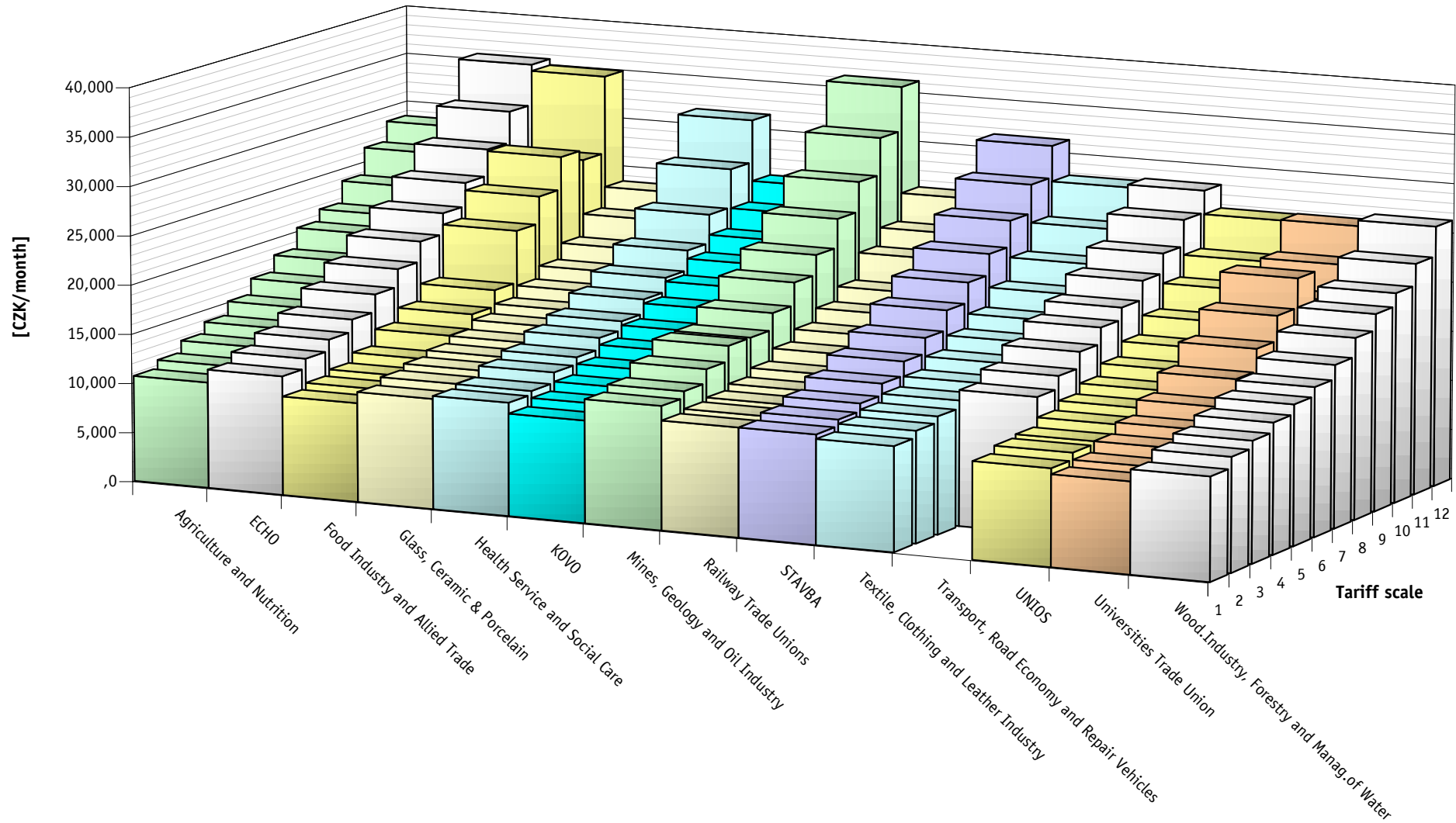
source: CZSO

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

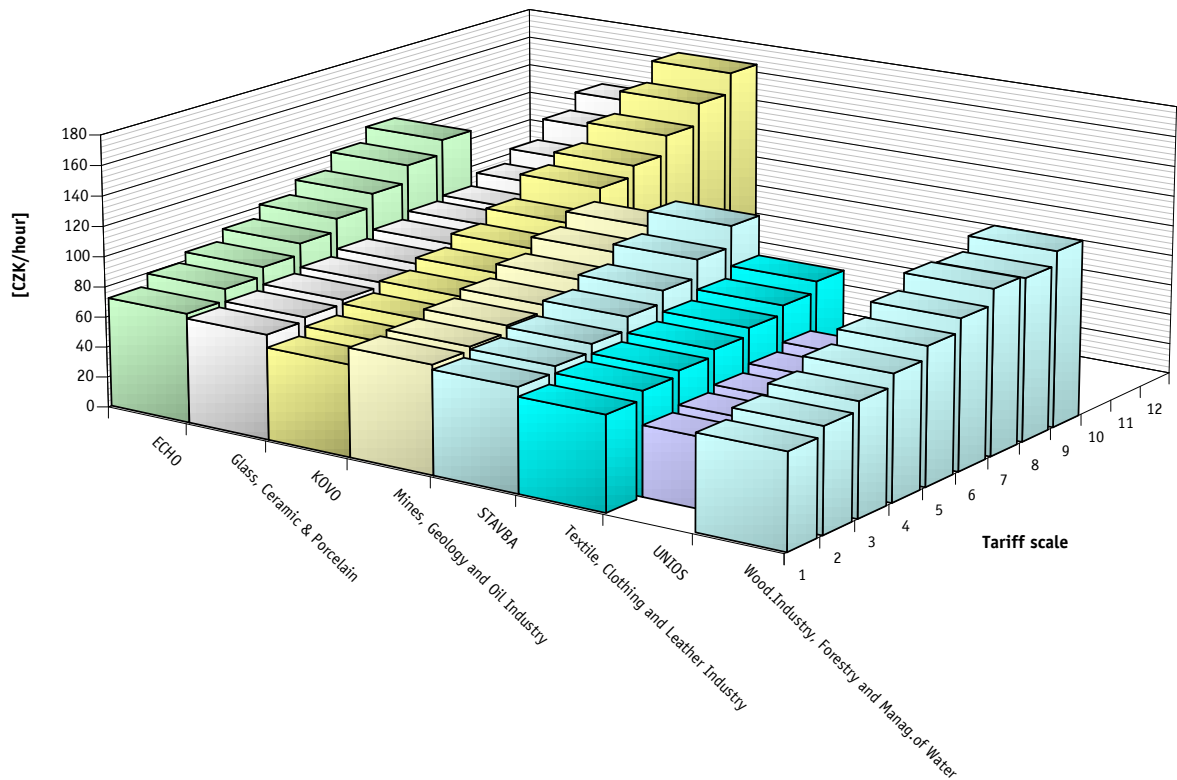
	unit of measure	2010	2011	2012	2013	2014	2015	2016	2017	index 11/10	index 12/11	index 13/12	index 14/13	index 15/14	index 16/15	index 17/16
For overtime work on working days	% AE	26.0	25.9	26.0	25.9	26.1	26.2	26.1	26.2	99.8	100.3	99.7	100.6	100.3	99.6	100.4
For overtime work on Saturdays and Sundays	% AE	48.7	48.2	48.2	48.3	48.4	48.0	48.3	47.8	99.1	99.9	100.1	100.4	99.1	100.6	99.0
For overtime work undistinguished	% AE	26.7	26.7	26.7	26.5	26.5	26.5	26.5	26.6	99.8	99.8	99.4	99.9	100.1	100.2	100.2
For working on public holidays	% AE	102.3	102.0	101.9	101.7	101.5	101.8	101.7	101.8	99.7	99.9	99.9	99.7	100.4	99.8	100.1
For night work	CZK/hour	13.04	13.26	13.54	13.43	14.11	14.25	14.59	15.14	101.7	102.1	99.2	105.1	101.0	102.4	103.8
	% AE	11.3	11.3	11.6	11.5	11.4	11.4	11.2	11.3	100.0	102.3	99.0	99.8	99.9	98.4	100.8
For work on Saturdays and Sundays	% AE	23.5	22.4	22.2	23.4	23.2	23.3	23.6	23.6	95.4	98.8	105.6	98.9	100.7	101.2	100.1
For work in difficult conditions	CZK/hour	7.21	7.29	7.46	7.51	7.51	7.56	7.67	7.87	101.0	102.3	100.7	100.1	100.7	101.4	102.6
	% MM	10.6	10.6	10.5	10.5	10.8	10.7	10.6	10.5	99.3	99.1	100.7	102.5	99.2	98.7	99.1
For afternoon work	CZK/hour	6.41	6.33	6.40	6.73	6.95	6.86	7.05	7.23	98.8	101.1	105.1	103.3	98.6	102.8	102.6
For standby duty	CZK/hour	13.89	14.86	15.13	15.09	14.79	15.81	15.36	15.57	107.0	101.8	99.7	98.0	106.9	97.2	101.3
	% AE	17.7	17.7	17.3	17.3	17.4	16.8	16.7	16.6	100.0	97.9	99.7	100.8	96.4	99.7	99.5

