



Working conditions informations system

Regular annual survey of wage and working conditions

2009

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Ministry of Labour and Social Affairs of the Czech Republic

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Introduction

The Working Conditions Information System (WCIS) 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 of the Czech Republic, this survey has been conducted regularly since 1993. Its purpose is to map and analyze collective bargaining in the Czech Republic and to provide contractual partners with sufficient information for entering into enterprise collective agreements or higher level collective agreements.

WCIS is regulated by the Commission for Regulation and Coordination of Labour connected with the information system on the cost of labour, which is composed of representatives of the Ministry of Labour and Social Affairs of the Czech Republic, the Ministry of Finance of the Czech Republic, the Czech Statistics Office, the Bohemian and Moravian Confederation of Trade Union Organizations, the Union of Industry and Transport of the Czech Republic, the Czech National Bank, CERGE-EI and the Prague School of Economics.

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 WCIS 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 WCIS survey are available for free at the Internet sites of the Ministry of Labour and Social Affairs (www.mpsv.cz) in the section *Income and standard of living* or at the site www.kolektivnismlouvny.cz.

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 2009 selected data about wage and working conditions were analyzed from 1,673 collective agreements from 24 different trade unions, of which:

- 1,337 collective agreements agreed in the entrepreneurial area
- 336 collective agreements agreed in public services and administration

Outputs are classified separately for:

- A. corporate area (Part A)
- B. public services and administration (Part B) including municipalities and regions from Tables Nos. B5a-b and B6a-b
- C. municipalities and regions (Part 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 8000 CZK/month and 48.10 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 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 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 their share in the overall number of collective agreements in the file, in the collective agreements of which was negotiated:

- ✓ detailed conditions governing the working hours accounts
- ✓ permanent wage in the amount of 80%, 90% or some other amount of average earnings, or determined in some other way, as the case may be
- ✓ use of wage by task or procedures for implementing labour consumption standards, as the case may be.

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 Sec. 52 a) to c) of the Labour Code with specification of the minimum and maximum multiple
 - ✓ outside the scope of Sec. 52 d) 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 average length of the compensatory period, for which the possibility of work time account application has been negotiated
- ✓ 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, people with disabilities and juveniles
- ✓ rules of part-time employment
- ✓ conditions and rules of training during 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 was negotiated
- ✓ the average amount of allowance for transport to and from work paid
 - ✓ from costs in CZK per month
 - ✓ from profit in CZK per month
 - ✓ without distinguishing funds 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 of transport provided by the employer 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 thou. 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 thou. 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 - contribution to trade union organization
 - I - other use
 - J - 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 "distance work", "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 (03/02, 04/03, 05/04, 06/05, 07/06, 08/07, 09/08) 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 (03/02, 04/03, 05/04, 06/05, 07/06, 08/07, 09/08) 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 (03/02, 04/03, 05/04, 06/05, 07/06, 08/07, 09/08) 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 (03/02, 04/03, 05/04, 06/05, 07/06, 08/07, 09/08) 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 %
- 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 - extent and detailed rules of granting rewards from the reward funds in the case of allowance organizations
- 3.8 - rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees mentioned in Section 6, Par. 1. a), No. 564/2006 Coll. included in wage classes one up to five
- 3.9 - rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees mentioned in Section 6, Par. 1), b), No. 564/2006 Coll., included in wage classes six and higher
- 3.10 - rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class of employees working in a health-care facility under Section 6, Par. 2, No. 564/2006 Coll., included in wage classes six and higher
- 3.11 - regular term of the wage payment
- 3.12 - wage payment outside the work site or outside working hours.

2. Conditions governing the activities of trade union organizations (Tables Nos. B2a, B2b)

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.

3. Plurality of trade unions, providing information and discussing (Tables Nos. B3a, B3b)

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.

4. **Employment rate** (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 of which was negotiated:

- ✓ specific conditions (programmes)
 - ✓ for employment of people over 50
 - ✓ for employment of people with disabilities
 - ✓ for employment of juvenile persons
 - ✓ 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 Sec. 52 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.

5. **Fund for social and cultural requirements** (Tables Nos. B5a, B5b) - **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 thou. 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.

6. Care for employees (Tables Nos. B6a, B6b) - 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.

7. Obstacles to work (Tables Nos. B7a, B7b)

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.

8. Personnel development, industrial safety and health protection at work

(ISHPW) (Tables Nos. B8a, B8b)

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 of which were agreed:

- ✓ conditions of employees' professional development consisting of improving employee qualifications
- ✓ specific programmes for employee training with the number of employees involved
- ✓ concrete measures limited by time (technical and organizational) to ensure ISHPW
- ✓ written evaluation of ISHPW status of employer.

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 thou. 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

Description of published tables

- ✓ 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 2009
(based on the sample of 1,337 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 8,000.00/month and CZK 48.10/hour with a working hour fund of 40 hours/week.

The average minimum monthly salary has been agreed in the amount of.....CZK **9,515.00**/month

The average minimum hourly salary at a working hour fund of 40 hours/week has been agreed in the amount of..... CZK **52.88**/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 8,312.00
2 nd tariff scale.....	CZK 8,884.00
3 rd tariff scale.....	CZK 9,538.00
4 th tariff scale.....	CZK 10,277.00
5 th tariff scale.....	CZK 11,287.00
6 th tariff scale.....	CZK 12,308.00
7 th tariff scale.....	CZK 13,578.00
8 th tariff scale.....	CZK 14,969.00
9 th tariff scale.....	CZK 16,489.00
10 th tariff scale.....	CZK 18,227.00
11 th tariff scale.....	CZK 20,458.00
12 th tariff scale.....	CZK 23,007.00

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 49.23	CZK 51.12
2 nd tariff scale.....	CZK 52.47	CZK 54.24
3 rd tariff scale.....	CZK 56.00	CZK 58.41
4 th tariff scale.....	CZK 60.45	CZK 63.20
5 th tariff scale.....	CZK 66.03	CZK 69.03
6 th tariff scale.....	CZK 72.24	CZK 74.58
7 th tariff scale.....	CZK 80.20	CZK 82.15
8 th tariff scale.....	CZK 85.12	CZK 89.41
9 th tariff scale.....	CZK 92.06	CZK 93.88
10 th tariff scale.....	CZK 103.28	CZK 104.02
11 th tariff scale.....	CZK 114.43	CZK 114.20
12 th tariff scale.....	CZK 128.52	CZK 126.77

Wage development

Number of collective agreements regulating wage increases ...**752** (i.e. 56.2% of the total amount of collective agreements in the file).

Of which, the wage progress is agreed in:

- 20.9% collective agreements, offering a year-on-year increase of wage scales by **4.5%**
- 26.1% collective agreements offering a year-on-year increase of the average nominal wage by **4.4%**
- 1.9% collective agreements offering an increase of the average real wage by **2.4%**

Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day	26.0% AE
overtime bonus for work on Saturdays and Sundays	47.9% AE
overtime bonus for work undistinguished	26.9% AE
overtime bonus for work on public holidays	102.4% AE
bonus for night work	12.64 /hour
.....	11.2% AE
bonus for work in difficult conditions	7.33 /hour
.....	10.7% AE
.....	10.5% MM
bonus for work on Saturdays and Sundays	17.14 /hour
.....	24.5% AE
bonus for afternoon work	6.28 /hour
.....	9.7% AE
bonus for working in shift operation	67.68 /shift
.....	14.4% AE
bonus for team management	5.11 /hour
.....	6.5% AE
bonus for working at heights	4.81 /hour
bonus for working in hazardous conditions	16.26 /hour
bonus for the knowledge of foreign languages	505.56 /month
bonus for substitution	1771.67 /month
.....	27.1% AE
bonus for training other people	1018.55 /month
.....	9.1% AE
remuneration for standby duty	13.73 /hour
.....	17.3% 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...	6.1 days
moving house.....	1.2 days
looking for a new job	3.5 days
for mothers caring for a child (per year).....	3.9 days
care for a family member (per year).....	2.8 days

3. Benefits and working conditions to employees

Company catering

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

costs.....	CZK 33.32
.....	54.7% of the price of a meal
profit, social fund, FSCR.....	CZK 10.55
.....	33.3% of the price of a meal
without distinguishing sources	CZK 35.64
.....	56.0% 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.:

