



WORKING CONDITIONS INFORMATION SYSTEM

negotiated in collective agreements

2014

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Ministry of Labour and Social Affairs

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Introduction

Basic informations about ISPP

The Working Conditions Information System (ISPP) is a regular annual survey of wage and working conditions negotiated in collective agreements for the relevant year. 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 ISPP 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 into the system 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 ISPP 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 2014 selected data about wage and working conditions were analyzed from 1,667 collective agreements from 25 different trade unions, of which:

- 1,285 collective agreements agreed in the entrepreneurial area
- 382 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 system (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 8500 CZK/month and 50.60 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 - 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 (08/07, 09/08, 10/09, 11/10, 12/11, 13/12, 14/13) 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 (08/07, 09/08, 10/09, 11/10, 12/11, 13/12, 14/13) 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 (08/07, 09/08, 10/09, 11/10, 12/11, 13/12, 14/13) 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 (08/07, 09/08, 10/09, 11/10, 12/11, 13/12, 14/13) 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.
 - contractual wage
- 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 - scope and detailed conditions for application of the contractual wage (Section 122, Subsection 2 of the Labour Code)
- 3.9 - regular term of the wage payment
- 3.10 - 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 - 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 2014
(based on the sample of 1,285 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 8,500.00/month and CZK 50.60/hour with a working hour fund of 40 hours/week.

The average minimum monthly salary has been agreed in the amount of... CZK **10,049.00**/month

The average minimum hourly salary at a working hour fund of 40 hours/week has been agreed in the amount of..... CZK **58.03**/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 9,110.00
2 nd tariff scale.....	CZK 9,741.00
3 rd tariff scale.....	CZK 10,440.00
4 th tariff scale.....	CZK 11,313.00
5 th tariff scale.....	CZK 12,422.00
6 th tariff scale.....	CZK 13,619.00
7 th tariff scale.....	CZK 15,034.00
8 th tariff scale.....	CZK 16,556.00
9 th tariff scale.....	CZK 18,426.00
10 th tariff scale.....	CZK 20,515.00
11 th tariff scale.....	CZK 23,042.00
12 th tariff scale.....	CZK 25,750.00

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

	<u>40 hours/week</u>	<u>37.5 hours/week</u>
1 st tariff scale.....	CZK 52.59	CZK 54.84
2 nd tariff scale.....	CZK 55.62	CZK 58.71
3 rd tariff scale.....	CZK 59.88	CZK 63.42
4 th tariff scale.....	CZK 65.59	CZK 68.55
5 th tariff scale.....	CZK 71.67	CZK 74.88
6 th tariff scale.....	CZK 78.41	CZK 82.35
7 th tariff scale.....	CZK 87.59	CZK 90.61
8 th tariff scale.....	CZK 84.25	CZK 95.91
9 th tariff scale.....	CZK 90.94	CZK 98.99
10 th tariff scale.....	CZK 100.81	CZK 110.11
11 th tariff scale.....	CZK 109.07	CZK 121.14
12 th tariff scale.....	CZK 121.19	CZK 132.86

Wage development

Number of collective agreements regulating wage development ...**742** (i.e. 57.7% of the total amount of collective agreements in the file).

The wage increases is agreed in 54.9% collective agreements, of which:

- 20.2% collective agreements, offering a year-on-year increase of wage scales by... **2.5%**
- 23.3% collective agreements offering a year-on-year increase of the average nominal wage by **2.5%**
- 1.6% collective agreements offering an increase of the average real wage by **2.1%**

Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day	26.1% AE
overtime bonus for work on Saturdays and Sundays	48.4% AE
overtime bonus for work undistinguished	26.5% AE
overtime bonus for work on public holidays	101.5% AE
bonus for night work	CZK 14.11 /hour
.....	11.4% AE
bonus for work in difficult conditions	CZK 7.51 /hour
.....	10.4% AE
.....	10.8% MM
bonus for work on Saturdays and Sundays	CZK 20.97 /hour
.....	23.2% AE
bonus for afternoon work	CZK 6.95 /hour
.....	8.6% AE
bonus for working in shift operation.....	CZK 93.38 /shift
.....	17.6% AE
bonus for team management	CZK 4.97 /hour
.....	9.3% AE
bonus for working at heights	CZK 5.96 /hour
bonus for working in hazardous conditions	CZK 24.80 /hour
bonus for the knowledge of foreign languages	CZK 458.33 /month
bonus for substitution	CZK 1,488.24 /month
.....	28.2% AE
bonus for training other people	CZK 764.71 /month
.....	10.2% AE
remuneration for standby duty.....	CZK 14.79 /hour
.....	17.4% 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.....	1.2 days
death of a direct relative	2.0 days
escorting a disabled child to a health or social care provider.....	6.0 days
moving house.....	1.2 days
looking for a new job	3.6 days
for mothers caring for a child (per year).....	3.7 days
care for a family member (per year).....	2.2 days

3. Benefits and working conditions to employees

Company catering

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

costs.....	CZK 35.28
.....	54.7% of the price of a meal
profit, social fund, FSCR.....	CZK 13.34
.....	17.8% of the price of a meal
without distinguishing sources	CZK 37.80
.....	55.7% 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.:

min. average value of the contribution	CZK 430.00 /month
max. average value of the contribution	CZK 677.90 /month

Life insurance

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

min. average value of the contribution	CZK 425.55 /month
max. average value of the contribution	CZK 661.06 /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	1,667	1,285	382	126
Agriculture and Nutrition	38	31	7	
Banking and Insurance	21	20	1	
Catering, Hotels and Tourism	14	14		
Civilian Employees of the Army	3	3		
Commerce	12	12		
Culture and Nature Preservation	30		30	
Education	96		96	
ECHO	55	55		
Fire Fighters	10		10	
Food Industry and Allied Trade	62	60	2	
Glass, Ceramic & Porcelain	32	32		
Health Service and Social Care	90	27	63	
KOVO	543	534	9	
Mines, Geology and Oil Industry	23	21	2	
Postal, Telecom. and Newspaper Services	11	11		
Railway Trade Unions	29	26	3	
Science and Research	33	33		
State Bodies and Organisations	125		125	125
STAVBA	127	117	10	
Textile, Clothing and Leather Industry	38	38		
Transport	38	38		
Transport, Road Economy and Repair Vehicles	11	11		
UNIOS	140	122	18	1
Universities Trade Union	20	20		
Wood.Industry, Forestry and Manag.of Water	66	60	6	

Recapitulation of agreements classification based on regions

Region NUTS 3	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1,667	1,285	382	126
CZ010 Capital Prague	266	233	33	7
CZ020 Středočeský	112	70	42	21
CZ031 Jihočeský	112	88	24	9
CZ032 Plzeňský	89	70	19	11
CZ041 Karlovarský	46	35	11	5
CZ042 Ústecký	116	85	31	15
CZ051 Liberecký	59	45	14	6
CZ052 Královéhradecký	95	77	18	8
CZ053 Pardubický	81	62	19	6
CZ061 Vysočina	88	64	24	6
CZ062 Jihomoravský	160	125	35	10
CZ071 Olomoucký	143	103	40	8
CZ072 Zlínský	115	84	31	5
CZ080 Moravskoslezský	185	144	41	9



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	154	12.0	10,049	24	1.9	58.03	37	2.9	63.59	319	24.8	351	27.3	83	6.5	87	6.8	143	11.1	205	16.0
Agriculture and Nutrition										2	6.5	9	29.0	2	6.5	7	22.6			5	16.1
Banking and Insurance	4	20.0	13,000							2	10.0	1	5.0							1	5.0
Catering, Hotels and Tourism												5	35.7								
Civilian Employees of the Army												1	33.3								
Commerce	1	8.3										1	8.3			1	8.3				
ECHO	8	14.5	11,141				1	1.8		32	58.2	11	20.0					4	7.3	6	10.9
Food Industry and Allied Trade	3	5.0	9,696							8	13.3	22	36.7	5	8.3	8	13.3	3	5.0	11	18.3
Glass, Ceramic & Porcelain							1	3.1		14	43.8	8	25.0					11	34.4	7	21.9
Health Service and Social Care										4	14.8	5	18.5			1	3.7				
KOVO	44	8.2	10,598	10	1.9	59.44	33	6.2	63.76	133	24.9	165	30.9	16	3.0	39	7.3	82	15.4	113	21.2
Mines, Geology and Oil Industry	1	4.8								6	28.6	7	33.3			1	4.8	5	23.8	2	9.5
Postal, Telecom. and Newspaper Services	1	9.1		1	9.1					1	9.1	1	9.1								
Railway Trade Unions	11	42.3	9,684							3	11.5	12	46.2								
Science and Research																					
STAVBA	71	60.7	9,687	12	10.3	56.63	2	1.7		64	54.7	21	17.9	48	41.0	13	11.1	11	9.4	7	6.0
Textile, Clothing and Leather Industry	6	15.8	8,870							8	21.1	9	23.7	1	2.6			5	13.2	20	52.6
Transport	1	2.6								9	23.7	9	23.7	5	13.2	2	5.3	3	7.9	4	10.5
Transport, Road Economy and Repair Vehicles										3	27.3	4	36.4					2	18.2	6	54.5
UNIOS	1	0.8								11	9.0	42	34.4	2	1.6	12	9.8	5	4.1	11	9.0
Universities Trade Union										5	25.0	3	15.0	3	15.0	1	5.0				
Wood.Industry, Forestry and Manag.of Water	2	3.3		1	1.7					14	23.3	15	25.0	1	1.7	2	3.3	12	20.0	12	20.0

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

**Monthly wage scales - 12-scale tariff system
classification based on 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	289	9,110	291	9,741	294	10,440	299	11,313	304	12,422	307	13,619	309	15,034	319	16,556	313	18,426	312	20,515	311	23,042	306	25,750	
Agriculture and Nutrition	2		2		2		2		2		2		2		2		2		2		2		2		2
Banking and Insurance	2		2		2		2		2		2		2		2		2		2		2		2		2
Catering, Hotels and Tourism																									
Civilian Employees of the Army																									
Commerce																									
ECHO	31	10,028	31	10,921	31	11,882	32	13,059	32	14,586	32	16,201	32	17,970	32	19,928	32	22,106	32	24,530	32	27,464	32	31,406	
Food Industry and Allied Trade	8	8,293	8	8,734	8	9,267	8	9,838	8	10,769	8	11,603	8	12,637	8	13,949	6	14,195	6	16,046	6	19,414	6	24,969	
Glass, Ceramic & Porcelain	14	9,456	14	9,944	14	10,424	14	11,056	14	11,804	14	12,724	14	13,812	14	14,923	14	16,236	14	17,757	14	19,664	14	21,708	
Health Service and Social Care	4	8,500	4	9,008	4	9,780	4	10,575	4	11,393	4	12,848	4	14,450	4	15,885	4	17,758	4	20,518	4	24,078	4	26,858	
KOVO	118	8,909	120	9,522	123	10,153	125	10,937	129	12,000	130	13,135	133	14,407	133	15,817	132	17,412	132	19,297	132	21,454	126	23,298	
Mines, Geology and Oil Industry	4	9,863	4	10,425	4	11,375	4	12,575	6	12,842	6	13,992	6	15,550	6	17,225	6	19,283	6	21,875	6	24,900	6	28,658	
Postal, Telecom. and Newspaper Services	1		1		1		1		1		1		1		1		1		1		1		1		
Railway Trade Unions	3	8,723	3	9,143	3	9,913	3	10,750	3	11,770	3	12,927	3	14,030	3	15,280	3	16,593	3	18,793	3	20,803	3	23,270	
Science and Research																									
STAVBA	55	9,311	55	9,951	55	10,850	55	11,961	55	13,361	55	14,801	55	16,609	64	18,241	64	20,865	64	23,940	64	27,183	64	30,733	
Textile, Clothing and Leather Industry	8	9,166	8	9,773	8	10,311	8	11,175	8	11,983	8	13,048	8	14,221	8	15,499	8	17,414	8	19,154	8	21,501	8	24,364	
Transport	8	7,762	8	8,185	8	8,554	9	8,860	8	9,660	9	10,577	8	11,643	9	12,695	7	13,026	8	14,350	7	16,387	8	18,895	
Transport, Road Economy and Repair Vehicles	2		2		2		3	12,174	3	13,328	3	14,885	3	16,267	3	17,427	3	19,111	3	21,084	3	23,718	3	25,944	
UNIOS	11	9,798	11	10,574	11	11,232	11	12,177	11	13,255	11	14,583	11	16,057	11	17,342	11	19,242	11	21,659	11	23,906	11	27,134	
Universities Trade Union	5	8,454	5	8,834	5	9,556	5	10,534	5	11,442	5	12,904	5	14,618	5	16,568	5	18,966	4	17,303	4	19,690	4	22,110	
Wood.Industry, Forestry and Manag.of Water	13	8,705	13	9,388	13	9,926	13	10,519	13	11,166	14	11,828	14	12,875	14	14,294	13	15,348	12	15,727	12	17,342	12	19,263	

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	81	52.59	81	55.62	82	59.88	82	65.59	81	71.67	81	78.41	79	87.59	19	84.25	15	90.94	15	100.81	14	109.07	14	121.19
Agriculture and Nutrition	2		2		2		2		2		2		2		1		1		1		1		1	
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO																								
Food Industry and Allied Trade	5	46.90	5	48.06	5	49.48	5	52.22	5	55.88	5	60.38	5	64.94	5	70.54	4	73.98	4	81.83	4	91.60	4	101.80
Glass, Ceramic & Porcelain																								
Health Service and Social Care																								
KOVO	14	48.05	14	50.71	15	53.77	15	58.41	14	63.42	14	70.05	14	77.38	8	91.07	6	102.11	6	115.04	5	124.45	5	140.34
Mines, Geology and Oil Industry																								
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	48	55.70	48	58.84	48	64.15	48	71.04	48	78.15	48	85.63	48	95.77	1									
Textile, Clothing and Leather Industry	1		1		1		1		1		1		1		1		1		1		1		1	
Transport	5	44.44	5	46.36	5	48.74	5	50.86	5	54.10	5	58.46	4	68.05	1		1		1		1		1	
Transport, Road Economy and Repair Vehicles																								
UNIOS	2		2		2		2		2		2		1		1		1		1		1		1	
Universities Trade Union	3	50.00	3	52.87	3	57.77	3	63.23	3	66.80	3	72.63	3	78.77										
Wood.Industry, Forestry and Manag.of Water	1		1		1		1		1		1		1		1		1		1		1		1	

Explanatory notes: NCA
CZK/h

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

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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	131	54.84	134	58.71	139	63.42	143	68.55	143	74.88	140	82.35	134	90.61	77	95.91	58	98.99	48	110.11	42	121.14	40	132.86
Agriculture and Nutrition																								
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	4	61.94	4	67.90	4	71.53	4	77.34	4	85.01	4	93.33	4	100.89	2		1		1		1			
Food Industry and Allied Trade	3	56.87	3	60.54	3	65.23	3	73.31	3	80.59	3	89.42	2		1									
Glass, Ceramic & Porcelain	11	57.04	11	59.33	11	61.94	11	65.45	11	69.99	11	75.59	11	82.09	10	85.22	9	93.40	9	102.26	9	112.87	9	124.89
Health Service and Social Care																								
KOVO	73	54.72	75	58.78	79	64.06	82	69.19	82	75.57	81	83.10	79	91.25	41	100.83	31	103.01	27	112.71	23	125.37	23	136.83
Mines, Geology and Oil Industry	5	59.80	5	62.18	5	67.68	5	73.90	5	81.46	5	91.24	5	101.74	2		1		1		1		1	
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	10	56.18	10	60.99	11	66.88	11	74.16	11	83.11	11	93.54	10	106.58	3	100.57	1		1					
Textile, Clothing and Leather Industry	5	48.37	5	53.22	5	56.50	5	59.95	5	64.01	5	69.98	5	76.31	3	70.00	2		1		1		1	
Transport	2		2		2		3	65.60	3	74.30	2		1		1		1		1		1		1	
Transport, Road Economy and Repair Vehicles	1		2		2		2		2		2		2		2		1		1					
UNIOS	5	47.56	5	50.12	5	54.22	5	59.78	5	65.92	4	71.50	4	78.43	3	97.07	3	104.50	3	113.23	3	123.90	2	
Universities Trade Union																								
Wood.Industry, Forestry and Manag.of Water	12	52.48	12	55.38	12	58.32	12	61.68	12	66.03	12	71.85	11	76.66	9	79.92	8	83.03	3	93.13	3	103.23	3	116.90

Explanatory notes: NCA
CZK/h

number of collective agreements, in which the appropriate indicator has been agreed
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	1073	83.5	26.1	48.4	26.5	963	74.9	101.5	1042	81.1	14.11	11.4	798	62.1	7.51	10.4	10.8	997	77.6	20.97	23.2
Agriculture and Nutrition	21	67.7	26.1	48.2	25.0	21	67.7	100.0	18	58.1	10.84	12.9	15	48.4	6.81		12.0	19	61.3	34.00	19.7
Banking and Insurance	12	60.0	28.9	45.8	36.7	13	65.0	102.3	9	45.0	27.50	11.9	1	5.0				10	50.0		39.5
Catering, Hotels and Tourism	14	100.0	25.0		30.9	14	100.0	100.0	13	92.9		10.0	2	14.3				14	100.0	25.00	10.0
Civilian Employees of the Army	2	66.7				1	33.3		2	66.7			2	66.7				2	66.7		
Commerce	8	66.7			25.6	9	75.0	102.8	9	75.0	10.00	12.9	6	50.0	8.00	10.0	13.8	9	75.0		10.6
ECHO	52	94.5	27.3	49.3	26.6	51	92.7	103.0	50	90.9	18.79	12.9	42	76.4	7.42		10.0	50	90.9	23.83	20.8
Food Industry and Allied Trade	51	85.0	26.1	54.0	26.0	48	80.0	101.6	51	85.0	12.34	10.8	34	56.7	6.90	10.0	10.0	47	78.3	17.60	24.5
Glass, Ceramic & Porcelain	30	93.8	30.0	50.0	30.2	26	81.3	101.2	30	93.8	12.46	15.3	24	75.0	8.05		10.0	26	81.3		24.8
Health Service and Social Care	21	77.8	25.0	50.0	25.8	23	85.2	100.0	23	85.2	16.33	17.0	16	59.3	6.00	10.0	10.0	23	85.2	18.50	22.6
KOVO	469	87.8	25.9	49.0	26.0	436	81.6	101.5	461	86.3	14.76	11.1	347	65.0	7.04	10.3	10.1	429	80.3	23.05	26.8
Mines, Geology and Oil Industry	19	90.5	25.0	56.7	26.3	16	76.2	100.0	20	95.2	14.34	10.0	18	85.7	6.53		20.0	19	90.5	16.27	22.0
Postal, Telecom. and Newspaper Services	7	63.6	25.0	40.0	25.0	7	63.6	100.0	6	54.5	21.00	10.0	6	54.5	10.00	10.0	20.0	7	63.6	39.00	10.0
Railway Trade Unions	20	76.9	25.0	49.2	25.0	17	65.4	100.0	19	73.1	13.40	10.8	18	69.2	7.54	10.0	11.3	19	73.1	13.00	14.9
Science and Research	6	18.2			25.0	4	12.1	100.0	6	18.2		11.7	8	24.2		10.0	10.0	6	18.2		12.5
STAVBA	108	92.3	25.7	47.6	26.1	106	90.6	101.4	105	89.7	11.95	10.4	96	82.1	8.92	11.3	10.2	99	84.6	31.63	16.6
Textile, Clothing and Leather Industry	32	84.2	25.3	42.9	26.4	26	68.4	100.0	33	86.8	12.89	12.8	22	57.9	6.69	10.0	10.0	35	92.1	11.22	13.1
Transport	37	97.4	28.3	55.0	29.7	29	76.3	100.0	38	100.0	8.29	10.1	29	76.3	10.37	10.0	11.7	38	100.0		31.3
Transport, Road Economy and Repair Vehicles	11	100.0	26.7		25.0	11	100.0	100.0	11	100.0	9.67	10.0	11	100.0	6.93	10.0		11	100.0	45.00	30.0
UNIOS	87	71.3	26.0	49.3	25.0	42	34.4	105.7	73	59.8	13.70	11.0	47	38.5	7.09	10.7	12.5	75	61.5	16.00	18.4
Universities Trade Union	18	90.0	25.0	50.0	25.0	17	85.0	100.0	18	90.0	9.00	14.4	12	60.0	15.34	10.0	10.0	15	75.0		21.0
Wood.Industry, Forestry and Manag.of Water	48	80.0	25.9	44.6	25.0	46	76.7	100.7	47	78.3	10.48	13.5	42	70.0	7.58	10.0	12.8	44	73.3	17.22	16.6

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 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	NCA	% of aver. earnings		paid by the shift	other form	NCA	% of aver. earnings		paid by the hour	other form	NCA	% of aver. earnings		paid by the hour	other form	
	NCA	% AE	NCA	CZK/h		NCA	% AE	NCA	CZK/shift		NCA	NCA	% AE	NCA		CZK/h	NCA	NCA	% AE	NCA
Total	17	8.6	604	6.95	5	23	17.6	45	93.38	93	3	9.3	146	4.97	40	1		201	5.96	
Agriculture and Nutrition	1		7	4.74	1					1	1		1		1					
Banking and Insurance			4	18.75				1							1					
Catering, Hotels and Tourism																				
Civilian Employees of the Army			1																	
Commerce																				
ECHO			34	8.01		2				13			2					15	11.03	
Food Industry and Allied Trade			41	5.50	1	2		5	135.20	4	1		5	3.20						
Glass, Ceramic & Porcelain	1		27	6.72									3	4.00	1			3	3.00	
Health Service and Social Care								1		9					2					
KOVO	14	8.6	348	7.39	2	8	18.5	23	85.98	47	1		77	4.85	12	1		126	5.20	
Mines, Geology and Oil Industry			7	4.86		1				3			1		4			10	4.60	
Postal, Telecom. and Newspaper Services																		1		
Railway Trade Unions			7	6.86				5	75.00	2			5	7.40	2			5	10.60	
Science and Research															3					
STAVBA			43	5.09						4			22	5.07	7			21	5.67	
Textile, Clothing and Leather Industry			30	6.92	1			1		3			7	5.31	1			1		
Transport			3	5.50									3	7.17						
Transport, Road Economy and Repair Vehicles			4	3.25									6	5.12				1		
UNIOS	1		30	5.64		9	15.6	7	90.86				10	5.77	4			12	8.44	
Universities Trade Union								2		6			1		2			1		
Wood, Industry, Forestry and Manag. of Water			18	7.16		1				1			3	3.67				5	6.00	

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

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

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

Trade union	Supplementary charge																				
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge
	% of aver. earnings		paid by the hour	other form	% of aver. earnings		paid by the month	other form	% of aver. earnings		paid by the month	other form	% of aver. earnings		paid by the month	other form	NCA		CZK/month	NCA	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	1		181	24.80	8			12	458	2	51	28.2	17	1,488	81	19	10.2	31	765	42	529
Agriculture and Nutrition								1			1				3						8
Banking and Insurance					2					1	1		1		1						8
Catering, Hotels and Tourism											2							1			2
Civilian Employees of the Army																					2
Commerce															4			2			5
ECHO			7	87.17							1		9	2,000	4			9	1,000	2	40
Food Industry and Allied Trade											3	25.0			1						20
Glass, Ceramic & Porcelain			6	9.08							1									1	18
Health Service and Social Care					1					1			2		3						17
KOVO			106	13.33	1			7	457		13	41.5	1		21	3	14.3	14	589	23	210
Mines, Geology and Oil Industry			6	47.17											8					7	16
Postal, Telecom. and Newspaper Services															2						6
Railway Trade Unions	1		8	45.38				1			1		1		2	3	8.3	1		3	15
Science and Research															1						4
STAVBA			33	42.58											4	1					33
Textile, Clothing and Leather Industry			1					1			2		1		6	2		3	633	3	21
Transport																1					1
Transport, Road Economy and Repair Vehicles			3	18.33	1								1							3	10
UNIOS			2		1			2			25	25.2	1		10	9	10.0	1			59
Universities Trade Union					1										9						19
Wood.Industry, Forestry and Manag.of Water			9	31.22	1						1				2						15

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	557	43.3	194	15.1	315	24.5	210	16.3	74	5.8	103	8.0	133	10.4	91	7.1	689	53.6
Agriculture and Nutrition	9	29.0	2	6.5	5	16.1	4	12.9	1	3.2	1	3.2	2	6.5	4	12.9	14	45.2
Banking and Insurance	15	75.0	1	5.0	4	20.0	4	20.0	6	30.0					9	45.0	4	20.0
Catering, Hotels and Tourism	7	50.0	2	14.3	3	21.4	1	7.1	2	14.3	2	14.3	3	21.4	1	7.1	9	64.3
Civilian Employees of the Army																	1	33.3
Commerce	4	33.3	2	16.7	1	8.3	2	16.7							1	8.3	5	41.7
ECHO	33	60.0	7	12.7	28	50.9	20	36.4	13	23.6	1	1.8	23	41.8	5	9.1	36	65.5
Food Industry and Allied Trade	50	83.3	12	20.0	24	40.0	11	18.3	8	13.3	19	31.7	7	11.7	4	6.7	46	76.7
Glass, Ceramic & Porcelain	7	21.9	4	12.5	2	6.3	3	9.4	1	3.1			2	6.3	1	3.1	3	9.4
Health Service and Social Care																	23	85.2
KOVO	238	44.6	102	19.1	138	25.8	76	14.2	15	2.8	29	5.4	49	9.2	39	7.3	290	54.3
Mines, Geology and Oil Industry	13	61.9	5	23.8	4	19.0	8	38.1	4	19.0	3	14.3	3	14.3	3	14.3	18	85.7
Postal, Telecom. and Newspaper Services	3	27.3			3	27.3	2	18.2	1	9.1	1	9.1					7	63.6
Railway Trade Unions	7	26.9			4	15.4	1	3.8	2	7.7	3	11.5	2	7.7			15	57.7
Science and Research																	3	9.1
STAVBA	46	39.3	11	9.4	36	30.8	16	13.7	17	14.5	7	6.0	16	13.7	8	6.8	27	23.1
Textile, Clothing and Leather Industry	15	39.5	3	7.9	11	28.9	11	28.9			1	2.6	3	7.9	7	18.4	16	42.1
Transport	4	10.5	2	5.3	3	7.9	1	2.6					2	5.3			29	76.3
Transport, Road Economy and Repair Vehicles	5	45.5					2	18.2			2	18.2	1	9.1	1	9.1	10	90.9
UNIOS	67	54.9	27	22.1	35	28.7	37	30.3			27	22.1	13	10.7	3	2.5	88	72.1
Universities Trade Union	6	30.0	6	30.0	1	5.0	4	20.0	3	15.0	1	5.0	1	5.0	3	15.0	13	65.0
Wood.Industry, Forestry and Manag.of Water	28	46.7	8	13.3	13	21.7	7	11.7	1	1.7	6	10.0	6	10.0	2	3.3	32	53.3

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

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

Trade union	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
Total	668	52.0	60	2,394	225	2,763	445	4,186	508	5,280	623	6,386	665	7,363	667	8,634	667	9,708	668	10,911	8	0.6	9,750
Agriculture and Nutrition	13	41.9	3	1,000	8	2,375	9	2,833	11	3,336	13	3,846	13	4,515	13	5,077	13	5,554	13	6,038			
Banking and Insurance	13	65.0	2		2		13	6,231	13	8,654	13	10,808	13	11,885	13	12,962	13	14,346	13	15,115	2	10.0	
Catering, Hotels and Tourism	8	57.1	3	2,333	4	4,250	8	5,750	8	7,000	8	9,875	8	11,125	8	11,750	8	12,375	8	13,000			
Civilian Employees of the Army																							
Commerce	10	83.3			7	2,143	10	5,250	10	6,500	10	7,650	10	8,400	10	8,900	10	8,900	10	8,900			
ECHO	20	36.4			5	2,500	11	4,791	16	5,422	18	6,444	20	7,033	20	8,145	20	9,233	20	10,635			
Food Industry and Allied Trade	34	56.7	2		10	2,710	26	3,546	31	4,806	34	6,168	34	7,356	34	8,950	34	9,765	34	10,797			
Glass, Ceramic & Porcelain	14	43.8	1		1		8	5,563	11	6,927	12	9,108	13	10,977	14	12,450	14	15,079	14	19,050			
Health Service and Social Care	8	29.6	1		2		5	4,600	5	5,500	8	5,625	8	6,688	8	8,625	8	9,250	8	9,813	1	3.7	
KOVO	299	56.0	30	2,817	118	3,034	206	4,345	233	5,556	277	6,638	298	7,759	298	9,051	298	10,430	299	11,937	1	0.2	
Mines, Geology and Oil Industry	15	71.4	3	1,000	8	2,825	10	5,010	10	6,790	13	7,685	15	8,773	15	10,167	15	11,460	15	12,827			
Postal, Telecom. and Newspaper Services	1	9.1			1		1		1		1		1		1		1		1				
Railway Trade Unions	9	34.6	1		2		7	3,857	7	5,000	8	6,263	8	7,275	9	8,389	9	9,833	9	11,389			
Science and Research	2	6.1									2		2		2		2		2		3	9.1	15,000
STAVBA	75	64.1	2		7	2,986	46	3,929	53	5,178	71	6,723	75	7,735	75	9,486	75	10,249	75	11,168			
Textile, Clothing and Leather Industry	18	47.4			4	2,563	10	3,605	11	4,132	16	5,113	18	5,200	18	6,256	18	6,700	18	7,867			
Transport	19	50.0	2		3	1,667	4	2,175	9	3,511	17	3,841	19	4,516	19	5,179	19	5,811	19	6,337			
Transport, Road Economy and Repair Vehicles	9	81.8			3	2,000	5	2,300	8	3,313	9	4,222	9	5,111	9	5,944	9	6,278	9	6,722			
UNIOS	64	52.5	5	1,960	24	2,258	43	3,542	46	4,163	57	5,356	64	6,027	64	6,905	64	7,616	64	8,334			
Universities Trade Union	4	20.0			1		1		2		4	2,875	4	3,500	4	4,125	4	4,750	4	5,375	1	5.0	
Wood.Industry, Forestry and Manag.of Water	33	55.0	5	2,580	15	1,777	22	3,430	23	4,124	32	5,159	33	5,908	33	7,512	33	8,194	33	8,761			