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

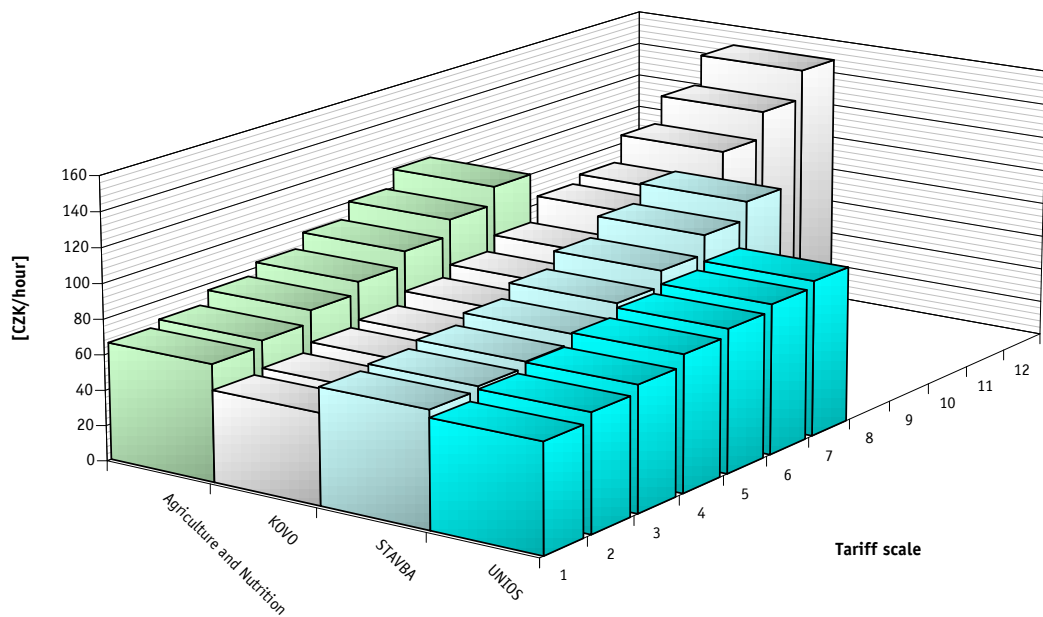
Monthly wage scales - 12-scale tariff system