.....	CZK 417.69 /month
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Life insurance

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

.....	CZK 472.29 /month
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2009**WCIS**

**Evaluation of collective agreements
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	1673	1337	336	121
Agriculture and Nutrition	55	44	11	
Banking and Insurance	14	14		
Catering, Hotels and Tourism	19	19		
Civilian Employees of the Army	3	3		
Commerce	11	11		
Culture and Nature Preservation	23		23	
Education	61		61	
ECHO	18	18		
Fire Fighters	9		9	
Food Industry and Allied Trade	91	90	1	
Glass, Ceramic, Jewellery & Porcelain	22	22		
Health Service and Social Care	90	21	69	1
KOVO	584	571	13	
Mines, Geology and Oil Industry	12	11	1	
Postal, Telecom. and Newspaper Services	6	6		
Railway Trade Unions	27	23	4	
Science and Research	24	24		
State Bodies and Organisations	119		119	119
STAVBA	137	130	7	
Textile, Clothing and Leather Industry	44	44		
Transport	89	86	3	
Transport, Road Economy and Repair Vehicle	12	12		
UNIOS	135	125	10	1
Wood.Industry, Forestry and Manag.of Wate	68	63	5	

2009**WCIS**

**Evaluation of collective agreements
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	1673	1337	336	121
CZ010 Capital Prague	254	224	30	4
CZ020 Středočeský	132	88	44	13
CZ031 Jihočeský	121	107	14	5
CZ032 Plzeňský	106	81	25	13
CZ041 Karlovarský	45	38	7	3
CZ042 Ústecký	104	73	31	16
CZ051 Liberecký	75	54	21	5
CZ052 Královéhradecký	104	89	15	9
CZ053 Pardubický	99	76	23	9
CZ061 Vysočina	109	83	26	4
CZ062 Jihomoravský	156	119	37	14
CZ071 Olomoucký	101	82	19	10
CZ072 Zlínský	94	81	13	4
CZ080 Moravskoslezský	173	142	31	12



Table section A

Corporate area

**Evaluation of collective agreements
Minimum wage and wage scales
classification based on trade unions**

in CZK/month/pers., in CZK/hour/pers.

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	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	102	7,6	9 515	10	0,7	52,88	28	2,1	57,26	368	27,5	415	31,0	96	7,2	126	9,4	177	13,2	213	15,9	
Agriculture and Nutrition	3	6,8	8 910	1	2,3					5	11,4	19	43,2	5	11,4	10	22,7				4	9,1
Banking and Insurance	3	21,4	11 000									1	7,1								1	7,1
Catering, Hotels and Tourism										1	5,3	8	42,1									
Civilian Employees of the Army												1	33,3									
Commerce												2	18,2			2	18,2					
ECHO	4	22,2	9 730							10	55,6	6	33,3					3	16,7	5	27,8	
Food Industry and Allied Trade	2	2,2								21	23,3	35	38,9	11	12,2	8	8,9	10	11,1	12	13,3	
Glass, Ceramic, Jewellery & Porcelain										7	31,8	7	31,8					5	22,7	6	27,3	
Health Service and Social Care										5	23,8	4	19,0									
KOVO	58	10,2	9 578	8	1,4	53,60	28	4,9	57,26	161	28,2	176	30,8	17	3,0	46	8,1	109	19,1	121	21,2	
Mines, Geology and Oil Industry	1	9,1								3	27,3	2	18,2					2	18,2	3	27,3	
Postal, Telecom. and Newspaper Services	1	16,7								2	33,3	1	16,7									
Railway Trade Unions	11	47,8	9 090							6	26,1	9	39,1			1	4,3					
Science and Research																						
STAVBA	12	9,2	9 464							65	50,0	37	28,5	44	33,8	35	26,9	15	11,5	6	4,6	
Textile, Clothing and Leather Industry										13	29,5	16	36,4	1	2,3	3	6,8	10	22,7	16	36,4	
Transport	2	2,3								21	24,4	19	22,1	11	12,8	6	7,0	5	5,8	9	10,5	
Transport, Road Economy and Repair Vehicles										4	33,3	4	33,3	3	25,0					6	50,0	
UNIOS	2	1,6								26	20,8	48	38,4	3	2,4	13	10,4	2	1,6	9	7,2	
Wood.Industry, Forestry and Manag.of Water	3	4,8	8 584	1	1,6					18	28,6	20	31,7	1	1,6	2	3,2	16	25,4	15	23,8	

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

**Evaluation of collective agreements
Monthly wage scales - 12-scale tariff system
classification based on trade unions**

in CZK/month/pers.

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	338	8 312	342	8 884	349	9 538	358	10 277	359	11 289	364	12 308	364	13 578	365	14 969	351	16 489	349	18 227	346	20 458	344	23 007
Agriculture and Nutrition	5	8 120	5	9 040	5	9 628	5	10 308	5	11 144	5	12 156	5	13 360	5	14 520	5	16 048	5	17 600	5	19 256	5	21 028
Banking and Insurance																								
Catering, Hotels and Tourism	1		1		1		1		1		1		1		1		1		1		1		1	
Civilian Employees of the Army																								
Commerce																								
ECHO	9	8 940	10	9 717	10	10 634	10	11 653	10	12 864	10	14 181	10	15 711	10	17 324	10	19 018	10	20 862	10	22 937	10	25 534
Food Industry and Allied Trade	21	8 146	21	8 793	21	9 471	21	10 250	21	11 375	21	12 358	21	13 568	21	15 096	13	16 114	13	18 404	13	22 336	13	28 951
Glass, Ceramic, Jewellery & Porcelain	7	8 866	7	9 403	7	9 880	7	10 367	7	11 091	7	11 974	7	12 916	7	13 899	7	15 066	7	16 364	7	18 139	7	20 040
Health Service and Social Care	5	8 514	5	8 920	5	9 448	5	10 132	5	10 658	5	11 488	5	13 006	5	13 892	5	15 522	5	18 428	5	21 288	4	25 205
KOVO	141	8 105	144	8 599	150	9 175	155	9 814	157	10 670	159	11 618	160	12 738	159	14 030	157	15 402	155	16 871	154	18 651	152	20 786
Mines, Geology and Oil Industry	3	8 783	3	9 067	3	9 717	3	10 467	3	11 417	3	12 517	3	13 883	3	15 167	3	16 817	3	18 933	3	21 133	3	23 030
Postal, Telecom. and Newspaper Services	2		2		2		2		2		2		2		2		2		2		2		2	
Railway Trade Unions	6	8 183	6	8 670	6	9 517	6	10 283	6	11 233	6	12 315	6	13 277	6	14 347	6	15 358	6	17 050	6	18 457	6	20 795
Science and Research																								
STAVBA	61	8 639	61	9 375	61	10 247	62	11 183	63	12 370	64	13 650	65	15 149	65	16 811	65	18 543	64	20 669	64	23 051	63	25 684
Textile, Clothing and Leather Industry	13	6 908	13	7 261	13	7 704	13	8 184	13	8 768	13	9 515	13	10 322	13	11 226	13	12 269	13	13 471	13	14 949	13	16 686
Transport	19	8 122	19	8 499	19	8 751	21	9 007	19	9 827	21	10 620	19	11 837	21	12 574	18	13 359	20	14 522	18	16 726	20	18 784
Transport, Road Economy and Repair Vehicles	3	8 762	3	9 017	3	9 548	4	10 843	4	11 763	4	12 904	4	14 190	4	15 639	3	16 645	3	18 464	3	20 618	3	22 578
UNIOS	25	9 503	25	10 420	26	11 477	26	12 908	26	14 994	25	16 608	25	18 557	25	20 934	25	23 872	25	27 219	25	31 713	25	35 973
Wood.Industry, Forestry and Manag.of Water	17	7 926	17	8 373	17	8 887	17	9 487	17	10 193	18	10 906	18	11 989	18	13 352	18	14 681	17	15 578	17	17 299	17	19 313

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

**Evaluation of collective agreements
Monthly wage scales - other tariff systems**

in CZK/month/pers.