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

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

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	752	58.5	334	3,551	688	4,025	729	4,971	739	5,811	751	6,639	752	7,128
Agriculture and Nutrition	22	71.0	11	2,955	21	3,510	22	4,200	22	4,705	22	5,127	22	5,295
Banking and Insurance	9	45.0	5	9,600	8	9,375	9	9,167	9	9,167	9	9,167	9	9,167
Catering, Hotels and Tourism	12	85.7	12	3,958	12	5,542	12	5,708	12	5,875	12	6,125	12	6,125
Civilian Employees of the Army	1	33.3	1		1		1		1		1		1	
Commerce	5	41.7	4	1,750	5	2,000	5	2,200	5	2,200	5	2,400	5	2,600
ECHO	31	56.4	7	4,143	30	8,030	31	14,061	31	19,745	31	25,561	31	25,758
Food Industry and Allied Trade	38	63.3	15	3,200	31	3,065	37	4,100	38	4,829	38	5,974	38	6,718
Glass, Ceramic & Porcelain	17	53.1	9	3,689	17	5,188	17	5,459	17	5,818	17	6,294	17	7,212
Health Service and Social Care	13	48.1	5	2,450	12	2,554	13	3,546	13	3,981	13	4,192	13	4,365
KOVO	302	56.6	105	3,397	260	3,759	284	4,564	290	5,420	302	6,145	302	6,904
Mines, Geology and Oil Industry	17	81.0	4	4,250	17	3,076	17	4,059	17	5,276	17	6,794	17	8,088
Postal, Telecom. and Newspaper Services	5	45.5	1		5	8,600	5	9,000	5	9,600	5	10,000	5	11,000
Railway Trade Unions	15	57.7	9	3,344	15	5,853	15	7,547	15	8,047	15	8,680	15	8,747
Science and Research	12	36.4	8	4,938	12	4,475	12	4,808	12	4,833	12	5,083	12	5,083
STAVBA	69	59.0	32	3,734	63	3,884	68	4,629	69	5,258	69	5,780	69	6,041
Textile, Clothing and Leather Industry	27	71.1	11	3,164	27	3,472	27	4,417	27	4,972	27	5,413	27	5,769
Transport	27	71.1	15	2,053	26	2,521	26	2,927	27	3,335	27	3,604	27	3,904
Transport, Road Economy and Repair Vehicles	8	72.7	2		8	2,963	8	3,150	8	3,488	8	3,800	8	3,950
UNIOS	79	64.8	55	3,784	79	3,682	79	4,068	79	4,387	79	4,761	79	4,882
Universities Trade Union	13	65.0	9	4,222	13	4,123	13	5,354	13	5,431	13	5,623	13	5,700
Wood.Industry, Forestry and Manag.of Water	30	50.0	14	3,521	26	3,896	28	4,689	29	5,395	29	6,317	30	6,527

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:																	
	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	859	66.8	363	4,740	761	5,876	834	7,532	850	9,051	857	10,673	858	11,711	858	12,636	858	13,319	859	13,957
Agriculture and Nutrition	23	74.2	11	3,718	22	4,111	23	4,952	23	5,598	23	6,143	23	6,446	23	6,783	23	7,076	23	7,370
Banking and Insurance	12	60.0	5	6,200	9	9,944	12	13,917	12	14,125	12	14,333	12	14,333	12	14,333	12	14,333	12	14,750
Catering, Hotels and Tourism	12	85.7	12	3,917	12	5,583	12	5,833	12	6,000	12	6,250	12	6,250	12	6,250	12	6,250	12	6,250
Civilian Employees of the Army	1	33.3	1		1		1		1		1		1		1		1		1	
Commerce	7	58.3	2		6	3,833	7	4,429	7	5,143	7	6,000	7	6,857	7	7,571	7	8,286	7	9,000
ECHO	39	70.9	19	6,132	37	9,243	39	13,740	39	18,195	39	23,117	39	27,267	39	31,150	39	34,185	39	37,581
Food Industry and Allied Trade	39	65.0	15	4,587	32	4,122	38	5,532	39	6,769	39	8,092	39	9,359	39	9,946	39	10,569	39	11,095
Glass, Ceramic & Porcelain	20	62.5	7	2,857	16	5,906	19	7,342	19	8,763	20	11,025	20	12,575	20	14,700	20	15,675	20	17,000
Health Service and Social Care	19	70.4	5	2,650	17	4,165	18	5,122	19	6,395	19	6,866	19	7,366	19	7,655	19	7,945	19	8,234
KOVO	359	67.2	123	4,593	303	5,274	345	6,736	354	8,622	358	10,076	358	11,201	358	12,322	358	13,129	359	13,901
Mines, Geology and Oil Industry	17	81.0	4	11,500	16	7,531	16	9,456	17	12,171	17	14,147	17	15,794	17	17,647	17	18,824	17	19,118
Postal, Telecom. and Newspaper Services	6	54.5	5	8,200	6	49,667	6	50,000	6	50,500	6	50,833	6	51,667	6	51,667	6	51,667	6	51,667
Railway Trade Unions	20	76.9	8	5,988	18	9,800	18	14,856	19	17,547	19	20,942	20	22,195	20	23,445	20	24,645	20	25,645
Science and Research	12	36.4	8	5,563	12	4,917	12	5,167	12	5,292	12	5,458	12	5,458	12	5,458	12	5,458	12	5,458
STAVBA	85	72.6	35	7,174	80	6,959	83	9,598	85	10,471	85	14,115	85	14,816	85	15,508	85	16,036	85	16,228
Textile, Clothing and Leather Industry	29	76.3	11	2,318	26	3,519	29	4,524	29	5,166	29	5,716	29	6,353	29	6,621	29	6,802	29	6,948
Transport	30	78.9	14	2,200	27	3,057	30	4,133	30	4,892	30	5,533	30	6,050	30	6,350	30	6,650	30	6,950
Transport, Road Economy and Repair Vehicles	9	81.8	2		8	5,500	9	9,000	9	12,833	9	14,500	9	18,111	9	19,389	9	20,389	9	21,389
UNIOS	79	64.8	52	4,254	75	5,033	77	6,197	77	6,817	79	7,419	79	7,584	79	7,678	79	7,716	79	7,761
Universities Trade Union	13	65.0	10	4,900	13	4,808	13	5,808	13	5,962	13	6,154	13	6,231	13	6,231	13	6,231	13	6,231
Wood.Industry, Forestry and Manag.of Water	28	46.7	14	3,293	25	3,736	27	4,733	28	5,663	28	7,025	28	7,573	28	7,796	28	7,886	28	7,975

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	by incr. in %	without manag.	NCA	% CA	without manag.	NCA	% CA	without manag.	NCA	% CA				
Total	742	57.7	36	2.8	259	20.2	13	401	246	2.5	73	5.7	9	0.7	299	23.3	280	2.5	19	485	6	2.5	20	1.6	20	2.1	4	1.2	175	13.6	7	0.5	112	8.7	163	12.7
Agriculture and Nutrition	8	25.8			1	3.2			1						3	9.7	3	1.5											4	12.9					5	16.1
Banking and Insurance	15	75.0			2	10.0			2		10	50.0			8	40.0	8	2.2											7	35.0			11	55.0	8	40.0
Catering, Hotels and Tourism	4	28.6			1	7.1			1						2	14.3	2											1	7.1							
Civilian Employees of the Army	1	33.3													1	33.3			1																	
Commerce	4	33.3													3	25.0	3	1.7										2	16.7			1	8.3			
ECHO	36	65.5	2	3.6	12	21.8			12	1.9					16	29.1	16	2.1										8	14.5	1	1.8	2	3.6	9	16.4	
Food Industry and Allied Trade	25	41.7			11	18.3			11	2.8	8	13.3	1	1.7	7	11.7	7	2.4					2	3.3	2			3	5.0			6	10.0	4	6.7	
Glass, Ceramic & Porcelain	14	43.8	2	6.3	6	18.8			6	2.1	1	3.1			5	15.6	5	1.6																	2	6.3
Health Service and Social Care	6	22.2	3	11.1	1	3.7			1						2	7.4	2				1															
KOVO	370	69.3	11	2.1	131	24.5	9	449	122	2.5	29	5.4	7	1.3	157	29.4	142	2.6	15	530	3	3.0	8	1.5	8	2.9		99	18.5	6	1.1	58	10.9	101	18.9	
Mines, Geology and Oil Industry	15	71.4			4	19.0			4	1.3	4	19.0			2	9.5	2						4	19.0	4	1.2	4	1.2	4	19.0			3	14.3	1	4.8
Postal, Telecom. and Newspaper Services	2	18.2			1	9.1			1						1	9.1	1																		1	9.1
Railway Trade Unions	15	57.7			2	7.7			2		1	3.8			11	42.3	11	2.0										2	7.7			1	3.8	2	7.7	
Science and Research	5	15.2	1	3.0																								4	12.1					3	9.1	
STAVBA	59	50.4	16	13.7	26	22.2	2		24	1.8	1	0.9			17	14.5	16	2.4	1				1	0.9	1		2	1.7			4	3.4	7	6.0		
Textile, Clothing and Leather Industry	24	63.2			7	18.4			7	1.4	2	5.3			7	18.4	7	3.4					1	2.6	1			8	21.1			1	2.6	9	23.7	
Transport	19	50.0			15	39.5			15	5.3													1	2.6	1			4	10.5			1	2.6	1	2.6	
Transport, Road Economy and Repair Vehicles	8	72.7	1	9.1	6	54.5			6	2.7					1	9.1	1										3	27.3			3	27.3				
UNIOS	79	64.8			19	15.6	2		17	2.9	13	10.7			42	34.4	42	2.7					2	1.6	2			20	16.4			17	13.9	4	3.3	
Universities Trade Union	2	10.0			1	5.0			1																			1	5.0							
Wood,Industry, Forestry and Manag.of Water	31	51.7			13	21.7			13	2.3	4	6.7	1	1.7	14	23.3	12	2.4	2				1	1.7	1			3	5.0			4	6.7	6	10.0	

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
 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	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
Total	777	60.5	164	12.8	52	4.0	640	49.8	269	20.9	96.6	250	19.5	85.8	346	26.9	17.4	14.79	
Agriculture and Nutrition	6	19.4	2	6.5	1	3.2	5	16.1	7	22.6	100.0	5	16.1	96.0	7	22.6	15.0	15.00	
Banking and Insurance	13	65.0	6	30.0	2	10.0	10	50.0				5	25.0	93.0	1	5.0			
Catering, Hotels and Tourism	8	57.1					8	57.1	8	57.1	100.0	8	57.1	100.0	6	42.9	15.0		
Civilian Employees of the Army												1	33.3						
Commerce	5	41.7					5	41.7	5	41.7	100.0	4	33.3	87.5	3	25.0	30.0		
ECHO	45	81.8	9	16.4			36	65.5	36	65.5	90.8	37	67.3	75.1	18	32.7	17.1	11.60	
Food Industry and Allied Trade	26	43.3					26	43.3	8	13.3	100.0	9	15.0	88.3	6	10.0	16.2	11.00	
Glass, Ceramic & Porcelain	21	65.6	3	9.4	1	3.1	18	56.3	1	3.1		4	12.5	80.0	2	6.3			
Health Service and Social Care	17	63.0	1	3.7			16	59.3	1	3.7		1	3.7		12	44.4	16.0	13.23	
KOVO	325	60.9	63	11.8	19	3.6	263	49.3	104	19.5	96.2	86	16.1	86.5	111	20.8	19.7	14.84	
Mines, Geology and Oil Industry	15	71.4			1	4.8	14	66.7	12	57.1	100.0	13	61.9	98.5	11	52.4	15.0	14.33	
Postal, Telecom. and Newspaper Services	7	63.6					7	63.6				2	18.2						
Railway Trade Unions	12	46.2			2	7.7	10	38.5	7	26.9	91.4	7	26.9	88.6	6	23.1	15.0	16.00	
Science and Research	7	21.2					7	21.2	2	6.1		2	6.1		1	3.0			
STAVBA	86	73.5	51	43.6	14	12.0	52	44.4	34	29.1	100.0	3	2.6	76.7	88	75.2	15.9	19.36	
Textile, Clothing and Leather Industry	23	60.5	10	26.3	6	15.8	17	44.7	5	13.2	93.0	5	13.2	84.0	5	13.2	13.5	15.00	
Transport	36	94.7					36	94.7	16	42.1	99.4	13	34.2	93.1	21	55.3	20.4	23.88	
Transport, Road Economy and Repair Vehicles	11	100.0					11	100.0	5	45.5	98.0	2	18.2		3	27.3	15.0	7.50	
UNIOS	65	53.3	3	2.5	2	1.6	62	50.8	12	9.8	95.8	32	26.2	83.8	25	20.5	17.1	12.56	
Universities Trade Union	17	85.0	3	15.0			16	80.0				1	5.0		7	35.0	15.0		
Wood.Industry, Forestry and Manag.of Water	32	53.3	13	21.7	4	6.7	21	35.0	6	10.0	98.3	10	16.7	79.0	13	21.7	17.8	12.88	

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

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

Trade union	Applying the working hours account under Section 86 LC									Applying the working hours account in overtime under Subsec. 4, LC			Use of wage by the task			
	agreed in CA		compensatory period weeks	The amount of fixed wages beyond the scope of Section 120, subsec. 1, LC			other form			agreed in CA	extent hours	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		NCA	% CA	% AE	NCA	% CA	NCA			% CA	NCA	% CA	NCA	% CA
Total	101	7.9	49.5	15	1.2	95.8	2	0.2	8	0.6	96.5	206	16.0	98	7.6	
Agriculture and Nutrition	3	9.7	52.0									11	35.5	2	6.5	
Banking and Insurance																
Catering, Hotels and Tourism																
Civilian Employees of the Army	1	33.3										1	33.3	1	33.3	
Commerce	2	16.7		1	8.3											
ECHO	5	9.1	52.0									16	29.1	2	3.6	
Food Industry and Allied Trade	2	3.3		1	1.7							11	18.3	2	3.3	
Glass, Ceramic & Porcelain	1	3.1										8	25.0	5	15.6	
Health Service and Social Care																
KOVO	42	7.9	48.4	10	1.9	96.9	2	0.4	4	0.7	90.0	91	17.0	53	9.9	
Mines, Geology and Oil Industry	4	19.0	52.0									2	9.5	2	9.5	
Postal, Telecom. and Newspaper Services	1	9.1										4	36.4	4	36.4	
Railway Trade Unions	8	30.8	52.0	1	3.8				1	3.8		4	15.4	3	11.5	
Science and Research												1	3.0	1	3.0	
STAVBA	17	14.5	52.0						1	0.9		13	11.1	11	9.4	
Textile, Clothing and Leather Industry	4	10.5	52.0	1	2.6				1	2.6		15	39.5	6	15.8	
Transport												6	15.8	2	5.3	
Transport, Road Economy and Repair Vehicles												4	36.4	1	9.1	
UNIOS	10	8.2	52.0									4	3.3			
Universities Trade Union	1	5.0		1	5.0				1	5.0		3	15.0	2	10.0	
Wood, Industry, Forestry and Manag. of Water												12	20.0	1	1.7	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of 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	1236	96.2	1099	85.5	667	51.9	651	50.7	857	66.7
Agriculture and Nutrition	28	90.3	24	77.4	16	51.6	10	32.3	17	54.8
Banking and Insurance	20	100.0	19	95.0	20	100.0	7	35.0	20	100.0
Catering, Hotels and Tourism	13	92.9	12	85.7	2	14.3	9	64.3	8	57.1
Civilian Employees of the Army	2	66.7	1	33.3	2	66.7			1	33.3
Commerce	12	100.0	9	75.0	11	91.7	6	50.0	8	66.7
ECHO	54	98.2	49	89.1	38	69.1	40	72.7	46	83.6
Food Industry and Allied Trade	55	91.7	49	81.7	11	18.3	18	30.0	23	38.3
Glass, Ceramic & Porcelain	32	100.0	31	96.9	30	93.8	30	93.8	30	93.8
Health Service and Social Care	26	96.3	22	81.5	12	44.4	14	51.9	18	66.7
KOVO	515	96.4	480	89.9	295	55.2	301	56.4	404	75.7
Mines, Geology and Oil Industry	21	100.0	19	90.5	14	66.7	16	76.2	19	90.5
Postal, Telecom. and Newspaper Services	11	100.0	7	63.6	8	72.7	4	36.4	5	45.5
Railway Trade Unions	24	92.3	17	65.4	7	26.9				
Science and Research	28	84.8	3	9.1	28	84.8	1	3.0	4	12.1
STAVBA	116	99.1	105	89.7	44	37.6	35	29.9	51	43.6
Textile, Clothing and Leather Industry	37	97.4	33	86.8	18	47.4	14	36.8	25	65.8
Transport	38	100.0	38	100.0	1	2.6			1	2.6
Transport, Road Economy and Repair Vehicles	11	100.0	10	90.9	1	9.1	9	81.8	9	81.8
UNIOS	120	98.4	120	98.4	60	49.2	91	74.6	110	90.2
Universities Trade Union	20	100.0	7	35.0	20	100.0	15	75.0	16	80.0
Wood.Industry, Forestry and Manag.of Water	53	88.3	44	73.3	29	48.3	31	51.7	42	70.0

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
									NCA	NCA	NCA	NCA	NCA		
Total	1144	89.0	230	17.9	659	51.3	1121	87.2	990	418	715	505	226	455	35.4
Agriculture and Nutrition	26	83.9			4	12.9	24	77.4	22	7	15	5	4	6	19.4
Banking and Insurance	17	85.0	1	5.0	11	55.0	20	100.0	20	9	19	15	6	1	5.0
Catering, Hotels and Tourism	12	85.7					13	92.9	12	10	7	10			
Civilian Employees of the Army	3	100.0	1	33.3	2	66.7	3	100.0	3	1	3	1		1	33.3
Commerce	11	91.7			4	33.3	11	91.7	10	7	7	8	10	7	58.3
ECHO	48	87.3	10	18.2	33	60.0	53	96.4	47	34	41	25	24	24	43.6
Food Industry and Allied Trade	48	80.0	3	5.0	48	80.0	50	83.3	44	11	11	26	8	7	11.7
Glass, Ceramic & Porcelain	30	93.8	1	3.1	19	59.4	18	56.3	12	1	11	1	1	16	50.0
Health Service and Social Care	23	85.2			12	44.4	25	92.6	25	4	22	6	10	2	7.4
KOVO	488	91.4	156	29.2	291	54.5	471	88.2	396	204	316	254	66	305	57.1
Mines, Geology and Oil Industry	15	71.4	9	42.9	8	38.1	18	85.7	17	4	17	9	7	9	42.9
Postal, Telecom. and Newspaper Services	9	81.8	4	36.4	3	27.3	10	90.9	7	4	10	2	6	1	9.1
Railway Trade Unions	25	96.2	10	38.5	16	61.5	23	88.5	23	12	19	10	10		
Science and Research	29	87.9			10	30.3	27	81.8	24	3	22	3	11	7	21.2
STAVBA	104	88.9	6	5.1	39	33.3	105	89.7	96	36	50	64	11	9	7.7
Textile, Clothing and Leather Industry	33	86.8	8	21.1	8	21.1	31	81.6	30	9	19	6		12	31.6
Transport	29	76.3	11	28.9			29	76.3	29	11	17	28		7	18.4
Transport, Road Economy and Repair Vehicles	9	81.8	5	45.5	5	45.5	11	100.0	11	3	5	7	1	6	54.5
UNIOS	112	91.8	5	4.1	99	81.1	108	88.5	96	35	55	16	17	21	17.2
Universities Trade Union	19	95.0			10	50.0	19	95.0	19	2	17	2	4	6	30.0
Wood.Industry, Forestry and Manag.of Water	54	90.0			37	61.7	52	86.7	47	11	32	7	30	8	13.3

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

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

Trade union	Number of trade unions active in the company											if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC										
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	990	77.0	129	10.0	73	5.7	23	1.8	70	5.4	281	95.3	14	4.7	1007	78.4	323	25.1	873	67.9	238	18.5	
Agriculture and Nutrition	27	87.1	4	12.9							4	100.0			6	19.4	1	3.2	6	19.4	1	3.2	
Banking and Insurance	12	60.0	7	35.0	1	5.0					7	87.5	1	12.5	18	90.0	8	40.0	19	95.0	4	20.0	
Catering, Hotels and Tourism	9	64.3							5	35.7	5	100.0			11	78.6			11	78.6	1	7.1	
Civilian Employees of the Army	1	33.3	1	33.3	1	33.3					2				3	100.0	2	66.7	3	100.0	2	66.7	
Commerce	3	25.0	2	16.7	1	8.3			6	50.0	9	100.0			10	83.3	3	25.0	8	66.7	3	25.0	
ECHO	30	54.5	13	23.6	2	3.6			10	18.2	25	100.0			52	94.5	28	50.9	40	72.7	38	69.1	
Food Industry and Allied Trade	40	66.7	12	20.0	4	6.7	2	3.3	2	3.3	20	100.0			46	76.7	24	40.0	32	53.3	2	3.3	
Glass, Ceramic & Porcelain	22	68.8	7	21.9	2	6.3	1	3.1			9	90.0	1	10.0	28	87.5	24	75.0	8	25.0	14	43.8	
Health Service and Social Care	10	37.0	9	33.3	6	22.2	1	3.7	1	3.7	17	100.0			24	88.9	9	33.3	9	33.3	5	18.5	
KOVO	468	87.6	40	7.5	10	1.9	10	1.9	6	1.1	61	92.4	5	7.6	426	79.8	159	29.8	401	75.1	110	20.6	
Mines, Geology and Oil Industry	16	76.2	2	9.5	1	4.8			2	9.5	5	100.0			12	57.1	10	47.6	13	61.9	12	57.1	
Postal, Telecom. and Newspaper Services	9	81.8							2	18.2	2				9	81.8	4	36.4	9	81.8	1	9.1	
Railway Trade Unions	14	53.8	4	15.4	3	11.5	1	3.8	4	15.4	12	100.0			23	88.5	4	15.4	17	65.4	2	7.7	
Science and Research	31	93.9	2	6.1									2	100.0	22	66.7	8	24.2	13	39.4	11	33.3	
STAVBA	74	63.2	9	7.7	14	12.0	3	2.6	17	14.5	43	100.0			80	68.4	18	15.4	69	59.0	4	3.4	
Textile, Clothing and Leather Industry	36	94.7	2	5.3							2				10	26.3	4	10.5	6	15.8	5	13.2	
Transport	29	76.3	1	2.6	3	7.9	1	2.6	4	10.5	9	100.0			29	76.3			29	76.3			
Transport, Road Economy and Repair Vehicles	6	54.5	3	27.3			1	9.1	1	9.1	5	100.0			8	72.7	1	9.1	10	90.9	7	63.6	
UNIOS	100	82.0	4	3.3	17	13.9			1	0.8	22	100.0			121	99.2	5	4.1	121	99.2	6	4.9	
Universities Trade Union	10	50.0	2	10.0	2	10.0	1	5.0	5	25.0	5	50.0	5	50.0	18	90.0	2	10.0	15	75.0	6	30.0	
Wood, Industry, Forestry and Manag. of Water	43	71.7	5	8.3	6	10.0	2	3.3	4	6.7	17	100.0			51	85.0	9	15.0	34	56.7	4	6.7	

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	396	30.8	1.5	2.3	409	31.8	1.2	2.0	650	50.6	1.4	4.4	77	6.0	1.3	2.7	632	49.2	440	34.2	410	31.9	80	6.2	101	7.9
Agriculture and Nutrition	5	16.1	1.6	1.8	5	16.1	1.0	1.2	4	12.9	1.0	2.0					4	12.9	2	6.5	2	6.5	1	3.2	1	3.2
Banking and Insurance	2	10.0			3	15.0	1.7	1.7	17	85.0	1.9	4.6	2	10.0			17	85.0	14	70.0	13	65.0	2	10.0	2	10.0
Catering, Hotels and Tourism	7	50.0	1.0	1.9	7	50.0	1.1	2.0	7	50.0	1.3	2.1					7	50.0	1	7.1	6	42.9				
Civilian Employees of the Army	1	33.3			1	33.3			3	100.0	1.0	3.0	1	33.3			3	100.0	3	100.0	2	66.7				
Commerce	3	25.0	1.3	2.0	3	25.0	1.0	1.7	5	41.7	1.1	1.9					4	33.3	3	25.0					1	8.3
ECHO	46	83.6	1.2	2.2	46	83.6	1.1	2.0	53	96.4	1.5	8.9	6	10.9	1.2	3.5	52	94.5	49	89.1	43	78.2	17	30.9	13	23.6
Food Industry and Allied Trade	5	8.3	1.0	2.4	7	11.7	1.3	2.1	23	38.3	1.4	4.4					23	38.3	20	33.3	10	16.7	2	3.3	4	6.7
Glass, Ceramic & Porcelain	13	40.6	2.0	2.0	13	40.6	1.0	1.0	26	81.3	1.1	3.2	1	3.1			26	81.3	26	81.3	10	31.3	1	3.1	2	6.3
Health Service and Social Care	6	22.2	1.7	1.8	6	22.2	1.2	1.3	3	11.1	1.3	1.7	1	3.7			3	11.1			3	11.1				
KOVO	138	25.8	1.7	2.3	141	26.4	1.3	1.8	226	42.3	1.5	3.5	19	3.6	1.7	3.5	232	43.4	151	28.3	147	27.5	24	4.5	51	9.6
Mines, Geology and Oil Industry	16	76.2	1.4	2.8	16	76.2	1.4	2.9	17	81.0	1.5	5.7	2	9.5			16	76.2	10	47.6	13	61.9			1	4.8
Postal, Telecom. and Newspaper Services	10	90.9	1.5	2.6	10	90.9	1.4	2.4	11	100.0	1.3	6.1					11	100.0	8	72.7	9	81.8	4	36.4	1	9.1
Railway Trade Unions	7	26.9	0.9	2.1	8	30.8	0.9	2.1	18	69.2	1.1	3.6	2	7.7			18	69.2	12	46.2	13	50.0	7	26.9	7	26.9
Science and Research	4	12.1	1.5	2.5	4	12.1	1.0	2.3	7	21.2	1.7	2.3					5	15.2	3	9.1	2	6.1			3	9.1
STAVBA	91	77.8	1.3	2.5	91	77.8	1.1	2.2	94	80.3	1.0	3.6	37	31.6	1.0	2.1	93	79.5	40	34.2	88	75.2	2	1.7	4	3.4
Textile, Clothing and Leather Industry	2	5.3			3	7.9	1.0	1.0	5	13.2	2.0	2.6					5	13.2	4	10.5	1	2.6	3	7.9	1	2.6
Transport									16	42.1	1.7						7	18.4	7	18.4						
Transport, Road Economy and Repair Vehicles	3	27.3	2.0	4.0	3	27.3	1.0	3.0	5	45.5	1.0	4.3	2	18.2			6	54.5	3	27.3	4	36.4				
UNIOS	29	23.8	1.4	2.2	33	27.0	1.3	2.0	66	54.1	1.8	6.7	2	1.6			58	47.5	52	42.6	28	23.0	6	4.9	10	8.2
Universities Trade Union	7	35.0	1.6	2.1	7	35.0	1.1	1.7	11	55.0	1.2	2.4	1	5.0			10	50.0	4	20.0	6	30.0	1	5.0		
Wood.Industry, Forestry and Manag.of Water	1	1.7			2	3.3			33	55.0	1.3	3.4	1	1.7			32	53.3	28	46.7	10	16.7	10	16.7		

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	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
								hours/week	hours/week	hours/week	hours/week									
Total	1205	93.8	823	64.0	38.1	382	29.7	39.5	38.22	37.4	37.2	321	25.0	1099	85.5	7.5	3.8	76.3	1.7	
Agriculture and Nutrition	30	96.8	23	74.2	38.7	7	22.6	39.9	38.21	37.3	37.1	6	19.4	26	83.9	16.1	3.8	67.7		
Banking and Insurance	20	100.0	12	60.0	39.8	8	40.0	39.8	38.14	37.5	37.3	12	60.0	18	90.0	5.0	8.0	80.0	5.0	
Catering, Hotels and Tourism	14	100.0	1	7.1		13	92.9	40.0	38.69	37.4	37.5	1	7.1	5	35.7			35.7		
Civilian Employees of the Army	3	100.0	2	66.7		1	33.3					2	66.7	3	100.0	66.7	5.0	33.3		
Commerce	10	83.3	4	33.3	39.4	6	50.0	40.0	38.75	37.5	37.5	4	33.3	9	75.0	16.7	2.3	50.0	8.3	
ECHO	55	100.0	45	81.8	37.5	10	18.2	38.3	37.44	37.1	36.6	19	34.5	55	100.0	3.6	4.0	94.5	1.8	
Food Industry and Allied Trade	60	100.0	37	61.7	38.0	23	38.3	39.8	38.50	37.4	37.3	9	15.0	52	86.7	13.3	4.4	73.3		
Glass, Ceramic & Porcelain	32	100.0	26	81.3	37.6	6	18.8	39.6	38.43	37.5	37.5	6	18.8	26	81.3	6.3	5.0	75.0		
Health Service and Social Care	19	70.4	1	3.7		18	66.7	39.6	38.59	37.5	37.5	4	14.8	27	100.0			100.0		
KOVO	504	94.4	372	69.7	37.9	132	24.7	39.6	38.19	37.3	37.2	128	24.0	449	84.1	10.7	3.4	73.2	0.2	
Mines, Geology and Oil Industry	19	90.5	17	81.0	37.7	2	9.5					14	66.7	20	95.2			71.4	23.8	
Postal, Telecom. and Newspaper Services	11	100.0	4	36.4	38.8	7	63.6	38.6	36.58	36.3	36.5	9	81.8	9	81.8			81.8		
Railway Trade Unions	25	96.2	12	46.2	38.3	13	50.0	38.9	38.44	37.3	36.7	16	61.5	19	73.1	3.8	5.0	57.7	11.5	
Science and Research	16	48.5	16	48.5	40.0							16	48.5	27	81.8			81.8		
STAVBA	110	94.0	46	39.3	38.3	64	54.7	40.0	38.47	37.5	37.5	21	17.9	100	85.5	1.7	2.0	83.8		
Textile, Clothing and Leather Industry	38	100.0	35	92.1	37.5	3	7.9	39.6	37.88	37.5	37.5	7	18.4	28	73.7	10.5	5.0	63.2		
Transport	36	94.7	30	78.9	38.6	6	15.8	39.2	38.38	36.5	36.5	4	10.5	28	73.7	2.6	3.0	71.1		
Transport, Road Economy and Repair Vehicles	10	90.9	2	18.2		8	72.7	37.3	37.34	37.3	37.5	4	36.4	11	100.0			100.0		
UNIOS	118	96.7	80	65.6	38.5	38	31.1	38.8	37.80	37.5	36.8	9	7.4	118	96.7	5.7	5.3	89.3	1.6	
Universities Trade Union	16	80.0	5	25.0	39.5	11	55.0	40.0	38.75	37.5	37.5	12	60.0	20	100.0			60.0	40.0	
Wood.Industry, Forestry and Manag.of Water	59	98.3	53	88.3	38.0	6	10.0	39.2	38.00	37.5	36.3	18	30.0	49	81.7	5.0	4.7	76.7		