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

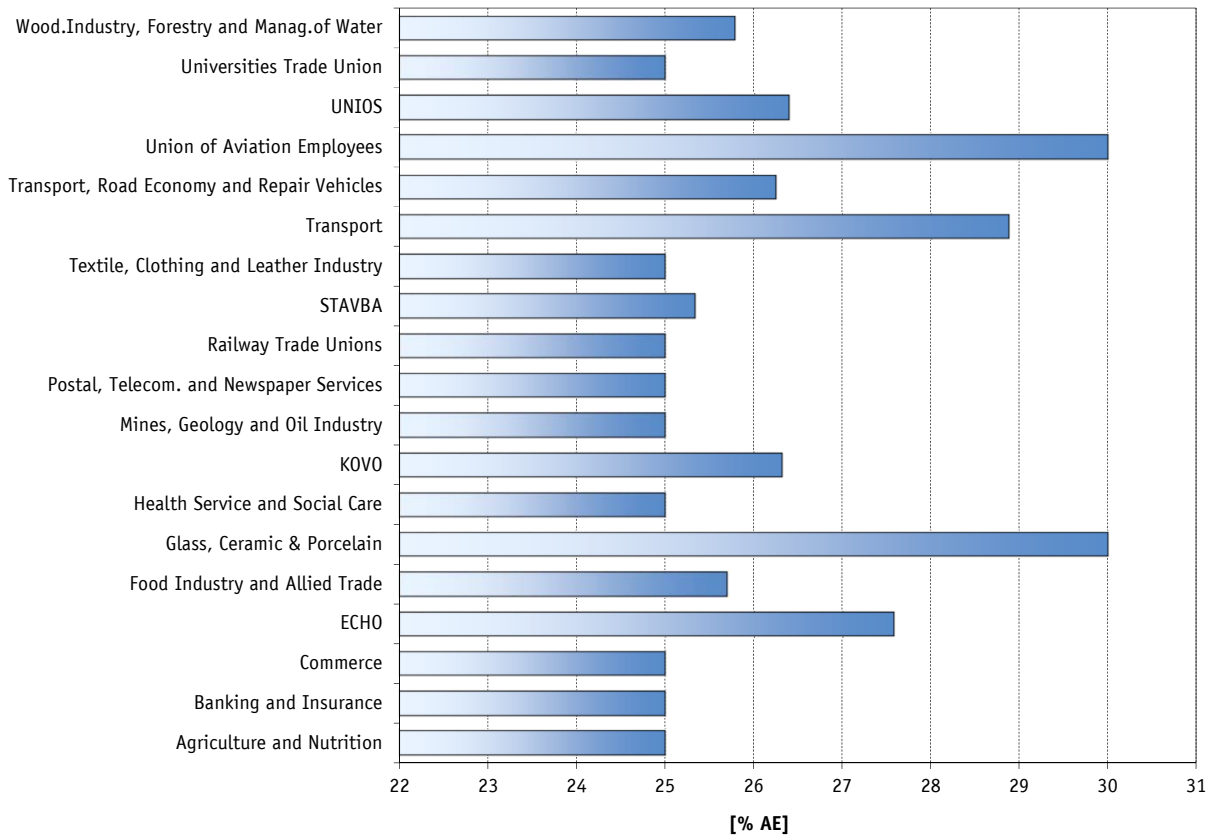


Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

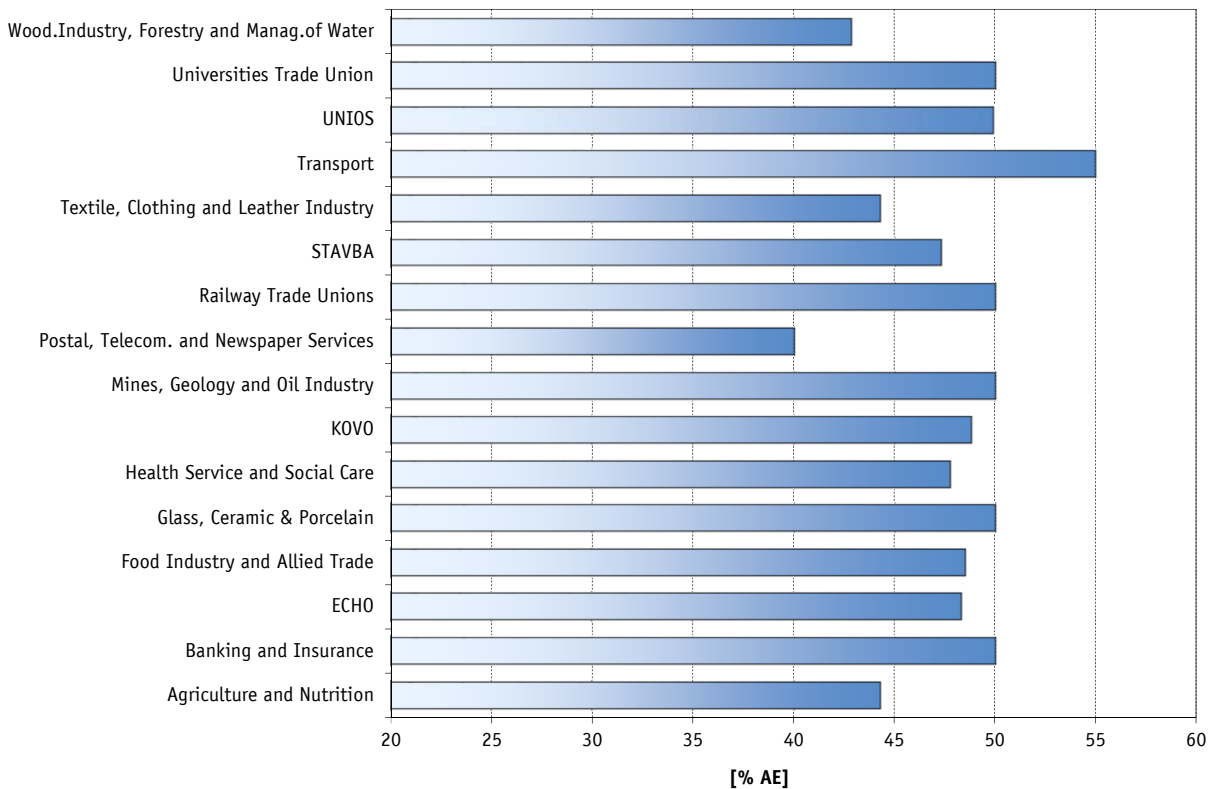


Wage supplementary charges

A - for overtime work on working day

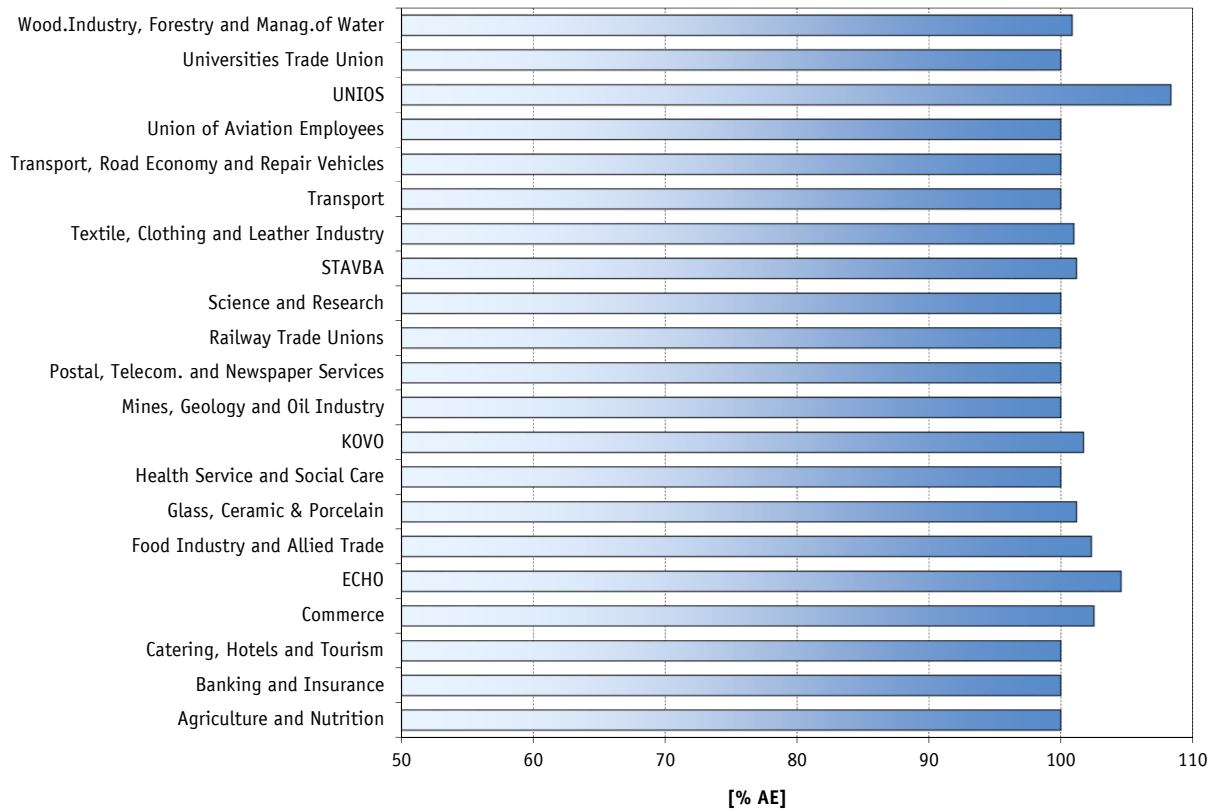


B - for overtime work on Saturdays and Sundays

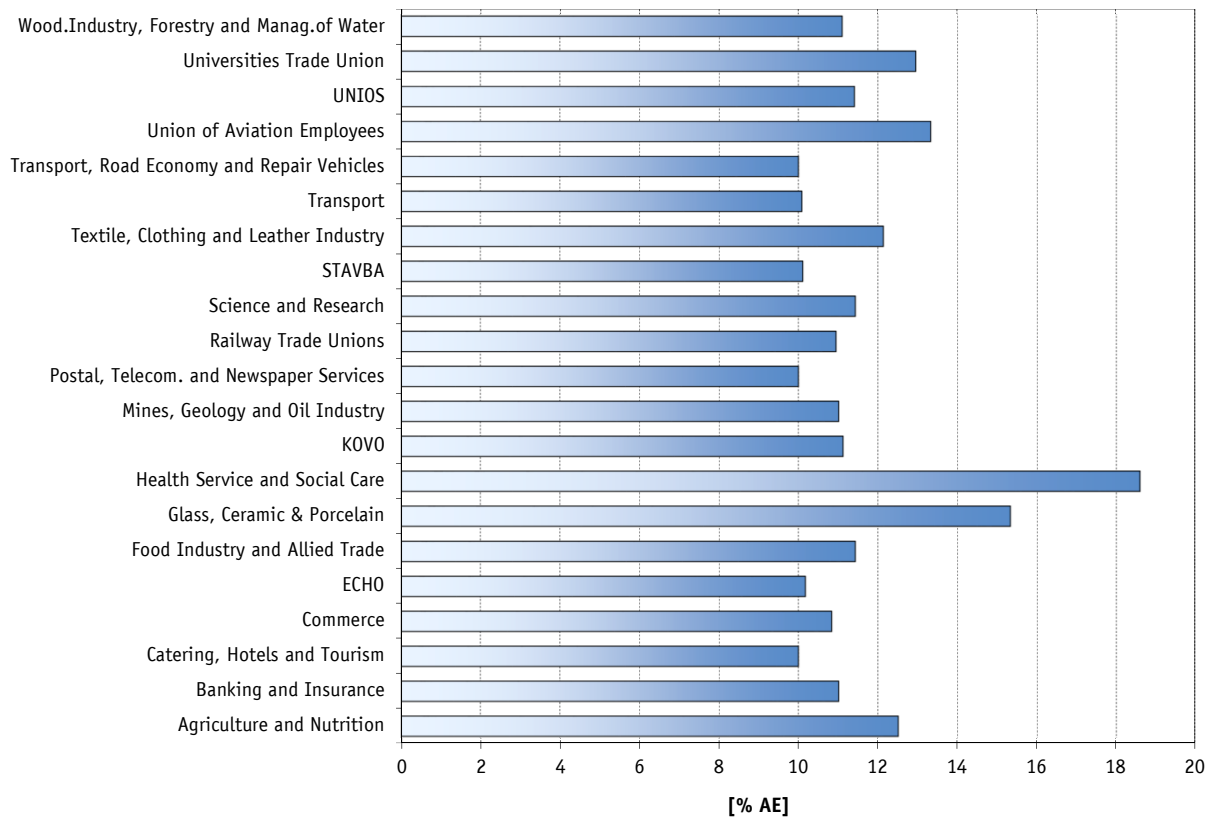


Wage supplementary charges

C - for working on public holidays

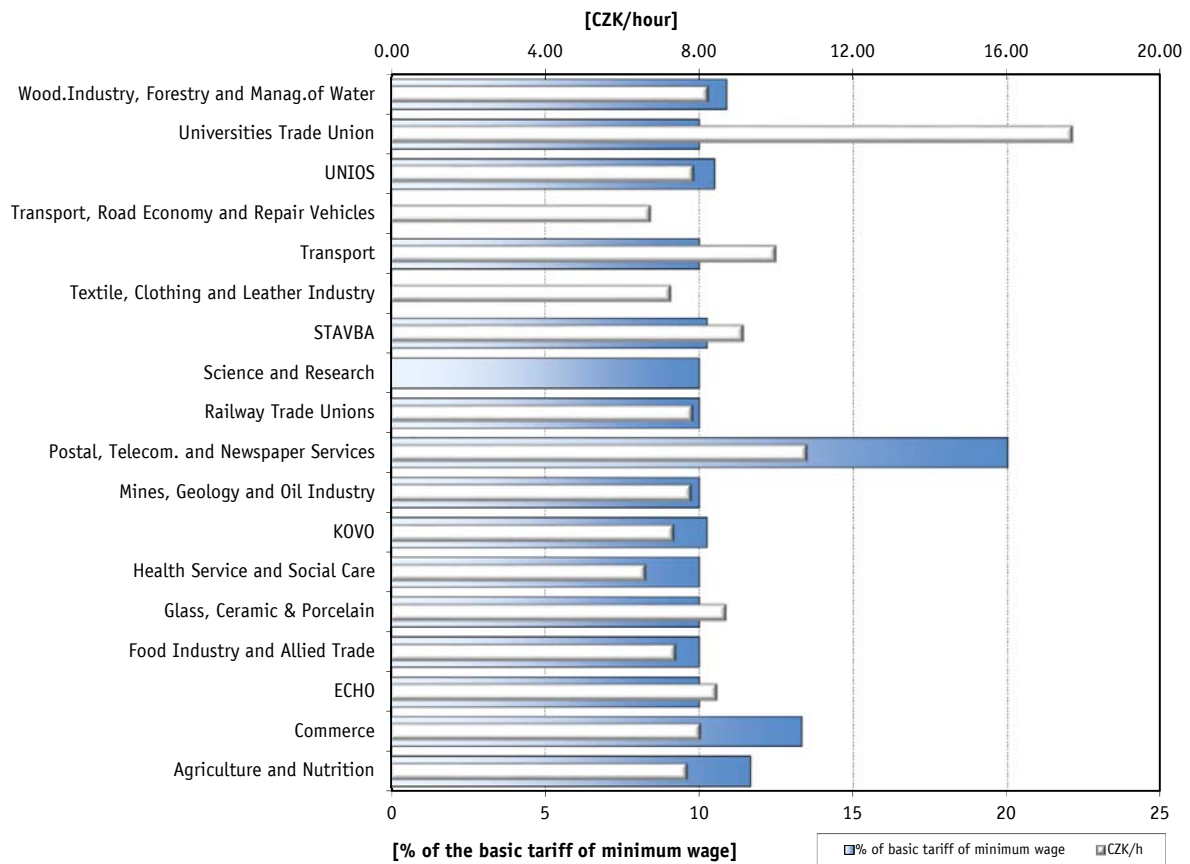


D - for night work



Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays

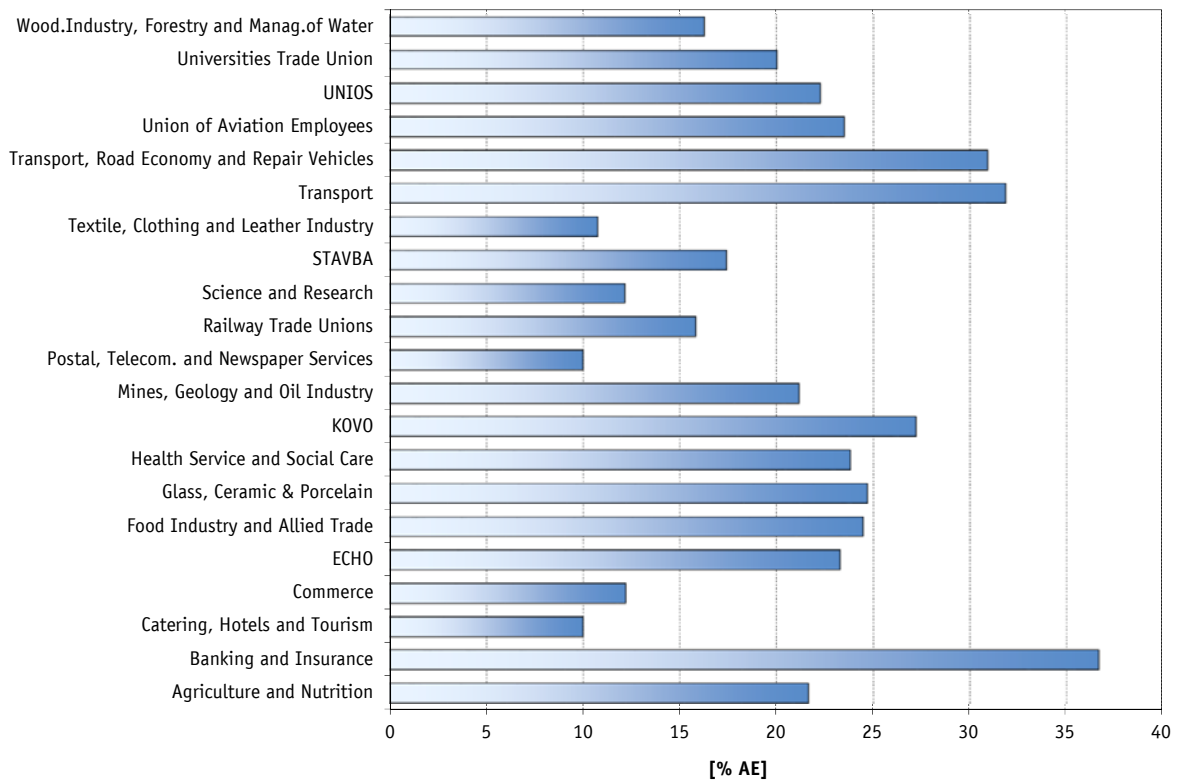




Table section B

Public service and administration

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

Trade union	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage				3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9	
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin											
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA										
Total	419	2		6	3.7	4	1.0	6	1.4	156	37.2	129	30.8	147	82	35	106	82	2	81	339	16	
Agriculture and Nutrition	3									2	66.7	2	66.7	1							1	3	
Banking and Insurance	1														1							1	
Civilian Employees of the Army	2									1	50.0												
Culture and Nature Preservation	25									15	60.0	5	20.0	6	4	1					2	18	1
Education	106									24	22.6	50	47.2	33	21	18					20	91	
Fire Fighters	13											1	7.7								1	11	
Food Industry and Allied Trade	1																						
Health Service and Social Care	97			3	4.9					64	66.0	46	47.4	63	11	1					32	88	
KOVO	6									1	16.7	1	16.7	2	1	2						3	
Mines, Geology and Oil Industry	3																					3	
Profess.and Trade Union of Orchestral Music.	10									4	40.0	1	10.0	3	4	1					1	8	
Railway Trade Unions	2													1	1	1						2	
State Bodies and Organisations	116	2		3	2.6	4	3.4	6	5.2	33	28.4	17	14.7	28	31	11	106	82	2	18	87	14	
STAVBA	10									4	40.0	2	20.0	1							1	8	1
UNIOS	20									8	40.0	3	15.0	8	7						4	15	
Wood.Industry, Forestry and Manag.of Water	4											1	25.0	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. %	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. 564/2006 Coll.)?
3.8	Does the CA agree on a regular term of wage payment?
3.9	Does the CA agree on the payment of wages outside the worksite or outside working hours?
*	Item observed only in the case of municipalities and regions
**	Item observed only in the case of allowance organizations

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

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	149	49.3	130	3,090	146	3,351	149	3,579	149	3,726	149	3,946	149	4,050
Agriculture and Nutrition	2	66.7	2		2		2		2		2		2	
Banking and Insurance														
Civilian Employees of the Army	1	50.0			1		1		1		1		1	
Culture and Nature Preservation	4	16.0	3	4,000	4	4,250	4	4,250	4	4,375	4	4,625	4	4,625
Education	61	57.5	60	3,408	61	3,525	61	3,582	61	3,623	61	3,730	61	3,754
Fire Fighters	9	69.2	8	3,431	9	3,717	9	4,378	9	4,517	9	4,978	9	5,117
Food Industry and Allied Trade														
Health Service and Social Care	38	39.2	29	2,793	38	3,224	38	3,750	38	3,974	38	4,263	38	4,434
KOVO	4	66.7	4	2,000	4	2,125	4	2,375	4	2,625	4	2,625	4	2,625
Mines, Geology and Oil Industry	2	66.7	1		1		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	3	30.0	3	4,833	3	4,833	3	4,833	3	4,833	3	4,833	3	4,833
Railway Trade Unions	2	100.0					2		2		2		2	
STAVBA	9	90.0	9	1,917	9	2,694	9	2,861	9	2,917	9	3,139	9	3,139
UNIOS	13	68.4	11	2,955	13	3,192	13	3,538	13	3,654	13	3,808	13	3,885
Wood.Industry, Forestry and Manag.of Water	1	25.0			1		1		1		1		1	

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 - public service and administration (without municipalities and regions)

Trade union	agreed in CA		length of employment in the organization:																	
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	148	49.0	126	4,009	141	4,125	147	4,459	148	4,775	148	4,950	148	5,005	148	5,059	148	5,083	148	5,141
Agriculture and Nutrition	2	66.7	2		2		2		2		2		2		2		2		2	
Banking and Insurance																				
Civilian Employees of the Army	1	50.0			1		1		1		1		1		1		1		1	
Culture and Nature Preservation	7	28.0	4	5,250	5	5,000	7	4,786	7	4,857	7	5,000	7	5,000	7	5,000	7	5,000	7	5,000
Education	61	57.5	61	4,385	61	4,516	61	4,566	61	4,582	61	4,623	61	4,672	61	4,730	61	4,730	61	4,730
Fire Fighters	4	30.8	4	4,050	4	4,050	4	4,225	4	4,225	4	4,450	4	4,450	4	4,450	4	4,450	4	4,450
Food Industry and Allied Trade																				
Health Service and Social Care	40	41.2	28	3,863	38	4,122	40	4,883	40	5,614	40	5,850	40	5,956	40	6,044	40	6,131	40	6,219
KOVO	4	66.7	4	2,750	4	2,875	4	3,125	4	3,375	4	3,375	4	3,375	4	3,375	4	3,375	4	3,375