SCALE SYSTEM	TARIFF SCALE																																																	
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20											
	NCA	CZK/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	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m										
2 scale	2	2																																																
3 scale	8	9 749	8	11 838	8	15 875																																												
4 scale	20	10 188	20	11 426	20	13 390	20	15 859																																										
5 scale	9	8 453	9	10 518	9	12 846	9	15 614	8	18 581																																								
6 scale	19	8 452	20	9 919	21	11 912	21	14 522	21	17 114	22	20 502																																						
7 scale	19	9 677	19	11 078	21	12 278	21	14 194	20	15 474	20	17 817	19	20 898																																				
8 scale	62	8 544	65	9 495	67	10 594	68	11 682	68	13 049	69	14 425	68	16 316	67	18 332																																		
9 scale	30	9 111	30	9 931	30	10 907	30	12 041	31	13 035	33	14 131	33	15 665	33	17 728	33	20 501																																
10 scale	58	8 232	60	8 987	62	9 714	64	10 548	67	11 744	67	12 886	67	14 505	65	16 458	65	18 690	65	22 486																														
11 scale	22	8 007	22	8 689	22	9 596	22	10 729	25	12 088	25	13 552	25	15 090	25	17 127	24	19 319	24	22 218	24	25 797																												
13 scale	28	8 164	36	8 632	37	9 297	40	9 893	40	10 748	40	11 759	40	12 753	41	13 749	41	15 039	41	16 590	41	18 344	41	20 435	40	23 217																								
14 scale	17	10 163	21	10 698	22	11 369	22	12 212	22	13 188	23	13 984	23	15 071	23	16 396	23	17 974	23	19 665	23	21 591	23	23 754	23	26 393	21	29 948																						
15 scale	5	9 303	5	9 706	5	10 252	6	11 035	7	11 399	7	12 239	9	12 390	10	13 406	10	14 737	10	16 164	9	16 846	9	18 655	9	20 667	9	23 472	9	26 915																				
16 scale	17	8 611	17	9 239	18	9 954	19	10 411	19	11 183	19	12 124	19	13 077	19	14 016	19	15 326	19	16 469	19	17 805	19	19 258	17	20 963	16	21 973	16	24 390	16	26 698																		
17 scale	35	10 600	35	11 347	35	12 034	35	12 767	35	13 538	35	14 389	36	15 092	36	15 997	37	17 067	37	18 351	37	19 735	37	21 503	37	23 508	37	25 478	37	27 713	37	30 117	37	32 540																
18 scale	1	1	1	1	1	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2							
19 scale																																																		
20 scale	4	7 438	4	7 820	4	8 278	4	8 805	4	9 518	4	10 253	4	11 020	4	11 833	4	12 668	4	13 733	4	14 868	4	16 145	4	17 603	4	19 190	4	20 945	4	22 850	3	24 013	3	25 877	3	27 923	3	30 117										

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

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

in CZK/hour/pers.

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	91	49,23	92	52,47	92	56,00	94	60,45	94	66,03	93	72,24	89	80,20	36	85,12	20	92,06	19	103,28	16	114,43	16	128,52
Agriculture and Nutrition	5	50,22	5	54,82	5	57,60	5	61,24	5	66,00	5	71,80	5	78,66	3	87,83	2		2		2		2	
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO																								
Food Industry and Allied Trade	11	46,15	11	49,06	11	50,19	11	54,66	11	59,99	11	66,20	11	73,25	11	81,25	3	95,23	3	110,60	3	130,40	3	156,87
Glass, Ceramic, Jewellery & Porcelain																								
Health Service and Social Care																								
KOVO	15	45,66	15	48,32	15	51,21	16	55,30	15	59,50	15	65,55	15	72,29	8	85,47	7	96,33	7	105,92	5	115,52	5	129,43
Mines, Geology and Oil Industry																								
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	43	51,01	43	54,32	43	59,32	43	64,67	44	71,30	44	78,43	42	87,09	7	88,27	2		1		1		1	
Textile, Clothing and Leather Industry	1		1		1		1		1		1		1		1		1		1		1		1	
Transport	11	47,47	11	50,09	11	51,61	11	52,95	11	56,34	11	60,72	10	70,48	1		1		1		1		1	
Transport, Road Economy and Repair Vehicles	1		2		2		3	71,12	3	77,13	2		2		2		1		1					
UNIOS	3	61,17	3	65,37	3	69,47	3	73,97	3	79,03	3	84,37	2		2		2		2		2		2	
Wood.Industry, Forestry and Manag.of Water	1		1		1		1		1		1		1		1		1		1		1		1	

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

**Evaluation of collective agreements
Hourly wage scales (40 hours/week) - other tariff systems**

in CZK/hour/pers.

SCALE SYSTEM	TARIFF SCALE																																							
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
2 scale																																								
3 scale	1	1	1																																					
4 scale	13	62,47	13	68,23	13	73,36	12	85,17																																
5 scale	3	53,83	3	60,07	3	64,53	3	74,00	3	82,43																														
6 scale	10	49,73	11	54,27	11	61,19	11	66,91	9	69,27	6	80,07																												
7 scale	11	51,32	12	54,52	14	57,91	15	62,35	15	67,43	14	73,65	13	82,07																										
8 scale	34	49,32	33	54,70	33	59,86	33	64,55	32	71,95	30	79,01	30	87,35	29	96,04																								
9 scale	12	47,54	12	48,73	12	51,52	13	54,47	13	58,25	13	63,24	12	68,01	11	76,55	11	84,16																						
10 scale	10	48,12	11	51,00	11	56,91	11	62,39	11	69,06	10	76,76	8	80,36	4	81,13	2	2																						
11 scale	2	2	2	2	2	2	2	2	2	2	2	1	1	1																										
13 scale	3	57,30	3	61,50	3	66,73	4	66,45	4	72,23	4	77,93	4	83,93	4	90,55	3	105,60	3	114,93	3	122,47	2	2																
14 scale	2	2	2	2	2	2	2	2	1	1																														
15 scale			1	1	1	1	1	1	1																															
16 scale	4	49,90	4	53,23	4	57,40	4	59,90	4	63,88	4	66,15	4	70,90	3	77,00	3	82,07	3	86,73	3	92,53	3	97,27	3	102,30	3	108,00	3	115,73	3	121,13								
17 scale	11	56,00	11	57,00	11	63,50	11	73,50	11	76,50	11	82,00	11	92,00																										
18 scale																																								
19 scale																																								
20 scale																																								

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

**Evaluation of collective agreements
Hourly wage scales (37,5 hours/week) - 12-scale tariff system
classification based on trade unions**

in CZK/hour/pers.

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	161	51,12	166	54,24	172	58,41	175	63,20	175	69,03	166	74,58	157	82,15	85	89,41	65	93,88	55	104,02	48	114,20	46	126,77
Agriculture and Nutrition																								
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	3	53,58	3	59,64	3	65,46	3	72,76	3	80,29	3	88,52	3	97,34										
Food Industry and Allied Trade	10	53,52	10	56,04	10	59,95	10	66,12	10	72,08	10	78,89	7	93,02	4	76,40	3	88,72	3	99,06	3	110,49	3	120,87
Glass, Ceramic, Jewellery & Porcelain	5	53,58	5	55,66	5	58,10	5	61,08	5	65,88	5	70,90	5	76,82	5	83,50	5	90,14	5	97,94	5	108,36	5	120,36
Health Service and Social Care																								
KOVO	95	51,57	100	54,72	106	58,90	108	63,88	108	69,63	100	74,83	98	82,62	51	92,94	38	98,40	34	107,95	27	119,04	27	131,65
Mines, Geology and Oil Industry	2		2		2		2		2		2		2		1									
Postal, Telecom. and Newspaper Services																								
Railway Trade Unions																								
Science and Research																								
STAVBA	14	53,76	14	58,06	14	64,40	15	69,36	15	77,69	15	86,55	14	96,19	4	92,48	1		1		1			
Textile, Clothing and Leather Industry	10	40,07	10	42,39	10	45,25	10	48,24	10	51,59	10	55,73	10	60,26	4	71,50	3	82,03	3	89,13	3	97,37	3	106,70
Transport	4	53,15	4	55,80	4	58,68	5	64,16	5	70,90	4	72,65	2		2		2		2		2		2	1
Transport, Road Economy and Repair Vehicles																								
UNIOS	2		2		2		1		1		1		1		1		1		1		1		1	1
Wood.Industry, Forestry and Manag.of Water	16	48,99	16	51,64	16	54,45	16	57,91	16	62,60	16	67,96	15	73,07	13	84,50	12	84,87	6	96,42	6	106,45	6	117,15