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

**Overtime, organization of working hours
classification based on 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	3	0.2	75	877	68.2	50.2	520	40.5	48.3
Agriculture and Nutrition				16	51.6	52.0	6	19.4	47.7
Banking and Insurance				7	35.0	41.0	5	25.0	52.0
Catering, Hotels and Tourism				12	85.7	28.2	12	85.7	41.2
Civilian Employees of the Army				3	100.0	43.3	2	66.7	
Commerce				9	75.0	43.3	10	83.3	39.1
ECHO				46	83.6	51.4	44	80.0	52.0
Food Industry and Allied Trade	1	1.7		49	81.7	49.3	19	31.7	47.9
Glass, Ceramic & Porcelain				26	81.3	51.0	21	65.6	50.3
Health Service and Social Care				22	81.5	50.8	16	59.3	44.6
KOVO				354	66.3	50.9	152	28.5	48.8
Mines, Geology and Oil Industry				20	95.2	48.8	18	85.7	49.1
Postal, Telecom. and Newspaper Services				11	100.0	52.0	7	63.6	52.0
Railway Trade Unions				22	84.6	50.8	17	65.4	45.4
Science and Research				4	12.1	45.5	5	15.2	42.4
STAVBA	2	1.7		104	88.9	50.4	86	73.5	50.5
Textile, Clothing and Leather Industry				22	57.9	45.9	13	34.2	50.0
Transport				26	68.4	52.0	17	44.7	48.9
Transport, Road Economy and Repair Vehicles				9	81.8	52.0	9	81.8	21.6
UNIOS				71	58.2	51.3	30	24.6	48.4
Universities Trade Union				15	75.0	52.0	9	45.0	47.1
Wood.Industry, Forestry and Manag.of Water				29	48.3	49.3	22	36.7	49.6

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	27	2.1	30	2.3	46	3.6	72	5.6
Agriculture and Nutrition					1	3.2		
Banking and Insurance							4	20.0
Catering, Hotels and Tourism							7	50.0
Civilian Employees of the Army			1	33.3				
Commerce			1	8.3			1	8.3
ECHO					4	7.3	1	1.8
Food Industry and Allied Trade	1	1.7	1	1.7			10	16.7
Glass, Ceramic & Porcelain	4	12.5						
Health Service and Social Care								
KOVO	20	3.7	18	3.4	9	1.7	25	4.7
Mines, Geology and Oil Industry					5	23.8	1	4.8
Postal, Telecom. and Newspaper Services								
Railway Trade Unions			1	3.8	3	11.5	4	15.4
Science and Research					1	3.0	2	6.1
STAVBA			3	2.6	6	5.1	6	5.1
Textile, Clothing and Leather Industry			1	2.6				
Transport								
Transport, Road Economy and Repair Vehicles			2	18.2	1	9.1	6	54.5
UNIOS					13	10.7	1	0.8
Universities Trade Union			1	5.0	2	10.0	3	15.0
Wood.Industry, Forestry and Manag.of Water	2	3.3	1	1.7	1	1.7	1	1.7

Explanatory notes: NCA
% CA

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

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

Trade union	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work							
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	425	33.1	15	1.2	418	32.5	5	0.4	6	0.5	6	0.5						
Agriculture and Nutrition	9	29.0			9	29.0												
Banking and Insurance	12	60.0			12	60.0												
Catering, Hotels and Tourism	1	7.1			1	7.1												
Civilian Employees of the Army	1	33.3			1	33.3												
Commerce	8	66.7			8	66.7												
ECHO	33	60.0			33	60.0												
Food Industry and Allied Trade	38	63.3	4	6.7	37	61.7												
Glass, Ceramic & Porcelain									1	3.1	1	3.1						
Health Service and Social Care	3	11.1			3	11.1												
KOVO	141	26.4	7	1.3	138	25.8	1	0.2	1	0.2	1	0.2						
Mines, Geology and Oil Industry	10	47.6			10	47.6												
Postal, Telecom. and Newspaper Services	6	54.5			6	54.5			1	9.1	1	9.1						
Railway Trade Unions	16	61.5	2	7.7	15	57.7	1	3.8										
Science and Research	2	6.1			2	6.1			1	3.0	1	3.0						
STAVBA	26	22.2			26	22.2	1	0.9										
Textile, Clothing and Leather Industry									1	2.6	1	2.6						
Transport	5	13.2	2	5.3	3	7.9												
Transport, Road Economy and Repair Vehicles	6	54.5			6	54.5	2	18.2										
UNIOS	68	55.7			68	55.7			1	0.8	1	0.8						
Universities Trade Union	12	60.0			12	60.0												
Wood.Industry, Forestry and Manag.of Water	28	46.7			28	46.7												

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

**Working conditions and benefits I
classification based on 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	1211	94.2	35.28	54.7	13.34	17.8	37.80	55.7	285	201	15.6	32	2.5	28	2.2
Agriculture and Nutrition	31	100.0	30.60	55.0	10.14		46.62	57.9	10	1	3.2				
Banking and Insurance	20	100.0	46.75	55.0	19.25		38.00		16	1	5.0				
Catering, Hotels and Tourism	14	100.0	38.00	55.0	12.50			100.0		2	14.3	1	7.1		
Civilian Employees of the Army	3	100.0	15.00	54.4	9.00	18.1				1	33.3				
Commerce	11	91.7	28.50	52.5	5.00		35.40	54.0							
ECHO	54	98.2	45.33	55.0	16.12		42.98	54.6	21	23	41.8				
Food Industry and Allied Trade	54	90.0	36.34	54.6	11.70				20	5	8.3				
Glass, Ceramic & Porcelain	28	87.5		55.0	9.67		32.00	44.0	16	11	34.4				
Health Service and Social Care	24	88.9		55.0	5.00		26.67	52.5	13	5	18.5	3	11.1	3	11.1
KOVO	515	96.4	34.60	54.8	11.16	32.5	36.80	56.0	134	85	15.9	15	2.8	13	2.4
Mines, Geology and Oil Industry	21	100.0		55.0	9.00		28.83	55.0	2	3	14.3	1	4.8	1	4.8
Postal, Telecom. and Newspaper Services	11	100.0	38.87	55.0	8.95		49.00			1	9.1				
Railway Trade Unions	26	100.0	32.00	53.2	8.00			57.5	3	6	23.1	3	11.5	1	3.8
Science and Research	31	93.9	27.03	49.0	23.47				6	5	15.2				
STAVBA	109	93.2	35.63	55.0	9.92	22.5	41.62	55.2	4	10	8.5	4	3.4	4	3.4
Textile, Clothing and Leather Industry	27	71.1	31.50	52.5	3.00		26.29	53.1	5	3	7.9				
Transport	37	97.4	27.60	54.9	11.40	13.0									
Transport, Road Economy and Repair Vehicles	10	90.9	39.13	55.0	22.60				1	8	72.7	2	18.2	1	9.1
UNIOS	120	98.4	40.11	54.9	12.76	11.0			11	15	12.3	3	2.5	5	4.1
Universities Trade Union	19	95.0		55.0			39.30	55.0	7	3	15.0				
Wood.Industry, Forestry and Manag.of Water	46	76.7	51.65	55.0	11.53	15.0	37.08	51.5	16	13	21.7				

Explanatory notes: NCA

% CA

aver. CZK

aver.% of price

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

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

average contribution in CZK

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

Working conditions and benefits II classification based on trade unions

Trade union	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices		Contribution to pension insurance						Contribution to life insurance						
			agreed in CA		amount allowed				agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision	
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	24	1.9	56	4.4	535	62.7	274	21.3	745	58.0	430	678	2.9	567	44.1	290	22.6	426	661	243	18.9
Agriculture and Nutrition			1	3.2			9	29.0	20	64.5	342	453	4.3	17	54.8	12	38.7	408	565	12	38.7
Banking and Insurance	2	10.0	1	5.0			13	65.0	15	75.0	433	950	3.0	12	60.0	11	55.0	496	741	11	55.0
Catering, Hotels and Tourism							11	78.6	12	85.7	418	440	3.0	11	78.6	7	50.0	400	400	7	50.0
Civilian Employees of the Army	1	33.3					1	33.3	1	33.3				1	33.3	1	33.3			1	33.3
Commerce			1	8.3			5	41.7	7	58.3	224	266		5	41.7	2	16.7			1	8.3
ECHO	2	3.6	2	3.6			24	43.6	48	87.3	745	1,120	3.2	45	81.8	26	47.3	578	756	24	43.6
Food Industry and Allied Trade	1	1.7	2	3.3			12	20.0	30	50.0	334	642	3.3	22	36.7	11	18.3	408	740	8	13.3
Glass, Ceramic & Porcelain			2	6.3			3	9.4	24	75.0	329	520	3.0	23	71.9	6	18.8	300	550	5	15.6
Health Service and Social Care							9	33.3	14	51.9	245	461		11	40.7	4	14.8	350	525	2	7.4
KOVO	3	0.6	33	6.2	604	63.8	77	14.4	294	55.1	427	636	2.9	222	41.6	94	17.6	409	609	77	14.4
Mines, Geology and Oil Industry	2	9.5	1	4.8			6	28.6	19	90.5	442	561	3.1	19	90.5	12	57.1	364	526	12	57.1
Postal, Telecom. and Newspaper Services							2	18.2	3	27.3	433	1,000		3	27.3	2	18.2			2	18.2
Railway Trade Unions	3	11.5					14	53.8	20	76.9	468	875	2.5	20	76.9	14	53.8	509	632	11	42.3
Science and Research							6	18.2	14	42.4	342	423		9	27.3	4	12.1	259	517	3	9.1
STAVBA	9	7.7	3	2.6	180	75.0	26	22.2	66	56.4	352	785	2.6	55	47.0	22	18.8	238	813	22	18.8
Textile, Clothing and Leather Industry			1	2.6			5	13.2	13	34.2	293	330	3.6	4	10.5	4	10.5	300	300	2	5.3
Transport	1	2.6							27	71.1	347	396	2.9	11	28.9	4	10.5	400	400		
Transport, Road Economy and Repair Vehicles									8	72.7	605	666	2.8	7	63.6	3	27.3	433	433	2	18.2
UNIOS			7	5.7	680	50.0	21	17.2	74	60.7	442	681	2.8	49	40.2	43	35.2	508	856	34	27.9
Universities Trade Union							10	50.0	3	15.0	425	660	2.5	2	10.0						
Wood.Industry, Forestry and Manag.of Water			2	3.3			20	33.3	33	55.0	470	799	1.9	19	31.7	8	13.3	425	594	7	11.7

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

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

**Social fund (FSCR, stimulation fund) - creation
classification based on 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	426	33.2	61	2.1	32	3,026	77	1.8	235	127	3,210	216	16.8	47	4,911	8	2.4	117	87	1,807	
Agriculture and Nutrition	13	41.9	2		3	1,833	2		6			1	3.2							1	
Banking and Insurance	13	65.0	4	2.4			5	2.3	3	1		1	5.0	1							
Catering, Hotels and Tourism	3	21.4	1							3	29	6	42.9					2	6	54	
Civilian Employees of the Army	3	100.0	1				1		1	2											
Commerce	2	16.7					1		1												
ECHO	26	47.3			1		3	2.6	19	12	3,719	19	34.5	11	8,700			6	6	4,416	
Food Industry and Allied Trade	29	48.3	1		4	1,663	3	1.5	21	2		3	5.0	3	1,600						
Glass, Ceramic & Porcelain	13	40.6	10	2.6					3	3	2,568	14	43.8	1		6	2.6	7	7	2,493	
Health Service and Social Care	9	33.3							9			1	3.7					1			
KOVO	112	21.0	3	3.0	9	2,525	15	2.0	79	35	1,848	93	17.4	17	1,206	1		62	32	1,842	
Mines, Geology and Oil Industry	8	38.1	1				3	1.5	4	3	25,015	4	19.0			1		2	1		
Postal, Telecom. and Newspaper Services	3	27.3	1		1				1	1											
Railway Trade Unions	19	73.1	1		2		5	1.8	8	7	1,578	1	3.8					1			
Science and Research	29	87.9	7	2.0			19	1.9	1	19	2,244										
STAVBA	27	23.1	2		1		12	1.0	9	14	506	35	29.9	7	3,586			6	29	1,298	
Textile, Clothing and Leather Industry	7	18.4	1		4	1,638			2	1		4	10.5	1				3	3	2,464	
Transport	12	31.6	8	2.0					4	1		2	5.3	1				1			
Transport, Road Economy and Repair Vehicles	4	36.4					3	1.3	1	2		1	9.1							1	
UNIOS	63	51.6	12	1.8	7	6,671	2		41	17	529	27	22.1	4	10,000			23			
Universities Trade Union	10	50.0	1				1		8												
Wood.Industry, Forestry and Manag.of Water	21	35.0	5	1.6			2		14	4	3,086	4	6.7	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
 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	12.40	5.82	2.97	22.43	3.07	3.27	0.62	7.87	2.79	34.08	4.69	388	30.2	121	9.4
Agriculture and Nutrition												2	6.5	1	3.2
Banking and Insurance												19	95.0	8	40.0
Catering, Hotels and Tourism				10.68					86.65	2.43	0.24	3	21.4		
Civilian Employees of the Army												3	100.0		
Commerce												1	8.3		
ECHO	14.61	7.40	6.56	24.90	6.90	4.78	0.49	6.66	3.31	18.74	5.66	21	38.2	20	36.4
Food Industry and Allied Trade												13	21.7	5	8.3
Glass, Ceramic & Porcelain	9.54	5.06		15.56	0.16	5.55	0.19	3.48		59.77	0.69	14	43.8	4	12.5
Health Service and Social Care												6	22.2		
KOVO	9.64	3.40	2.94	26.81	1.42	4.93	0.97	4.64	3.94	39.49	1.83	131	24.5	19	3.6
Mines, Geology and Oil Industry	9.51	15.39		10.97	0.86	0.20		16.77	1.49	38.56	6.25	8	38.1	5	23.8
Postal, Telecom. and Newspaper Services												1	9.1		
Railway Trade Unions	10.59	51.03	0.45	10.46	5.82	7.54		8.38	4.57	1.16		18	69.2	1	3.8
Science and Research	5.44	0.29	10.06	29.71	13.67	4.02		1.95		30.12	4.73	23	69.7	8	24.2
STAVBA	29.96	2.10	3.58	13.76	0.31	4.47		1.30	9.55	30.37	4.60	23	19.7	8	6.8
Textile, Clothing and Leather Industry	2.41	5.84	9.11	36.82	3.30	10.37	24.59		3.03	1.04	3.49	9	23.7		
Transport												1	2.6		
Transport, Road Economy and Repair Vehicles	14.16	6.59		62.99	1.81	7.33			1.44	5.68		6	54.5		
UNIOS	13.09	2.92	18.99	23.16	4.19	3.40		5.96	0.24	7.78	20.25	66	54.1	34	27.9
Universities Trade Union												8	40.0		
Wood.Industry, Forestry and Manag.of Water	4.43	0.58	0.84	16.80	0.26	4.45		6.90	1.14	17.93	46.67	12	20.0	8	13.3

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
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		
	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
Total	93	7.2	58.9	266	26	2.0	3	0.2	71.7	520	40.5	1.3	464	36.1	1.2	712	55.4	2.0	267	20.8	6.0	350	27.2	1.2	127	9.9	3.6	244	19.0	3.7	85	6.6	2.2	533	41.5		
Agriculture and Nutrition										7	22.6	1.3	8	25.8	1.5	10	32.3	1.5	5	16.1	7.6	5	16.1	1.4	3	9.7	3.3	6	19.4	8.3	2	6.5		7	22.6		
Banking and Insurance	4	20.0			4	20.0				3	15.0	1.3	1	5.0		1	5.0		2	10.0					1	5.0		6	30.0	4.0	1	5.0		14	70.0		
Catering, Hotels and Tourism	7	50.0	71.4							1	7.1		10	71.4	1.0	12	85.7	1.7	5	35.7	7.0						1	7.1		5	35.7	1.0	7	50.0			
Civilian Employees of the Army										1	33.3		2	66.7		2	66.7					1	33.3				1	33.3						2	66.7		
Commerce	1	8.3			1	8.3				4	33.3	1.8	9	75.0	1.1	9	75.0	1.3	5	41.7	7.2	1	8.3				1	8.3						6	50.0		
ECHO	14	25.5	56.7	200						36	65.5	1.5	38	69.1	1.9	34	61.8	1.9	24	43.6	6.5	8	14.5	1.3	15	27.3	4.7	20	36.4	3.2				33	60.0		
Food Industry and Allied Trade	5	8.3	56.3		4	6.7	1	1.7		9	15.0	1.3	20	33.3	1.2	15	25.0	1.7	4	6.7	11.8	11	18.3	1.2				1	1.7					31	51.7		
Glass, Ceramic & Porcelain	1	3.1								26	81.3	1.5	2	6.3		29	90.6	2.2	26	81.3	13.8	15	46.9	1.7				7	21.9	2.3	26	81.3	1.1	25	78.1		
Health Service and Social Care										1	3.7					7	25.9	1.1	2	7.4				1	3.7				1	3.7					9	33.3	
KOVO	14	2.6	58.5	275	9	1.7	1	0.2		280	52.4	1.3	254	47.6	1.2	344	64.4	2.6	29	5.4	5.0	214	40.1	1.2	19	3.6	2.2	108	20.2	3.1	12	2.2	3.6	222	41.6		
Mines, Geology and Oil Industry	1	4.8			1	4.8				12	57.1	1.1	14	66.7	1.0	17	81.0	1.1	5	23.8	11.8	8	38.1	1.5	14	66.7	4.0	13	61.9	3.3	8	38.1	3.3	14	66.7		
Postal, Telecom. and Newspaper Services	1	9.1								5	45.5	1.0	6	54.5	1.0	6	54.5	1.3	5	45.5	2.8	1	9.1		4	36.4	4.0	9	81.8	3.8	7	63.6	3.7	9	81.8		
Railway Trade Unions	2	7.7			1	3.8				7	26.9	1.0	10	38.5	1.2	13	50.0	1.5	5	19.2	7.4	5	19.2	1.2	3	11.5	2.7	1	3.8					12	46.2		
Science and Research	4	12.1	45.0	500						2	6.1		3	9.1	1.7							2	6.1		1	3.0						2	6.1		11	33.3	
STAVBA	8	6.8	36.7	148			1	0.9		63	53.8	1.0	35	29.9	1.0	96	82.1	1.2	90	76.9	3.2	26	22.2	1.0	64	54.7	3.9	20	17.1	7.7	1	0.9		30	25.6		
Textile, Clothing and Leather Industry										3	7.9	1.0	1	2.6		5	13.2	2.2	1	2.6								1	2.6						2	5.3	
Transport													18	47.4	1.1	9	23.7	1.9	17	44.7	7.3	15	39.5	1.1	1	2.6				1	2.6				3	27.3	
Transport, Road Economy and Repair Vehicles	3	27.3	60.0		2	18.2				2	18.2		2	18.2		8	72.7	1.0	8	72.7	8.6	3	27.3	1.0				3	27.3	5.7					3	27.3	
UNIOS	26	21.3	67.5	352	4	3.3				38	31.1	1.0	13	10.7	1.3	77	63.1	1.3	33	27.0	5.1	29	23.8	1.2	1	0.8		33	27.0	2.0	20	16.4	1.3	68	55.7		
Universities Trade Union										1	5.0																								8	40.0	
Wood,Industry, Forestry and Manag.of Water	2	3.3								19	31.7	1.0	18	30.0	1.1	18	30.0	1.2	1	1.7		6	10.0	1.3				12	20.0	5.9				20	33.3		

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 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	436	33.9	29	2.3	381	29.6	1056	82.2	682	53.1	6	0.5	19	1.5
Agriculture and Nutrition	10	32.3			15	48.4	31	100.0	3	9.7				
Banking and Insurance	15	75.0	1	5.0	19	95.0	18	90.0	6	30.0	2	10.0	2	10.0
Catering, Hotels and Tourism	8	57.1			8	57.1	14	100.0	10	71.4				
Civilian Employees of the Army	2	66.7			1	33.3	3	100.0	1	33.3				
Commerce	3	25.0			6	50.0	12	100.0	6	50.0	4	33.3		
ECHO	36	65.5	1	1.8	16	29.1	54	98.2	18	32.7				
Food Industry and Allied Trade	26	43.3			3	5.0	57	95.0	39	65.0				
Glass, Ceramic & Porcelain					2	6.3	31	96.9	27	84.4				
Health Service and Social Care	20	74.1	2	7.4	5	18.5	23	85.2	8	29.6				
KOVO	139	26.0	5	0.9	153	28.7	406	76.0	327	61.2			9	1.7
Mines, Geology and Oil Industry	8	38.1			3	14.3	20	95.2	2	9.5				
Postal, Telecom. and Newspaper Services	3	27.3			3	27.3	11	100.0	3	27.3				
Railway Trade Unions	14	53.8	2	7.7	10	38.5	24	92.3	20	76.9			3	11.5
Science and Research	22	66.7	2	6.1	5	15.2	26	78.8	8	24.2				
STAVBA	22	18.8			71	60.7	89	76.1	47	40.2			5	4.3
Textile, Clothing and Leather Industry	1	2.6			1	2.6	33	86.8	18	47.4				
Transport	2	5.3					13	34.2	18	47.4				
Transport, Road Economy and Repair Vehicles	5	45.5					8	72.7	7	63.6				
UNIOS	55	45.1	16	13.1	23	18.9	114	93.4	94	77.0				
Universities Trade Union	15	75.0			10	50.0	19	95.0	6	30.0				
Wood.Industry, Forestry and Manag.of Water	30	50.0			27	45.0	50	83.3	14	23.3				

Explanatory notes: NCA
% CA

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

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

Region NUTS 3	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?															
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)							
	NCA		% CA	CZK	NCA		% CA	CZK/h	NCA		% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS		
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	NCA	% CA	CZK/h	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	154	12.0	10,049	24	1.9	58.03	37	2.9	63.59	319	24.8	351	27.3	83	6.5	87	6.8	143	11.1	205	16.0				
CZ010 Capital Prague	43	18.5	9,973	1	0.4		1	0.4		45	19.3	47	20.2	22	9.4	6	2.6	8	3.4	13	5.6				
CZ020 Středočeský	4	5.7	13,163							11	15.7	19	27.1	4	5.7	5	7.1	5	7.1	7	10.0				
CZ031 Jihočeský	13	14.8	9,672	4	4.5	54.43	1	1.1		15	17.0	27	30.7	7	8.0	2	2.3	6	6.8	10	11.4				
CZ032 Plzeňský	21	30.0	11,115	2	2.9		15	21.4	63.02	13	18.6	29	41.4	1	1.4	5	7.1	11	15.7	24	34.3				
CZ041 Karlovarský	1	2.9					1	2.9		8	22.9	6	17.1	1	2.9	4	11.4	8	22.9	7	20.0				
CZ042 Ústecký	7	8.2	8,911				3	3.5	57.45	27	31.8	30	35.3	3	3.5	3	3.5	7	8.2	16	18.8				
CZ051 Liberecký	3	6.7	10,683							13	28.9	10	22.2	4	8.9	4	8.9	4	8.9	9	20.0				
CZ052 Královéhradecký	5	6.5	9,018	4	5.2	60.68				18	23.4	29	37.7	2	2.6	10	13.0	10	13.0	23	29.9				
CZ053 Pardubický	8	12.9	10,188	1	1.6					17	27.4	20	32.3	7	11.3	8	12.9	7	11.3	10	16.1				
CZ061 Vysočina	9	14.1	9,518	2	3.1		1	1.6		17	26.6	10	15.6	9	14.1	7	10.9	6	9.4	11	17.2				
CZ062 Jihomoravský	17	13.6	9,946	5	4.0	58.83	2	1.6		35	28.0	30	24.0	10	8.0	7	5.6	16	12.8	11	8.8				
CZ071 Olomoucký	5	4.9	9,236	1	1.0		10	9.7	67.50	27	26.2	36	35.0	2	1.9	5	4.9	19	18.4	31	30.1				
CZ072 Zlínský	9	10.7	9,313	3	3.6	54.70	1	1.2		25	29.8	18	21.4	7	8.3	16	19.0	17	20.2	11	13.1				
CZ080 Moravskoslezský	9	6.3	10,276	1	0.7		2	1.4		48	33.3	40	27.8	4	2.8	5	3.5	19	13.2	22	15.3				

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
 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	289	9,110	291	9,741	294	10,440	299	11,313	304	12,422	307	13,619	309	15,034	319	16,556	313	18,426	312	20,515	311	23,042	306	25,750
CZ010 Capital Prague	39	9,597	39	10,204	39	10,978	39	11,977	40	13,355	40	14,813	40	16,486	45	18,238	45	20,912	44	23,873	44	27,427	43	30,992
CZ020 Středočeský	10	10,486	10	11,184	10	11,987	10	13,036	10	14,356	10	15,757	10	17,339	11	18,717	11	21,043	11	23,939	11	27,166	11	30,609
CZ031 Jihočeský	13	7,678	13	8,253	13	8,982	14	10,096	14	11,222	14	12,422	14	13,950	15	15,490	14	17,389	14	19,504	14	21,867	14	24,678
CZ032 Plzeňský	13	8,844	13	9,757	13	10,836	13	12,061	13	13,419	13	14,957	13	16,808	13	18,840	13	21,194	13	23,872	13	26,711	13	30,189
CZ041 Karlovarský	8	8,730	8	9,093	8	9,584	8	10,304	8	11,128	8	12,104	8	13,300	8	14,716	8	16,210	8	17,965	8	20,073	8	22,516
CZ042 Ústecký	26	9,127	26	9,846	26	10,574	27	11,322	27	12,424	27	13,696	27	14,977	27	16,346	26	17,695	26	19,343	26	21,363	25	24,341
CZ051 Liberecký	12	8,321	12	8,705	12	9,243	12	10,002	13	10,929	13	12,040	13	13,429	13	14,761	13	16,717	13	19,258	13	21,802	13	25,433
CZ052 Královéhradecký	17	8,981	18	9,823	18	10,484	18	11,317	18	12,158	18	13,192	18	14,498	18	15,958	18	17,728	18	19,686	18	21,904	18	24,519
CZ053 Pardubický	16	8,551	16	9,027	16	9,619	17	10,188	16	11,152	17	12,083	16	13,446	17	14,515	16	16,033	17	17,549	16	20,119	17	22,629
CZ061 Vysočina	14	9,050	14	9,536	16	9,965	16	10,700	17	11,559	17	12,488	17	13,716	17	14,950	17	16,279	17	17,895	17	19,831	17	22,016
CZ062 Jihomoravský	33	9,569	33	10,266	33	10,999	34	11,807	34	12,855	34	14,057	34	15,488	35	16,987	34	18,867	33	20,356	33	22,550	31	24,846
CZ071 Olomoucký	23	8,877	23	9,432	23	10,120	23	10,999	23	12,108	24	13,253	27	14,075	27	15,541	25	17,041	25	19,026	25	21,460	24	24,479
CZ072 Zlínský	20	9,050	21	9,534	22	10,077	22	10,889	24	12,063	25	13,075	25	14,512	25	16,073	25	17,790	25	19,860	25	22,396	24	23,572
CZ080 Moravskoslezský	45	9,216	45	9,930	45	10,708	46	11,668	47	12,803	47	14,072	47	15,634	48	17,135	48	18,835	48	20,952	48	23,202	48	25,609

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	81	52.59	81	55.62	82	59.88	82	65.59	81	71.67	81	78.41	79	87.59	19	84.25	15	90.94	15	100.81	14	109.07	14	121.19
CZ010 Capital Prague	22	58.06	22	61.15	22	66.54	22	73.65	22	80.62	22	88.39	22	98.85	2		1		1		1		1	
CZ020 Středočeský	4	54.35	4	58.08	4	63.25	4	69.68	4	75.60	4	82.28	4	91.10	2		2		2		2		2	
CZ031 Jihočeský	7	52.54	7	54.70	6	59.12	6	64.65	6	70.37	6	76.80	6	86.02	1									
CZ032 Plzeňský	1		1		1		1		1		1		1											
CZ041 Karlovarský	1		1		1		1		1		1		1											
CZ042 Ústecký	3	42.30	3	44.30	3	47.13	3	50.37	3	54.63	3	59.43	3	65.10	1		1		1		1		1	
CZ051 Liberecký	4	43.90	4	46.13	4	49.73	4	53.40	4	58.78	4	65.40	3	81.67										
CZ052 Královéhradecký	2		2		2		2		2		2		2		1		1		1		1		1	
CZ053 Pardubický	7	48.53	7	50.89	7	53.74	7	57.59	7	62.54	7	67.84	7	74.26	4	70.73	3	74.27	3	81.27	3	90.17	3	99.97
CZ061 Vysočina	8	50.18	8	53.89	9	56.41	9	61.17	8	67.03	8	73.08	8	79.96	3	76.67	2		2		2		2	
CZ062 Jihomoravský	10	52.67	10	55.90	10	60.85	10	67.19	10	72.72	10	79.33	10	87.21	3	94.37	3	102.43	3	112.16	2		2	
CZ071 Olomoucký	2		2		2		2		2		2		2											
CZ072 Zlínský	6	51.57	6	54.29	7	58.43	7	63.87	7	70.72	7	78.12	7	87.11	2		2		2		2		2	
CZ080 Moravskoslezský	4	56.50	4	59.08	4	63.80	4	70.25	4	75.90	4	82.30	3	94.43										

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	131	54.84	134	58.71	139	63.42	143	68.55	143	74.88	140	82.35	134	90.61	77	95.91	58	98.99	48	110.11	42	121.14	40	132.86
CZ010 Capital Prague	7	59.09	7	61.30	8	66.83	8	70.90	8	77.86	8	86.30	8	95.47	5	93.49	4	89.33	3	100.97	3	111.67	3	123.53
CZ020 Středočeský	5	58.16	5	61.06	5	64.58	5	70.96	5	78.30	5	86.50	5	97.72	3	109.93	3	119.23	3	130.00	3	142.70	3	157.77
CZ031 Jihočeský	6	39.92	6	43.32	6	48.22	6	53.70	6	59.95	6	67.47	6	76.13	1		1		1		1		1	
CZ032 Plzeňský	11	53.06	11	57.50	11	63.32	11	70.41	11	77.97	11	86.75	11	96.67	6	93.28	5	101.02	4	117.18	4	132.73	4	149.35
CZ041 Karlovarský	8	53.88	8	56.00	8	59.18	8	63.15	8	67.89	8	73.54	8	80.18	7	92.03	6	91.87	6	100.32	6	110.07	6	121.58
CZ042 Ústecký	7	55.14	7	58.06	7	61.59	7	68.86	7	74.91	7	81.36	6	89.03	4	85.68	4	92.95	4	101.95	3	106.33	3	117.07
CZ051 Liberecký	4	48.93	4	50.95	4	53.58	4	57.80	4	62.73	4	68.35	4	73.93	2		1		1		1		1	
CZ052 Královéhradecký	9	50.40	10	55.31	10	58.94	10	62.46	10	66.80	10	71.97	10	78.30	8	90.00	7	92.19	3	114.47	3	124.67	3	137.93
CZ053 Pardubický	6	54.53	6	57.27	6	60.55	7	64.41	7	71.60	6	77.22	5	86.00	4	89.43	3	94.70	3	100.13	2		1	
CZ061 Vysočina	6	51.47	6	54.43	6	58.17	6	63.08	6	69.15	5	74.60	5	81.70	3	86.60	3	93.73	3	101.53	2		2	
CZ062 Jihomoravský	14	62.78	14	68.55	15	72.71	16	76.75	16	82.42	16	89.98	16	97.98	8	98.69	6	109.63	4	128.03	3	133.47	3	143.33
CZ071 Olomoucký	18	55.18	18	59.69	18	64.71	19	71.18	19	77.95	19	85.99	16	94.61	10	99.38	6	106.28	5	114.40	5	122.94	5	132.16
CZ072 Zlínský	13	56.79	14	59.79	16	64.02	17	67.99	17	74.53	17	81.84	17	89.61	6	94.88	4	86.21	3	88.67	1		1	
CZ080 Moravskoslezský	17	55.51	18	60.44	19	66.92	19	72.35	19	79.30	18	88.63	17	98.32	10	111.55	5	114.92	5	125.06	5	139.02	4	147.40