Mines, Geology and Oil Industry	2	66.7	1		1		1		2		2		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	3	30.0	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167
Railway Trade Unions	2	100.0					2		2		2		2		2		2		2	
STAVBA	9	90.0	8	3,031	9	3,083	9	3,250	9	3,250	9	3,361	9	3,361	9	3,472	9	3,472	9	3,472
UNIOS	12	63.2	11	3,091	12	3,167	12	3,792	12	3,917	12	4,250	12	4,333	12	4,333	12	4,333	12	4,333
Wood.Industry, Forestry and Manag.of Water	1	25.0			1		1		1		1		1		1		1		1	

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

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

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
Total	303	72.3	6	1.4	156	37.2	370	88.3	346	91	297	79	67
Agriculture and Nutrition	3	100.0					2	66.7	2		1		1
Banking and Insurance													
Civilian Employees of the Army	2	100.0	1	50.0			2	100.0	2	1	1		
Culture and Nature Preservation	17	68.0	1	4.0	14	56.0	22	88.0	20	4	18	7	1
Education	53	50.0			19	17.9	102	96.2	98	14	97	4	3
Fire Fighters	12	92.3			2	15.4	12	92.3	9	3	9		9
Food Industry and Allied Trade	1	100.0	1	100.0									
Health Service and Social Care	75	77.3			52	53.6	88	90.7	84	34	60	22	30
KOVO	4	66.7			1	16.7	4	66.7	4				4
Mines, Geology and Oil Industry	3	100.0					3	100.0	3	1	3		
Profess.and Trade Union of Orchestral Music.	9	90.0			2	20.0	10	100.0	9		9	1	1
Railway Trade Unions	2	100.0			1	50.0	1	50.0	1	1	1	1	
State Bodies and Organisations	93	80.2	3	2.6	49	42.2	94	81.0	86	31	73	32	18
STAVBA	7	70.0			2	20.0	9	90.0	8	1	8	3	1
UNIOS	20	100.0			13	65.0	18	90.0	17		14	5	2
Wood.Industry, Forestry and Manag.of Water	2	50.0			1	25.0	3	75.0	3	1	3		1

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

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

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	349	83.3	46	11.0	13	3.1	1	0.2	10	2.4	63	90.0	7	10.0	310	74.0	48	11.5	192	45.8	103	24.6
Agriculture and Nutrition	3	100.0													2	66.7	1	33.3			2	66.7
Banking and Insurance	1	100.0													1	100.0			1	100.0		
Civilian Employees of the Army	1	50.0	1	50.0											2	100.0			1	50.0		
Culture and Nature Preservation	23	92.0	1	4.0					1	4.0	2	100.0			24	96.0	6	24.0	10	40.0	8	32.0
Education	99	93.4	5	4.7	2	1.9									79	74.5	8	7.5	63	59.4	52	49.1
Fire Fighters	4	30.8	2	15.4	1	7.7	1	7.7	5	38.5	2	22.2	7	77.8	5	38.5	1	7.7	6	46.2	5	38.5
Food Industry and Allied Trade	1	100.0																				
Health Service and Social Care	70	72.2	18	18.6	7	7.2			2	2.1	27	100.0			79	81.4	15	15.5	35	36.1	16	16.5
KOVO	3	50.0	3	50.0											5	83.3	1	16.7	5	83.3	1	16.7
Mines, Geology and Oil Industry	2	66.7	1	33.3											3	100.0	2	66.7	2	66.7	2	66.7
Profess.and Trade Union of Orchestral Music.	7	70.0	2	20.0	1	10.0									9	90.0	4	40.0	7	70.0	5	50.0
Railway Trade Unions	1	50.0	1	50.0											2	100.0			1	50.0		
State Bodies and Organisations	106	91.4	8	6.9	1	0.9			1	0.9	10	100.0			67	57.8	9	7.8	34	29.3	10	8.6
STAVBA	6	60.0	3	30.0	1	10.0									10	100.0			7	70.0		
UNIOS	20	100.0													19	95.0	1	5.0	19	95.0	1	5.0
Wood.Industry, Forestry and Manag.of Water	2	50.0	1	25.0					1	25.0	2	100.0			3	75.0			1	25.0	1	25.0

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

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

Trade union	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																			
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money							
	NCA	% CA	NCA	% CA	NCA	% CA	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age	
							NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1	0.2	1	0.2	27	6.4	37	8.8	1.7	2.1	37	8.8	1.3	1.7	61	14.6	1.7	2.8	52	12.4	41	9.8	15	3.6	3	0.7
Agriculture and Nutrition																										
Banking and Insurance																										
Civilian Employees of the Army							1	50.0			1	50.0			2	100.0			2	100.0	2	100.0				
Culture and Nature Preservation					3	12.0	2	8.0			2	8.0			9	36.0	1.0	1.8	9	36.0	8	32.0	1	4.0	1	4.0
Education					5	4.7	9	8.5	1.6	2.3	9	8.5	1.0	1.8	9	8.5	1.0	2.6	8	7.5	2	1.9	6	5.7		
Fire Fighters							2	15.4			2	15.4			1	7.7			1	7.7	1	7.7			1	7.7
Food Industry and Allied Trade																										
Health Service and Social Care					1	1.0	10	10.3	1.9	1.9	10	10.3	1.2	1.2	11	11.3	1.6	2.1	11	11.3	9	9.3	1	1.0		
KOVO																										
Mines, Geology and Oil Industry																										
Profess.and Trade Union of Orchestral Music.					1	10.0	1	10.0			1	10.0			1	10.0										
Railway Trade Unions					1	50.0	1	50.0			1	50.0			1	50.0			1	50.0	1	50.0	1	50.0		
State Bodies and Organisations	1	0.9	1	0.9	16	13.8	6	5.2	1.8	2.5	6	5.2	2.5	2.8	14	12.1	3.2	5.0	10	8.6	10	8.6	4	3.4	1	0.9
STAVBA							2	20.0			2	20.0			1	10.0			1	10.0			1	10.0		
UNIOS							2	10.0			2	10.0			10	50.0	1.8	2.6	8	40.0	7	35.0	1	5.0		
Wood.Industry, Forestry and Manag.of Water							1	25.0			1	25.0			2	50.0			1	25.0	1	25.0				