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

**Evaluation of collective agreements
Wage supplementary charges according to LC
classification based on trade unions**

in CZK/hour, % of average earnings or % of basic tariff of minimum wage

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	1132	84,7	26,0	47,9	26,9	1013	75,8	102,4	1111	83,1	12,64	11,2	821	61,4	7,33	10,7	10,5	1055	78,9	17,14	24,5
Agriculture and Nutrition	29	65,9	25,0	47,1	25,4	31	70,5	106,5	31	70,5	12,82	12,3	24	54,5	7,56		11,3	29	65,9	17,70	19,7
Banking and Insurance	9	64,3	28,6	50,0	30,0	8	57,1	103,8	6	42,9	25,00	11,0	1	7,1				7	50,0		32,1
Catering, Hotels and Tourism	19	100,0	27,0	50,0	32,3	19	100,0	100,0	19	100,0	7,75	10,0	2	10,5				19	100,0		10,0
Civilian Employees of the Army	1	33,3											1	33,3				1	33,3		
Commerce	5	45,5	25,0	30,0	26,7	4	36,4	100,0	6	54,5	8,00	11,3	5	45,5	8,00		11,3	5	45,5		12,0
ECHO	18	100,0	26,6	50,8	29,2	18	100,0	110,0	17	94,4	15,45	10,0	16	88,9	7,50	10,0		15	83,3	18,70	21,2
Food Industry and Allied Trade	82	91,1	26,8	49,9	26,8	79	87,8	108,1	79	87,8	10,93	10,4	56	62,2	6,71	10,0	10,0	77	85,6	15,18	23,4
Glass, Ceramic, Jewellery & Porcelain	20	90,9	25,0	30,0	30,3	20	90,9	101,5	20	90,9	11,68	16,7	20	90,9	8,03		10,0	14	63,6		23,2
Health Service and Social Care	16	76,2	25,0	47,5	25,0	17	81,0	100,0	17	81,0	11,67	18,9	9	42,9			10,0	17	81,0		25,3
KOVO	508	89,0	25,8	47,7	26,3	455	79,7	102,1	503	88,1	14,07	11,1	375	65,7	6,91	10,8	10,1	473	82,8	21,12	28,0
Mines, Geology and Oil Industry	8	72,7	25,8	60,0	26,7	6	54,5	100,0	8	72,7	16,88	11,0	7	63,6	6,42		20,0	8	72,7	24,50	18,6
Postal, Telecom. and Newspaper Services	5	83,3	25,0	40,0	25,0	5	83,3	100,0	4	66,7	12,00	10,0	4	66,7	8,00	25,0		4	66,7	12,00	10,0
Railway Trade Unions	16	69,6	25,0	46,1	26,3	15	65,2	100,0	15	65,2	6,00	11,0	11	47,8	8,67	8,5	10,0	14	60,9		16,4
Science and Research	4	16,7			25,0	4	16,7	100,0	4	16,7		12,5	3	12,5			10,0	4	16,7		13,8
STAVBA	114	87,7	25,9	50,2	25,0	112	86,2	101,1	111	85,4	11,02	10,4	98	75,4	8,28	10,0	10,4	107	82,3	21,15	18,6
Textile, Clothing and Leather Industry	40	90,9	25,5	45,8	26,2	30	68,2	101,7	42	95,5	11,22	10,5	25	56,8	6,46	10,0		34	77,3	9,55	16,4
Transport	82	95,3	27,7	36,3	29,8	71	82,6	100,0	84	97,7	7,70	10,3	60	69,8	9,62	10,0	11,7	86	100,0		32,9
Transport, Road Economy and Repair Vehicles	11	91,7	25,0		25,5	10	83,3	100,0	11	91,7	6,00	10,0	10	83,3	6,70	10,0		11	91,7	51,80	31,3
UNIOS	88	70,4	25,8	47,8		53	42,4	104,5	77	61,6	12,02	11,9	48	38,4	7,06	10,9	11,3	75	60,0	9,13	18,2
Wood.Industry, Forestry and Manag.of Water	57	90,5	25,9	43,9	25,2	56	88,9	100,0	57	90,5	9,88	12,0	46	73,0	7,08	13,3	11,1	55	87,3	10,50	17,6

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

**Evaluation of collective agreements
Other supplementary charges I
classification based on trade unions**

in CZK/hour, CZK/shift, % of average earnings

Trade union	Supplementary charge																										
	for afternoon work						for working in shift operation						for team management						for working at heights								
	% of average earnings			paid by the hour			% of average earnings			paid by the shift			% of average earnings			paid by the hour			% of average earnings			paid by the hour					
	NCA	% CA	% AE	NCA	% CA	CZK/h	NCA	% CA	% AE	NCA	% CA	CZK/shift	NCA	% CA	% AE	NCA	% CA	CZK/h	NCA	% CA	% AE	NCA	% CA	CZK/h			
Total	18	1,3	9,7	686	51,3	6,28	18	1,3	14,4	76	5,7	67,68	4	0,3	6,5	171	12,8	5,11	1	0,1					184	13,8	4,81
Agriculture and Nutrition	2	4,5		12	27,3	4,79	1	2,3		5	11,4	26,52				2	4,5						2	4,5			
Banking and Insurance				2	14,3					1	7,1																
Catering, Hotels and Tourism																1	5,3										
Civilian Employees of the Army				1	33,3																						
Commerce																											
ECHO				15	83,3	6,89																	8	44,4	6,59		
Food Industry and Allied Trade				72	80,0	5,57	4	4,4	4,8	5	5,6	54,40	1	1,1		3	3,3	4,00					1	1,1			
Glass, Ceramic, Jewellery & Porcelain				20	90,9	6,81	1	4,5		1	4,5					2	9,1						3	13,6	3,00		
Health Service and Social Care				1	4,8					1	4,8																
KOVO	13	2,3	10,1	395	69,2	6,76	4	0,7	17,5	50	8,8	63,36	2	0,4		93	16,3	5,43	1	0,2			125	21,9	4,58		
Mines, Geology and Oil Industry				6	54,5	3,82										1	9,1						2	18,2			
Postal, Telecom. and Newspaper Services																							1	16,7			
Railway Trade Unions				6	26,1	6,17				6	26,1	80,00				5	21,7	6,00					4	17,4	8,88		
Science and Research																											
STAVBA				52	40,0	4,51										33	25,4	3,72					21	16,2	4,02		
Textile, Clothing and Leather Industry	1	2,3		39	88,6	6,12										3	6,8	3,47					1	2,3			
Transport				14	16,3	4,13										4	4,7	8,25									
Transport, Road Economy and Repair Vehicles				4	33,3	3,25										6	50,0	4,88					1	8,3			
UNIOS	1	0,8		24	19,2	5,61	7	5,6	15,0	7	5,6	71,50				14	11,2	6,37					9	7,2	6,58		
Wood.Industry, Forestry and Manag.of Water	1	1,6		23	36,5	6,51	1	1,6								4	6,3	3,50					6	9,5	5,08		

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
 CZK/shift average value of the supplementary charge in CZK per shift