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	1073	83.5	26.1	48.4	26.5	963	74.9	101.5	1042	81.1	14.11	11.4	798	62.1	7.51	10.4	10.8	997	77.6	20.97	23.2
CZ010 Capital Prague	164	70.4	26.3	50.0	27.3	143	61.4	100.5	158	67.8	15.32	11.4	125	53.6	7.76	10.0	11.2	155	66.5	28.04	22.5
CZ020 Středočeský	55	78.6	25.7	49.0	26.3	47	67.1	101.9	54	77.1	12.09	10.9	36	51.4	8.75	10.0	10.6	50	71.4	20.55	19.8
CZ031 Jihočeský	80	90.9	26.6	52.4	25.9	68	77.3	103.2	77	87.5	12.99	12.3	58	65.9	7.33	12.5	10.0	76	86.4	14.80	24.9
CZ032 Plzeňský	55	78.6	27.5	49.8	25.1	54	77.1	103.7	54	77.1	16.53	11.8	45	64.3	7.90	20.0	10.4	57	81.4	23.25	23.1
CZ041 Karlovarský	31	88.6	27.0	46.0	27.7	29	82.9	100.0	30	85.7	11.58	11.6	19	54.3	7.11	10.0	10.0	27	77.1	18.08	21.9
CZ042 Ústecký	74	87.1	27.2	48.3	26.4	60	70.6	101.0	71	83.5	15.47	14.0	58	68.2	6.73	10.0	10.8	69	81.2	20.73	19.1
CZ051 Liberecký	41	91.1	26.1	50.0	28.4	31	68.9	101.6	38	84.4	15.35	10.0	30	66.7	8.76	8.3	14.2	38	84.4	12.50	23.9
CZ052 Královéhradecký	69	89.6	25.1	47.8	26.0	57	74.0	101.1	67	87.0	13.57	12.3	44	57.1	7.51	10.0	10.0	58	75.3	15.18	20.1
CZ053 Pardubický	52	83.9	25.5	44.5	26.3	47	75.8	101.6	54	87.1	13.25	12.1	44	71.0	7.53	10.0	10.4	50	80.6	16.06	19.2
CZ061 Vysočina	54	84.4	25.3	47.6	25.4	49	76.6	101.0	50	78.1	14.29	10.2	43	67.2	7.18	10.0	11.7	53	82.8	16.00	24.6
CZ062 Jihomoravský	105	84.0	25.5	48.2	27.8	96	76.8	101.7	107	85.6	12.53	11.4	77	61.6	7.73	10.4	10.5	98	78.4	20.75	23.6
CZ071 Olomoucký	93	90.3	25.8	47.6	25.6	86	83.5	100.9	91	88.3	13.41	10.3	66	64.1	7.07	11.7	10.4	80	77.7	22.33	24.2
CZ072 Zlínský	76	90.5	25.6	45.6	26.9	77	91.7	101.1	74	88.1	13.64	11.2	62	73.8	6.66	10.0	10.0	70	83.3	19.67	29.0
CZ080 Moravskoslezský	124	86.1	26.5	47.2	26.6	119	82.6	101.8	117	81.3	14.94	10.8	91	63.2	7.81	10.0	10.5	116	80.6	26.81	24.1

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 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	17	8.6	604	6.95	5	23	17.6	45	93.38	93	3	9.3	146	4.97	40	1		201	5.96	
CZ010 Capital Prague			61	7.99		14	16.6	9	84.00	10			17	5.07	12			30	7.44	
CZ020 Středočeský	1		26	6.47		1		2		3			7	5.79	2			7	4.10	
CZ031 Jihočeský	4	10.0	59	7.15		1		13	89.42	11			9	6.26	1			16	6.42	
CZ032 Plzeňský	1		38	6.88	2			1		7	1		3	5.43				12	7.97	
CZ041 Karlovarský			19	5.27				1		1			5	3.50				4	4.13	
CZ042 Ústecký	1		32	5.97				1		5	1		5	8.50	2			15	5.27	
CZ051 Liberecký			30	7.95				1		1			8	4.28	4			3	4.63	
CZ052 Královéhradecký			43	7.19	1			2		7			5	8.65	2			8	5.68	
CZ053 Pardubický			28	6.23		2				7			8	2.99				6	4.52	
CZ061 Vysočina	3	11.7	36	7.48		1		6	81.83	1			17	5.65	1			7	4.51	
CZ062 Jihomoravský	2		48	6.23	1	1		2		7	1		13	4.78	7			19	5.21	
CZ071 Olomoucký	1		66	9.40	1			2		18			29	4.16	2			29	4.84	
CZ072 Zlínský	3	6.8	47	6.54				3	34.00	10			5	3.60	1	1		3	5.67	
CZ080 Moravskoslezský	1		71	4.94		3	13.3	2		5			15	4.51	6			42	6.62	

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	1		181	24.80	8			12	458	2	51	28.2	17	1,488	81	19	10.2	31	765	42	529	
CZ010 Capital Prague			25	46.35	4			2		1	20	28.3	6	1,650	10	9	9.6	7	980	3	89	
CZ020 Středočeský			5	17.80				1			1		1		2			2			19	
CZ031 Jihočeský			15	8.63				1					1		9			1			2	47
CZ032 Plzeňský			11	10.95				1			1		1		2	1						18
CZ041 Karlovarský			5	26.40						1	1				1						2	15
CZ042 Ústecký			15	20.40	1			3	400		10	30.5	1		10	1		7	1,000	8	52	
CZ051 Liberecký			6	8.72							1				2	1					2	17
CZ052 Královéhradecký	1		11	19.89				1			1		3	1,667	7	1		2			4	33
CZ053 Pardubický			6	27.67							1		1		3						1	29
CZ061 Vysočina			5	22.86				3	533		3	23.3			3	1		1				21
CZ062 Jihomoravský			13	28.69							7	31.4			6	1		3	472	1	57	
CZ071 Olomoucký			15	9.52							2				7	1		1			4	44
CZ072 Zlínský			13	28.04									1		6			6	333	3	38	
CZ080 Moravskoslezský			36	31.16	3						3	20.0	2		13	3	14.3	1			12	50

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 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	557	43.3	194	15.1	315	24.5	210	16.3	74	5.8	103	8.0	133	10.4	91	7.1	689	53.6
CZ010 Capital Prague	86	36.9	22	9.4	38	16.3	27	11.6	19	8.2	15	6.4	18	7.7	22	9.4	108	46.4
CZ020 Středočeský	22	31.4	11	15.7	11	15.7	11	15.7	3	4.3	5	7.1	10	14.3	5	7.1	23	32.9
CZ031 Jihočeský	54	61.4	24	27.3	37	42.0	30	34.1	7	8.0	16	18.2	17	19.3	14	15.9	65	73.9
CZ032 Plzeňský	31	44.3	6	8.6	21	30.0	15	21.4	5	7.1	4	5.7	15	21.4	4	5.7	43	61.4
CZ041 Karlovarský	11	31.4	4	11.4	5	14.3	4	11.4	3	8.6	3	8.6	2	5.7	3	8.6	19	54.3
CZ042 Ústecký	41	48.2	9	10.6	25	29.4	22	25.9	6	7.1	8	9.4	18	21.2	5	5.9	46	54.1
CZ051 Liberecký	20	44.4	6	13.3	12	26.7	3	6.7	5	11.1	5	11.1	1	2.2	2	4.4	23	51.1
CZ052 Královéhradecký	40	51.9	11	14.3	25	32.5	17	22.1	2	2.6	5	6.5	11	14.3	5	6.5	51	66.2
CZ053 Pardubický	26	41.9	5	8.1	15	24.2	12	19.4	5	8.1	2	3.2	4	6.5	4	6.5	31	50.0
CZ061 Vysočina	25	39.1	11	17.2	16	25.0	10	15.6	2	3.1	9	14.1	8	12.5	2	3.1	33	51.6
CZ062 Jihomoravský	40	32.0	12	9.6	22	17.6	17	13.6	5	4.0	9	7.2	11	8.8	5	4.0	68	54.4
CZ071 Olomoucký	25	24.3	11	10.7	14	13.6	8	7.8	4	3.9	5	4.9	3	2.9	4	3.9	47	45.6
CZ072 Zlínský	48	57.1	8	9.5	36	42.9	5	6.0	4	4.8	6	7.1	6	7.1	8	9.5	41	48.8
CZ080 Moravskoslezský	88	61.1	54	37.5	38	26.4	29	20.1	4	2.8	11	7.6	9	6.3	8	5.6	91	63.2

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
 * 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	668	52.0	60	2,394	225	2,763	445	4,186	508	5,280	623	6,386	665	7,363	667	8,634	667	9,708	668	10,911	8	0.6	9,750
CZ010 Capital Prague	119	51.1	10	3,450	27	3,670	87	5,387	97	6,898	113	8,935	118	10,140	118	12,202	118	13,526	119	14,755	4	1.7	11,250
CZ020 Středočeský	30	42.9	5	1,960	14	2,814	24	4,321	24	5,975	27	7,267	30	8,123	30	9,040	30	9,840	30	11,490	1	1.4	
CZ031 Jihočeský	47	53.4	6	3,233	20	3,115	29	4,055	32	5,209	46	5,780	47	7,209	47	8,526	47	9,580	47	11,057			
CZ032 Plzeňský	33	47.1	3	2,667	13	2,577	28	4,257	30	5,397	32	6,688	33	7,976	33	9,203	33	10,339	33	11,521			
CZ041 Karlovarský	18	51.4	5	1,790	7	1,657	10	2,765	11	3,286	18	4,025	18	5,625	18	6,542	18	7,342	18	8,622			
CZ042 Ústecký	46	54.1	5	1,300	13	2,619	30	4,200	33	5,003	43	6,156	46	7,050	46	8,320	46	9,500	46	11,311			
CZ051 Liberecký	29	64.4	5	960	14	2,691	21	3,982	23	4,665	26	5,858	28	6,859	29	7,877	29	8,846	29	9,870			
CZ052 Královéhradecký	38	49.4	5	1,302	18	1,803	24	2,703	27	3,676	36	4,744	38	5,682	38	6,618	38	7,392	38	8,197			
CZ053 Pardubický	30	48.4			5	2,800	18	3,739	23	5,148	29	5,514	30	6,113	30	6,983	30	7,877	30	8,797			
CZ061 Vysočina	37	57.8	5	1,800	14	2,964	24	4,104	30	5,083	35	5,917	37	7,100	37	8,062	37	8,727	37	9,730			
CZ062 Jihomoravský	65	52.0	1		12	2,458	33	4,424	38	5,782	54	6,806	65	7,411	65	8,804	65	9,914	65	11,283	1	0.8	
CZ071 Olomoucký	54	52.4	2		17	1,879	27	3,180	39	3,964	50	5,224	53	6,402	54	7,994	54	9,366	54	10,882			
CZ072 Zlínský	37	44.0	3	7,667	11	3,482	25	3,664	27	4,563	33	5,382	37	6,095	37	7,343	37	8,351	37	9,770	1	1.2	
CZ080 Moravskoslezský	85	59.0	5	2,040	40	2,910	65	4,035	74	4,933	81	5,671	85	6,211	85	6,820	85	7,852	85	8,338	1	0.7	

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	752	58.5	334	3,551	688	4,025	729	4,971	739	5,811	751	6,639	752	7,128
CZ010 Capital Prague	119	51.1	72	4,067	115	5,265	118	6,619	119	7,629	119	8,838	119	9,190
CZ020 Středočeský	28	40.0	16	4,044	25	4,040	28	4,631	28	5,331	28	5,865	28	6,141
CZ031 Jihočeský	51	58.0	26	3,331	50	4,043	50	4,385	50	4,755	50	5,017	51	5,903
CZ032 Plzeňský	45	64.3	22	2,334	36	3,636	41	5,643	45	7,320	45	8,217	45	9,182
CZ041 Karlovarský	19	54.3	5	3,480	17	3,488	19	3,884	19	4,284	19	4,905	19	5,074
CZ042 Ústecký	44	51.8	14	4,143	43	4,643	44	5,867	44	6,838	44	7,695	44	8,036
CZ051 Liberecký	32	71.1	12	2,467	30	3,496	31	4,424	32	5,348	32	6,363	32	6,940
CZ052 Královéhradecký	54	70.1	21	3,586	52	3,897	54	4,934	54	5,871	54	6,748	54	7,000
CZ053 Pardubický	36	58.1	12	3,879	34	3,524	36	4,131	36	4,733	36	5,197	36	5,672
CZ061 Vysočina	43	67.2	25	2,532	39	2,851	43	3,584	43	4,300	43	5,033	43	5,592
CZ062 Jihomoravský	76	60.8	34	4,199	70	3,777	76	4,561	76	5,174	76	5,917	76	6,538
CZ071 Olomoucký	61	59.2	25	2,493	55	3,256	61	3,767	61	4,553	61	5,274	61	6,020
CZ072 Zlínský	47	56.0	24	3,221	45	3,487	46	4,458	47	4,866	47	5,835	47	6,340
CZ080 Moravskoslezský	97	67.4	26	4,546	77	4,313	82	5,395	85	6,411	97	7,223	97	7,462

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	859	66.8	363	4,740	761	5,876	834	7,532	850	9,051	857	10,673	858	11,711	858	12,636	858	13,319	859	13,957
CZ010 Capital Prague	142	60.9	70	4,901	129	7,619	139	10,156	139	11,585	141	14,644	141	15,685	141	16,881	141	17,578	142	18,697
CZ020 Středočeský	39	55.7	19	8,316	33	7,438	36	8,250	38	10,280	38	11,195	39	11,969	39	12,564	39	13,141	39	14,103
CZ031 Jihočeský	57	64.8	27	4,800	51	6,617	56	7,703	56	8,457	57	9,000	57	10,407	57	11,018	57	11,386	57	12,009
CZ032 Plzeňský	54	77.1	20	3,320	42	5,383	47	8,149	53	12,975	54	14,448	54	15,704	54	16,543	54	17,078	54	17,365
CZ041 Karlovarský	19	54.3	3	16,333	17	5,321	19	6,442	19	7,487	19	8,934	19	9,708	19	10,234	19	10,655	19	10,971
CZ042 Ústecký	56	65.9	15	5,417	49	7,914	54	10,500	55	13,265	56	15,527	56	17,447	56	19,492	56	20,992	56	22,385
CZ051 Liberecký	37	82.2	14	4,264	32	4,409	35	5,919	35	7,138	37	9,054	37	10,218	37	10,774	37	11,204	37	11,595
CZ052 Královéhradecký	56	72.7	28	3,754	53	4,468	56	5,494	56	6,283	56	7,770	56	8,500	56	9,334	56	9,657	56	10,086
CZ053 Pardubický	38	61.3	13	5,819	34	4,540	38	5,418	38	6,334	38	7,034	38	7,750	38	8,403	38	8,750	38	9,097
CZ061 Vysočina	47	73.4	27	2,919	42	3,052	47	3,798	47	4,563	47	5,430	47	6,033	47	6,632	47	7,050	47	7,278
CZ062 Jihomoravský	80	64.0	34	5,501	77	6,026	79	8,134	80	9,675	80	11,492	80	13,083	80	14,323	80	15,397	80	15,890
CZ071 Olomoucký	81	78.6	34	2,697	72	3,497	77	4,659	81	6,105	81	7,700	81	9,012	81	10,185	81	11,434	81	12,264
CZ072 Zlínský	55	65.5	27	3,541	51	4,388	54	5,430	55	6,345	55	7,495	55	8,336	55	9,164	55	9,982	55	10,373
CZ080 Moravskoslezský	98	68.1	32	6,234	79	7,610	97	9,022	98	10,054	98	10,979	98	11,225	98	11,604	98	11,855	98	12,075

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					
	of this																																			
	NCA	% CA	by maintaining the aver. wage				by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage						by increasing the average real wage				by keeping real wage				by combination of given issues							
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	NCA	% CA	without manag.	NCA	% CA	NCA	% CA	NCA		% CA				
Total	742	57.7	36	2.8	259	20.2	13	401	246	2.5	73	5.7	9	0.7	299	23.3	280	2.5	19	485	6	2.5	20	1.6	20	2.1	4	1.2	175	13.6	7	0.5	112	8.7	163	12.7
CZ010 Capital Prague	128	54.9	7	3.0	37	15.9			37	2.3	15	6.4	1	0.4	64	27.5	61	2.2	3	490	1		1	0.4	1				30	12.9	2	0.9	25	10.7	24	10.3
CZ020 Středočeský	34	48.6	3	4.3	12	17.1			12	3.2	6	8.6	2	2.9	14	20.0	12	2.3	2				1	1.4	1				5	7.1			7	10.0	2	2.9
CZ031 Jihočeský	46	52.3	3	3.4	21	23.9			21	3.0	12	13.6			9	10.2	9	2.4			1		3	3.4	3	2.5			8	9.1			8	9.1	15	17.0
CZ032 Plzeňský	55	78.6	1	1.4	20	28.6	2		18	2.9	7	10.0	2	2.9	17	24.3	15	2.2	2		1							22	31.4	2	2.9	10	14.3	20	28.6	
CZ041 Karlovarský	22	62.9			9	25.7			9	2.4	4	11.4	2	5.7	5	14.3	5	3.0					1	2.9	1			8	22.9			5	14.3	5	14.3	
CZ042 Ústecký	40	47.1	1	1.2	14	16.5			14	1.9	4	4.7	1	1.2	17	20.0	17	2.4					4	4.7	4	1.2	4	1.2	8	9.4	1	1.2	7	8.2	4	4.7
CZ051 Liberecký	28	62.2	2	4.4	19	42.2			19	2.6					7	15.6	7	2.1										2	4.4			2	4.4	2	4.4	
CZ052 Královéhradecký	33	42.9			10	13.0	1		9	2.7	3	3.9			15	19.5	15	2.5					2	2.6	2			8	10.4			4	5.2	7	9.1	
CZ053 Pardubický	29	46.8	4	6.5	8	12.9			8	2.9					10	16.1	10	3.1					3	4.8	3	1.8		6	9.7			2	3.2	8	12.9	
CZ061 Vysočina	35	54.7	3	4.7	18	28.1	4	428	14	2.5	2	3.1			14	21.9	13	2.1	1				1	1.6	1			6	9.4			9	14.1	3	4.7	
CZ062 Jihomoravský	73	58.4	4	3.2	26	20.8	1		25	2.4	6	4.8	1	0.8	32	25.6	30	2.5	2				2	1.6	2			18	14.4	2	1.6	14	11.2	17	13.6	
CZ071 Olomoucký	72	69.9	3	2.9	22	21.4	1		21	2.0	5	4.9			26	25.2	22	2.5	4	625								22	21.4			6	5.8	11	10.7	
CZ072 Zlínský	58	69.0	2	2.4	14	16.7	2		12	2.5	5	6.0			24	28.6	23	2.3	1		1						22	26.2			9	10.7	15	17.9		
CZ080 Moravskoslezský	89	61.8	3	2.1	29	20.1	2		27	3.0	4	2.8			45	31.3	41	3.1	4	500	2		2	1.4	2			10	6.9			4	2.8	30	20.8	

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

Remuneration of employees I classification based on 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	777	60.5	164	12.8	52	4.0	640	49.8	269	20.9	96.6	250	19.5	85.8	346	26.9	17.4	14.79
CZ010 Capital Prague	135	57.9	21	9.0	4	1.7	120	51.5	55	23.6	96.6	56	24.0	84.4	57	24.5	16.6	15.62
CZ020 Středočeský	35	50.0	4	5.7	2	2.9	30	42.9	11	15.7	98.2	7	10.0	77.1	16	22.9	19.6	17.50
CZ031 Jihočeský	58	65.9	8	9.1			54	61.4	29	33.0	97.1	27	30.7	90.4	37	42.0	19.1	15.60
CZ032 Plzeňský	44	62.9	5	7.1	12	17.1	28	40.0	17	24.3	95.3	17	24.3	86.5	17	24.3	18.7	20.42
CZ041 Karlovarský	19	54.3	4	11.4	2	5.7	16	45.7	9	25.7	98.9	6	17.1	95.0	15	42.9	19.3	16.60
CZ042 Ústecký	50	58.8	15	17.6			36	42.4	21	24.7	94.3	26	30.6	81.9	23	27.1	23.9	10.69
CZ051 Liberecký	21	46.7	3	6.7	1	2.2	19	42.2	10	22.2	97.5	7	15.6	93.6	9	20.0	13.8	24.33
CZ052 Královéhradecký	43	55.8	9	11.7	4	5.2	33	42.9	19	24.7	95.8	13	16.9	82.7	24	31.2	16.2	14.27
CZ053 Pardubický	39	62.9	13	21.0	3	4.8	27	43.5	10	16.1	97.0	8	12.9	86.9	16	25.8	15.4	15.45
CZ061 Vysočina	45	70.3	7	10.9	4	6.3	42	65.6	8	12.5	97.5	11	17.2	86.4	17	26.6	18.5	16.00
CZ062 Jihomoravský	75	60.0	19	15.2	6	4.8	61	48.8	26	20.8	98.3	19	15.2	85.8	34	27.2	16.3	15.77
CZ071 Olomoucký	59	57.3	25	24.3	3	2.9	36	35.0	12	11.7	93.3	14	13.6	87.1	25	24.3	15.7	16.85
CZ072 Zlínský	50	59.5	14	16.7	7	8.3	41	48.8	16	19.0	98.1	12	14.3	84.2	26	31.0	18.1	12.49
CZ080 Moravskoslezský	104	72.2	17	11.8	4	2.8	97	67.4	26	18.1	96.2	27	18.8	86.7	30	20.8	15.9	9.46

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	101	7.9	49.5	15	1.2	95.8	2	0.2	8	0.6	96.5	206	16.0	98	7.6
CZ010 Capital Prague	28	12.0	49.2	2	0.9				1	0.4		26	11.2	17	7.3
CZ020 Středočeský	3	4.3	52.0									5	7.1	1	1.4
CZ031 Jihočeský	14	15.9	50.1						2	2.3		14	15.9	3	3.4
CZ032 Plzeňský	6	8.6	44.8	3	4.3	90.0	2	2.9				25	35.7	21	30.0
CZ041 Karlovarský	3	8.6	52.0									13	37.1	7	20.0
CZ042 Ústecký	6	7.1	52.0						1	1.2		11	12.9	5	5.9
CZ051 Liberecký	4	8.9	42.3	1	2.2							3	6.7	1	2.2
CZ052 Královéhradecký	4	5.2	52.0	1	1.3				1	1.3		17	22.1	2	2.6
CZ053 Pardubický	4	6.5	47.3	3	4.8	96.7						8	12.9	6	9.7
CZ061 Vysočina	3	4.7	52.0	1	1.6							10	15.6	2	3.1
CZ062 Jihomoravský	7	5.6	52.0	3	2.4	95.0			2	1.6		17	13.6	6	4.8
CZ071 Olomoucký	7	6.8	44.6									11	10.7	3	2.9
CZ072 Zlínský	3	3.6	52.0									30	35.7	14	16.7
CZ080 Moravskoslezský	9	6.3	52.0	1	0.7				1	0.7		16	11.1	10	6.9

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of 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	1236	96.2	1099	85.5	667	51.9	651	50.7	857	66.7
CZ010 Capital Prague	218	93.6	173	74.2	135	57.9	96	41.2	133	57.1
CZ020 Středočeský	66	94.3	58	82.9	35	50.0	16	22.9	37	52.9
CZ031 Jihočeský	83	94.3	81	92.0	30	34.1	57	64.8	66	75.0
CZ032 Plzeňský	68	97.1	62	88.6	55	78.6	19	27.1	58	82.9
CZ041 Karlovarský	33	94.3	29	82.9	23	65.7	11	31.4	24	68.6
CZ042 Ústecký	83	97.6	75	88.2	42	49.4	57	67.1	62	72.9
CZ051 Liberecký	41	91.1	40	88.9	16	35.6	19	42.2	25	55.6
CZ052 Královéhradecký	75	97.4	66	85.7	35	45.5	36	46.8	49	63.6
CZ053 Pardubický	58	93.5	54	87.1	30	48.4	26	41.9	39	62.9
CZ061 Vysočina	61	95.3	57	89.1	26	40.6	14	21.9	32	50.0
CZ062 Jihomoravský	121	96.8	106	84.8	74	59.2	82	65.6	87	69.6
CZ071 Olomoucký	102	99.0	87	84.5	45	43.7	61	59.2	68	66.0
CZ072 Zlínský	84	100.0	78	92.9	27	32.1	48	57.1	55	65.5
CZ080 Moravskoslezský	143	99.3	133	92.4	94	65.3	109	75.7	122	84.7

Explanatory notes: NCA
% CA
*

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
Total	1144	89.0	230	17.9	659	51.3	1121	87.2	990	418	715	505	226	455	35.4
CZ010 Capital Prague	210	90.1	28	12.0	104	44.6	212	91.0	188	88	140	86	58	70	30.0
CZ020 Středočeský	58	82.9	10	14.3	25	35.7	55	78.6	53	12	37	23	11	14	20.0
CZ031 Jihočeský	79	89.8	18	20.5	51	58.0	77	87.5	66	29	50	44	17	39	44.3
CZ032 Plzeňský	58	82.9	12	17.1	36	51.4	56	80.0	51	16	32	33	8	30	42.9
CZ041 Karlovarský	31	88.6	4	11.4	18	51.4	26	74.3	22	7	13	13	3	9	25.7
CZ042 Ústecký	75	88.2	14	16.5	43	50.6	71	83.5	68	33	48	40	11	33	38.8
CZ051 Liberecký	39	86.7	10	22.2	12	26.7	38	84.4	31	10	26	13	5	15	33.3
CZ052 Královéhradecký	70	90.9	13	16.9	32	41.6	71	92.2	64	24	50	20	18	27	35.1
CZ053 Pardubický	55	88.7	11	17.7	22	35.5	54	87.1	49	11	33	21	11	17	27.4
CZ061 Vysočina	56	87.5	9	14.1	34	53.1	58	90.6	55	17	39	29	6	8	12.5
CZ062 Jihomoravský	103	82.4	17	13.6	50	40.0	106	84.8	92	36	60	57	24	27	21.6
CZ071 Olomoucký	97	94.2	30	29.1	69	67.0	91	88.3	73	33	49	15	11	48	46.6
CZ072 Zlínský	76	90.5	20	23.8	56	66.7	72	85.7	52	31	33	23	24	33	39.3
CZ080 Moravskoslezský	137	95.1	34	23.6	107	74.3	134	93.1	126	71	105	88	19	85	59.0

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

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

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		governing the provision of information to TU		provided to TU beyond the scope of LC stipulated		the procedures for discussing materials with TU		beyond the scope of LC stipulated	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	990	77.0	129	10.0	73	5.7	23	1.8	70	5.4	281	95.3	14	4.7	1007	78.4	323	25.1	873	67.9	238	18.5
CZ010 Capital Prague	145	62.2	33	14.2	20	8.6	3	1.3	32	13.7	80	90.9	8	9.1	186	79.8	65	27.9	148	63.5	46	19.7
CZ020 Středočeský	57	81.4	8	11.4	2	2.9	2	2.9	1	1.4	13	100.0			46	65.7	11	15.7	41	58.6	8	11.4
CZ031 Jihočeský	64	72.7	10	11.4	8	9.1					6	6.8	20	83.3	4	16.7	63	71.6	22	25.0	53	60.2
CZ032 Plzeňský	51	72.9	9	12.9	4	5.7	1	1.4	5	7.1	19	100.0			59	84.3	33	47.1	51	72.9	28	40.0
CZ041 Karlovarský	31	88.6	2	5.7	1	2.9			1	2.9	4	100.0			28	80.0	10	28.6	18	51.4	8	22.9
CZ042 Ústecký	65	76.5	11	12.9	3	3.5	3	3.5	3	3.5	20	100.0			56	65.9	20	23.5	50	58.8	28	32.9
CZ051 Liberecký	38	84.4	4	8.9	1	2.2			2	4.4	7	100.0			30	66.7	10	22.2	23	51.1	4	8.9
CZ052 Královéhradecký	60	77.9	3	3.9	7	9.1	2	2.6	5	6.5	17	100.0			63	81.8	11	14.3	59	76.6	11	14.3
CZ053 Pardubický	49	79.0	7	11.3	5	8.1	1	1.6			13	100.0			43	69.4	12	19.4	36	58.1	5	8.1
CZ061 Vysočina	58	90.6	3	4.7	2	3.1			1	1.6	6	100.0			19	29.7	6	9.4	17	26.6	3	4.7
CZ062 Jihomoravský	96	76.8	8	6.4	9	7.2	6	4.8	6	4.8	28	96.6	1	3.4	105	84.0	48	38.4	97	77.6	24	19.2
CZ071 Olomoucký	95	92.2	3	2.9	2	1.9	1	1.0	2	1.9	8	100.0			98	95.1	38	36.9	84	81.6	23	22.3
CZ072 Zlínský	74	88.1	7	8.3	1	1.2	1	1.2	1	1.2	10	100.0			77	91.7	21	25.0	71	84.5	15	17.9
CZ080 Moravskoslezský	107	74.3	21	14.6	8	5.6	3	2.1	5	3.5	36	97.3	1	2.7	134	93.1	16	11.1	125	86.8	16	11.1