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

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

Trade union	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund																
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
						aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	264	87.4	133	44.0	2,914	0.84	1.23	0.14	10.34	0.09	0.15	1.21	17.98	11.54	1.67	25.92	2.70	0.23	6.68	8.61	10.66	
Agriculture and Nutrition	3	100.0	3	100.0	522	3.11			26.48	0.64	0.64	5.42	24.31	5.23	1.28	11.30				7.53		14.05
Banking and Insurance	1	100.0																				
Civilian Employees of the Army	2	100.0																				
Culture and Nature Preservation	22	88.0	20	80.0	966	1.89	0.26	0.10	4.87	0.08	0.08	9.11	28.14	3.15	1.17	4.40		0.01	4.88	0.47	41.38	
Education	94	88.7	45	42.5	422	1.03	1.90	0.02	16.14	0.29	0.16	1.74	21.59	15.54	3.36	6.92	0.13	0.28	5.83	12.80	12.29	
Fire Fighters	12	92.3	5	38.5	6,145	5.34	0.49		14.43		0.37	2.93	39.04	4.35	0.68	17.29	0.26	0.07	9.75		4.99	
Food Industry and Allied Trade																						
Health Service and Social Care	90	92.8	37	38.1	8,165	0.16	1.39	0.17	10.05	0.08	0.12	0.45	14.33	12.80	1.71	30.13	3.32	0.26	6.63	10.05	8.33	
KOVO	4	66.7	2	33.3																		
Mines, Geology and Oil Industry	3	100.0	2	66.7																		
Profess.and Trade Union of Orchestral Music.	4	40.0																				
Railway Trade Unions	2	100.0	2	100.0																		
STAVBA	9	90.0	6	60.0	973	3.60			7.78	0.17		3.60	22.40	6.17	1.80	14.75	5.04	0.26	3.90	0.48	30.07	
UNIOS	17	89.5	10	52.6	464	4.96			2.68		0.65		35.30	2.68	0.43	17.39	0.78		5.31	1.88	27.95	
Wood.Industry, Forestry and Manag.of Water	1	25.0	1	25.0																		

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

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

Trade union	Employer's contribution to corporate catering						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					NCA	NCA	% CA	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						min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	min. CZK	max. CZK	NCA	% CA
			aver. CZK	aver.% of price	aver. CZK	aver.% of price																		
Total	257	85.1	29.52	51.2	12.32	32.0	61	66	21.9	104	34.4	214	315	65	21.5	20	6.6	203	300	15	5.0			
Agriculture and Nutrition	3	100.0			11.04			3	100.0	2	66.7			1	33.3	1	33.3			1	33.3			
Banking and Insurance	1	100.0								1	100.0			1	100.0									
Civilian Employees of the Army	1	50.0					1	1	50.0	1	50.0					1	50.0							
Culture and Nature Preservation	24	96.0	30.26	50.2	14.88	14.0	4	1	4.0	6	24.0	163	325	6	24.0	2	8.0			2	8.0			
Education	79	74.5	23.20	55.0	11.22	44.0	23	22	20.8	32	30.2	180	202	13	12.3	5	4.7	113	120	3	2.8			
Fire Fighters	13	100.0	13.00			20.00	4			6	46.2	210	308	5	38.5	2	15.4			2	15.4			
Food Industry and Allied Trade	1	100.0					1																	
Health Service and Social Care	90	92.8	31.65	42.5	13.10	36.3	16	24	24.7	40	41.2	252	420	30	30.9	7	7.2	258	401	6	6.2			
KOVO	5	83.3	49.50			13.00	3	2	33.3	1	16.7													
Mines, Geology and Oil Industry	3	100.0				3.35	2	1	33.3	1	33.3													
Profess.and Trade Union of Orchestral Music.	4	40.0	23.50			14.50	2			1	10.0			1	10.0									
Railway Trade Unions	2	100.0								1	50.0													
STAVBA	10	100.0	32.00			8.38		8	80.0	4	40.0	200	388	2	20.0	1	10.0							
UNIOS	18	94.7	29.18	55.0	8.25	9.0	4	3	15.8	6	31.6	225	232	4	21.1	1	5.3			1	5.3			
Wood.Industry, Forestry and Manag.of Water	3	75.0	52.50			7.75	1	1	25.0	2	50.0			2	50.0									

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

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

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

Trade union	Employee's inability to work						Average number of days of leave without compensation of pay above the requirement of the LC																								Activity of guides in children's and youth camps												
	pay compensation for the first 3 days of the inability				pay compensation from the fourth day of inability exceeding the level stated in LC		Type of personal obstacle																																				
	agreed in CA		compensation amount		agreed in CA		compensation amount		A			B			C			D			E			F			G			H			I			J							
	NCA	% CA	% AE	aver.CZK	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA		days	NCA	% CA	NCA	days							
Total	32	7.6	56.8	200	3	0.7	83.3	24	5.7	1.4	59	14.1	1.6	45	10.7	1.8	15	3.6	4.2	51	12.2	1.4	16	3.8	2.8	47	11.2	7.9	49	11.7	3.3	69	16.5	3.8	95	22.7	24	13.8					
Agriculture and Nutrition																																											
Banking and Insurance																																											
Civilian Employees of the Army												1	50.0				1	50.0																					1	100.0			
Culture and Nature Preservation												2	8.0	2	8.0	1	4.0				1	4.0		2	8.0	8	32.0	8.5	6	24.0	8.5	11	44.0	3.2	5	20.0			1				
Education												5	4.7	1.6	33	31.1	1.7	2	1.9		1	0.9	33	31.1	1.4				1	0.9	31	29.2	1.7	3	2.8	4.0	32	30.2		1			
Fire Fighters												1	7.7	1	7.7	2	15.4				1	7.7																					
Food Industry and Allied Trade													1	100.0							1	100.0																					
Health Service and Social Care	2	2.1										2	2.1	7	7.2	1.1	18	18.6	2.3	2	2.1					5	5.2	2.6	12	12.4	6.8	3	3.1	3.0	11	11.3	3.7	16	16.5	5	16.0		
KOVO												2	33.3	2	33.3	3	50.0	1.7	1	16.7	3	50.0	1.7																				
Mines, Geology and Oil Industry													2	66.7																													
Profess.and Trade Union of Orchestral Music.																																											
Railway Trade Unions	1	50.0																																									
State Bodies and Organisations	27	23.3	56.4	200	3	2.6	83.3	9	7.8	1.4	10	8.6	1.7	10	8.6	1.5	4	3.4	1.3	8	6.9	1.5	4	3.4	1.5	17	14.7	8.6	5	4.3	7.6	24	20.7	3.3	26	22.4	14	13.7					
STAVBA												1	10.0								2	20.0		2	20.0																		
UNIOS	2	10.0										2	10.0								6	30.0	1.3	2	10.0																		
Wood.Industry, Forestry and Manag.of Water																																											

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

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

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	240	57.3	10	2.4	84	20.0	385	91.9	206	49.2	3	0.7	5	1.2
Agriculture and Nutrition	1	33.3			2	66.7	3	100.0	1	33.3				
Banking and Insurance	1	100.0			1	100.0	1	100.0	1	100.0				
Civilian Employees of the Army	1	50.0			1	50.0	2	100.0	1	50.0				
Culture and Nature Preservation	16	64.0			4	16.0	25	100.0	11	44.0				
Education	62	58.5	1	0.9	9	8.5	99	93.4	69	65.1				
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	53	54.6	1	1.0	24	24.7	95	97.9	31	32.0			1	1.0
KOVO					1	16.7	5	83.3	5	83.3				
Mines, Geology and Oil Industry	3	100.0	1	33.3	2	66.7	3	100.0						
Profess.and Trade Union of Orchestral Music.	3	30.0			3	30.0	9	90.0	1	10.0				
Railway Trade Unions	2	100.0					2	100.0	2	100.0				
State Bodies and Organisations	82	70.7	5	4.3	27	23.3	96	82.8	53	45.7	3	2.6	4	3.4
STAVBA	3	30.0	1	10.0	5	50.0	10	100.0	5	50.0				
UNIOS	5	25.0	1	5.0	1	5.0	20	100.0	17	85.0				
Wood.Industry, Forestry and Manag.of Water	3	75.0			1	25.0	4	100.0						

Explanatory notes: NCA
% CA

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

Employee Wages
classification based on regions - public service and administration

Region NUTS 3	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage				3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin										
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA									
Total	419	2		6	3.7	4	1.0	6	1.4	156	37.2	129	30.8	147	82	35	106	82	2	81	339	16
CZ010 Capital Prague	59			1						22	37.3	19	32.2	20	12	5	5	3		7	44	
CZ020 Středočeský	57	1						2	3.5	16	28.1	19	33.3	22	12	8	20	13	1	13	45	2
CZ031 Jihočeský	17					1	5.9			8	47.1	4	23.5	5	1	1	6	4		3	12	
CZ032 Plzeňský	25			1						9	36.0	3	12.0	6	7	2	12	8		6	22	
CZ041 Karlovarský	10									1	10.0	1	10.0	2		2	5	5			8	1
CZ042 Ústecký	35									16	45.7	14	40.0	16	8		8	5		6	26	2
CZ051 Liberecký	26					1	3.8	1	3.8	6	23.1	9	34.6	8	3	1	4	5		2	22	1
CZ052 Královéhradecký	24									10	41.7	6	25.0	6	6	1	8	8		3	20	
CZ053 Pardubický	21	1		1						11	52.4	8	38.1	7	4	1	6	4	1	5	20	
CZ061 Vysočina	29					1	3.4			17	58.6	14	48.3	15	3	4	5	2		13	26	4
CZ062 Jihomoravský	37									15	40.5	12	32.4	17	7	3	7	6		7	32	1
CZ071 Olomoucký	27			2				1	3.7	9	33.3	4	14.8	6	5	3	11	11		2	23	2
CZ072 Zlínský	16									3	18.8	3	18.8	4	5	1	2	2		3	13	1
CZ080 Moravskoslezský	36			1		1	2.8	2	5.6	13	36.1	13	36.1	13	9	3	7	6		11	26	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 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. 564/2006 Coll.)?
3.8	Does the CA agree on a regular term of wage payment?
3.9	Does the CA agree on the payment of wages outside the worksite or outside working hours?
*	Item observed only in the case of municipalities and regions
**	Item observed only in the case of allowance organizations