**Evaluation of collective agreements
Other supplementary charges II
classification based on trade unions**

in CZK/hour, CZK/month, % of average earnings

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 average earnings			paid by the hour			% of average earnings			paid by the month			% of average earnings			paid by the month			% of average earnings			paid by the month				
	NCA	% CA	% AE	NCA	% CA	CZK/h	NCA	% CA	% AE	NCA	% CA	CZK/month	NCA	% CA	% AE	NCA	% CA	CZK/month	NCA	% CA	% AE	NCA	% CA	CZK/month	NCA	% CA
Total	2	0,1		163	12,2	16,26				18	1,3	506	54	4,0	27,1	9	0,7	1 772	26	1,9	9,1	31	2,3	1 019	499	37,3
Agriculture and Nutrition				1	2,3					1	2,3		2	4,5											10	22,7
Banking and Insurance													1	7,1		1	7,1								7	50,0
Catering, Hotels and Tourism										1	5,3		3	15,8	10,0							1	5,3		4	21,1
Civilian Employees of the Army																										
Commerce																						1	9,1		4	36,4
ECHO				5	27,8	63,56							1	5,6											11	61,1
Food Industry and Allied Trade													2	2,2		1	1,1					2	2,2		34	37,8
Glass, Ceramic, Jewellery & Porcelain				6	27,3	8,00																			7	31,8
Health Service and Social Care				1	4,8								3	14,3	43,3	2	9,5								12	57,1
KOVO	1	0,2		102	17,9	8,46				9	1,6	622	10	1,8	32,0				8	1,4	8,6	18	3,2	1 099	271	47,5
Mines, Geology and Oil Industry																									4	36,4
Postal, Telecom. and Newspaper Services													1	16,7											3	50,0
Railway Trade Unions	1	4,3		7	30,4	13,14				3	13,0	500				1	4,3		5	21,7	7,6	1	4,3		8	34,8
Science and Research																									1	4,2
STAVBA				23	17,7	36,52													1	0,8		3	2,3	600	29	22,3
Textile, Clothing and Leather Industry										3	6,8	400	1	2,3								1	2,3		19	43,2
Transport																			4	4,7	10,0				1	1,2
Transport, Road Economy and Repair Vehicles				4	33,3	13,90										1	8,3								11	91,7
UNIOS				7	5,6	18,57				1	0,8		28	22,4	26,4	3	2,4	3 315	8	6,4	10,0	3	2,4	2 083	42	33,6
Wood.Industry, Forestry and Manag.of Water				7	11,1	42,86							2	3,2								1	1,6		21	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 the supplementary charge specified as a percentage of the average earnings
 CZK/h average value of the supplementary charge in CZK per hour
 CZK/month average value of the supplementary charge in CZK per month

**Evaluation of collective agreements
Other wage components - 13th and 14th pay
classification based on trade unions**

in % of collective agreements

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	464	34,7	205	15,3	227	17,0	149	11,1	50	3,7	97	7,3	93	7,0	54	4,0	650	48,6
Agriculture and Nutrition	10	22,7	3	6,8	5	11,4	3	6,8			2	4,5	1	2,3	1	2,3	14	31,8
Banking and Insurance	1	7,1	1	7,1													4	28,6
Catering, Hotels and Tourism	8	42,1	2	10,5	5	26,3	1	5,3	1	5,3	3	15,8	1	5,3	2	10,5	15	78,9
Civilian Employees of the Army																		
Commerce	2	18,2	1	9,1			2	18,2							1	9,1	3	27,3
ECHO	13	72,2	4	22,2	3	16,7	3	16,7	3	16,7	4	22,2			2	11,1	12	66,7
Food Industry and Allied Trade	49	54,4	19	21,1	19	21,1	11	12,2	4	4,4	17	18,9	3	3,3	2	2,2	69	76,7
Glass, Ceramic, Jewellery & Porcelain	7	31,8	3	13,6	5	22,7	1	4,5	1	4,5			3	13,6	3	13,6	6	27,3
Health Service and Social Care	2	9,5			1	4,8											11	52,4
KOVO	181	31,7	97	17,0	91	15,9	62	10,9	13	2,3	21	3,7	46	8,1	30	5,3	269	47,1
Mines, Geology and Oil Industry	5	45,5	3	27,3	2	18,2			2	18,2			1	9,1			4	36,4
Postal, Telecom. and Newspaper Services	2	33,3	1	16,7							1	16,7					4	66,7
Railway Trade Unions	5	21,7	1	4,3	4	17,4	2	8,7	1	4,3	2	8,7	1	4,3			17	73,9
Science and Research																		
STAVBA	60	46,2	15	11,5	42	32,3	17	13,1	20	15,4	12	9,2	12	9,2	2	1,5	24	18,5
Textile, Clothing and Leather Industry	17	38,6	7	15,9	7	15,9	3	6,8	2	4,5	1	2,3	5	11,4	3	6,8	3	6,8
Transport	3	3,5	2	2,3	2	2,3					1	1,2	1	1,2			67	77,9
Transport, Road Economy and Repair Vehicles	2	16,7	1	8,3			2	16,7					1	8,3			9	75,0
UNIOS	66	52,8	26	20,8	24	19,2	35	28,0	1	0,8	27	21,6	12	9,6	4	3,2	85	68,0
Wood.Industry, Forestry and Manag.of Water	31	49,2	19	30,2	17	27,0	7	11,1	2	3,2	6	9,5	6	9,5	4	6,3	34	54,0

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 * Incentive components - bonuses, performance rewards, team rewards etc.

**Evaluation of collective agreements
Remunerations at work anniversaries and assistance in natural disasters
classification based on trade unions**

in CZK

Trade union	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years		NCA	% CA	CZK
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK					
Total	643	48,1	49	2 176	222	2 613	399	3 939	460	4 901	595	5 716	639	6 716	643	7 995	643	9 127	643	10 262	1		0,1
Agriculture and Nutrition	18	40,9			8	2 688	11	4 909	12	6 208	17	6 441	18	7 333	18	8 333	18	9 278	18	10 222			
Banking and Insurance	7	50,0	1		3	2 167	7	8 143	7	9 929	7	11 214	7	12 500	7	13 786	7	15 643	7	16 357	1		7,1
Catering, Hotels and Tourism	11	57,9	3	4 000	6	4 833	11	5 818	11	6 136	11	7 182	11	8 636	11	9 455	11	9 909	11	9 909			
Civilian Employees of the Army																							
Commerce	5	45,5			4	3 750	5	4 200	5	4 400	5	4 600	5	4 600	5	4 600	5	4 600	5	4 600			
ECHO	10	55,6	1		4	2 525	7	3 000	8	4 850	10	6 730	10	7 890	10	9 210	10	10 650	10	12 280			
Food Industry and Allied Trade	47	52,2	6	1 858	22	2 143	37	3 245	41	4 231	46	5 147	47	6 239	47	7 625	47	8 450	47	9 607			
Glass, Ceramic, Jewellery & Porcelain	12	54,5	2		2		7	4 143	9	5 889	10	7 380	11	10 018	12	11 108	12	14 383	12	16 808			
Health Service and Social Care	3	14,3	1		2		3	2 500	3	2 667	3	2 833	3	3 333	3	3 500	3	3 833	3	4 333			
KOVO	298	52,2	19	2 208	105	2 808	186	4 006	219	4 930	268	5 881	297	6 991	298	8 261	298	9 684	298	11 237			
Mines, Geology and Oil Industry	6	54,5			5	2 640	5	4 500	5	6 500	6	7 750	6	9 083	6	10 583	6	11 917	6	13 083			
Postal, Telecom. and Newspaper Services																							
Railway Trade Unions	9	39,1			4	3 125	7	4 714	7	6 000	9	7 011	9	7 911	9	9 944	9	11 389	9	12 167			
Science and Research																							
STAVBA	76	58,5	2		9	2 894	45	4 109	48	4 931	71	6 651	74	7 331	76	9 544	76	10 316	76	11 002			
Textile, Clothing and Leather Industry	15	34,1	1		4	1 813	9	1 850	9	2 506	15	2 420	15	2 867	15	3 273	15	3 720	15	4 107			
Transport	37	43,0	4	1 125	6	1 500	7	2 057	19	3 774	36	3 614	37	4 297	37	4 892	37	5 478	37	5 816			
Transport, Road Economy and Repair Vehicles	8	66,7	1		3	3 833	4	3 625	6	4 250	8	4 813	8	6 000	8	7 125	8	7 688	8	8 375			
UNIOS	49	39,2	8	2 313	20	2 400	28	4 186	30	5 357	44	5 405	49	5 992	49	6 857	49	7 420	49	7 931			
Wood.Industry, Forestry and Manag.of Water	32	50,8			15	1 193	20	2 483	21	3 638	29	4 264	32	5 416	32	6 548	32	7 648	32	8 552			