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	396	30.8	1.5	2.3	409	31.8	1.2	2.0	650	50.6	1.4	4.4	77	6.0	1.3	2.7	632	49.2	440	34.2	410	31.9	80	6.2	101	7.9
CZ010 Capital Prague	86	36.9	1.4	2.3	89	38.2	1.2	2.0	159	68.2	1.5	4.6	14	6.0	1.1	2.9	148	63.5	111	47.6	95	40.8	21	9.0	31	13.3
CZ020 Středočeský	13	18.6	1.5	2.4	14	20.0	1.2	2.0	24	34.3	1.4	3.7	2	2.9			21	30.0	17	24.3	8	11.4	1	1.4	3	4.3
CZ031 Jihočeský	27	30.7	1.3	2.2	27	30.7	1.0	1.9	36	40.9	1.5	9.2	4	4.5	2.0	4.5	40	45.5	26	29.5	23	26.1	6	6.8	9	10.2
CZ032 Plzeňský	17	24.3	1.4	2.2	17	24.3	1.1	1.9	36	51.4	1.2	3.8	3	4.3	1.3	3.7	34	48.6	26	37.1	28	40.0	9	12.9	2	2.9
CZ041 Karlovarský	6	17.1	1.3	2.7	6	17.1	1.0	2.0	14	40.0	1.4	3.5					14	40.0	10	28.6	6	17.1	2	5.7	2	5.7
CZ042 Ústecký	33	38.8	1.4	2.5	34	40.0	1.2	2.2	55	64.7	1.4	4.1	7	8.2	1.0	2.0	51	60.0	36	42.4	31	36.5	3	3.5	6	7.1
CZ051 Liberecký	7	15.6	1.8	1.9	7	15.6	1.4	1.4	20	44.4	1.5	3.6	1	2.2			19	42.2	17	37.8	10	22.2	1	2.2	1	2.2
CZ052 Královéhradecký	13	16.9	1.7	2.8	14	18.2	1.7	2.8	39	50.6	1.4	4.6	5	6.5	1.0	1.8	42	54.5	30	39.0	25	32.5	9	11.7	12	15.6
CZ053 Pardubický	13	21.0	1.2	2.0	14	22.6	1.0	1.7	19	30.6	1.3	3.7	4	6.5	1.0	2.0	19	30.6	11	17.7	15	24.2	2	3.2	2	3.2
CZ061 Vysočina	13	20.3	1.9	2.4	14	21.9	1.5	2.0	19	29.7	1.6	2.6	2	3.1			18	28.1	11	17.2	10	15.6	1	1.6	5	7.8
CZ062 Jihomoravský	50	40.0	1.4	2.1	51	40.8	1.0	1.7	54	43.2	1.2	3.9	13	10.4	1.5	2.8	49	39.2	35	28.0	33	26.4	6	4.8	3	2.4
CZ071 Olomoucký	54	52.4	1.5	2.2	55	53.4	1.2	1.8	64	62.1	1.2	2.8	7	6.8	1.6	3.0	65	63.1	38	36.9	42	40.8	2	1.9	3	2.9
CZ072 Zlínský	28	33.3	1.5	2.5	30	35.7	1.0	2.0	29	34.5	1.2	3.1	7	8.3	1.0	3.4	31	36.9	13	15.5	26	31.0	3	3.6	2	2.4
CZ080 Moravskoslezský	36	25.0	1.7	2.4	37	25.7	1.4	2.1	82	56.9	1.7	5.2	8	5.6	1.3	2.5	81	56.3	59	41.0	58	40.3	14	9.7	20	13.9

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

**Working hours and holidays
classification based on 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	1205	93.8	823	64.0	38.1	382	29.7	39.5	38.22	37.4	37.2	321	25.0	1099	85.5	7.5	3.8	76.3	1.7	
CZ010 Capital Prague	207	88.8	107	45.9	38.5	100	42.9	39.3	38.03	37.2	37.0	78	33.5	213	91.4	4.7	5.1	83.7	3.0	
CZ020 Středočeský	63	90.0	43	61.4	38.2	20	28.6	39.6	38.42	37.5	37.4	11	15.7	59	84.3	5.7	3.0	78.6		
CZ031 Jihočeský	83	94.3	50	56.8	38.3	33	37.5	39.4	38.20	37.2	37.0	24	27.3	73	83.0	3.4	3.3	79.5		
CZ032 Plzeňský	68	97.1	51	72.9	37.7	17	24.3	39.8	38.16	37.3	37.2	18	25.7	62	88.6	14.3	4.0	74.3		
CZ041 Karlovarský	31	88.6	22	62.9	38.2	9	25.7	39.7	38.39	37.4	37.4	4	11.4	27	77.1	11.4	3.3	65.7		
CZ042 Ústecký	83	97.6	59	69.4	37.7	24	28.2	39.2	38.23	37.3	37.2	15	17.6	78	91.8	10.6	4.2	77.6	3.5	
CZ051 Liberecký	39	86.7	30	66.7	38.2	9	20.0	39.4	37.64	37.5	37.5	9	20.0	37	82.2			77.8	4.4	
CZ052 Královéhradecký	76	98.7	58	75.3	37.9	18	23.4	39.6	38.28	37.5	37.3	24	31.2	64	83.1	2.6	3.5	79.2	1.3	
CZ053 Pardubický	57	91.9	34	54.8	38.2	23	37.1	39.9	38.39	37.5	37.5	9	14.5	49	79.0	8.1	4.0	69.4	1.6	
CZ061 Vysočina	61	95.3	40	62.5	38.5	21	32.8	39.6	38.33	37.4	37.5	10	15.6	49	76.6	12.5	2.9	60.9	3.1	
CZ062 Jihomoravský	116	92.8	78	62.4	38.1	38	30.4	39.7	38.33	37.5	37.3	21	16.8	109	87.2	13.6	2.8	69.6	4.0	
CZ071 Olomoucký	103	100.0	87	84.5	37.9	16	15.5	39.3	37.92	37.3	37.2	18	17.5	75	72.8	4.9	3.2	68.0		
CZ072 Zlínský	82	97.6	50	59.5	38.0	32	38.1	39.8	38.70	37.5	37.1	14	16.7	72	85.7	2.4	6.5	83.3		
CZ080 Moravskoslezský	136	94.4	114	79.2	37.8	22	15.3	39.5	38.22	37.4	37.3	66	45.8	132	91.7	11.8	4.4	79.2	0.7	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 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	3	0.2	75	877	68.2	50.2	520	40.5	48.3
CZ010 Capital Prague				151	64.8	48.8	112	48.1	48.2
CZ020 Středočeský				41	58.6	50.1	22	31.4	49.0
CZ031 Jihočeský				67	76.1	49.2	49	55.7	44.1
CZ032 Plzeňský	1	1.4		56	80.0	52.0	20	28.6	49.9
CZ041 Karlovarský				28	80.0	50.0	11	31.4	44.0
CZ042 Ústecký				54	63.5	50.3	45	52.9	49.5
CZ051 Liberecký				24	53.3	48.2	12	26.7	49.8
CZ052 Královéhradecký				49	63.6	50.9	31	40.3	48.2
CZ053 Pardubický	2	3.2		38	61.3	48.6	21	33.9	45.8
CZ061 Vysočina				48	75.0	49.6	18	28.1	47.7
CZ062 Jihomoravský				85	68.0	51.4	40	32.0	50.2
CZ071 Olomoucký				81	78.6	51.0	43	41.7	50.8
CZ072 Zlínský				56	66.7	50.6	24	28.6	47.7
CZ080 Moravskoslezský				99	68.8	51.0	72	50.0	49.0

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	27	2.1	30	2.3	46	3.6	72	5.6
CZ010 Capital Prague	4	1.7	4	1.7	12	5.2	19	8.2
CZ020 Středočeský	1	1.4	1	1.4	1	1.4	1	1.4
CZ031 Jihočeský	5	5.7	5	5.7	1	1.1	11	12.5
CZ032 Plzeňský	2	2.9	7	10.0	1	1.4	4	5.7
CZ041 Karlovarský	1	2.9	1	2.9			1	2.9
CZ042 Ústecký	2	2.4	2	2.4	9	10.6	8	9.4
CZ051 Liberecký	4	8.9	1	2.2	2	4.4	1	2.2
CZ052 Královéhradecký			2	2.6	1	1.3	1	1.3
CZ053 Pardubický			1	1.6	2	3.2	1	1.6
CZ061 Vysočina	2	3.1			2	3.1	1	1.6
CZ062 Jihomoravský			2	1.6	6	4.8	7	5.6
CZ071 Olomoucký			2	1.9	2	1.9	11	10.7
CZ072 Zlínský	1	1.2			1	1.2	2	2.4
CZ080 Moravskoslezský	5	3.5	2	1.4	6	4.2	4	2.8

Explanatory notes: NCA
% CA

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

**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	1211	94.2	35.28	54.7	13.34	17.8	37.80	55.7	285	201	15.6	32	2.5	28	2.2
CZ010 Capital Prague	223	95.7	37.43	54.5	16.45	20.3	44.25	58.1	39	32	13.7	3	1.3	3	1.3
CZ020 Středočeský	63	90.0	33.63	54.2	13.07	15.0	37.67	55.0	23	10	14.3	1	1.4	1	1.4
CZ031 Jihočeský	83	94.3	32.50	55.0	13.04		30.79	54.7	23	26	29.5	4	4.5	9	10.2
CZ032 Plzeňský	66	94.3	32.00	55.0	17.17		39.20	55.4	30	4	5.7	1	1.4		
CZ041 Karlovarský	29	82.9	36.06	55.0	7.83	5.0	35.48	55.0	8	8	22.9	2	5.7	3	8.6
CZ042 Ústecký	77	90.6	37.50	54.8	12.40	15.0	32.30	57.2	16	24	28.2	2	2.4	1	1.2
CZ051 Liberecký	43	95.6	33.90	54.8	13.60	13.0	40.70	59.1	13	11	24.4	2	4.4	1	2.2
CZ052 Královéhradecký	73	94.8	40.39	54.4	14.36		37.50	55.4	20	13	16.9	1	1.3		
CZ053 Pardubický	56	90.3	33.90	54.3	6.69	55.0	30.47	55.0	19	11	17.7	1	1.6	1	1.6
CZ061 Vysočina	61	95.3	23.43	54.7	11.51		38.83	54.4	15	10	15.6				
CZ062 Jihomoravský	119	95.2	32.56	54.9	13.59	10.0	37.90	55.0	15	20	16.0	4	3.2	5	4.0
CZ071 Olomoucký	98	95.1	32.11	54.6	10.61		35.17	54.5	37	7	6.8				
CZ072 Zlínský	81	96.4	39.50	54.8	9.66		36.27	54.8	9	12	14.3	10	11.9	2	2.4
CZ080 Moravskoslezský	139	96.5	35.29	54.9	9.64	12.0	38.11	53.9	18	13	9.0	1	0.7	2	1.4

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 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	1.9	56	4.4	535	62.7	274	21.3	745	58.0	430	678	2.9	567	44.1	290	22.6	426	661	243	18.9	
CZ010 Capital Prague	17	7.3	10	4.3	655	47.5	60	25.8	148	63.5	468	842	3.3	120	51.5	61	26.2	495	791	53	22.7	
CZ020 Středočeský							14	20.0	42	60.0	366	606	2.8	31	44.3	22	31.4	357	699	18	25.7	
CZ031 Jihočeský			15	17.0	705		18	20.5	62	70.5	367	625	2.8	51	58.0	22	25.0	524	700	19	21.6	
CZ032 Plzeňský			5	7.1	450		23	32.9	48	68.6	416	665	3.0	41	58.6	18	25.7	387	666	15	21.4	
CZ041 Karlovarský			3	8.6	425	100.0	4	11.4	21	60.0	350	499	2.3	19	54.3	7	20.0	340	671	7	20.0	
CZ042 Ústecký			1	1.2			19	22.4	66	77.6	471	636	2.8	51	60.0	19	22.4	386	620	14	16.5	
CZ051 Liberecký	1	2.2	2	4.4			7	15.6	22	48.9	377	680	2.9	18	40.0	6	13.3	425	655	5	11.1	
CZ052 Královéhradecký			4	5.2	118	75.0	21	27.3	43	55.8	438	690	3.1	32	41.6	14	18.2	415	464	13	16.9	
CZ053 Pardubický	2	3.2					11	17.7	31	50.0	350	607	2.9	25	40.3	10	16.1	325	767	7	11.3	
CZ061 Vysočina	1	1.6	1	1.6			10	15.6	35	54.7	461	606	2.6	28	43.8	18	28.1	444	576	13	20.3	
CZ062 Jihomoravský	2	1.6	3	2.4	500	50.0	19	15.2	59	47.2	394	561	2.7	39	31.2	27	21.6	366	545	24	19.2	
CZ071 Olomoucký			3	2.9	650	30.0	14	13.6	56	54.4	553	705	2.8	32	31.1	18	17.5	363	533	16	15.5	
CZ072 Zlínský	1	1.2	5	6.0	320	40.0	14	16.7	33	39.3	483	744	3.2	22	26.2	15	17.9	538	776	12	14.3	
CZ080 Moravskoslezský			4	2.8	100	66.7	40	27.8	79	54.9	393	626	2.6	58	40.3	33	22.9	399	603	27	18.8	

Explanatory notes: NCA

% CA

CZK/month

aver. % of price

average % MBA

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

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

average contribution in CZK per month

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

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

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

Region NUTS 3	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
Total	426	33.2	61	2.1	32	3,026	77	1.8	235	127	3,210	216	16.8	47	4,911	8	2.4	117	87	1,807	
CZ010 Capital Prague	105	45.1	23	2.1	2		33	1.9	43	32	5,631	42	18.0	15	6,600			20	12	509	
CZ020 Středočeský	18	25.7	2		3	1,633	3	2.8	9	6	2,411	3	4.3	1				1	2		
CZ031 Jihočeský	36	40.9	2		6	7,533	11	1.6	16	11	649	20	22.7	4	2,025			15	2		
CZ032 Plzeňský	28	40.0	4	1.7	2		2		20	4	2,318	4	5.7	1				1	2		
CZ041 Karlovarský	9	25.7	4	2.0	1				4	4	8,701	4	11.4	1		1		1	2		
CZ042 Ústecký	38	44.7	7	2.6	2		3	2.5	24	14	4,966	22	25.9	7	1,736	1		8	11	1,572	
CZ051 Liberecký	11	24.4			2		1		6	5	707	12	26.7	1		2		8	6	4,414	
CZ052 Královéhradecký	25	32.5	2		1		5	1.4	15	6	334	12	15.6	3	6,067	1		4	6	2,092	
CZ053 Pardubický	17	27.4	4	1.8	2		1		8	7	3,271	5	8.1					3	4	2,680	
CZ061 Vysočina	17	26.6			2		1		13	3	2,384	4	6.3					1	4	2,739	
CZ062 Jihomoravský	41	32.8	7	2.0	1		9	1.6	22	13	1,120	25	20.0	2		2		15	16	1,583	
CZ071 Olomoucký	17	16.5	3	1.7	1		2		9	5	1,643	17	16.5					11	9	1,531	
CZ072 Zlínský	24	28.6	3	1.8	6	2,567	3	2.0	10	10	1,902	29	34.5	8	1,050			18	6	163	
CZ080 Moravskoslezský	40	27.8			1		3	2.3	36	7	2,128	17	11.8	4	11,600	1		11	5	2,850	

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	12.40	5.82	2.97	22.43	3.07	3.27	0.62	7.87	2.79	34.08	4.69	388	30.2	121	9.4
CZ010 Capital Prague	15.12	1.39	1.83	24.44	4.49	1.02	0.45	10.33	1.49	36.98	2.46	108	46.4	44	18.9
CZ020 Středočeský	3.29	0.74	6.74	16.01	18.60	2.17		0.47	0.71	16.47	34.80	14	20.0	3	4.3
CZ031 Jihočeský	13.97	2.47	14.69	25.08	3.31	1.88		2.60	20.44	13.54	2.00	38	43.2	10	11.4
CZ032 Plzeňský	59.67	2.83		25.37	0.12	0.46	1.92	0.02	0.05	1.68	7.90	15	21.4	7	10.0
CZ041 Karlovarský	6.64	1.84	0.37	4.18	1.19	0.16		22.43	0.04	54.85	8.30	7	20.0	2	5.7
CZ042 Ústecký	9.44	20.74	4.03	18.64	2.52	1.79	0.40	4.72	3.79	27.80	6.13	41	48.2	12	14.1
CZ051 Liberecký	3.04	2.48	2.54	15.08	2.52	1.28		3.56	3.17	65.22	1.11	16	35.6	2	4.4
CZ052 Královéhradecký	7.34	11.61		29.15	2.34	7.11		6.31	16.88	19.14	0.13	15	19.5	7	9.1
CZ053 Pardubický	4.78	0.40	3.57	23.10	0.97	6.30		0.95	0.43	58.04	1.45	8	12.9	2	3.2
CZ061 Vysočina	4.62	11.51	13.03	34.37	0.69	12.51	10.44	6.36	0.61	1.55	4.31	14	21.9	1	1.6
CZ062 Jihomoravský	16.13	4.46	0.44	26.44	0.66	9.48		5.85	2.87	25.38	8.29	43	34.4	10	8.0
CZ071 Olomoucký	4.87	1.81		42.93	3.58	10.27		6.66	6.78	23.00	0.11	24	23.3	7	6.8
CZ072 Zlínský	9.08	11.96	9.82	20.61	2.65	8.80		17.84	1.24	12.20	5.79	19	22.6	4	4.8
CZ080 Moravskoslezský	10.88	4.81	3.95	23.40	0.45	2.74		2.78	4.86	45.81	0.32	26	18.1	10	6.9

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver. %	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 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		
	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	93	7.2	58.9	266	26	2.0	3	0.2	71.7	520	40.5	1.3	464	36.1	1.2	712	55.4	2.0	267	20.8	6.0	350	27.2	1.2	127	9.9	3.6	244	19.0	3.7	85	6.6	2.2	533	41.5	
CZ010 Capital Prague	38	16.3	59.4	306	7	3.0				93	39.9	1.2	80	34.3	1.3	122	52.4	1.8	68	29.2	5.2	56	24.0	1.3	35	15.0	3.7	49	21.0	4.7	26	11.2	2.7	116	49.8	
CZ020 Středočeský	1	1.4			1	1.4	1	1.4		26	37.1	1.2	21	30.0	1.1	37	52.9	1.8	11	15.7	8.1	13	18.6	1.1	4	5.7	4.0	13	18.6	2.0	5	7.1	1.4	20	28.6	
CZ031 Jihočeský	10	11.4	80.0	231						48	54.5	1.4	41	46.6	1.1	56	63.6	2.1	22	25.0	4.5	31	35.2	1.3	6	6.8	3.7	35	39.8	3.2	1	1.1		36	40.9	
CZ032 Plzeňský	4	5.7	42.5	250	2	2.9				28	40.0	1.0	34	48.6	1.1	38	54.3	2.7	10	14.3	5.8	26	37.1	1.2	6	8.6	3.3	7	10.0	6.4	2	2.9		25	35.7	
CZ041 Karlovarský	1	2.9								10	28.6	1.4	9	25.7	1.3	16	45.7	1.8	11	31.4	9.9	8	22.9	1.4	3	8.6	4.0	5	14.3	6.2	7	20.0	1.4	10	28.6	
CZ042 Ústecký	7	8.2	56.3	300	3	3.5				46	54.1	1.4	37	43.5	1.5	54	63.5	1.8	32	37.6	8.9	31	36.5	1.3	14	16.5	3.8	13	15.3	2.8	13	15.3	1.3	34	40.0	
CZ051 Liberecký	2	4.4			2	4.4				12	26.7	1.3	12	26.7	1.2	24	53.3	2.3	11	24.4	8.1	10	22.2	1.1	2	4.4		6	13.3	3.8	7	15.6	1.9	12	26.7	
CZ052 Královéhradecký	8	10.4	56.0	187	1	1.3				19	24.7	1.2	26	33.8	1.3	34	44.2	1.6	13	16.9	5.4	15	19.5	1.2	6	7.8	3.5	10	13.0	4.4	4	5.2	1.0	30	39.0	
CZ053 Pardubický	1	1.6			1	1.6	1	1.6		19	30.6	1.2	16	25.8	1.1	32	51.6	2.1	12	19.4	6.1	15	24.2	1.0	4	6.5	4.0	7	11.3	4.3	1	1.6		21	33.9	
CZ061 Vysočina	2	3.1			1	1.6				20	31.3	1.7	20	31.3	1.6	28	43.8	2.4	6	9.4	2.7	15	23.4	1.1	4	6.3	4.0	5	7.8	4.4	1	1.6		12	18.8	
CZ062 Jihomoravský	4	3.2	45.0		2	1.6				46	36.8	1.3	43	34.4	1.3	61	48.8	1.9	25	20.0	5.3	30	24.0	1.3	11	8.8	3.8	17	13.6	3.3	4	3.2	1.8	42	33.6	
CZ071 Olomoucký	4	3.9	63.3	200	3	2.9				57	55.3	1.3	33	32.0	1.2	66	64.1	2.0	11	10.7	4.8	35	34.0	1.1	5	4.9	4.0	9	8.7	2.7				56	54.4	
CZ072 Zlínský	1	1.2					1	1.2		44	52.4	1.2	39	46.4	1.1	54	64.3	2.6	12	14.3	5.3	27	32.1	1.1	8	9.5	3.0	9	10.7	3.8	1	1.2		57	67.9	
CZ080 Moravskoslezský	10	6.9	66.7	200	3	2.1				52	36.1	1.1	53	36.8	1.1	90	62.5	1.7	23	16.0	5.3	38	26.4	1.2	19	13.2	3.4	59	41.0	3.2	13	9.0	3.0	62	43.1	

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 other obstacles

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

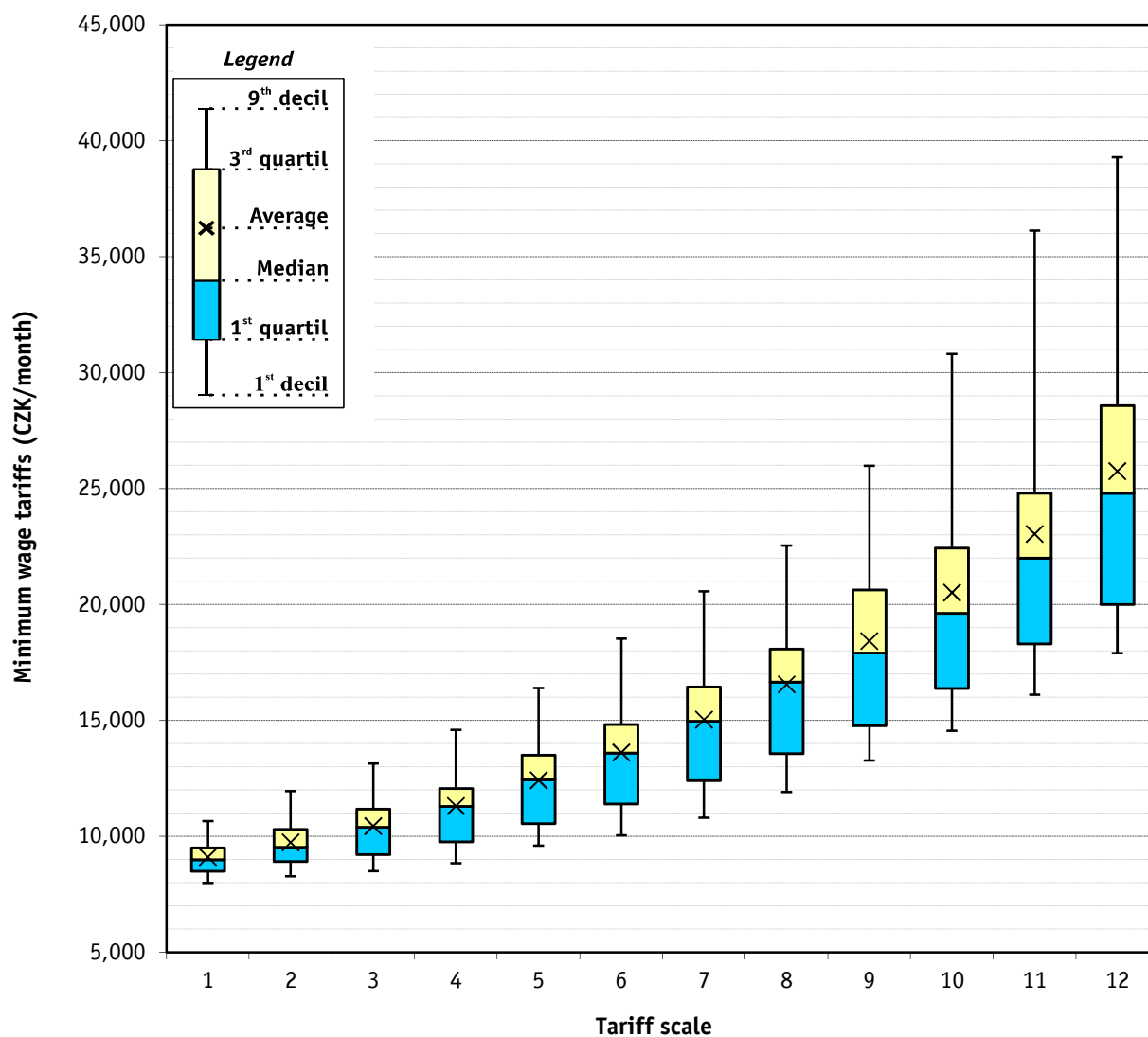
Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	436	33.9	29	2.3	381	29.6	1056	82.2	682	53.1	6	0.5	19	1.5
CZ010 Capital Prague	105	45.1	10	4.3	78	33.5	185	79.4	108	46.4	4	1.7	4	1.7
CZ020 Středočeský	18	25.7	2	2.9	11	15.7	57	81.4	29	41.4	1	1.4		
CZ031 Jihočeský	31	35.2	5	5.7	12	13.6	72	81.8	62	70.5				
CZ032 Plzeňský	13	18.6			21	30.0	66	94.3	38	54.3			2	2.9
CZ041 Karlovarský	8	22.9			5	14.3	30	85.7	18	51.4				
CZ042 Ústecký	36	42.4	3	3.5	20	23.5	73	85.9	48	56.5				
CZ051 Liberecký	3	6.7			9	20.0	34	75.6	27	60.0				
CZ052 Královéhradecký	19	24.7	1	1.3	17	22.1	50	64.9	39	50.6				
CZ053 Pardubický	16	25.8	1	1.6	11	17.7	42	67.7	27	43.5				
CZ061 Vysočina	8	12.5			13	20.3	37	57.8	38	59.4				
CZ062 Jihomoravský	32	25.6	3	2.4	29	23.2	96	76.8	62	49.6	1	0.8	1	0.8
CZ071 Olomoucký	43	41.7	1	1.0	12	11.7	98	95.1	46	44.7			1	1.0
CZ072 Zlínský	34	40.5	1	1.2	62	73.8	79	94.0	43	51.2			11	13.1
CZ080 Moravskoslezský	70	48.6	2	1.4	81	56.3	137	95.1	97	67.4				

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

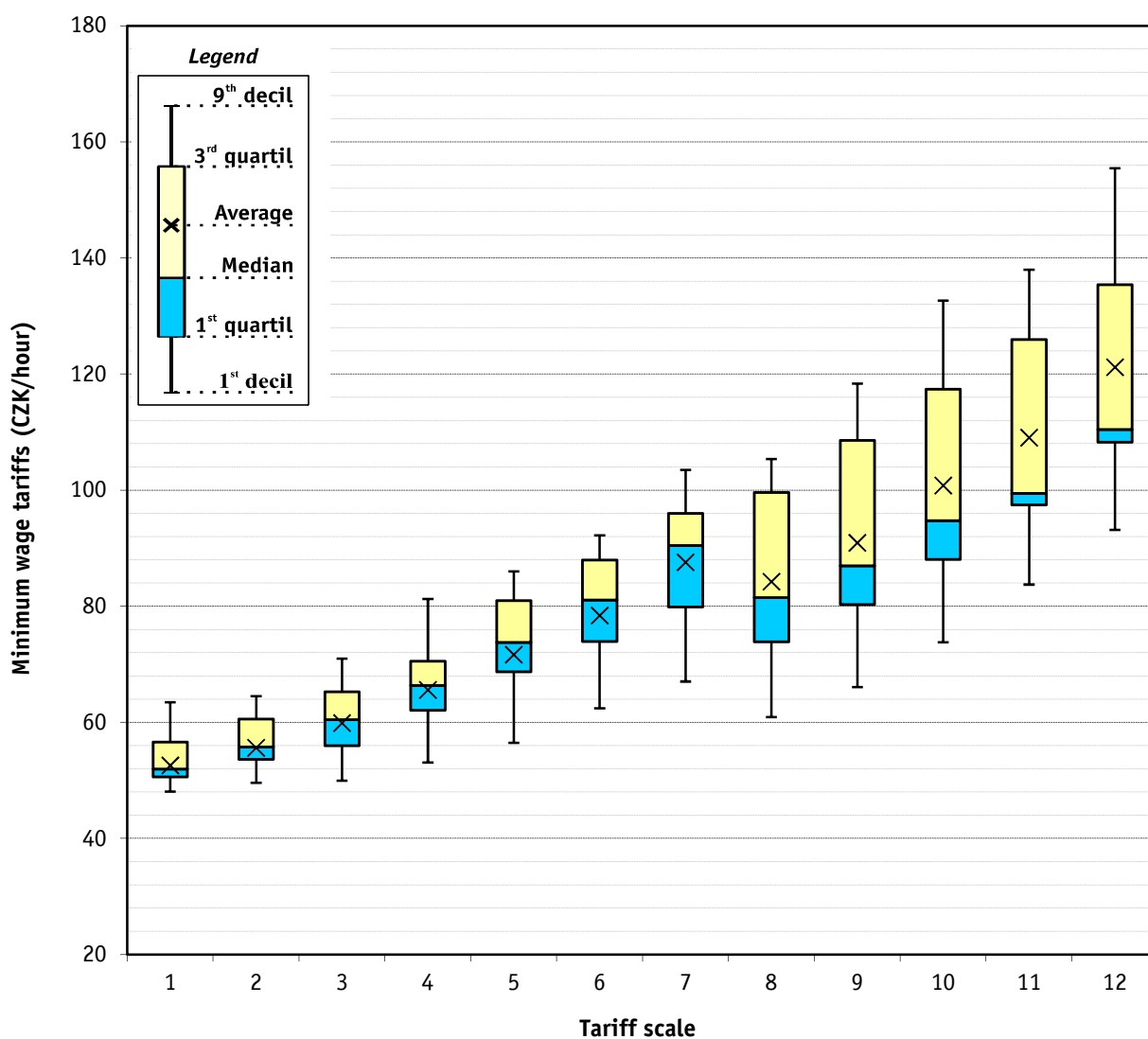
Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	154	10,049	8,810	9,030	9,140	10,579	12,009
Tariff scale 1	289	9,110	8,000	8,500	9,000	9,500	10,660
Tariff scale 2	291	9,741	8,280	8,915	9,525	10,300	11,957
Tariff scale 3	294	10,440	8,500	9,212	10,390	11,180	13,145
Tariff scale 4	299	11,313	8,850	9,770	11,300	12,070	14,600
Tariff scale 5	304	12,422	9,600	10,545	12,445	13,500	16,400
Tariff scale 6	307	13,619	10,050	11,400	13,600	14,829	18,530
Tariff scale 7	309	15,034	10,800	12,405	14,975	16,447	20,570
Tariff scale 8	319	16,556	11,915	13,570	16,650	18,080	22,550
Tariff scale 9	313	18,426	13,270	14,770	17,910	20,628	25,980
Tariff scale 10	312	20,515	14,560	16,378	19,625	22,427	30,800
Tariff scale 11	311	23,042	16,110	18,301	22,000	24,805	36,130
Tariff scale 12	306	25,750	17,900	20,000	24,800	28,580	39,295