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

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	149	49.3	130	3,090	146	3,351	149	3,579	149	3,726	149	3,946	149	4,050
CZ010 Capital Prague	18	34.6	14	3,286	17	3,676	18	3,944	18	4,333	18	4,806	18	5,139
CZ020 Středočeský	24	68.6	23	3,000	24	3,188	24	3,292	24	3,292	24	3,292	24	3,292
CZ031 Jihočeský	6	54.5	6	2,450	6	2,450	6	2,567	6	2,567	6	2,717	6	2,717
CZ032 Plzeňský	4	33.3	3	3,333	4	3,750	4	4,250	4	4,750	4	5,250	4	5,750
CZ041 Karlovarský	3	60.0	2		3	2,667	3	3,500	3	3,667	3	3,833	3	4,333
CZ042 Ústecký	10	38.5	9	2,500	10	3,150	10	3,700	10	4,050	10	4,700	10	4,950
CZ051 Liberecký	9	42.9	7	2,786	9	3,000	9	3,333	9	3,389	9	3,389	9	3,389
CZ052 Královéhradecký	9	56.3	8	2,375	9	3,167	9	3,500	9	3,611	9	3,722	9	3,722
CZ053 Pardubický	10	66.7	8	2,688	10	2,350	10	2,450	10	2,600	10	2,800	10	2,900
CZ061 Vysočina	12	52.2	12	3,167	12	3,333	12	3,604	12	3,708	12	3,896	12	4,000
CZ062 Jihomoravský	13	44.8	12	4,167	13	4,231	13	4,423	13	4,462	13	4,538	13	4,538
CZ071 Olomoucký	7	46.7	5	3,000	6	3,333	7	2,943	7	3,114	7	3,557	7	3,586
CZ072 Zlínský	10	71.4	9	3,389	10	3,850	10	4,050	10	4,150	10	4,250	10	4,350
CZ080 Moravskoslezský	14	50.0	12	3,333	13	3,731	14	3,964	14	4,107	14	4,393	14	4,393

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	148	49.0	126	4,009	141	4,125	147	4,459	148	4,775	148	4,950	148	5,005	148	5,059	148	5,083	148	5,141
CZ010 Capital Prague	18	34.6	14	3,929	17	4,000	18	4,472	18	5,083	18	5,500	18	5,500	18	5,500	18	5,500	18	5,778
CZ020 Středočeský	24	68.6	21	4,714	22	4,636	24	4,458	24	4,667	24	4,667	24	4,667	24	4,667	24	4,667	24	4,667
CZ031 Jihočeský	6	54.5	6	2,783	6	2,783	6	2,900	6	2,900	6	3,050	6	3,050	6	3,050	6	3,050	6	3,050
CZ032 Plzeňský	3	25.0	2		3	4,333	3	4,333	3	5,000	3	5,000	3	5,000	3	5,000	3	5,000	3	5,000
CZ041 Karlovarský	2	40.0	2		2		2		2		2		2		2		2		2	
CZ042 Ústecký	11	42.3	10	2,365	11	3,114	11	4,227	11	5,068	11	5,545	11	5,841	11	6,250	11	6,477	11	6,705
CZ051 Liberecký	8	38.1	6	3,750	8	3,438	8	3,750	8	3,750	8	3,750	8	3,750	8	3,750	8	3,750	8	3,750
CZ052 Královéhradecký	11	68.8	8	3,375	9	4,222	11	4,500	11	4,591	11	4,591	11	4,591	11	4,591	11	4,591	11	4,591
CZ053 Pardubický	9	60.0	7	3,214	9	2,722	9	2,833	9	3,000	9	3,222	9	3,333	9	3,444	9	3,556	9	3,667
CZ061 Vysočina	13	56.5	12	4,979	13	5,158	13	5,327	13	5,388	13	5,442	13	5,519	13	5,519	13	5,519	13	5,519
CZ062 Jihomoravský	13	44.8	12	4,708	13	4,731	13	4,923	13	4,962	13	5,038	13	5,038	13	5,038	13	5,038	13	5,038
CZ071 Olomoucký	8	53.3	6	4,583	7	4,643	8	5,063	8	5,688	8	5,813	8	6,063	8	6,063	8	6,063	8	6,063
CZ072 Zlínský	10	71.4	9	5,111	10	5,200	10	6,100	10	6,700	10	7,000	10	7,100	10	7,100	10	7,100	10	7,100
CZ080 Moravskoslezský	12	42.9	11	3,455	11	3,691	11	4,209	12	4,625	12	4,958	12	4,958	12	4,958	12	4,958	12	4,958

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
Total	303	72.3	6	1.4	156	37.2	370	88.3	346	91	297	79	67
CZ010 Capital Prague	32	54.2	1	1.7	17	28.8	55	93.2	51	13	48	11	6
CZ020 Středočeský	38	66.7	2	3.5	25	43.9	46	80.7	44	10	36	7	7
CZ031 Jihočeský	13	76.5			1	5.9	12	70.6	10	3	9		3
CZ032 Plzeňský	20	80.0	1	4.0	10	40.0	19	76.0	18	6	12	8	4
CZ041 Karlovarský	9	90.0			2	20.0	9	90.0	8	1	7	2	2
CZ042 Ústecký	27	77.1			20	57.1	31	88.6	28	10	22	11	5
CZ051 Liberecký	18	69.2			8	30.8	24	92.3	23	3	20	5	3
CZ052 Královéhradecký	17	70.8			9	37.5	22	91.7	20	6	18	2	5
CZ053 Pardubický	16	76.2	1	4.8	7	33.3	21	100.0	18	6	15	4	4
CZ061 Vysočina	21	72.4			14	48.3	26	89.7	25	7	22	8	5
CZ062 Jihomoravský	30	81.1	1	2.7	17	45.9	35	94.6	35	5	31	6	7
CZ071 Olomoucký	19	70.4			12	44.4	24	88.9	24	8	21	6	8
CZ072 Zlínský	14	87.5			2	12.5	15	93.8	14	2	14	5	1
CZ080 Moravskoslezský	29	80.6			12	33.3	31	86.1	28	11	22	4	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
Total	349	83.3	46	11.0	13	3.1	1	0.2	10	2.4	63	90.0	7	10.0	310	74.0	48	11.5	192	45.8	103	24.6
CZ010 Capital Prague	50	84.7	6	10.2	1	1.7			2	3.4	9	100.0			50	84.7	12	20.3	36	61.0	18	30.5
CZ020 Středočeský	53	93.0	3	5.3					1	1.8	3	75.0	1	25.0	36	63.2	3	5.3	29	50.9	14	24.6
CZ031 Jihočeský	16	94.1							1	5.9			1	100.0	8	47.1	1	5.9	7	41.2	5	29.4
CZ032 Plzeňský	22	88.0	1	4.0	2	8.0					3	100.0			16	64.0	4	16.0	10	40.0	3	12.0
CZ041 Karlovarský	8	80.0	1	10.0	1	10.0					1	50.0	1	50.0	8	80.0			5	50.0	2	20.0
CZ042 Ústecký	31	88.6	4	11.4							4	100.0			30	85.7	5	14.3	11	31.4	6	17.1
CZ051 Liberecký	21	80.8	3	11.5	1	3.8	1	3.8			4	80.0	1	20.0	18	69.2	3	11.5	11	42.3	6	23.1
CZ052 Královéhradecký	22	91.7	1	4.2					1	4.2	1	50.0	1	50.0	16	66.7	3	12.5	10	41.7	7	29.2
CZ053 Pardubický	18	85.7	3	14.3							3	100.0			18	85.7	2	9.5	5	23.8	7	33.3
CZ061 Vysočina	21	72.4	5	17.2	2	6.9			1	3.4	7	87.5	1	12.5	19	65.5	2	6.9	11	37.9	3	10.3
CZ062 Jihomoravský	24	64.9	9	24.3	3	8.1			1	2.7	12	92.3	1	7.7	28	75.7	6	16.2	17	45.9	11	29.7
CZ071 Olomoucký	24	88.9	2	7.4	1	3.7					3	100.0			22	81.5	3	11.1	12	44.4	6	22.2
CZ072 Zlínský	12	75.0	3	18.8	1	6.3					4	100.0			10	62.5	2	12.5	10	62.5	5	31.3
CZ080 Moravskoslezský	27	75.0	5	13.9	1	2.8			3	8.3	9	100.0			31	86.1	2	5.6	18	50.0	10	27.8

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

Employment rate
classification based on regions - public service and administration

Region NUTS 3	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																			
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money							
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1	0.2	1	0.2	27	6.4	37	8.8	1.7	2.1	37	8.8	1.3	1.7	61	14.6	1.7	2.8	52	12.4	41	9.8	15	3.6	3	0.7
CZ010 Capital Prague					4	6.8	10	16.9	1.7	2.4	10	16.9	1.6	2.3	16	27.1	1.6	2.6	15	25.4	10	16.9	7	11.9	1	1.7
CZ020 Středočeský					4	7.0	4	7.0	2.0	2.3	3	5.3	1.0	1.3	8	14.0	1.5	2.0	9	15.8	7	12.3	2	3.5		
CZ031 Jihočeský					2	11.8									3	17.6	1.0	4.3	3	17.6	3	17.6				
CZ032 Plzeňský															6	24.0	2.6	3.2	5	20.0	5	20.0	2	8.0		
CZ041 Karlovarský					1	10.0																				
CZ042 Ústecký					3	8.6	6	17.1	1.8	1.8	6	17.1	1.0	1.0	4	11.4	1.5	2.0	3	8.6	3	8.6			1	2.9
CZ051 Liberecký							2	7.7			2	7.7			2	7.7			2	7.7	2	7.7				
CZ052 Královéhradecký					3	12.5	1	4.2			2	8.3			4	16.7	1.3	2.3	4	16.7	4	16.7			1	4.2
CZ053 Pardubický							1	4.8			1	4.8			1	4.8			1	4.8			1	4.8		
CZ061 Vysočina	1	3.4	1	3.4	1	3.4	2	6.9			2	6.9			2	6.9			1	3.4			1	3.4		
CZ062 Jihomoravský					3	8.1	4	10.8	2.3	2.3	4	10.8	1.8	1.8	4	10.8	2.5	2.5	2	5.4	2	5.4				
CZ071 Olomoucký					4	14.8	1	3.7			1	3.7			2	7.4			1	3.7	1	3.7	1	3.7		
CZ072 Zlínský					1	6.3	2	12.5			2	12.5			1	6.3			1	6.3			1	6.3		
CZ080 Moravskoslezský					1	2.8	4	11.1	1.3	1.5	4	11.1	1.0	1.3	8	22.2	1.5	2.2	5	13.9	4	11.1				