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

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

in CZK

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	813	60,8	400	3 178	762	3 530	800	4 333	812	5 057	813	5 767	813	6 181
Agriculture and Nutrition	27	61,4	10	3 055	26	3 413	27	3 800	27	4 272	27	4 607	27	4 874
Banking and Insurance	6	42,9	3	7 167	6	8 333	6	8 333	6	8 333	6	8 333	6	8 333
Catering, Hotels and Tourism	18	94,7	17	4 500	18	5 361	18	5 889	18	6 194	18	6 417	18	6 472
Civilian Employees of the Army														
Commerce	5	45,5	4	1 500	5	2 000	5	2 400	5	2 600	5	2 800	5	3 000
ECHO	9	50,0	2		9	4 567	9	7 467	9	10 367	9	13 322	9	14 111
Food Industry and Allied Trade	49	54,4	12	2 188	43	2 587	49	3 977	49	4 728	49	6 061	49	6 571
Glass, Ceramic, Jewellery & Porcelain	15	68,2	9	4 078	15	4 447	15	4 853	15	5 340	15	5 827	15	6 847
Health Service and Social Care	14	66,7	6	1 458	13	2 404	14	3 107	14	3 625	14	4 000	14	4 268
KOVO	307	53,8	116	3 226	270	3 463	297	4 346	306	5 281	307	6 082	307	6 699
Mines, Geology and Oil Industry	9	81,8	5	3 300	9	3 589	9	4 578	9	5 433	9	6 444	9	7 122
Postal, Telecom. and Newspaper Services	4	66,7	1		4	5 125	4	6 125	4	6 500	4	6 875	4	7 250
Railway Trade Unions	16	69,6	8	4 713	16	6 669	16	7 469	16	7 856	16	8 244	16	8 388
Science and Research	10	41,7	7	4 643	10	4 270	10	4 920	10	5 200	10	5 600	10	5 700
STAVBA	82	63,1	43	3 274	81	3 526	81	4 362	82	5 077	82	5 766	82	6 100
Textile, Clothing and Leather Industry	37	84,1	17	2 182	36	2 421	37	2 946	37	3 131	37	3 449	37	3 588
Transport	70	81,4	45	2 162	68	2 835	68	3 276	70	3 677	70	3 877	70	4 067
Transport, Road Economy and Repair Vehicles	7	58,3	2		7	3 171	7	3 457	7	3 771	7	4 057	7	4 371
UNIOS	91	72,8	75	3 636	91	4 045	91	4 659	91	5 197	91	5 812	91	5 913
Wood.Industry, Forestry and Manag.of Water	37	58,7	18	2 500	35	2 904	37	4 299	37	5 489	37	6 882	37	7 385

Explanatory notes: NCA
% CA
CZK

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

Evaluation of collective agreements
Remunerations at life anniversaries II - 1st quitting of the working relation following the granting of disability pension or the old-age pension
classification based on trade unions

in CZK

Trade union	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	860	64,3	377	4 045	790	4 663	845	5 888	858	7 341	860	8 391	860	9 135	860	9 837	860	10 289	860	10 639
Agriculture and Nutrition	26	59,1	9	4 311	25	4 010	26	4 388	26	4 860	26	5 208	26	5 494	26	5 696	26	5 937	26	6 177
Banking and Insurance	5	35,7	2		5	7 400	5	8 400	5	9 400	5	10 400	5	11 400	5	12 400	5	13 400	5	14 400
Catering, Hotels and Tourism	17	89,5	16	5 438	17	6 294	17	6 912	17	7 235	17	7 471	17	7 529	17	7 529	17	7 529	17	7 529
Civilian Employees of the Army																				
Commerce	4	36,4	3	1 667	4	2 500	4	2 750	4	2 750	4	3 000	4	3 250	4	3 250	4	3 250	4	3 250
ECHO	12	66,7	7	3 071	12	4 092	12	7 125	12	9 963	12	12 467	12	15 063	12	16 250	12	17 229	12	17 958
Food Industry and Allied Trade	62	68,9	23	2 933	57	4 251	62	5 936	62	6 969	62	8 865	62	9 519	62	10 715	62	10 956	62	11 650
Glass, Ceramic, Jewellery & Porcelain	16	72,7	8	3 338	15	5 707	16	7 025	16	8 588	16	9 150	16	10 825	16	11 888	16	12 950	16	14 325
Health Service and Social Care	15	71,4	6	1 542	14	2 607	15	3 367	15	3 967	15	4 430	15	4 797	15	5 063	15	5 263	15	5 463
KOVO	322	56,4	105	4 800	277	4 478	308	5 772	320	7 975	322	9 242	322	10 308	322	11 406	322	12 168	322	12 631
Mines, Geology and Oil Industry	7	63,6	3	4 000	7	4 543	7	5 814	7	7 200	7	8 500	7	9 371	7	10 086	7	10 800	7	10 800
Postal, Telecom. and Newspaper Services	4	66,7	2		4	9 125	4	11 750	4	13 500	4	15 250	4	15 750	4	16 250	4	16 750	4	17 250
Railway Trade Unions	17	73,9	7	7 271	17	9 729	17	12 206	17	13 071	17	14 406	17	14 671	17	16 729	17	16 965	17	17 053
Science and Research	10	41,7	6	5 250	10	4 300	10	4 850	10	5 150	10	5 450	10	5 450	10	5 550	10	5 550	10	5 550
STAVBA	95	73,1	29	5 643	91	6 248	94	8 038	95	9 699	95	10 559	95	11 082	95	11 337	95	11 749	95	12 013
Textile, Clothing and Leather Industry	38	86,4	18	2 267	35	2 641	38	3 124	38	3 399	38	3 697	38	3 880	38	3 959	38	4 012	38	4 038
Transport	73	84,9	39	2 892	69	3 725	73	4 575	73	5 195	73	5 616	73	5 928	73	6 161	73	6 394	73	6 627
Transport, Road Economy and Repair Vehicles	8	66,7	2		7	6 857	8	7 625	8	10 625	8	11 250	8	14 250	8	14 688	8	15 063	8	15 438
UNIOS	93	74,4	73	3 995	91	4 548	93	5 386	93	6 039	93	6 786	93	6 966	93	7 009	93	7 025	93	7 041
Wood.Industry, Forestry and Manag.of Water	36	57,1	19	2 263	33	3 611	36	5 081	36	6 565	36	8 528	36	9 792	36	10 785	36	11 131	36	11 474

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

**Evaluation of collective agreements
Wage development
classification based on trade unions**

% of collective agreements, average %, aver. value in CZK

Trade union	Wage development contracted																												Number of CA where wage development is bound to economic indicators					
	NCA	% CA	of this																															
			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	fixed amount	by incr. in %	NCA	% CA	without manag.		NCA	% CA	by incr. in %		by abs. amount		without manag.		NCA	% CA	by incr. in %		without manag.		NCA	% CA	without manag.			NCA	% CA	NCA	% CA	NCA
Total	752	56,2	300	22,4	21	600	279	4,5	81	6,1	6	0,4	355	26,6	349	4,4	6	747	8	4,7	26	1,9	26	2,4	1	139	10,4	9	0,7	141	10,5	149	11,1	
Agriculture and Nutrition	11	25,0	3	6,8			3	4,1					5	11,4	5	2,0											3	6,8					7	15,9
Banking and Insurance	12	85,7	7	50,0			7	5,6	5	35,7			1	7,1	1												4	28,6			5	35,7	3	21,4
Catering, Hotels and Tourism	10	52,6	5	26,3			5	6,5					5	26,3	5	4,0																	3	15,8
Civilian Employees of the Army	1	33,3											1	33,3	1																		1	33,3
Commerce	3	27,3	1	9,1			1		2	18,2			1	9,1	1												1	9,1			2	18,2		
ECHO	10	55,6	4	22,2			4	3,8	2	11,1			2	11,1	2						1	5,6	1				4	22,2	1	5,6	3	16,7	3	16,7
Food Industry and Allied Trade	51	56,7	15	16,7			15	3,8	9	10,0			29	32,2	28	3,5	1				4	4,4	4	1,8			10	11,1			14	15,6	13	14,4
Glass, Ceramic, Jewellery & Porcelain	8	36,4							1	4,5	1	4,5	6	27,3	6	4,4											1	4,5					3	13,6
Health Service and Social Care	13	61,9	5	23,8	1		4	4,3	3	14,3			7	33,3	7	5,1											1	4,8			3	14,3		
KOVO	302	52,9	124	21,7	13	611	111	3,8	36	6,3	3	0,5	134	23,5	131	4,0	3	775	2		11	1,9	11	2,5	1		62	10,9	5	0,9	60	10,5	56	9,8
Mines, Geology and Oil Industry	7	63,6	2	18,2			2		1	9,1			4	36,4	4	6,0																	1	9,1
Postal, Telecom. and Newspaper Services	1	16,7											1	16,7	1												1	16,7	1	16,7	1	16,7	1	16,7
Railway Trade Unions	18	78,3	8	34,8	1		7	4,9	1	4,3	1	4,3	9	39,1	9	4,1											5	21,7			5	21,7	9	39,1
Science and Research	6	25,0	2	8,3			2						2	8,3	2												2	8,3					2	8,3
STAVBA	61	46,9	24	18,5	1		23	5,5	1	0,8			43	33,1	41	5,0	2				4	3,1	4	2,5			1	0,8	1	0,8	11	8,5	22	16,9
Textile, Clothing and Leather Industry	34	77,3	3	6,8			3	5,7					23	52,3	23	3,9					2	4,5	2				7	15,9			1	2,3	5	11,4
Transport	57	66,3	47	54,7			47	5,6	4	4,7			4	4,7	4	5,0					1	1,2	1				7	8,1			6	7,0	1	1,2
Transport, Road Economy and Repair Vehicles	9	75,0	3	25,0			3	5,9					7	58,3	7	5,4											4	33,3			5	41,7		
UNIOS	99	79,2	38	30,4	2		36	4,4	11	8,8	1	0,8	45	36,0	45	5,1					2	1,6	2				22	17,6			19	15,2	4	3,2
Wood, Industry, Forestry and Manag. of Water	39	61,9	9	14,3	3	1 000	6	4,3	5	7,9			26	41,3	26	5,3				6	5,1	1	1,6	1			4	6,3	1	1,6	6	9,5	15	23,8