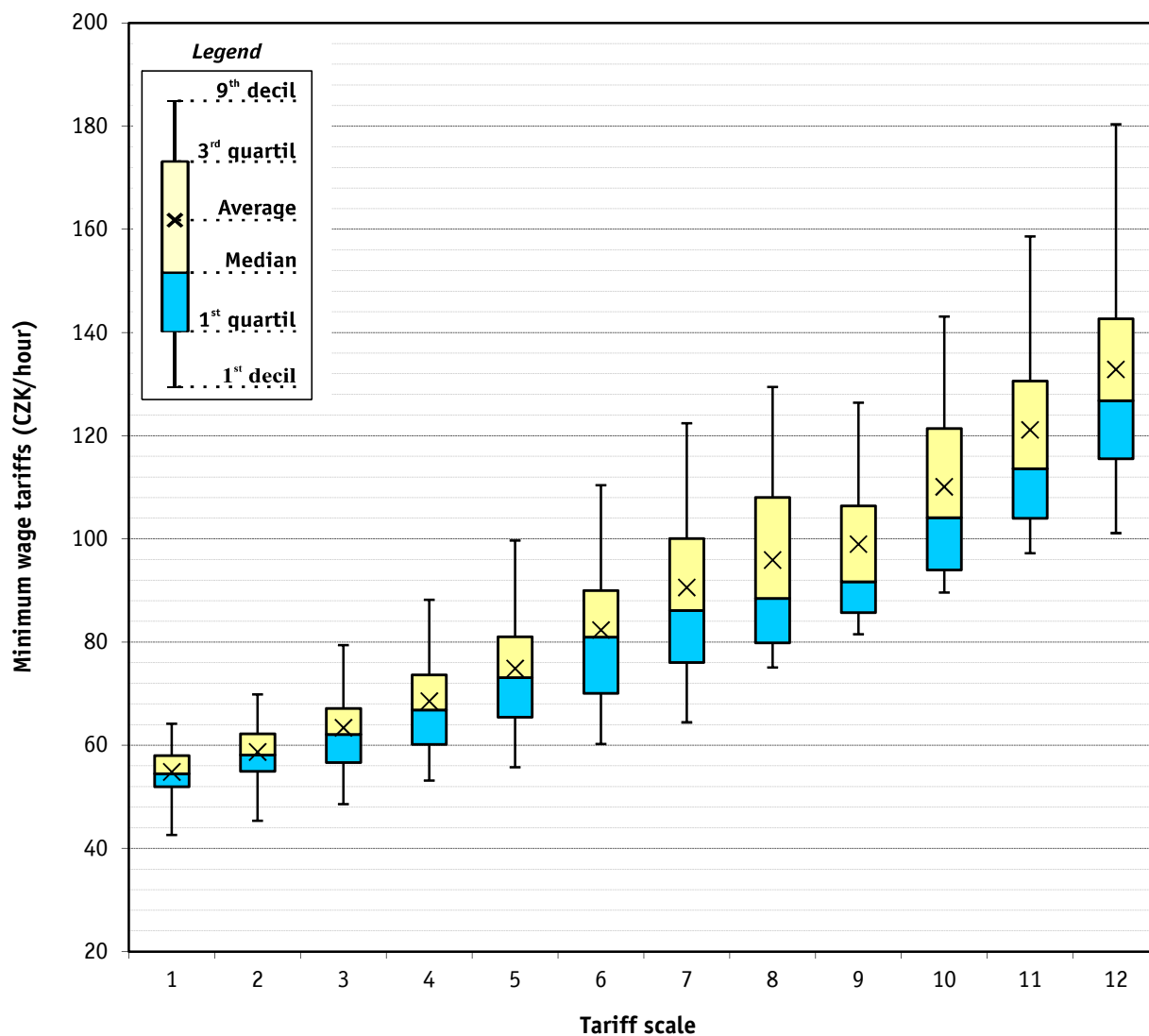
Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	24	58.03	51.90	51.90	54.05	62.46	66.75
Tariff scale 1	81	52.59	48.10	50.60	51.95	56.60	63.50
Tariff scale 2	81	55.62	49.60	53.65	55.80	60.60	64.50
Tariff scale 3	82	59.88	49.95	56.00	60.50	65.30	71.00
Tariff scale 4	82	65.59	53.10	62.11	66.40	70.55	81.25
Tariff scale 5	81	71.67	56.50	68.70	73.80	81.00	86.00
Tariff scale 6	81	78.41	62.45	73.95	81.10	88.00	92.25
Tariff scale 7	79	87.59	67.05	79.90	90.50	96.00	103.50
Tariff scale 8	19	84.25	60.90	73.90	81.50	99.60	105.38
Tariff scale 9	15	90.94	66.10	80.30	87.00	108.60	118.38
Tariff scale 10	15	100.81	73.80	88.10	94.75	117.40	132.68
Tariff scale 11	14	109.07	83.75	97.50	99.45	125.98	138.00
Tariff scale 12	14	121.19	93.15	108.30	110.45	135.42	155.50



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	37	63.59	55.20	55.70	65.52	67.50	75.60
Tariff scale 1	131	54.84	42.60	52.00	54.50	58.00	64.20
Tariff scale 2	134	58.71	45.40	54.95	58.10	62.25	69.85
Tariff scale 3	139	63.42	48.60	56.65	62.10	67.15	79.40
Tariff scale 4	143	68.55	53.15	60.19	66.85	73.65	88.21
Tariff scale 5	143	74.88	55.75	65.45	73.10	81.05	99.72
Tariff scale 6	140	82.35	60.25	70.10	80.95	90.00	110.40
Tariff scale 7	134	90.61	64.45	76.05	86.15	100.10	122.45
Tariff scale 8	77	95.91	75.10	79.85	88.50	108.05	129.45
Tariff scale 9	58	98.99	81.55	85.70	91.70	106.40	126.40
Tariff scale 10	48	110.11	89.60	94.00	104.15	121.40	143.10
Tariff scale 11	42	121.14	97.25	104.00	113.60	130.60	158.65
Tariff scale 12	40	132.86	101.13	115.55	126.80	142.70	180.40



Year-on-year comparison - monthly wage scales

Tariff scale	nominal index							real index after deduction of the inflation rate						
	08/07	09/08	10/09	11/10	12/11	13/12	14/13	08/07	09/08	10/09	11/10	12/11	13/12	14/13
Tariff scale 1	105.8	102.3	100.9	102.6	102.6	100.8	102.3	99.2	101.3	99.4	100.7	99.2	99.4	101.0
Tariff scale 2	106.4	102.7	101.3	102.5	102.6	100.7	102.2	99.7	101.7	99.8	100.5	99.2	99.3	100.9
Tariff scale 3	106.7	102.9	101.6	102.3	102.9	100.5	101.9	100.0	101.8	100.0	100.3	99.5	99.1	100.6
Tariff scale 4	106.7	102.9	102.3	102.0	102.9	100.5	102.0	99.9	101.8	100.8	100.1	99.5	99.1	100.7
Tariff scale 5	106.7	103.5	102.1	101.8	103.2	100.4	102.1	100.0	102.4	100.6	99.8	99.8	99.0	100.8
Tariff scale 6	106.9	103.1	102.4	101.7	103.0	100.9	102.4	100.2	102.1	100.8	99.8	99.6	99.4	101.0
Tariff scale 7	107.5	103.1	102.4	101.5	103.0	101.0	102.4	100.7	102.1	100.9	99.6	99.6	99.6	101.1
Tariff scale 8	107.4	103.6	102.4	101.6	102.9	101.2	102.1	100.6	102.6	100.9	99.7	99.5	99.8	100.8
Tariff scale 9	108.5	103.5	102.2	103.1	103.1	101.1	101.8	101.7	102.4	100.6	101.1	99.7	99.7	100.4
Tariff scale 10	109.3	103.4	102.2	104.2	103.0	101.1	101.5	102.4	102.3	100.7	102.3	99.6	99.7	100.2
Tariff scale 11	110.1	103.9	101.3	105.1	103.5	100.5	101.7	103.2	102.8	99.8	103.1	100.1	99.1	100.4
Tariff scale 12	109.2	105.6	100.8	106.0	102.8	101.1	100.9	102.3	104.5	99.3	103.9	99.4	99.7	99.6

Inflation rate per individual year	2007	2008	2009	2010	2011	2012	2013	2014
	2.8	6.3	1.0	1.5	1.9	3.3	1.4	1,3*

* Year-on-year inflation rate - data from January 2014

source: CZSO

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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	08/07	09/08	10/09	11/10	12/11	13/12	14/13	08/07	09/08	10/09	11/10	12/11	13/12	14/13
Tariff scale 1	104.9	102.1	101.1	104.0	100.3	100.8	100.5	98.3	101.1	99.6	102.1	97.0	99.4	99.2
Tariff scale 2	104.7	102.9	100.7	103.2	100.3	100.9	100.8	98.1	101.9	99.2	101.3	97.0	99.4	99.4
Tariff scale 3	104.9	103.2	101.2	104.3	100.2	100.6	100.4	98.2	102.2	99.7	102.3	96.9	99.2	99.1
Tariff scale 4	104.5	103.6	101.8	105.3	100.1	100.5	100.6	97.9	102.6	100.3	103.3	96.8	99.1	99.3
Tariff scale 5	104.3	103.8	102.2	104.4	100.5	100.3	100.9	97.8	102.8	100.7	102.4	97.2	98.9	99.6
Tariff scale 6	103.9	103.9	102.4	104.2	100.6	100.0	101.1	97.3	102.8	100.8	102.2	97.3	98.6	99.8
Tariff scale 7	104.1	104.4	101.5	105.7	100.5	99.7	101.5	97.5	103.4	100.0	103.7	97.2	98.3	100.2
Tariff scale 8	104.9	103.2	98.6	100.3	101.7	98.1	100.3	98.3	102.2	97.1	98.4	98.3	96.7	99.0
Tariff scale 9	104.1	106.0	93.5	101.2	101.5	98.7	104.2	97.5	105.0	92.1	99.3	98.1	97.3	102.9
Tariff scale 10	104.5	107.5	91.3	102.3	101.1	98.8	104.7	97.9	106.4	89.9	100.3	97.8	97.4	103.3
Tariff scale 11	104.4	113.0	92.4	96.3	101.3	96.7	109.4	97.8	111.9	91.0	94.5	97.9	95.4	108.0
Tariff scale 12	106.0	113.3	94.3	93.1	100.8	97.1	109.8	99.3	112.2	92.9	91.3	97.4	95.8	108.4

Inflation rate per individual year	2007	2008	2009	2010	2011	2012	2013	2014
	2.8	6.3	1.0	1.5	1.9	3.3	1.4	1,3*

* Year-on-year inflation rate - data from January 2014

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						
	08/07	09/08	10/09	11/10	12/11	13/12	14/13	08/07	09/08	10/09	11/10	12/11	13/12	14/13
Tariff scale 1	106.6	101.1	100.8	102.7	102.1	100.3	101.2	99.9	100.1	99.3	100.8	98.7	98.9	99.9
Tariff scale 2	106.4	101.5	101.4	102.9	102.1	100.0	101.6	99.7	100.5	99.9	101.0	98.7	98.6	100.3
Tariff scale 3	106.2	102.5	101.0	102.9	102.6	100.3	101.5	99.5	101.4	99.5	101.0	99.2	98.9	100.2
Tariff scale 4	105.8	103.2	100.8	102.9	102.2	100.6	101.7	99.1	102.1	99.3	101.0	98.8	99.2	100.4
Tariff scale 5	106.2	104.1	100.6	102.8	102.3	100.9	101.6	99.5	103.0	99.1	100.8	98.9	99.4	100.3
Tariff scale 6	106.3	103.1	101.7	102.9	102.3	101.0	102.1	99.6	102.1	100.2	101.0	98.9	99.6	100.7
Tariff scale 7	107.3	103.3	101.3	103.1	102.3	101.1	102.1	100.5	102.2	99.8	101.1	98.9	99.7	100.8
Tariff scale 8	106.3	103.7	102.1	102.5	99.9	102.4	100.2	99.6	102.6	100.5	100.6	96.6	101.0	98.9
Tariff scale 9	106.9	102.8	102.2	102.7	100.2	101.9	98.4	100.1	101.8	100.6	100.8	96.9	100.4	97.1
Tariff scale 10	107.0	102.2	103.5	101.2	99.9	103.3	97.9	100.3	101.2	102.0	99.3	96.6	101.8	96.6
Tariff scale 11	108.2	101.7	104.3	100.9	100.0	104.2	96.8	101.4	100.7	102.7	98.9	96.7	102.8	95.5
Tariff scale 12	108.5	101.3	104.7	100.8	98.9	105.1	95.5	101.7	100.3	103.1	98.9	95.7	103.7	94.2

Inflation rate per individual year	2007	2008	2009	2010	2011	2012	2013	2014
	2.8	6.3	1.0	1.5	1.9	3.3	1.4	1,3*

* Year-on-year inflation rate - data from January 2014

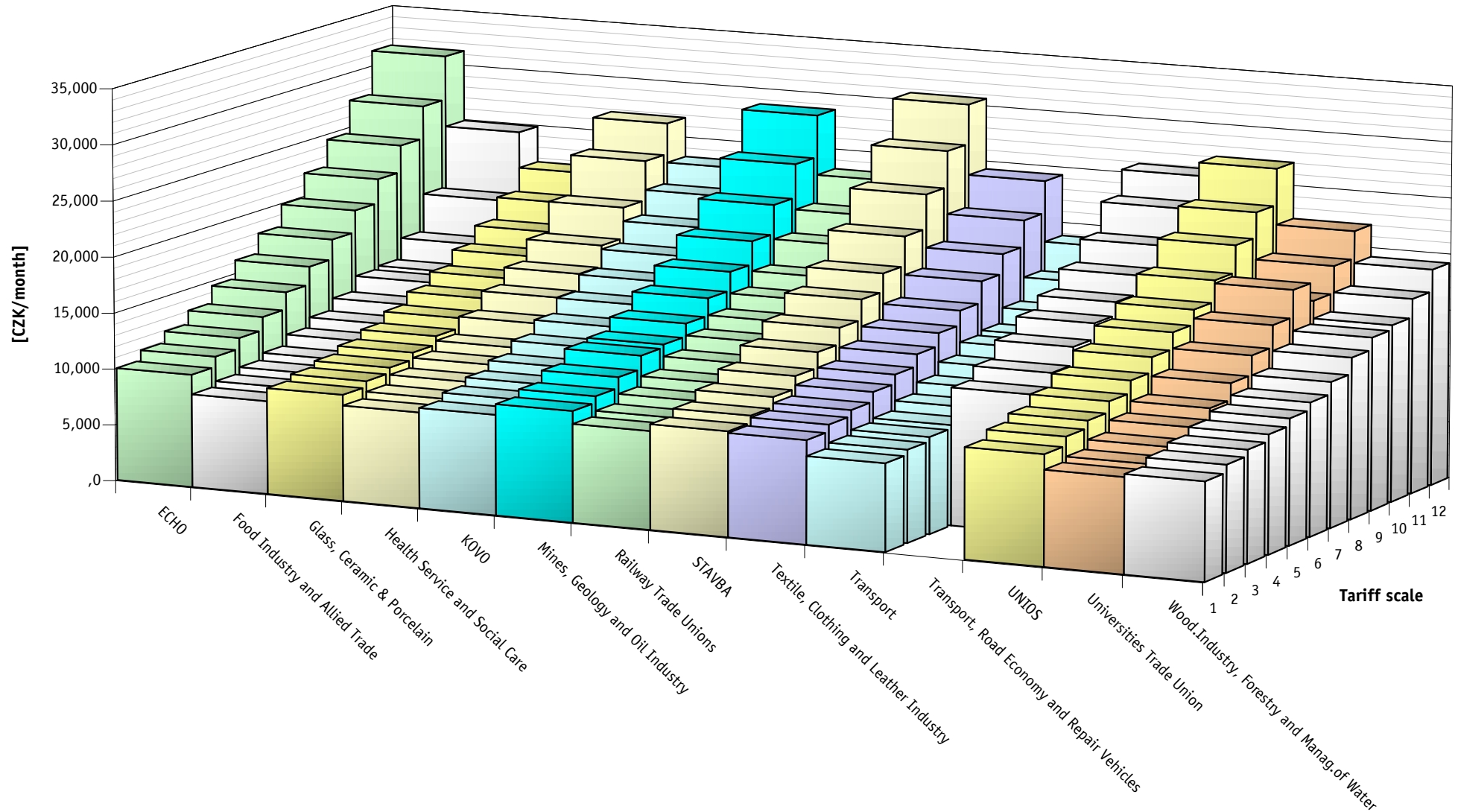
source: CZSO

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

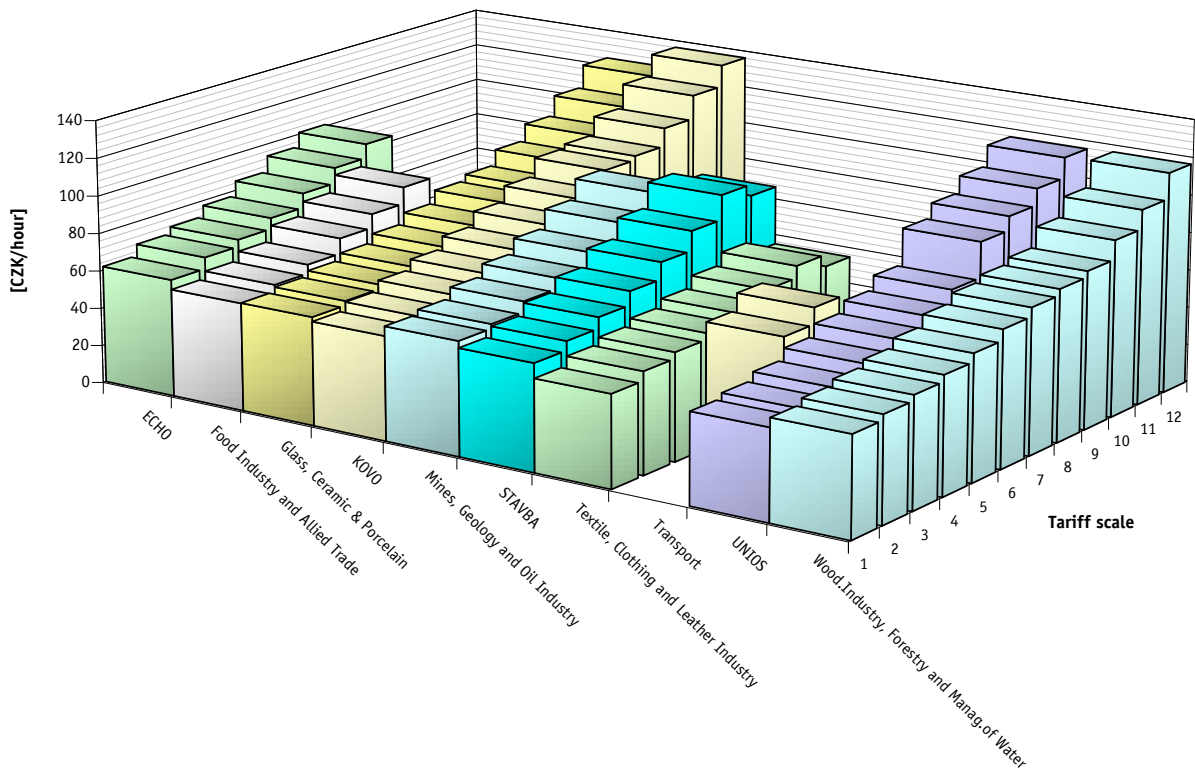
	unit of measure	2007	2008	2009	2010	2011	2012	2013	2014	index 08/07	index 09/08	index 10/09	index 11/10	index 12/11	index 13/12	index 14/13
For overtime work on working days	% AE	26.4	26.0	26.0	26.0	25.9	26.0	25.9	26.1	98.5	100.0	99.8	99.8	100.3	99.7	100.6
For overtime work on Saturdays and Sundays	% AE	47.1	47.6	47.9	48.7	48.2	48.2	48.3	48.4	101.0	100.7	101.5	99.1	99.9	100.1	100.4
For overtime work undistinguished	% AE	26.8	27.0	26.9	26.7	26.7	26.7	26.5	26.5	100.7	99.5	99.6	99.8	99.8	99.4	99.9
For working on public holidays	% AE	102.3	102.3	102.4	102.3	102.0	101.9	101.7	101.5	100.0	100.1	99.9	99.7	99.9	99.9	99.7
For night work	CZK/hour	11.07	12.08	12.64	13.04	13.26	13.54	13.43	14.11	109.1	104.7	103.1	101.7	102.1	99.2	105.1
	% AE	11.0	11.2	11.2	11.3	11.3	11.6	11.5	11.4	101.4	99.8	101.2	100.0	102.3	99.0	99.8
For work on Saturdays and Sundays	% AE	24.6	24.6	24.5	23.5	22.4	22.2	23.4	23.2	100.1	99.7	96.0	95.4	98.8	105.6	98.9
For work in difficult conditions	CZK/hour	6.73	7.19	7.33	7.21	7.29	7.46	7.51	7.51	106.8	101.9	98.5	101.0	102.3	100.7	100.1
	% MM	10.6	10.3	10.5	10.6	10.6	10.5	10.5	10.8	97.2	101.8	101.5	99.3	99.1	100.7	102.5
For afternoon work	CZK/hour	5.66	5.91	6.28	6.41	6.33	6.40	6.73	6.95	104.4	106.2	102.1	98.8	101.1	105.1	103.3
For standby duty	CZK/hour	11.71	14.92	13.73	13.89	14.86	15.13	15.09	14.79	127.4	92.0	101.2	107.0	101.8	99.7	98.0
	% AE	12.4	18.0	17.3	17.7	17.7	17.3	17.3	17.4	145.5	96.3	102.1	100.0	97.9	99.7	100.8

Explanatory notes: % MM supplementary charge specified as a percentage of the basic tariff of minimum wage
 * item was not available in that period

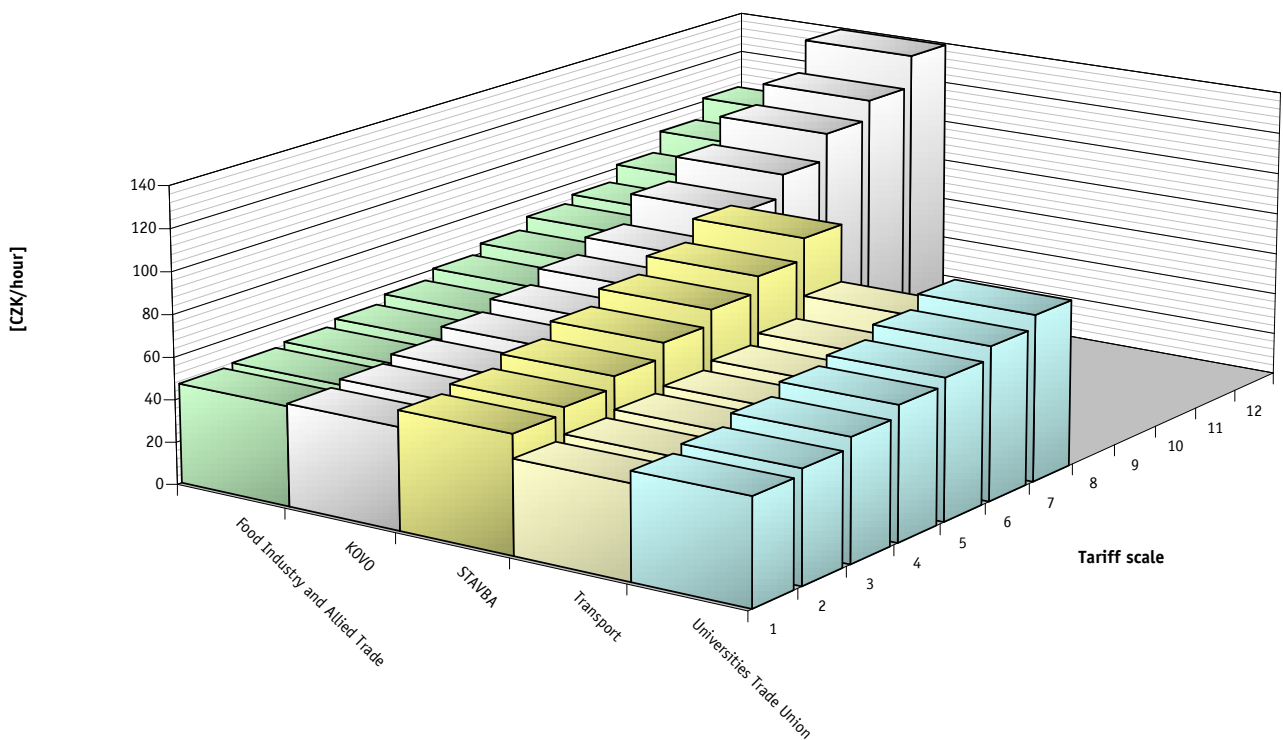
Monthly wage scales - 12-scale tariff system