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 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.%
Total	264	87.4	133	44.0	2,914	0.84	1.23	0.14	10.34	0.09	0.15	1.21	17.98	11.54	1.67	25.92	2.70	0.23	6.68	8.61	10.66
CZ010 Capital Prague	43	82.7	26	50.0	5,507	0.38	2.89	0.24	9.00	0.03	0.02	1.15	14.57	11.04	2.47	20.15	6.29	0.08	6.66	16.91	8.12
CZ020 Středočeský	31	88.6	10	28.6	1,568	1.75	0.12		25.55	0.13		1.79	24.64	3.37	1.47	12.41	0.15	0.04	11.11	1.49	15.99
CZ031 Jihočeský	11	100.0	6	54.5	433				21.03	0.08			40.65	9.58	0.38	5.04	0.04		4.37	1.73	17.09
CZ032 Plzeňský	11	91.7	8	66.7	6,860	0.50	0.02	0.04	20.41		0.16	0.09	15.24	30.62	0.99	14.42		0.58	12.39	3.68	0.85
CZ041 Karlovarský	5	100.0	1	20.0																	
CZ042 Ústecký	22	84.6	11	42.3	1,400	0.52	0.16		5.66	0.03		0.39	21.41	10.01	0.32	37.85	2.04	0.29	3.86	5.61	11.85
CZ051 Liberecký	18	85.7	7	33.3	1,656	1.21	0.89		8.57	0.09		1.29	7.08	19.11	0.95	47.42		0.16	4.02	1.50	7.71
CZ052 Královéhradecký	12	75.0	5	31.3	1,334				5.23			9.75	14.32	4.26	0.45	7.78			3.99	0.63	53.59
CZ053 Pardubický	14	93.3	10	66.7	1,719	0.70	0.87	0.01	1.06			2.62	43.36	3.07	1.73	11.29		0.02	2.65	5.19	27.45
CZ061 Vysočina	21	91.3	12	52.2	2,298	4.73	0.11		10.93		0.09	3.37	26.10	6.90	0.56	10.22	0.13	0.11	6.49	15.91	14.34
CZ062 Jihomoravský	27	93.1	15	51.7	2,228	0.31	0.10	0.51	4.03	0.77	1.08	0.61	25.52	10.22	1.06	22.29	2.99	0.02	6.62	0.68	23.18
CZ071 Olomoucký	12	80.0	5	33.3	634	0.63	7.25		6.75		1.20	1.26	36.63	7.50	19.83	7.22		1.26	7.41	1.77	1.29
CZ072 Zlínský	12	85.7	2	14.3																	
CZ080 Moravskoslezský	25	89.3	15	53.6	3,413	0.04	0.03		8.22		0.06	0.49	7.72	2.38	0.58	70.43		0.25	2.67	0.34	6.79

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

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

Region NUTS 3	Employer's contribution to corporate catering						There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance				Contribution to life insurance									
	arranged in CA		amount of contribution					without specification of the amount of allowance		agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price		NCA	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA
Total	257	85.1	29.52	51.2	12.32	32.0	61	66	21.9	104	34.4	214	315	65	21.5	20	6.6	203	300	15	5.0
CZ010 Capital Prague	43	82.7	31.03	45.0	11.95	31.7	9	9	17.3	17	32.7	167	443	10	19.2	3	5.8	100	400	2	3.8
CZ020 Středočeský	28	80.0	35.90	55.0	11.39	26.3	6	5	14.3	9	25.7	153	225	5	14.3	2	5.7			1	2.9
CZ031 Jihočeský	11	100.0	22.50	55.0	13.66			5	45.5	4	36.4	150	200	1	9.1	1	9.1				
CZ032 Plzeňský	10	83.3	27.79	55.0	13.44	20.0	4	3	25.0	5	41.7	220	442	3	25.0	2	16.7			1	8.3
CZ041 Karlovarský	2	40.0						1	20.0	4	80.0	273	350	3	60.0	1	20.0			1	20.0
CZ042 Ústecký	22	84.6	26.75		12.44	50.0	2	5	19.2	8	30.8	323	363	4	15.4	2	7.7			1	3.8
CZ051 Liberecký	17	81.0	28.06		11.43		5	5	23.8	5	23.8	200	327	5	23.8	2	9.5			2	9.5
CZ052 Královéhradecký	14	87.5	36.30	36.0	14.04	31.0	5	3	18.8	6	37.5	203	210	4	25.0	2	12.5			2	12.5
CZ053 Pardubický	14	93.3	31.83		16.41		5	4	26.7	4	26.7	175	225	2	13.3						
CZ061 Vysočina	20	87.0	33.34		10.96		4	10	43.5	7	30.4	263	264	5	21.7	1	4.3			1	4.3
CZ062 Jihomoravský	26	89.7	29.70	55.0	14.04	50.0	7	4	13.8	9	31.0	267	407	7	24.1	2	6.9			2	6.9
CZ071 Olomoucký	13	86.7	26.25		11.88		2	3	20.0	10	66.7	213	231	3	20.0						
CZ072 Zlínský	12	85.7	35.00	55.0	13.05	50.0	5	4	28.6	3	21.4	150	267	3	21.4						
CZ080 Moravskoslezský	25	89.3	26.71	55.0	9.65	10.0	7	5	17.9	13	46.4	218	275	10	35.7	2	7.1			2	7.1

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	Employee's inability to work							Average number of days of leave without compensation of pay above the requirement of the LC																												Activity of guides in children's and youth camps						
	pay compensation for the first 3 days of the inability				pay compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																																		
	agreed in CA		compensation amount		agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I			J							
	NCA	% CA	% AE	aver.CZK	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days								
Total	32	7.6	56.8	200	3	0.7	83.3	24	5.7	1.4	59	14.1	1.6	45	10.7	1.8	15	3.6	4.2	51	12.2	1.4	16	3.8	2.8	47	11.2	7.9	49	11.7	3.3	69	16.5	3.8	95	22.7	24	13.8				
CZ010 Capital Prague	6	10.2	50.0		1	1.7		3	5.1	1.3	12	20.3	2.2	6	10.2	1.3	4	6.8	4.3	8	13.6	1.5	4	6.8	3.5	11	18.6	10.2	10	16.9	3.8	13	22.0	4.1	20	33.9	5	15.2				
CZ020 Středočeský	6	10.5	57.5		2	3.5		1	1.8		9	15.8	1.4	4	7.0	1.8	2	3.5		7	12.3	1.6				7	12.3	10.6	9	15.8	4.9	9	15.8	3.3	12	21.1	2					
CZ031 Jihočeský	1	5.9						1	5.9		1	5.9								1	5.9		1	5.9		1	5.9		1	5.9		2	11.8					1				
CZ032 Plzeňský	1	4.0						1	4.0		2	8.0		3	12.0	4.7	2	8.0		1	4.0		2	8.0		3	12.0	6.3	1	4.0		3	12.0	4.0	7	28.0						
CZ041 Karlovarský											1	10.0								1	10.0								1	10.0		1	10.0		2	20.0						
CZ042 Ústecký	3	8.6	60.0	200				3	8.6	1.3	3	8.6	1.0	6	17.1	1.5	1	2.9		3	8.6	1.7	2	5.7		3	8.6	4.3	2	5.7		7	20.0	3.9	9	25.7	2					
CZ051 Liberecký											4	15.4	1.5				2	7.7		3	11.5	1.3				2	7.7		5	19.2	3.0	3	11.5	3.3	5	19.2	1					
CZ052 Královéhradecký	1	4.2						3	12.5	1.0	4	16.7	1.3	3	12.5	2.7				4	16.7	1.3				4	16.7	8.0	4	16.7	4.8	4	16.7	3.5	3	12.5	4	15.0				
CZ053 Pardubický	1	4.8						3	14.3	1.3	6	28.6	1.3	6	28.6	1.5				4	19.0	1.3				2	9.5		3	14.3	1.0	6	28.6	3.7	7	33.3						
CZ061 Vysočina											2	6.9		5	17.2	1.4	1	3.4		2	6.9		1	3.4		2	6.9		3	10.3	1.3	3	10.3	3.3	5	17.2	1					
CZ062 Jihomoravský	2	5.4						3	8.1	1.3	5	13.5	1.6	3	8.1	1.0	2	5.4		7	18.9	1.6	2	5.4		4	10.8	7.5	5	13.5	3.0	6	16.2	3.8	7	18.9	4	9.3				
CZ071 Olomoucký	7	25.9	52.5					1	3.7		4	14.8	1.5	3	11.1	2.3				2	7.4		1	3.7		2	7.4		1	3.7		4	14.8	3.5	8	29.6	2					
CZ072 Zlínský											1	6.3		1	6.3					2	12.5						1	6.3		2	12.5		2	12.5	1							
CZ080 Moravskoslezský	4	11.1	52.5					5	13.9	1.6	5	13.9	1.2	5	13.9	1.6	1	2.8		6	16.7	1.3	3	8.3	1.7	6	16.7	7.8	3	8.3	4.7	6	16.7	3.5	8	22.2	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
 aver.CZK average value of compensation, defined by an absolute amount in CZK per day
 days average extent of time off (in days)
 A one's own wedding
 B birth of a child to the wife of an employee
 C death of a direct relative
 D escorting a disabled child to a health or social care provider
 E moving house