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

**Evaluation of collective agreements
Remuneration of employees I
classification based on trade unions**

in CZK/hour, % of collective agreements, % of average earnings

Trade union	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue											
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
Total	837	62,6	151	11,3	68	5,1	689	51,5	332	24,8	97,6	254	19,0	88,7	413	30,9	17,3	13,73
Agriculture and Nutrition	18	40,9	5	11,4	3	6,8	17	38,6	13	29,5	98,5	12	27,3	90,0	7	15,9	15,0	20,00
Banking and Insurance	8	57,1	4	28,6			6	42,9				2	14,3					
Catering, Hotels and Tourism	10	52,6	1	5,3			9	47,4	13	68,4	100,0	13	68,4	96,9	12	63,2	18,3	
Civilian Employees of the Army																		
Commerce	6	54,5					6	54,5	5	45,5	98,0	5	45,5	86,0	1	9,1		
ECHO	17	94,4	1	5,6			16	88,9	11	61,1	90,9	13	72,2	76,2	6	33,3	12,7	10,00
Food Industry and Allied Trade	50	55,6					50	55,6	13	14,4	100,0	14	15,6	83,6	22	24,4	16,9	8,70
Glass, Ceramic, Jewellery & Porcelain	16	72,7	2	9,1	1	4,5	15	68,2	3	13,6	96,7	4	18,2	80,0	4	18,2	13,5	7,25
Health Service and Social Care	11	52,4	1	4,8			10	47,6				1	4,8		10	47,6	16,7	20,00
KOVO	363	63,6	62	10,9	33	5,8	293	51,3	147	25,7	96,5	102	17,9	90,0	155	27,1	18,1	12,88
Mines, Geology and Oil Industry	6	54,5	3	27,3			5	45,5	5	45,5	100,0	6	54,5	96,7	4	36,4	15,0	10,33
Postal, Telecom. and Newspaper Services	3	50,0					3	50,0	1	16,7		1	16,7					
Railway Trade Unions	12	52,2	3	13,0	2	8,7	8	34,8	5	21,7	94,0	6	26,1	100,0	4	17,4	16,7	15,00
Science and Research	1	4,2					1	4,2	3	12,5	100,0	3	12,5	100,0				
STAVBA	92	70,8	45	34,6	14	10,8	52	40,0	50	38,5	100,0	7	5,4	84,3	74	56,9	16,3	23,00
Textile, Clothing and Leather Industry	25	56,8	8	18,2	6	13,6	17	38,6				2	4,5		8	18,2	15,0	9,71
Transport	82	95,3	1	1,2			81	94,2	38	44,2	98,2	30	34,9	92,0	59	68,6	20,0	21,98
Transport, Road Economy and Repair Vehicles	12	100,0					12	100,0	4	33,3	97,5	1	8,3		3	25,0	15,0	5,00
UNIOS	65	52,0	3	2,4	4	3,2	60	48,0	9	7,2	96,7	19	15,2	82,4	28	22,4	17,0	11,31
Wood.Industry, Forestry and Manag.of Water	40	63,5	12	19,0	5	7,9	28	44,4	12	19,0	99,2	13	20,6	83,5	16	25,4	13,8	11,88

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

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

% of collective agreements, % of average earnings

Trade union	Detailed conditions governing the working hours accounts											Use of wage by the task				
	agreed in CA		Permanent wage under Section 120 LC is agreed in the amount of								agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)			
			80% of average earnings		90% of average earnings		other amounts of average earnings		other form							
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	NCA	% CA	NCA	% CA	
Total	9	0,7	22	1,6	2	0,1	12	0,9	96,3	2	0,1	191	14,3	110	8,2	
Agriculture and Nutrition			5	11,4			3	6,8	90,0			9	20,5	3	6,8	
Banking and Insurance	2	14,3														
Catering, Hotels and Tourism												2	10,5	2	10,5	
Civilian Employees of the Army																
Commerce			2	18,2			1	9,1								
ECHO												3	16,7			
Food Industry and Allied Trade			1	1,1								17	18,9	8	8,9	
Glass, Ceramic, Jewellery & Porcelain												4	18,2	2	9,1	
Health Service and Social Care																
KOVO	7	1,2	9	1,6	1	0,2	6	1,1	100,0	1	0,2	89	15,6	63	11,0	
Mines, Geology and Oil Industry												3	27,3	1	9,1	
Postal, Telecom. and Newspaper Services												1	16,7	1	16,7	
Railway Trade Unions			1	4,3	1	4,3	1	4,3			1	4,3	4	17,4	3	13,0
Science and Research																
STAVBA			1	0,8			1	0,8				20	15,4	14	10,8	
Textile, Clothing and Leather Industry												8	18,2	5	11,4	
Transport												12	14,0	3	3,5	
Transport, Road Economy and Repair Vehicles												3	25,0	1	8,3	
UNIOS																
Wood.Industry, Forestry and Manag.of Water			3	4,8								16	25,4	4	6,3	

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 permanent wage specified as a percentage of the average earnings

**Evaluation of collective agreements
Remuneration of employees III
classification based on trade unions**

% of collective agreements

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	1273	95,2	1121	83,8	503	37,6	547	40,9	741	55,4
Agriculture and Nutrition	41	93,2	25	56,8	18	40,9	11	25,0	13	29,5
Banking and Insurance	11	78,6	10	71,4	11	78,6	2	14,3	10	71,4
Catering, Hotels and Tourism	19	100,0	19	100,0	2	10,5	11	57,9	11	57,9
Civilian Employees of the Army	3	100,0	1	33,3	3	100,0			1	33,3
Commerce	11	100,0	6	54,5	5	45,5	4	36,4	4	36,4
ECHO	18	100,0	16	88,9	11	61,1	8	44,4	15	83,3
Food Industry and Allied Trade	84	93,3	68	75,6	12	13,3	25	27,8	21	23,3
Glass, Ceramic, Jewellery & Porcelain	22	100,0	22	100,0	16	72,7	20	90,9	22	100,0
Health Service and Social Care	19	90,5	13	61,9	8	38,1	3	14,3	4	19,0
KOVO	545	95,4	509	89,1	249	43,6	272	47,6	383	67,1
Mines, Geology and Oil Industry	11	100,0	8	72,7	3	27,3	3	27,3	3	27,3
Postal, Telecom. and Newspaper Services	6	100,0	3	50,0	5	83,3	2	33,3	3	50,0
Railway Trade Unions	22	95,7	15	65,2	12	52,2	7	30,4	9	39,1
Science and Research	22	91,7			22	91,7	1	4,2	1	4,2
STAVBA	126	96,9	103	79,2	62	47,7	25	19,2	54	41,5
Textile, Clothing and Leather Industry	43	97,7	42	95,5	10	22,7	24	54,5	32	72,7
Transport	86	100,0	86	100,0	4	4,7			4	4,7
Transport, Road Economy and Repair Vehicles	12	100,0	12	100,0	1	8,3	9	75,0	10	83,3
UNIOS	119	95,2	117	93,6	31	24,8	93	74,4	107	85,6
Wood.Industry, Forestry and Manag.of Water	53	84,1	46	73,0	18	28,6	27	42,9	34	54,0