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

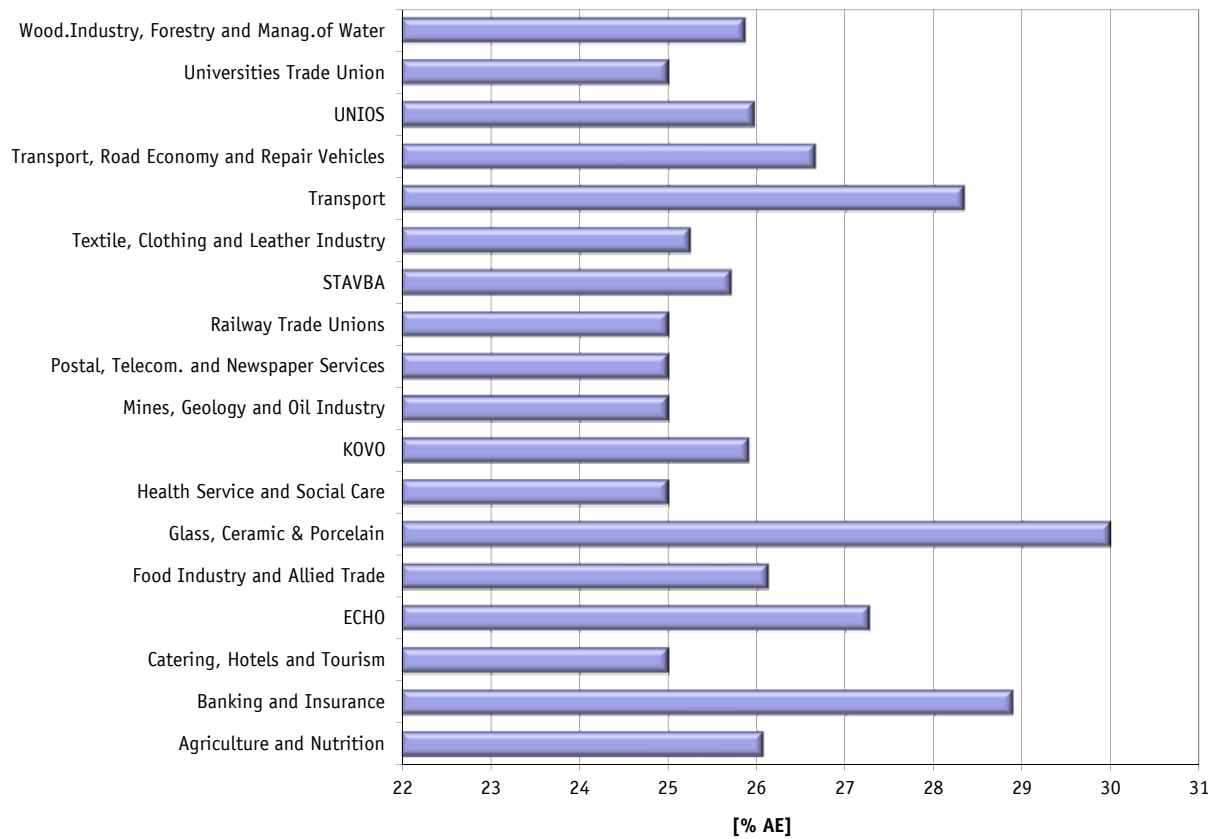


Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

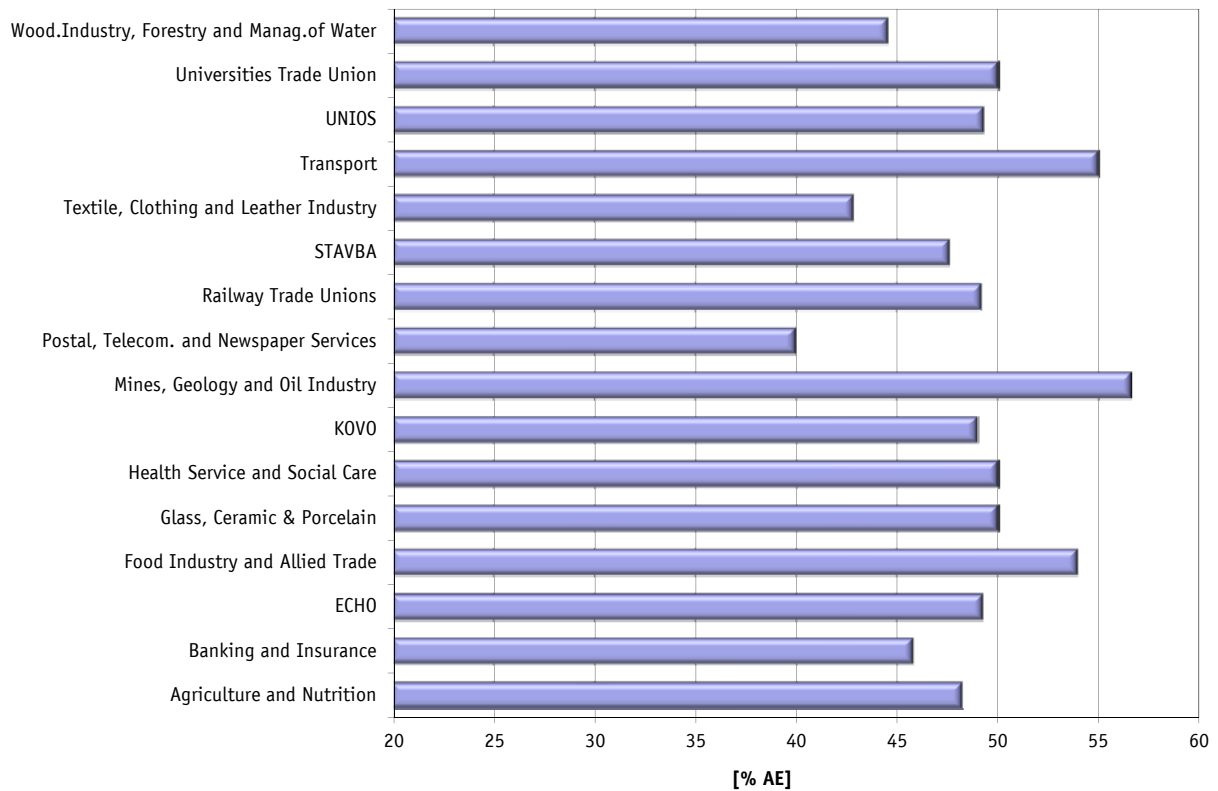


Wage supplementary charges

A - for overtime work on working day

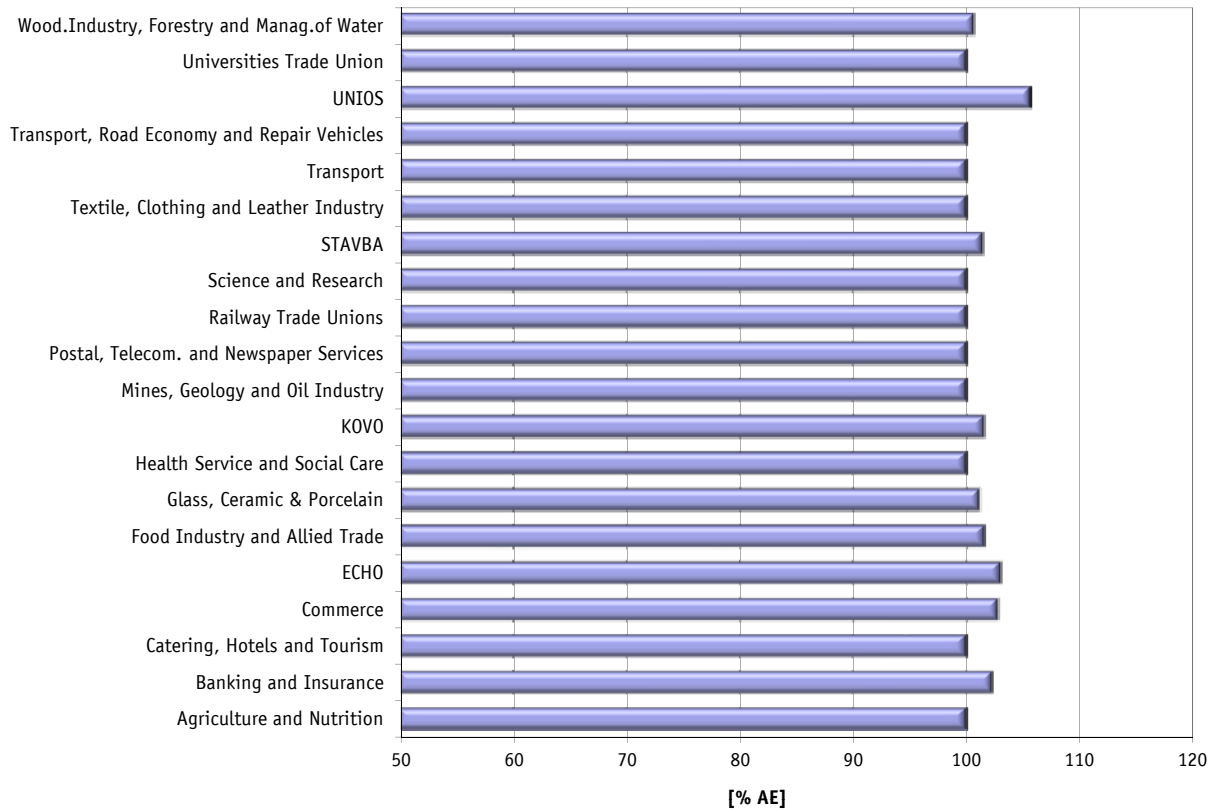


B - for overtime work on Saturdays and Sundays

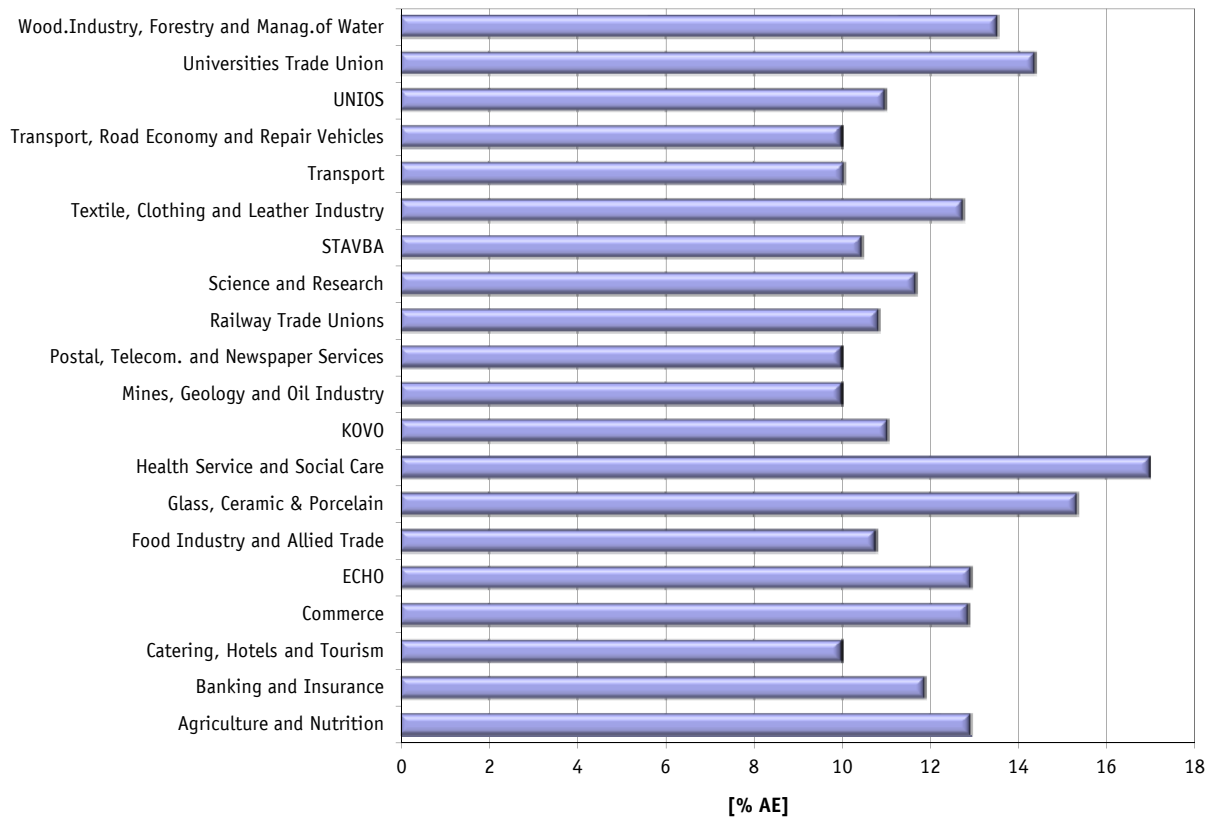


Wage supplementary charges

C - for working on public holidays

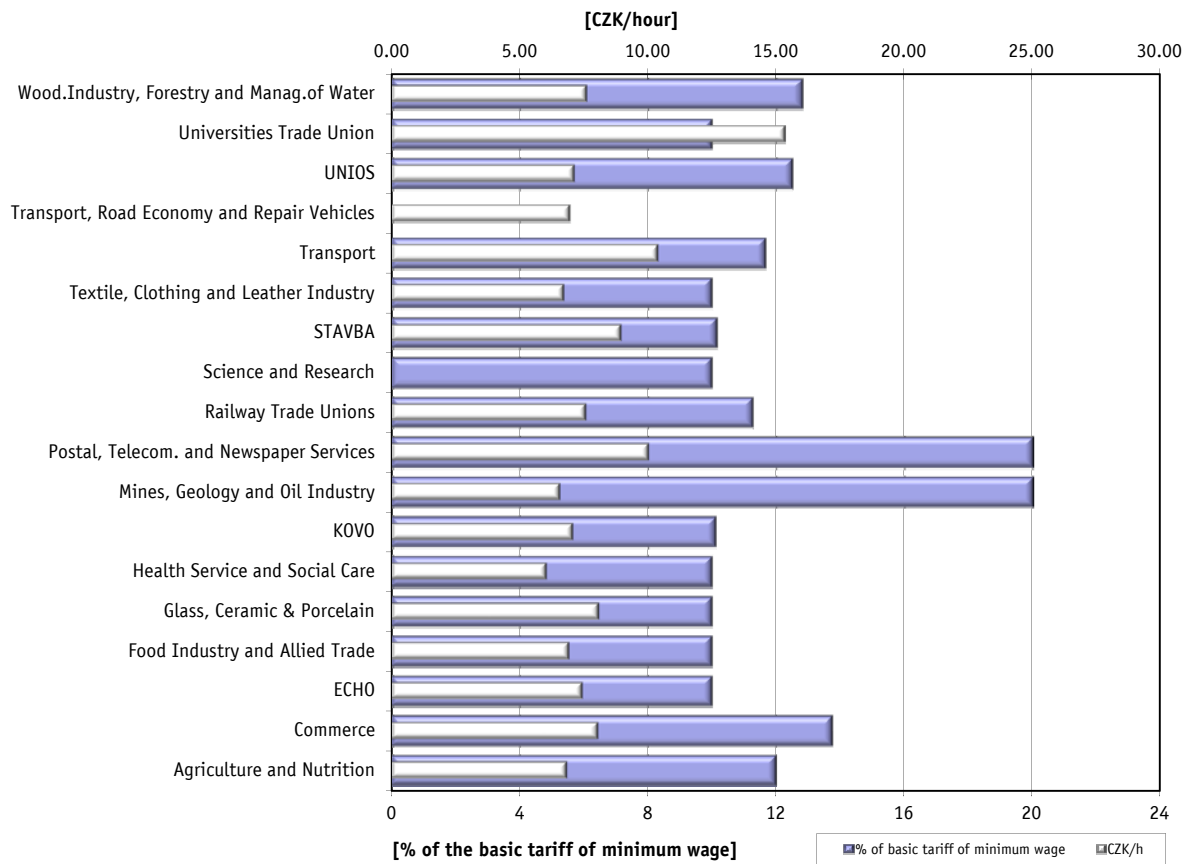


D - for night work



Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays

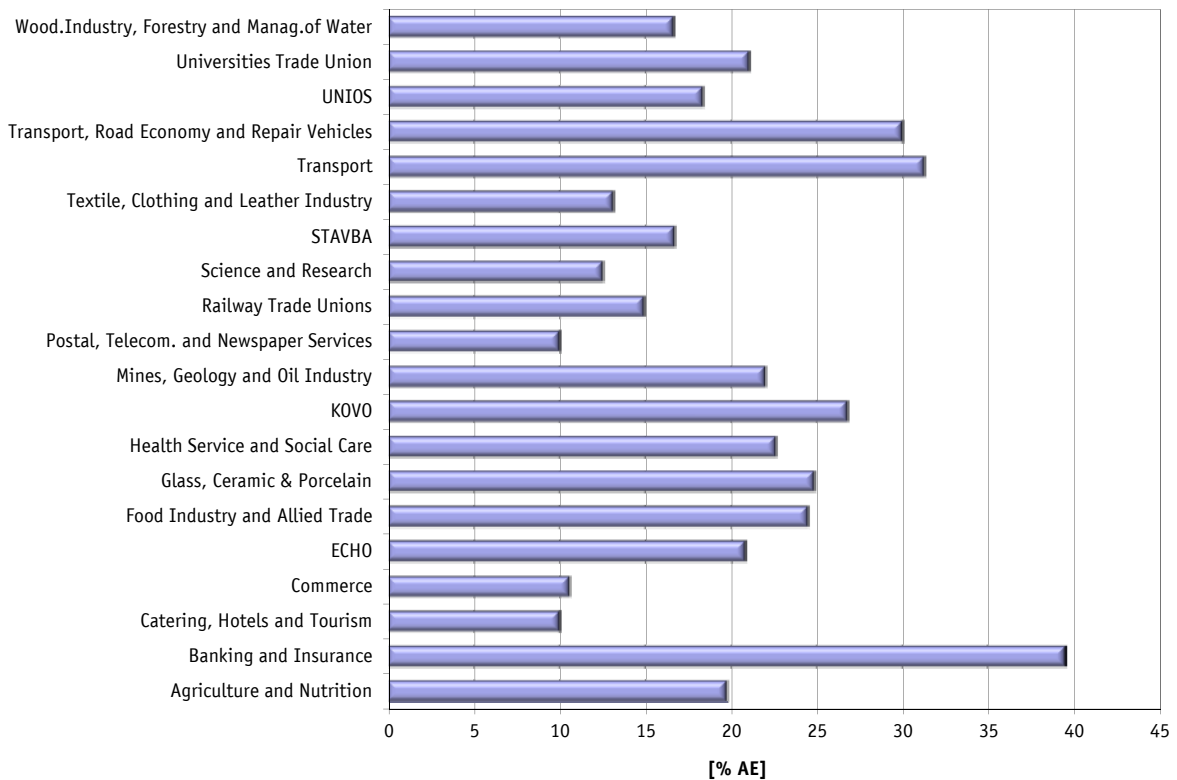




Table section B

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	3.10	
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin		contractual wage												
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA											
Total	382	2		1		5	1.3	5	1.3	129	33.8	112	29.3	8	2.1	115	80	34	118	82	2	86	1	305	28	
Agriculture and Nutrition	7									3	42.9	2	28.6			3	1						1		6	
Banking and Insurance	1																1								1	
Culture and Nature Preservation	30					1	3.3			17	56.7	7	23.3			9	6	3					4		27	
Education	96									20	20.8	50	52.1			20	15	17					33		77	
Fire Fighters	10																								8	
Food Industry and Allied Trade	2																								1	
Health Service and Social Care	63									36	57.1	29	46.0	6	9.5	34	11	2					24	1	55	
KOVO	9															4	2	2							7	2
Mines, Geology and Oil Industry	2																								2	
Railway Trade Unions	3															2	2	1					1		3	1
State Bodies and Organisations	125	2		1		4	3.2	5	4.0	39	31.2	20	16.0	2	1.6	32	33	8	117	82	2	17			91	23
STAVBA	10									5	50.0	2	20.0			2		1					1		9	1
UNIOS	18									9	50.0	2	11.1			9	9		1				5		16	1
Wood.Industry, Forestry and Manag.of Water	6																								2	

Explanatory notes: NCA

% CA

aver. %

TAPF

3.1

3.2

3.3

3.4

3.5

3.6

3.7

3.8

3.9

3.10

*

**

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

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

average increase in percentage

total amount of payroll funds

Does the CA agree on more detailed conditions for provision of personal bonuses?

Does the CA agree on more detailed conditions for the provision of remunerations?

Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?

Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?

Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?

Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?

Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 564/2006 Coll.)?

Does the CA includes an arrangement on the scope and detailed conditions for application of the contractual wage (Section 122, Subsection 2 of the Labour Code)?

Does the CA agree on a regular term of wage payment?

Does the CA agree on the payment of wages outside the worksite or outside working hours?

Item observed only in the case of municipalities and regions

Item observed only in the case of allowance organizations

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

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	116	45.3	101	3,183	113	3,507	115	3,717	115	3,873	116	4,054	116	4,155
Agriculture and Nutrition	3	42.9	2		3	3,667	3	4,000	3	4,000	3	4,167	3	4,167
Banking and Insurance														
Culture and Nature Preservation	11	36.7	9	2,889	11	3,227	11	3,318	11	3,409	11	3,500	11	3,500
Education	44	45.8	40	3,525	43	3,426	44	3,457	44	3,541	44	3,634	44	3,755
Fire Fighters	7	70.0	7	3,064	7	3,207	7	4,057	7	4,236	7	4,829	7	5,007
Food Industry and Allied Trade														
Health Service and Social Care	17	27.0	14	3,107	17	3,676	17	4,471	17	4,882	17	5,294	17	5,353
KOVO	4	44.4	3	2,917	4	7,500	4	7,500	4	7,750	4	7,750	4	8,000
Mines, Geology and Oil Industry	1	50.0	1		1		1		1		1		1	
Railway Trade Unions	3	100.0	2		2		3	3,753	3	4,600	3	4,633	3	4,700
STAVBA	9	90.0	9	1,972	9	2,306	9	2,472	9	2,528	9	2,750	9	2,750
UNIOS	12	70.6	10	3,250	12	3,458	12	3,625	12	3,708	12	3,792	12	3,875
Wood.Industry, Forestry and Manag.of Water	5	83.3	4	3,600	4	3,600	4	3,600	4	3,600	5	3,880	5	4,280

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

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

Trade union	agreed in CA		length of employment in the organization:																	
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	114	44.5	98	3,827	110	4,085	113	4,286	114	4,419	114	4,591	114	4,693	114	4,725	114	4,736	114	4,743
Agriculture and Nutrition	3	42.9	2		3	3,750	3	4,000	3	4,250	3	4,500	3	4,750	3	5,000	3	5,250	3	5,500
Banking and Insurance																				
Culture and Nature Preservation	12	40.0	9	3,556	11	3,727	12	3,792	12	3,917	12	4,000	12	4,000	12	4,000	12	4,000	12	4,000
Education	47	49.0	43	4,558	46	4,450	47	4,498	47	4,589	47	4,721	47	4,872	47	4,915	47	4,926	47	4,926
Fire Fighters	4	40.0	4	3,050	4	3,050	4	3,475	4	3,475	4	3,950	4	3,950	4	3,950	4	3,950	4	3,950
Food Industry and Allied Trade																				
Health Service and Social Care	17	27.0	14	3,404	17	3,915	17	4,671	17	5,074	17	5,471	17	5,515	17	5,515	17	5,515	17	5,515
KOVO	4	44.4	3	4,167	4	8,750	4	8,750	4	9,000	4	9,000	4	9,250	4	9,250	4	9,250	4	9,250
Mines, Geology and Oil Industry	1	50.0	1		1		1		1		1		1		1		1		1	
Railway Trade Unions	3	100.0	2		2		3	5,333	3	5,333	3	5,333	3	5,333	3	5,333	3	5,333	3	5,333
STAVBA	9	90.0	8	2,656	9	2,750	9	2,917	9	2,917	9	3,028	9	3,028	9	3,139	9	3,139	9	3,139
UNIOS	10	58.8	9	3,611	10	3,650	10	3,850	10	3,950	10	4,050	10	4,150	10	4,150	10	4,150	10	4,150
Wood.Industry, Forestry and Manag.of Water	4	66.7	3	1,800	3	1,800	3	1,800	4	2,350	4	2,600	4	2,850	4	2,850	4	2,850	4	2,850

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	277	72.5	9	2.4	121	31.7	333	87.2	308	80	267	82	40
Agriculture and Nutrition	5	71.4					6	85.7	6	1	4		
Banking and Insurance													
Culture and Nature Preservation	23	76.7	1	3.3	13	43.3	27	90.0	26	3	25	12	3
Education	47	49.0			10	10.4	90	93.8	86	8	83	3	4
Fire Fighters	9	90.0			1	10.0	9	90.0	6	3	6		6
Food Industry and Allied Trade	2	100.0	1	50.0	1	50.0	1	50.0	1			1	
Health Service and Social Care	49	77.8			27	42.9	61	96.8	57	28	43	15	15
KOVO	8	88.9			1	11.1	7	77.8	7	1	4	6	
Mines, Geology and Oil Industry	2	100.0					2	100.0	2		2		1
Railway Trade Unions	3	100.0			1	33.3	2	66.7	2	1	2	2	
State Bodies and Organisations	100	80.0	7	5.6	53	42.4	100	80.0	90	33	77	36	8
STAVBA	8	80.0			2	20.0	10	100.0	8	1	9	3	1
UNIOS	17	94.4			12	66.7	14	77.8	13		9	4	2
Wood.Industry, Forestry and Manag.of Water	4	66.7					4	66.7	4	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
 A use of the employer's premises (or compensation of maintenance and operation costs)
 B employer's allowances for the activities of trade unions
 C room equipment (PC, copier, internet connection, phone, fax etc)
 D costs of necessary materials (professional literature)
 E other conditions

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

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		NCA		NCA		NCA		NCA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	316	82.7	49	12.8	7	1.8	1	0.3	9	2.4	60	90.9	6	9.1	276	72.3	44	11.5	138	36.1	97	25.4
Agriculture and Nutrition	3	42.9	3	42.9					1	14.3	4	100.0			5	71.4	1	14.3	3	42.9	3	42.9
Banking and Insurance	1	100.0													1	100.0			1	100.0		
Culture and Nature Preservation	27	90.0	2	6.7					1	3.3	3	100.0			28	93.3	6	20.0	12	40.0	9	30.0
Education	88	91.7	8	8.3							8	100.0			65	67.7	12	12.5	31	32.3	55	57.3
Fire Fighters	3	30.0	2	20.0	1	10.0			4	40.0	2	28.6	5	71.4	4	40.0			4	40.0	5	50.0
Food Industry and Allied Trade	2	100.0													1	50.0						
Health Service and Social Care	42	66.7	16	25.4	3	4.8			2	3.2	21	100.0			54	85.7	11	17.5	19	30.2	6	9.5
KOVO	4	44.4	5	55.6							5	100.0			7	77.8	2	22.2	6	66.7	2	22.2
Mines, Geology and Oil Industry	2	100.0													2	100.0	1	50.0	1	50.0	2	100.0
Railway Trade Unions	1	33.3	2	66.7							2	100.0			3	100.0			2	66.7		
State Bodies and Organisations	116	92.8	7	5.6	1	0.8			1	0.8	8	88.9	1	11.1	76	60.8	10	8.0	32	25.6	13	10.4
STAVBA	6	60.0	3	30.0	1	10.0					4	100.0			10	100.0			7	70.0		
UNIOS	17	94.4	1	5.6							1	100.0			17	94.4	1	5.6	17	94.4	1	5.6
Wood.Industry, Forestry and Manag.of Water	4	66.7			1	16.7	1	16.7			2	100.0			3	50.0			3	50.0	1	16.7

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							
							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	5	1.3	2	0.5	24	6.3	47	12.3	1.7	2.1	49	12.8	1.3	1.7	56	14.7	1.8	2.9	43	11.3	29	7.6	17	4.5	4	1.0
Agriculture and Nutrition							1	14.3			1	14.3			1	14.3			1	14.3			1	14.3		
Banking and Insurance																										
Culture and Nature Preservation					4	13.3	5	16.7	2.2	2.4	5	16.7	1.6	1.8	11	36.7	1.2	1.9	9	30.0	9	30.0			1	3.3
Education	1	1.0			8	8.3	16	16.7	1.5	1.9	15	15.6	1.0	1.5	7	7.3	1.0	2.0	7	7.3			7	7.3		
Fire Fighters							1	10.0			1	10.0			1	10.0			1	10.0	1	10.0			1	10.0
Food Industry and Allied Trade																										
Health Service and Social Care	1	1.6	1	1.6	1	1.6	10	15.9	1.9	2.0	10	15.9	1.2	1.3	10	15.9	1.7	2.2	10	15.9	8	12.7	2	3.2	1	1.6
KOVO																										
Mines, Geology and Oil Industry																										
Railway Trade Unions					1	33.3	1	33.3			1	33.3			1	33.3			1	33.3	1	33.3	1	33.3	1	33.3
State Bodies and Organisations	3	2.4	1	0.8	10	8.0	5	4.0	2.2	2.2	7	5.6	2.5	2.7	15	12.0	3.1	4.6	7	5.6	6	4.8	3	2.4	1	0.8
STAVBA							3	30.0	1.7	2.0	3	30.0	1.0	1.3	1	10.0			1	10.0			1	10.0		
UNIOS							3	16.7	1.3	2.3	4	22.2	1.0	1.8	7	38.9	1.4	2.6	6	33.3	4	22.2	2	11.1		
Wood.Industry, Forestry and Manag.of Water							2	33.3			2	33.3			2	33.3										

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 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	221	86.3	115	44.9	1,394	1.32	1.69	1.25	5.59	0.03	0.34	1.76	23.82	19.27	1.05	23.80	0.94	0.21	5.90	0.75	12.28	
Agriculture and Nutrition	4	57.1	1	14.3																		
Banking and Insurance	1	100.0																				
Culture and Nature Preservation	27	90.0	20	66.7	811	2.72	0.12		3.42	0.09	0.09	5.89	37.01	2.03	2.65	7.71				4.03	0.88	33.36
Education	84	87.5	38	39.6	307	0.53	0.89		12.32	0.20	1.80	3.85	25.53	14.54	3.41	7.30	0.23	0.02		8.14	2.74	18.51
Fire Fighters	10	100.0	6	60.0	3,661	4.92	0.46		13.43		0.46	4.33	12.87	10.01	1.09	29.61	0.61	0.05		9.23		12.95
Food Industry and Allied Trade	1	50.0																				
Health Service and Social Care	53	84.1	26	41.3	3,585	0.05	1.76	2.10	2.99	0.01		0.20	23.31	26.25	0.52	29.98	1.45	0.33		5.54	0.36	5.15
KOVO	6	66.7	5	55.6	559	4.94	0.54		5.01				15.92	18.35		4.44		0.18		5.26	9.73	35.64
Mines, Geology and Oil Industry	2	100.0																				
Railway Trade Unions	3	100.0	3	100.0	278				20.36		2.16		60.60	2.40	1.20	2.28			0.24	4.31	1.44	5.03
STAVBA	9	90.0	7	70.0	1,040	3.64	0.29	0.69	5.87	0.14	2.75	3.71	22.74	12.79	1.65	12.13		0.07		4.04	0.58	28.92
UNIOS	17	100.0	9	52.9	690	1.34	13.04		8.07				31.38	11.99	0.08	8.82				2.79	1.14	21.35
Wood.Industry, Forestry and Manag.of Water	4	66.7																				

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 overall creation of FSCR		
A	contribution for operation costs of cultural, recreational and sporting facilities	J	social assistance and social loans
B	contribution for equipment to improve working environment	K	contribution to contributory pension scheme
C	contribution for physical education and sport equipment	L	contribution to life insurance
D	contributions to sporting and cultural events	M	contribution to trade union organization
E	contribution for the procurement of working clothes, footwear or uniforms	N	gifts (for extraordinary activity, working anniversaries, life anniversaries...)
F	funds for procurement of tangible property used for employee cult. and soc. development	O	other uses
G	loans to cover housing needs (procurement of a housing, procurement of interior equipment)	P	fund balance
H	contribution to corporate catering		
I	contribution to recreation (domestic, foreign, children's)		

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

Trade union	Employer's contribution to corporate catering							There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance						Contribution to life insurance						
	arranged in CA		amount of contribution				without specification of the amount of allowance		agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision		
	NCA	% CA	of budget		of FSCR				NCA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA
			aver. CZK	aver.% of price	aver. CZK	aver.% of price															
Total	220	85.9	27.27	52.1	10.56	35.0	59	68	26.6	75	29.3	188	224	39	15.2	10	3.9	219	256	7	2.7
Agriculture and Nutrition	7	100.0	23.71		11.80		1	3	42.9	3	42.9	233	233	1	14.3	1	14.3				
Banking and Insurance	1	100.0								1	100.0			1	100.0						
Culture and Nature Preservation	28	93.3	27.43	50.2	11.01	12.7	3	1	3.3	7	23.3	110	250	5	16.7	1	3.3			1	3.3
Education	78	81.3	21.50	35.0	10.05	40.0	29	28	29.2	19	19.8	147	150	5	5.2	1	1.0				
Fire Fighters	5	50.0			18.00		3			3	30.0	170	250	3	30.0	1	10.0			1	10.0
Food Industry and Allied Trade	2	100.0					1														
Health Service and Social Care	55	87.3	28.28		11.03	50.0	14	21	33.3	22	34.9	213	249	17	27.0	5	7.9	220	275	5	7.9
KOVO	9	100.0		55.0	12.25	50.0	4	4	44.4	3	33.3	233	500	1	11.1						
Mines, Geology and Oil Industry	2	100.0					1			1	50.0										
Railway Trade Unions	3	100.0			9.00		1			1	33.3										
STAVBA	10	100.0	32.50		10.19			8	80.0	4	40.0	192	244	2	20.0	1	10.0				
UNIOS	17	100.0	24.12	55.0	9.44		2	2	11.8	6	35.3	130	136	3	17.6						
Wood.Industry, Forestry and Manag.of Water	3	50.0			10.42			1	16.7	5	83.3	310	375	1	16.7						

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															
	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	NCA	days														
Total	29	7.6	55.4	200	3	0.8	81.7	20	5.2	1.3	50	13.1	1.6	37	9.7	1.6	14	3.7	4.3	48	12.6	1.5	18	4.7	3.6	46	12.0	7.6	51	13.4	3.1	107	28.0	25	11.8												
Agriculture and Nutrition																				2	28.6		1	14.3		2	28.6						3	42.9													
Banking and Insurance																																	1	100.0													
Culture and Nature Preservation																					1	3.3		1	3.3		7	23.3	7.6	6	20.0	8.5	11	36.7	1												
Education																				4	4.2	4.0	31	32.3	1.4	1	1.0		1	1.0		35	36.5	1.5	37	38.5											
Fire Fighters																					1	10.0					1	10.0					5	50.0													
Food Industry and Allied Trade																				1	50.0		1	50.0																							
Health Service and Social Care																				2	3.2		7	11.1	1.1	12	19.0	2.0	1	1.6		1	1.6		6	9.5	3.8	7	11.1	5.1	1	1.6		17	27.0	8	13.1
KOVO																				1	11.1		1	11.1									1	11.1													
Mines, Geology and Oil Industry																					2	100.0						2	100.0					1	50.0												
Railway Trade Unions	1	33.3												1	33.3		1	33.3									1	33.3				1	33.3														
State Bodies and Organisations	25	20.0	56.5	200	3	2.4	81.7	10	8.0	1.5	8	6.4	1.6	13	10.4	1.6	4	3.2	1.8	7	5.6	1.6	6	4.8	2.8	23	18.4	8.5	7	5.6	6.6	19	15.2	13	11.4												
STAVBA	1	10.0						1	10.0					2	20.0		2	20.0		1	10.0		3	30.0	4.0					1	10.0		3	30.0													
UNIOS	2	11.1						1	5.6					4	22.2	1.0	1	5.6		1	5.6					1	5.6		1	5.6		8	44.4	3	10.3												
Wood.Industry, Forestry and Manag.of Water																										1	16.7																				