F looking for a new job
 G for mothers caring for a child (per year)
 H care for a family member (per year)
 I sick days (per year)
 J other obstacles

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

Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	240	57.3	10	2.4	84	20.0	385	91.9	206	49.2	3	0.7	5	1.2
CZ010 Capital Prague	34	57.6	1	1.7	13	22.0	52	88.1	27	45.8				
CZ020 Středočeský	38	66.7	1	1.8	14	24.6	51	89.5	25	43.9			1	1.8
CZ031 Jihočeský	8	47.1			5	29.4	16	94.1	4	23.5				
CZ032 Plzeňský	13	52.0	1	4.0	4	16.0	23	92.0	10	40.0	1	4.0	2	8.0
CZ041 Karlovarský	4	40.0			1	10.0	9	90.0	4	40.0				
CZ042 Ústecký	19	54.3	1	2.9	7	20.0	31	88.6	11	31.4	1	2.9	1	2.9
CZ051 Liberecký	12	46.2	3	11.5	4	15.4	25	96.2	17	65.4	1	3.8	1	3.8
CZ052 Královéhradecký	11	45.8	1	4.2	4	16.7	20	83.3	10	41.7				
CZ053 Pardubický	13	61.9			3	14.3	19	90.5	12	57.1				
CZ061 Vysočina	19	65.5	1	3.4	4	13.8	29	100.0	20	69.0				
CZ062 Jihomoravský	23	62.2			9	24.3	35	94.6	24	64.9				
CZ071 Olomoucký	19	70.4	1	3.7	7	25.9	26	96.3	12	44.4				
CZ072 Zlínský	9	56.3			3	18.8	15	93.8	9	56.3				
CZ080 Moravskoslezský	18	50.0			6	16.7	34	94.4	21	58.3				

Explanatory notes: NCA
% CA

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



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					
Total	110	94.0	52	3.5	4	4,625	32	3.4	27	1,970	71	60.7	67	57.3	
State Bodies and Organisations	109	94.0	52	3.5	4	4,625	32	3.4	26	1,970	71	61.2	67	57.8	
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.% average percentage of the allotment to the fund
 aver.CZK average absolute amount of the allotment to the fund in CZK per employee per year
 AVPRC annual volume of pay related costs
 thous.CZK average amount of the total social fund including the balance per year

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

Trade union	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
Total	0.10	0.08	4.19	0.13	5.37	0.70	1.80	33.24	10.81	0.49	15.63	3.49	0.55	4.12	6.89	12.40	81	69.2
State Bodies and Organisations	0.10	0.08	4.19	0.13	5.37	0.70	1.80	33.24	10.81	0.49	15.63	3.49	0.55	4.12	6.89	12.40	80	69.0
UNIOS																	1	100.0

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

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

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

Trade union	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	112	95.7	30.43	50.2	23.00	35.3	33.33	5	17	14.5	14	12.0	17	14.5	
State Bodies and Organisations	111	95.7	30.65	50.2	22.85	35.3	33.33	5	17	14.7	14	12.1	17	14.7	
UNIOS	1	100.0													

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

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

Trade union	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision	agreed in CA		amount of contribution		conditions for his provision		
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	76	65.0	330	391	3.6	52	44.4	24	20.5	411	465	16	13.7
State Bodies and Organisations	76	65.5	330	391	3.6	52	44.8	24	20.7	411	465	16	13.8
UNIOS													

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

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

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

Region NUTS 3	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
Total	110	94.0	52	3.5	4	4,625	32	3.4	27	1,970	71	60.7	67	57.3
CZ010 Capital Prague	4	57.1	3	3.7					1	2,855	1	14.3	1	14.3
CZ020 Středočeský	22	100.0	9	3.9	3	3,400	7	3.5	3	1,555	16	72.7	16	72.7
CZ031 Jihočeský	6	100.0	5	2.5					2	575	4	66.7	4	66.7
CZ032 Plzeňský	13	100.0	6	4.1			7	3.1		2,546	9	69.2	8	61.5
CZ041 Karlovarský	5	100.0	1				1		4	947	4	80.0	3	60.0
CZ042 Ústecký	8	88.9	4	2.6			2		4	1,001	4	44.4	4	44.4
CZ051 Liberecký	5	100.0	3	3.3	1				2	1,425	4	80.0	3	60.0
CZ052 Královéhradecký	8	100.0	3	3.8			5	3.6	1	2,466	3	37.5	3	37.5
CZ053 Pardubický	6	100.0	4	3.9			2			2,110	2	33.3	2	33.3
CZ061 Vysočina	6	100.0	3	3.3			2		1	1,375	6	100.0	6	100.0
CZ062 Jihomoravský	6	75.0	1				2		2	2,524	5	62.5	5	62.5
CZ071 Olomoucký	12	100.0	4	3.4			3	3.3	4	2,405	9	75.0	8	66.7
CZ072 Zlínský	2	100.0	1						1		2	100.0	2	100.0
CZ080 Moravskoslezský	7	87.5	5	3.9			1		2	3,219	2	25.0	2	25.0

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

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

Region NUTS 3	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
Total	0.10	0.08	4.19	0.13	5.37	0.70	1.80	33.24	10.81	0.49	15.63	3.49	0.55	4.12	6.89	12.40	81	69.2
CZ010 Capital Prague			2.97			10.45	2.89	38.54	26.82		7.36			5.19	3.13	2.66	3	42.9
CZ020 Středočeský		0.14	4.52	0.07	1.41		3.05	26.49	16.97	0.39	17.51	4.75	1.72	3.65	6.54	12.81	18	81.8
CZ031 Jihočeský			2.35		3.91			33.83	7.82	0.03	37.37	4.20	0.14	4.62	5.46	0.28	3	50.0
CZ032 Plzeňský		0.01	1.58		23.06		2.00	27.45	6.19	0.16	10.24	3.33	0.27	2.35	5.45	17.91	9	69.2
CZ041 Karlovarský		0.13	14.34			2.77		19.02	28.18	1.58	18.49		0.13	5.63	7.40	2.33	4	80.0
CZ042 Ústecký		0.63	6.10		2.17			37.44	16.46	0.25	10.74	0.17		5.06	0.33	20.65	6	66.7
CZ051 Liberecký		0.06	5.80		1.29	0.06	1.32	49.59	6.39	0.84	13.01		0.45	6.44	11.38	3.38	4	80.0
CZ052 Královéhradecký	0.86	0.21	7.81	0.67		0.43	0.92	29.14	7.40	1.55	24.57	4.31	0.10	7.81	3.66	10.55	7	87.5
CZ053 Pardubický			0.32	0.05	0.75		2.84	36.51	0.95	0.63	15.38	15.76	0.95	1.41	14.52	9.94	4	66.7
CZ061 Vysočina			2.32		0.73		0.48	49.66	20.22	0.61	9.07		1.07	6.47	7.69	1.69	4	66.7
CZ062 Jihomoravský			5.69		2.01			38.15	20.00	0.07	5.75	1.28		3.13	1.12	22.81	5	62.5
CZ071 Olomoucký	0.09	0.04	6.55	0.31	5.10		1.85	32.57	7.06	0.51	22.21	4.34	0.39	4.32	6.66	8.00	9	75.0
CZ072 Zlínský																	2	100.0
CZ080 Moravskoslezský		0.08	1.19		6.49		3.88	23.64	1.24	0.16	11.15		0.80	4.17	17.38	29.82	3	37.5

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
Total	112	95.7	30.43	50.2	23.00	35.3	33.33		5	17	14.5	14	12.0	17	14.5
CZ010 Capital Prague	7	100.0	47.00	65.0	37.00				1						
CZ020 Středočeský	21	95.5	31.15	52.5	23.82		25.00		1	4	18.2	6	27.3	6	27.3
CZ031 Jihočeský	6	100.0	22.00	50.0	16.80	15.0				1	16.7	1	16.7	1	16.7
CZ032 Plzeňský	12	92.3	27.29	44.3	23.78	37.8				1	7.7	1	7.7	1	7.7
CZ041 Karlovarský	4	80.0	38.75	55.0	20.33										
CZ042 Ústecký	7	77.8	25.22	39.0	20.58	31.0			1						
CZ051 Liberecký	5	100.0	38.00	50.0	24.33										
CZ052 Královéhradecký	8	100.0	35.75		17.88					2	25.0	2	25.0	2	25.0
CZ053 Pardubický	6	100.0	24.92		24.58									1	16.7
CZ061 Vysočina	6	100.0	24.40		21.00					2	33.3	2	33.3	2	33.3
CZ062 Jihomoravský	8	100.0	22.50		28.02					4	50.0	1	12.5	1	12.5
CZ071 Olomoucký	12	100.0	35.00	51.7	18.09					3	25.0	1	8.3	2	16.7
CZ072 Zlínský	2	100.0													
CZ080 Moravskoslezský	8	100.0	31.84		25.60	50.0	50.00		2					1	12.5

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

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

Region NUTS 3	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	76	65.0	330	391	3.6	52	44.4	24	20.5	411	465	16	13.7
CZ010 Capital Prague	3	42.9	350	500		1	14.3	1	14.3				
CZ020 Středočeský	15	68.2	285	365	3.3	9	40.9	3	13.6	500	500	1	4.5
CZ031 Jihočeský	2	33.3				2	33.3	1	16.7			1	16.7
CZ032 Plzeňský	10	76.9	281	281		7	53.8	4	30.8	250	267	3	23.1
CZ041 Karlovarský	3	60.0	633	633		2	40.0	1	20.0				
CZ042 Ústecký	6	66.7	300	342		4	44.4	2	22.2				
CZ051 Liberecký	5	100.0	213	320		4	80.0						
CZ052 Královéhradecký	6	75.0	433	615		5	62.5	4	50.0	400	648	3	37.5
CZ053 Pardubický	5	83.3	355	433	5.0	3	50.0	2	33.3			2	33.3
CZ061 Vysočina	2	33.3				2	33.3	2	33.3			2	33.3
CZ062 Jihomoravský	2	25.0				1	12.5						
CZ071 Olomoucký	9	75.0	329	367		6	50.0	2	16.7			2	16.7
CZ072 Zlínský	2	100.0				2	100.0	1	50.0			1	50.0
CZ080 Moravskoslezský	6	75.0	280	283		4	50.0	1	12.5			1	12.5

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