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

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

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	219	57.3	13	3.4	81	21.2	350	91.6	184	48.2	1	0.3	2	0.5
Agriculture and Nutrition	4	57.1			5	71.4	7	100.0	3	42.9				
Banking and Insurance	1	100.0			1	100.0	1	100.0	1	100.0				
Culture and Nature Preservation	20	66.7			6	20.0	30	100.0	16	53.3				
Education	58	60.4	3	3.1	12	12.5	90	93.8	64	66.7				
Fire Fighters	3	30.0			3	30.0	8	80.0	6	60.0				
Food Industry and Allied Trade							2	100.0	2	100.0				
Health Service and Social Care	41	65.1	3	4.8	16	25.4	62	98.4	22	34.9			1	1.6
KOVO					1	11.1	8	88.9	4	44.4				
Mines, Geology and Oil Industry	1	50.0			1	50.0	2	100.0						
Railway Trade Unions	3	100.0					3	100.0	2	66.7				
State Bodies and Organisations	77	61.6	5	4.0	28	22.4	106	84.8	44	35.2	1	0.8	1	0.8
STAVBA	4	40.0	2	20.0	5	50.0	10	100.0	5	50.0				
UNIOS	5	27.8			2	11.1	18	100.0	15	83.3				
Wood.Industry, Forestry and Manag.of Water	2	33.3			1	16.7	3	50.0						

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	3.10	
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin		contractual wage												
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA											
Total	382	2		1		5	1.3	5	1.3	129	33.8	112	29.3	8	2.1	115	80	34	118	82	2	86	1	305	28	
CZ010 Capital Prague	33					1	3.0			14	42.4	8	24.2	1	3.0	13	11	2	4	4			5		28	1
CZ020 Středočeský	42					1	2.4	3	7.1	8	19.0	14	33.3	1	2.4	14	13	3	19	16	1	13			30	4
CZ031 Jihočeský	24					1	4.2			8	33.3	3	12.5			6	4		9	6			2		16	2
CZ032 Plzeňský	19			1						7	36.8	3	15.8			6	5	4	11	6			3		16	
CZ041 Karlovarský	11									4	36.4	4	36.4			3	1	2	5	3			1		10	2
CZ042 Ústecký	31									12	38.7	8	25.8	3	9.7	8	6	1	14	9			3		23	4
CZ051 Liberecký	14	1				1	7.1			6	42.9	5	35.7			3	2		6	5			3		12	1
CZ052 Královéhradecký	18									4	22.2	5	27.8				3	1	8	7			3		14	
CZ053 Pardubický	19									6	31.6	4	21.1			5	2	2	6	4	1		3		17	1
CZ061 Vysočina	24					1	4.2			12	50.0	11	45.8	2	8.3	10	4	7	5	2			10	1	21	5
CZ062 Jihomoravský	35	1						1	2.9	14	40.0	7	20.0	1	2.9	13	6	2	10	5			6		27	1
CZ071 Olomoucký	40									10	25.0	10	25.0			13	7	4	8	5			10		30	3
CZ072 Zlínský	31									10	32.3	13	41.9			10	9	4	4	5			13		26	3
CZ080 Moravskoslezský	41							1	2.4	14	34.1	17	41.5			11	7	2	9	5			11		35	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 includes an arrangement on the scope and detailed conditions for application of the contractual wage (Section 122, Subsection 2 of the Labour Code)?
3.9	Does the CA agree on a regular term of wage payment?
3.10	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	116	45.3	101	3,183	113	3,507	115	3,717	115	3,873	116	4,054	116	4,155
CZ010 Capital Prague	8	30.8	7	3,643	8	4,250	8	4,625	8	4,875	8	5,125	8	5,250
CZ020 Středočeský	14	66.7	13	2,654	14	2,750	14	2,964	14	3,250	14	3,607	14	3,607
CZ031 Jihočeský	6	40.0	5	2,640	6	2,700	6	2,817	6	2,817	6	2,967	6	2,967
CZ032 Plzeňský	3	37.5	2		3	3,767	3	3,967	3	4,100	3	4,233	3	4,400
CZ041 Karlovarský	5	83.3	4	2,250	5	2,200	5	2,840	5	2,900	5	3,140	5	3,200
CZ042 Ústecký	7	43.8	7	3,000	7	3,071	7	3,357	7	3,357	7	3,714	7	3,714
CZ051 Liberecký	3	37.5	1		3	2,000	3	3,167	3	3,500	3	3,500	3	3,500
CZ052 Královéhradecký	5	50.0	4	3,625	4	3,625	5	3,500	5	3,700	5	4,100	5	4,300
CZ053 Pardubický	7	53.8	6	2,500	7	2,857	7	2,857	7	2,929	7	3,071	7	3,071
CZ061 Vysočina	11	61.1	10	3,000	11	4,636	11	4,750	11	4,864	11	4,977	11	5,273
CZ062 Jihomoravský	12	48.0	10	3,240	12	3,700	12	4,117	12	4,117	12	4,117	12	4,117
CZ071 Olomoucký	9	28.1	7	3,734	7	3,843	8	3,533	8	3,913	9	4,100	9	4,344
CZ072 Zlínský	14	53.8	14	3,411	14	3,786	14	3,857	14	4,107	14	4,179	14	4,429
CZ080 Moravskoslezský	12	37.5	11	3,727	12	4,000	12	4,292	12	4,375	12	4,542	12	4,542

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	114	44.5	98	3,827	110	4,085	113	4,286	114	4,419	114	4,591	114	4,693	114	4,725	114	4,736	114	4,743
CZ010 Capital Prague	7	26.9	6	4,333	7	4,286	7	4,571	7	4,714	7	4,857	7	4,857	7	4,857	7	4,857	7	4,857
CZ020 Středočeský	14	66.7	13	3,385	14	3,500	14	3,714	14	4,000	14	4,357	14	4,357	14	4,357	14	4,357	14	4,357
CZ031 Jihočeský	6	40.0	5	2,640	6	3,033	6	3,150	6	3,150	6	3,300	6	3,300	6	3,300	6	3,300	6	3,300
CZ032 Plzeňský	3	37.5	2		3	3,900	3	4,067	3	4,233	3	4,400	3	4,500	3	4,667	3	4,667	3	4,667
CZ041 Karlovarský	4	66.7	3	2,667	4	2,500	4	2,800	4	2,875	4	3,175	4	3,250	4	3,250	4	3,250	4	3,250
CZ042 Ústecký	7	43.8	7	2,093	7	2,321	7	2,643	7	2,750	7	3,000	7	3,107	7	3,250	7	3,250	7	3,250
CZ051 Liberecký	3	37.5			3	2,400	3	3,367	3	3,500	3	3,500	3	3,500	3	3,500	3	3,500	3	3,500
CZ052 Královéhradecký	6	60.0	4	4,125	4	4,125	6	3,833	6	4,000	6	4,333	6	4,500	6	4,667	6	4,667	6	4,667
CZ053 Pardubický	7	53.8	6	2,750	7	3,071	7	3,071	7	3,143	7	3,286	7	3,286	7	3,286	7	3,286	7	3,286
CZ061 Vysočina	10	55.6	9	6,417	10	7,775	10	7,775	10	7,775	10	7,775	10	7,925	10	7,925	10	7,925	10	7,925
CZ062 Jihomoravský	12	48.0	10	3,690	12	4,138	12	4,617	12	4,679	12	4,742	12	4,804	12	4,867	12	4,929	12	4,992
CZ071 Olomoucký	10	31.3	8	3,375	8	3,625	9	3,778	10	3,850	10	4,000	10	4,100	10	4,100	10	4,100	10	4,100
CZ072 Zlínský	15	57.7	15	4,633	15	5,067	15	5,133	15	5,400	15	5,467	15	5,733	15	5,733	15	5,733	15	5,733
CZ080 Moravskoslezský	10	31.3	10	3,500	10	3,660	10	4,080	10	4,250	10	4,550	10	4,750	10	4,800	10	4,850	10	4,850

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	277	72.5	9	2.4	121	31.7	333	87.2	308	80	267	82	40
CZ010 Capital Prague	20	60.6			9	27.3	29	87.9	27	6	24	7	3
CZ020 Středočeský	33	78.6	3	7.1	17	40.5	35	83.3	33	6	30	8	5
CZ031 Jihočeský	17	70.8			9	37.5	17	70.8	14	3	13	1	4
CZ032 Plzeňský	14	73.7	1	5.3	6	31.6	15	78.9	14	6	9	8	3
CZ041 Karlovarský	10	90.9			2	18.2	9	81.8	9	2	7	1	1
CZ042 Ústecký	22	71.0	1	3.2	14	45.2	25	80.6	22	8	20	10	1
CZ051 Liberecký	11	78.6	1	7.1	6	42.9	14	100.0	13	4	11	5	2
CZ052 Královéhradecký	10	55.6			5	27.8	16	88.9	15	2	14	3	2
CZ053 Pardubický	14	73.7	2	10.5	5	26.3	19	100.0	17	6	13	6	2
CZ061 Vysočina	17	70.8			8	33.3	21	87.5	19	6	16	6	1
CZ062 Jihomoravský	29	82.9	1	2.9	14	40.0	34	97.1	28	11	26	10	5
CZ071 Olomoucký	24	60.0			13	32.5	34	85.0	34	4	29	4	3
CZ072 Zlínský	24	77.4			7	22.6	30	96.8	30	6	27	7	3
CZ080 Moravskoslezský	32	78.0			6	14.6	35	85.4	33	10	28	6	5

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

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

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	316	82.7	49	12.8	7	1.8	1	0.3	9	2.4	60	90.9	6	9.1	276	72.3	44	11.5	138	36.1	97	25.4
CZ010 Capital Prague	28	84.8	4	12.1					1	3.0	5	100.0			29	87.9	7	21.2	18	54.5	5	15.2
CZ020 Středočeský	40	95.2	1	2.4					1	2.4	1	50.0	1	50.0	31	73.8	6	14.3	18	42.9	10	23.8
CZ031 Jihočeský	22	91.7	1	4.2					1	4.2	1	50.0	1	50.0	13	54.2	1	4.2	9	37.5	6	25.0
CZ032 Plzeňský	17	89.5	2	10.5							2	100.0			13	68.4	2	10.5	5	26.3	1	5.3
CZ041 Karlovarský	8	72.7	2	18.2	1	9.1					2	66.7	1	33.3	9	81.8			3	27.3	3	27.3
CZ042 Ústecký	25	80.6	5	16.1					1	3.2	6	100.0			20	64.5	4	12.9	6	19.4	6	19.4
CZ051 Liberecký	10	71.4	4	28.6							4	100.0			13	92.9			10	71.4	3	21.4
CZ052 Královéhradecký	16	88.9	1	5.6					1	5.6	1	50.0	1	50.0	10	55.6	1	5.6	5	27.8	7	38.9
CZ053 Pardubický	15	78.9	4	21.1							4	100.0			12	63.2	3	15.8	2	10.5	4	21.1
CZ061 Vysočina	18	75.0	4	16.7	1	4.2			1	4.2	5	83.3	1	16.7	16	66.7	2	8.3	9	37.5	8	33.3
CZ062 Jihomoravský	27	77.1	6	17.1	1	2.9			1	2.9	8	100.0			27	77.1	4	11.4	10	28.6	6	17.1
CZ071 Olomoucký	35	87.5	4	10.0	1	2.5					5	100.0			28	70.0	5	12.5	11	27.5	13	32.5
CZ072 Zlínský	26	83.9	4	12.9	1	3.2					5	100.0			21	67.7	7	22.6	16	51.6	13	41.9
CZ080 Moravskoslezský	29	70.7	7	17.1	2	4.9	1	2.4	2	4.9	11	91.7	1	8.3	34	82.9	2	4.9	16	39.0	12	29.3

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							
	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	5	1.3	2	0.5	24	6.3	47	12.3	1.7	2.1	49	12.8	1.3	1.7	56	14.7	1.8	2.9	43	11.3	29	7.6	17	4.5	4	1.0
CZ010 Capital Prague					1	3.0	9	27.3	1.7	2.2	9	27.3	1.7	2.2	14	42.4	1.6	2.6	14	42.4	11	33.3	5	15.2		
CZ020 Středočeský	2	4.8			5	11.9	3	7.1	1.7	2.0	4	9.5	1.0	1.3	4	9.5	1.5	2.0	4	9.5	3	7.1	1	2.4	1	2.4
CZ031 Jihočeský					2	8.3	1	4.2			1	4.2			2	8.3			2	8.3	2	8.3				
CZ032 Plzeňský					1	5.3	1	5.3			1	5.3			3	15.8	3.0	4.0	2	10.5	2	10.5	1	5.3		
CZ041 Karlovarský					2	18.2																				
CZ042 Ústecký					1	3.2	7	22.6	1.7	2.3	7	22.6	1.3	1.7	6	19.4	2.4	3.7	2	6.5	2	6.5			1	3.2
CZ051 Liberecký					1	7.1	1	7.1			2	14.3			2	14.3			1	7.1	1	7.1			1	7.1
CZ052 Královéhradecký					3	16.7	2	11.1			3	16.7	1.0	2.0	4	22.2	1.3	2.5	4	22.2	3	16.7	1	5.6	1	5.6
CZ053 Pardubický							1	5.3			1	5.3			1	5.3			1	5.3			1	5.3		
CZ061 Vysočina	1	4.2	1	4.2			4	16.7	1.7	2.3	4	16.7	1.3	2.0	5	20.8	1.8	4.6	4	16.7	1	4.2	3	12.5		
CZ062 Jihomoravský	2	5.7			3	8.6	7	20.0	2.0	2.1	7	20.0	1.1	1.3	5	14.3	2.0	2.2	3	8.6	2	5.7	1	2.9		
CZ071 Olomoucký					2	5.0	6	15.0	1.5	1.7	5	12.5	1.2	1.4	4	10.0	1.3	2.5	3	7.5			3	7.5		
CZ072 Zlínský					2	6.5	3	9.7	1.7	2.0	3	9.7	1.7	2.0	2	6.5			1	3.2			1	3.2		
CZ080 Moravskoslezský			1	2.4	1	2.4	2	4.9			2	4.9			4	9.8	1.7	2.8	2	4.9	2	4.9				

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

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

Region NUTS 3	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund															
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
					aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	221	86.3	115	44.9	1,394	1.32	1.69	1.25	5.59	0.03	0.34	1.76	23.82	19.27	1.05	23.80	0.94	0.21	5.90	0.75	12.28
CZ010 Capital Prague	21	80.8	14	53.8	1,880	1.56	0.04	0.15	4.14	0.06	0.06	2.70	34.53	8.20	1.37	12.69	5.13	0.01	4.34	0.52	24.53
CZ020 Středočeský	19	90.5	8	38.1	942	2.65	0.04		32.03		0.04	1.13	7.80	4.01	2.38	24.52	0.31		10.01	0.45	14.62
CZ031 Jihočeský	13	86.7	5	33.3	459				1.31				35.49	1.74	3.48	24.17	0.17		5.27	3.79	24.56
CZ032 Plzeňský	7	87.5	4	50.0	6,714		0.02	7.26	0.49		0.37	0.65	24.70	29.65	0.26	25.27		0.37	10.46	0.03	0.47
CZ041 Karlovarský	5	83.3	2	33.3																	
CZ042 Ústecký	13	81.3	10	62.5	771	1.52			4.30				40.99	10.05	2.07	22.76		0.13	8.34	1.61	8.24
CZ051 Liberecký	8	100.0	5	62.5	1,433	1.67	0.28		6.00	0.14	2.79	3.35	26.15	27.74	1.26	14.86		0.98	6.03	0.33	8.43
CZ052 Královéhradecký	7	70.0	1	10.0																	
CZ053 Pardubický	12	92.3	7	53.8	731	2.25	2.35		2.25			2.35	33.07	3.52	0.29	26.58			4.29		23.06
CZ061 Vysočina	15	83.3	9	50.0	1,090	8.21	0.21		8.60	0.23		9.69	7.48	25.41	1.89	12.45		0.15	6.22	1.17	18.29
CZ062 Jihomoravský	20	80.0	11	44.0	612	1.61	0.79	0.15	10.08			1.78	38.40	14.17	3.49	2.23		0.21	7.14	3.05	16.92
CZ071 Olomoucký	28	87.5	12	37.5	1,744	0.06	0.01		4.57		1.08	0.43	12.44	1.18	0.14	62.27		0.01	1.73	0.26	15.82
CZ072 Zlínský	25	96.2	10	38.5	945	1.67	8.89	0.06	2.55			2.06	29.15	9.94	0.74	17.17		0.11	6.98	2.03	18.64
CZ080 Moravskoslezský	28	87.5	17	53.1	1,673	0.06	5.76		5.62	0.03		0.46	19.27	44.92	0.64	15.20		0.38	3.69	0.73	3.25

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
Total	220	85.9	27.27	52.1	10.56	35.0	59	68	26.6	75	29.3	188	224	39	15.2	10	3.9	219	256	7	2.7
CZ010 Capital Prague	22	84.6	29.72	55.0	13.35		6	3	11.5	10	38.5	244	375	7	26.9	3	11.5	175	175	3	11.5
CZ020 Středočeský	18	85.7	27.30	55.0	9.18	20.0	6	6	28.6	5	23.8	117	170	2	9.5						
CZ031 Jihočeský	14	93.3	28.67	55.0	11.52		2	5	33.3	4	26.7	150	150	2	13.3	1	6.7				
CZ032 Plzeňský	6	75.0	19.37		7.66		2	1	12.5	2	25.0			1	12.5	1	12.5			1	12.5
CZ041 Karlovarský	2	33.3						1	16.7	3	50.0	163	233	3	50.0	1	16.7			1	16.7
CZ042 Ústecký	16	100.0	24.00	55.0	11.17		2	6	37.5	7	43.8	188	189	2	12.5	2	12.5			1	6.3
CZ051 Liberecký	8	100.0	33.13		11.58		2	3	37.5	1	12.5			1	12.5	1	12.5			1	12.5
CZ052 Královéhradecký	7	70.0	30.00	36.0	12.50	12.0	3	2	20.0	3	30.0	100	100	2	20.0						
CZ053 Pardubický	13	100.0	20.61		12.25		5	4	30.8	3	23.1	267	317	2	15.4	1	7.7				
CZ061 Vysočina	13	72.2	29.00	55.0	9.31		2	8	44.4	8	44.4	136	152	3	16.7						
CZ062 Jihomoravský	21	84.0	29.55	54.0	9.08	31.7	5	8	32.0	4	16.0	350	500	3	12.0						
CZ071 Olomoucký	29	90.6	22.00		11.00		6	6	18.8	10	31.3	183	190	4	12.5						
CZ072 Zlínský	26	100.0	20.50	45.0	10.23	50.0	12	9	34.6	6	23.1	150	210	2	7.7						
CZ080 Moravskoslezský	25	78.1	28.00	55.0	9.18	50.0	6	6	18.8	9	28.1	176	179	5	15.6						

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
 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		
	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	NCA	days	
Total	29	7.6	55.4	200	3	0.8	81.7	20	5.2	1.3	50	13.1	1.6	37	9.7	1.6	14	3.7	4.3	48	12.6	1.5	18	4.7	3.6	46	12.0	7.6	51	13.4	3.1	107	28.0	25	11.8
CZ010 Capital Prague	3	9.1	70.0		1	3.0		3	9.1	1.3	4	12.1	2.0	5	15.2	1.4	2	6.1		3	9.1	2.0	2	6.1		8	24.2	8.3	4	12.1	7.0	15	45.5	5	14.2
CZ020 Středočeský	3	7.1	38.3		2	4.8		3	7.1	1.0	7	16.7	1.4	4	9.5	1.5	5	11.9	4.4	6	14.3	1.5	3	7.1	1.7	6	14.3	9.7	8	19.0	4.0	10	23.8	2	
CZ031 Jihočeský	1	4.2									1	4.2								1	4.2								1	4.2		5	20.8	2	
CZ032 Plzeňský	1	5.3						2	10.5		2	10.5		2	10.5		1	5.3		2	10.5		2	10.5		2	10.5		1	5.3		6	31.6		
CZ041 Karlovarský											2	18.2					1	9.1		2	18.2					1	9.1		3	27.3	1.7	2	18.2		
CZ042 Ústecký	3	9.7	42.5	200				3	9.7	1.3	3	9.7	1.0	7	22.6	1.6	1	3.2		3	9.7	1.3	5	16.1	3.8	6	19.4	4.3	2	6.5		6	19.4	3	15.0
CZ051 Liberecký	2	14.3									2	14.3		2	14.3					1	7.1		1	7.1		5	35.7	6.8			4	28.6	2		
CZ052 Královéhradecký	1	5.6						1	5.6		5	27.8	1.8	1	5.6					4	22.2	1.5	1	5.6		3	16.7	9.7	5	27.8	4.4	3	16.7	4	12.0
CZ053 Pardubický	1	5.3									2	10.5		1	5.3					2	10.5					2	10.5		2	10.5		7	36.8	1	
CZ061 Vysočina								1	4.2		5	20.8	1.2	5	20.8	1.2	1	4.2		5	20.8	1.6	1	4.2		1	4.2		4	16.7	1.5	10	41.7	1	
CZ062 Jihomoravský	4	11.4	61.3					1	2.9					1	2.9					2	5.7		1	2.9		5	14.3	8.2	1	2.9		8	22.9	3	8.7
CZ071 Olomoucký	3	7.5	32.5					1	2.5		8	20.0	1.9	2	5.0		1	2.5		8	20.0	1.4				4	10.0	7.3	10	25.0	1.6	16	40.0	1	
CZ072 Zlínský	2	6.5						1	3.2		4	12.9	1.5	2	6.5					4	12.9	1.0	1	3.2					5	16.1	1.4	7	22.6		
CZ080 Moravskoslezský	5	12.2	50.0					4	9.8	1.5	5	12.2	1.0	5	12.2	1.4	2	4.9		5	12.2	1.4	1	2.4		3	7.3	8.7	5	12.2	3.6	8	19.5	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 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	219	57.3	13	3.4	81	21.2	350	91.6	184	48.2	1	0.3	2	0.5
CZ010 Capital Prague	19	57.6	3	9.1	12	36.4	31	93.9	15	45.5	1	3.0		
CZ020 Středočeský	28	66.7	1	2.4	6	14.3	40	95.2	17	40.5				
CZ031 Jihočeský	10	41.7			8	33.3	22	91.7	7	29.2				
CZ032 Plzeňský	12	63.2	1	5.3	4	21.1	18	94.7	8	42.1			1	5.3
CZ041 Karlovarský	5	45.5			2	18.2	9	81.8	6	54.5				
CZ042 Ústecký	16	51.6			6	19.4	25	80.6	11	35.5				
CZ051 Liberecký	12	85.7	2	14.3	4	28.6	13	92.9	6	42.9				
CZ052 Královéhradecký	6	33.3	1	5.6	2	11.1	16	88.9	6	33.3				
CZ053 Pardubický	12	63.2			5	26.3	17	89.5	8	42.1				
CZ061 Vysočina	14	58.3			5	20.8	23	95.8	16	66.7				
CZ062 Jihomoravský	19	54.3	2	5.7	11	31.4	30	85.7	15	42.9				
CZ071 Olomoucký	27	67.5	1	2.5	6	15.0	39	97.5	26	65.0				
CZ072 Zlínský	18	58.1			4	12.9	30	96.8	24	77.4				
CZ080 Moravskoslezský	21	51.2	2	4.9	6	14.6	37	90.2	19	46.3			1	2.4

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	120	95.2	69	3.2	5	4,240	27	3.1	15	1,756	74	58.7	65	51.6	
State Bodies and Organisations	119	95.2	68	3.2	5	4,240	27	3.1	15	1,756	73	58.4	65	52.0	
UNIOS	1	100.0	1								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	0.04	0.72	4.43	0.09	3.95	0.55	2.55	31.19	16.54	0.96	18.97	2.20	0.52	4.25	8.26	4.77	79	62.7
State Bodies and Organisations	0.04	0.72	4.43	0.09	3.95	0.55	2.55	31.19	16.54	0.96	18.97	2.20	0.52	4.25	8.26	4.77	78	62.4
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	116	92.1	27.66	45.0	19.83	36.5	31.50		7	22	17.5	13	10.3	13	10.3
State Bodies and Organisations	115	92.0	27.65	45.0	19.76	36.5	31.50		7	22	17.6	13	10.4	13	10.4
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	72	57.1	287	364	3.6	54	42.9	24	19.0	357	397	17	13.5
State Bodies and Organisations	72	57.6	287	364	3.6	54	43.2	24	19.2	357	397	17	13.6
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	120	95.2	69	3.2	5	4,240	27	3.1	15	1,756	74	58.7	65	51.6
CZ010 Capital Prague	4	57.1	2						2	3,042	2	28.6	2	28.6
CZ020 Středočeský	21	100.0	11	3.4	2		5	3.5	3	1,762	11	52.4	11	52.4
CZ031 Jihočeský	9	100.0	9	2.7						1,867	6	66.7	6	66.7
CZ032 Plzeňský	11	100.0	5	3.4			5	2.8		478	7	63.6	5	45.5
CZ041 Karlovarský	5	100.0	2		1		1		1	792	3	60.0	2	40.0
CZ042 Ústecký	13	86.7	7	3.9	1		2		2	777	6	40.0	5	33.3
CZ051 Liberecký	6	100.0	6	2.6	1					701	6	100.0	5	83.3
CZ052 Královéhradecký	8	100.0	5	3.3			3	3.7		2,160	4	50.0	3	37.5
CZ053 Pardubický	6	100.0	4	3.3			1			1,169	5	83.3	4	66.7
CZ061 Vysočina	6	100.0	4	3.5			2			2,232	5	83.3	5	83.3
CZ062 Jihomoravský	10	100.0	4	3.6			4	3.8	1	3,811	5	50.0	5	50.0
CZ071 Olomoucký	8	100.0	3	2.5			2		3	1,870	6	75.0	6	75.0
CZ072 Zlínský	5	100.0	2				1		2	3,168	4	80.0	4	80.0
CZ080 Moravskoslezský	8	88.9	5	3.6			1		1	1,607	4	44.4	2	22.2

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver.% average percentage of 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	0.04	0.72	4.43	0.09	3.95	0.55	2.55	31.19	16.54	0.96	18.97	2.20	0.52	4.25	8.26	4.77	79	62.7	
CZ010 Capital Prague			2.57		1.22	7.84	2.71	39.00	17.31	1.11	7.70			5.67	9.87	5.00	3	42.9	
CZ020 Středočeský		3.28	5.62		3.69		3.34	30.74	10.46	1.05	19.82	1.48	1.21	4.00	9.12	6.18	14	66.7	
CZ031 Jihočeský			4.24	0.29	0.64		5.19	23.14	15.50	1.23	34.20	2.07	0.11	2.28	8.21	2.92	6	66.7	
CZ032 Plzeňský		0.12	4.06		1.15		12.08	43.50	9.41	0.12	19.09	0.07	2.67	3.20	4.03	0.51	8	72.7	
CZ041 Karlovarský		1.10	19.87		2.21			28.58	5.90	0.32	2.30		2.21	4.95	26.28	6.27	5	100.0	
CZ042 Ústecký	0.05	0.53	2.10		1.29		0.30	36.18	21.83	6.23	14.96	0.49	0.20	3.54	3.75	8.55	5	33.3	
CZ051 Liberecký			6.98		1.68			14.27	25.40	13.18	3.77	12.92	3.71	0.75	4.39	7.76	5.19	4	66.7
CZ052 Královéhradecký	0.22		6.99	0.72		0.38	1.35	27.11	6.80	0.90	27.23	5.19	0.41	6.05	6.08	10.57	6	75.0	
CZ053 Pardubický			0.44	0.11	1.36		0.14	39.67	0.91	0.33	18.73	23.46	0.77	2.95	2.87	8.26	4	66.7	
CZ061 Vysočina			2.76		0.43		0.37	38.62	9.79	0.14	18.52	0.30	1.27	4.10	23.71		3	50.0	
CZ062 Jihomoravský			2.76		9.39	0.08	0.24	24.68	38.13	0.09	15.30	0.66	0.10	2.28	4.03	2.27	7	70.0	
CZ071 Olomoucký	0.17		5.85		2.91		7.29	32.32	9.07	0.74	22.99			9.65	5.51	3.50	7	87.5	
CZ072 Zlínský		2.10	5.24					50.70		0.53	26.57	1.37	0.05	2.49	5.16	5.78	4	80.0	
CZ080 Moravskoslezský		0.44	4.09		14.84		1.78	24.25	19.76	0.22	7.36	2.49	0.30	6.12	13.78	4.56	3	33.3	

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	116	92.1	27.66	45.0	19.83	36.5	31.50		7	22	17.5	13	10.3	13	10.3
CZ010 Capital Prague	7	100.0	41.25	65.0	33.00				1						
CZ020 Středočeský	19	90.5	32.41	42.5	26.20	34.9	15.00		1	4	19.0	4	19.0	3	14.3
CZ031 Jihočeský	8	88.9	26.96	40.0	14.66	18.0				2	22.2				
CZ032 Plzeňský	11	100.0	24.83	44.3	19.00	33.7			2	2	18.2	1	9.1	1	9.1
CZ041 Karlovarský	4	80.0	24.33	55.0	13.57	28.3									
CZ042 Ústecký	13	86.7	21.60	39.0	17.33	31.0			2	1	6.7			1	6.7
CZ051 Liberecký	5	83.3	27.20	50.0	12.75					1	16.7				
CZ052 Královéhradecký	8	100.0	28.63		14.75					3	37.5	2	25.0	2	25.0
CZ053 Pardubický	6	100.0	21.83	40.0	18.67	30.0				2	33.3	1	16.7	2	33.3
CZ061 Vysočina	6	100.0	23.25		21.00				1	2	33.3	2	33.3	2	33.3
CZ062 Jihomoravský	10	100.0	23.86	41.8	24.30	50.0				3	30.0	2	20.0	2	20.0
CZ071 Olomoucký	8	100.0	30.33	55.0	14.86					1	12.5				
CZ072 Zlínský	5	100.0	35.25		20.25		48.00					1	20.0		
CZ080 Moravskoslezský	6	66.7	29.38	22.7	21.30	55.0				1	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
 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	72	57.1	287	364	3.6	54	42.9	24	19.0	357	397	17	13.5
CZ010 Capital Prague	3	42.9	500	533		1	14.3						
CZ020 Středočeský	11	52.4	250	383	3.3	9	42.9	2	9.5			1	4.8
CZ031 Jihočeský	4	44.4	300	325		3	33.3	2	22.2			1	11.1
CZ032 Plzeňský	8	72.7	259	267		4	36.4	1	9.1				
CZ041 Karlovarský	1	20.0				1	20.0						
CZ042 Ústecký	9	60.0	250	413		6	40.0	2	13.3				
CZ051 Liberecký	3	50.0	250	275		3	50.0	1	16.7			1	16.7
CZ052 Královéhradecký	6	75.0	333	450		5	62.5	4	50.0	250	425	3	37.5
CZ053 Pardubický	4	66.7	433	442	5.0	4	66.7	1	16.7			1	16.7
CZ061 Vysočina	2	33.3				2	33.3	2	33.3			2	33.3
CZ062 Jihomoravský	7	70.0	395	395	3.0	5	50.0	4	40.0	468	468	3	30.0
CZ071 Olomoucký	7	87.5	219	336		4	50.0	2	25.0			2	25.0
CZ072 Zlínský	4	80.0	267	283		4	80.0	2	40.0			2	40.0
CZ080 Moravskoslezský	3	33.3	100	167		3	33.3	1	11.1			1	11.1

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