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

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

% of collective agreements

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	1185	88,6	260	19,4	546	40,8	1117	83,5	974	397	421	579	300	401	30,0
Agriculture and Nutrition	37	84,1	5	11,4	2	4,5	38	86,4	37	9		5	22	6	13,6
Banking and Insurance	12	85,7	1	7,1	6	42,9	14	100,0	14	5	13	11	4	1	7,1
Catering, Hotels and Tourism	18	94,7					18	94,7	16	15	6	15			
Civilian Employees of the Army	3	100,0	1	33,3	1	33,3	3	100,0	3			1	2		
Commerce	10	90,9			7	63,6	8	72,7	6	4	3	7	1	8	72,7
ECHO	17	94,4	9	50,0	3	16,7	15	83,3	14	6	7	4	12	2	11,1
Food Industry and Allied Trade	75	83,3	6	6,7	82	91,1	78	86,7	71	18	9	55	10	12	13,3
Glass, Ceramic, Jewellery & Porcelain	20	90,9	3	13,6	12	54,5	7	31,8	6	1	1	2	3	8	36,4
Health Service and Social Care	19	90,5	1	4,8	6	28,6	20	95,2	19	2	8	7	14	1	4,8
KOVO	524	91,8	187	32,7	245	42,9	496	86,9	408	209	243	307	85	311	54,5
Mines, Geology and Oil Industry	9	81,8	3	27,3	2	18,2	6	54,5	6	1	2	2			
Postal, Telecom. and Newspaper Services	4	66,7	1	16,7	1	16,7	6	100,0	4	4	2	2	6		
Railway Trade Unions	19	82,6	7	30,4	10	43,5	19	82,6	17	9	14	14	9	2	8,7
Science and Research	21	87,5			1	4,2	17	70,8	17	2	6	2	12	3	12,5
STAVBA	111	85,4	7	5,4	28	21,5	96	73,8	84	32	14	39	53	1	0,8
Textile, Clothing and Leather Industry	37	84,1	6	13,6	6	13,6	29	65,9	22	10	7	10	1	5	11,4
Transport	72	83,7	15	17,4			73	84,9	73	29	45	72		13	15,1
Transport, Road Economy and Repair Vehicles	8	66,7	4	33,3	5	41,7	11	91,7	9	5	3	5	2	7	58,3
UNIOS	115	92,0	3	2,4	106	84,8	106	84,8	92	19	23	17	16	6	4,8
Wood.Industry, Forestry and Manag.of Water	54	85,7	1	1,6	23	36,5	57	90,5	56	17	15	2	48	15	23,8

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 A use of employer's rooms
 B employer's allowances for the activities of trade unions
 C internet connection
 D costs of necessary materials
 E other conditions

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

% of collective agreements

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 the 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	1047	78,3	103	7,7	74	5,5	29	2,2	84	6,3	281	96,9	9	3,1	916	68,5	297	22,2	801	59,9	163	12,2	
Agriculture and Nutrition	35	79,5	8	18,2						1	2,3	9	100,0			11	25,0	2	4,5	9	20,5	13	29,5
Banking and Insurance	9	64,3			1	7,1				4	28,6	4	80,0	1	20,0	13	92,9	5	35,7	13	92,9	3	21,4
Catering, Hotels and Tourism	13	68,4								6	31,6	6	100,0			17	89,5	1	5,3	16	84,2		
Civilian Employees of the Army	1	33,3			1	33,3	1	33,3						2		2	66,7	2	66,7	1	33,3	1	33,3
Commerce	5	45,5			2	18,2				4	36,4	6	100,0			7	63,6	1	9,1	7	63,6	1	9,1
ECHO	12	66,7	3	16,7	1	5,6				2	11,1	6	100,0			16	88,9	11	61,1	5	27,8	10	55,6
Food Industry and Allied Trade	50	55,6	16	17,8	8	8,9	8	8,9	8	8,9	40	100,0			64	71,1	52	57,8	56	62,2	2	2,2	
Glass, Ceramic, Jewellery & Porcelain	13	59,1	5	22,7	2	9,1	1	4,5	1	4,5	7	77,8	2	22,2	19	86,4	11	50,0	3	13,6	6	27,3	
Health Service and Social Care	8	38,1	7	33,3	4	19,0	1	4,8	1	4,8	13	100,0			20	95,2	6	28,6	8	38,1	2	9,5	
KOVO	483	84,6	39	6,8	30	5,3	11	1,9	8	1,4	82	93,2	6	6,8	417	73,0	165	28,9	397	69,5	95	16,6	
Mines, Geology and Oil Industry	7	63,6	2	18,2	1	9,1			1	9,1	4	100,0			5	45,5	1	9,1	5	45,5	2	18,2	
Postal, Telecom. and Newspaper Services	5	83,3					1	16,7			1				4	66,7	3	50,0	3	50,0	1	16,7	
Railway Trade Unions	12	52,2	2	8,7	4	17,4	1	4,3	4	17,4	11	100,0			20	87,0	1	4,3	12	52,2			
Science and Research	24	100,0													11	45,8	1	4,2	3	12,5	10	41,7	
STAVBA	98	75,4	5	3,8	3	2,3	2	1,5	22	16,9	32	100,0			29	22,3	3	2,3	30	23,1	2	1,5	
Textile, Clothing and Leather Industry	44	100,0													13	29,5			8	18,2			
Transport	62	72,1	1	1,2	7	8,1	1	1,2	15	17,4	24	100,0			71	82,6			71	82,6			
Transport, Road Economy and Repair Vehicles	9	75,0	2	16,7						1	8,3	3	100,0			8	66,7	2	16,7	9	75,0	7	58,3
UNIOS	110	88,0	9	7,2	2	1,6				4	3,2	15	100,0			118	94,4	1	0,8	118	94,4		
Wood.Industry, Forestry and Manag.of Water	47	74,6	4	6,3	8	12,7	2	3,2	2	3,2	16	100,0			51	81,0	29	46,0	27	42,9	8	12,7	

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

**Evaluation of collective agreements
Compensation money
classification based on trade unions**

% of collective agreements, min. multiple, max. multiple

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									
	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 the length of the notice period		depending on the number of years to go before the person is entitled to claim old-age pension		other dependences	
	NCA	% CA	min.	max	NCA	% CA	min.	max	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	659	49,3	1,4	3,6	61	4,6	1,2	2,9	608	45,5	395	29,5	345	25,8	57	4,3	105	7,9
Agriculture and Nutrition	9	20,5	1,1	2,1					6	13,6	5	11,4	1	2,3				
Banking and Insurance	9	64,3	1,9	5,8	2	14,3			8	57,1	8	57,1	5	35,7	1	7,1	2	14,3
Catering, Hotels and Tourism	15	78,9	1,0	2,1					15	78,9	2	10,5	15	78,9				
Civilian Employees of the Army	3	100,0	1,0	3,0	1	33,3			3	100,0	3	100,0	2	66,7			1	33,3
Commerce	4	36,4	1,0	3,6					4	36,4	4	36,4						
ECHO	17	94,4	1,4	6,9	2	11,1			17	94,4	16	88,9	10	55,6	2	11,1	2	11,1
Food Industry and Allied Trade	50	55,6	1,2	3,5	1	1,1			50	55,6	40	44,4	16	17,8	6	6,7	6	6,7
Glass, Ceramic, Jewellery & Porcelain	15	68,2	1,1	3,6	1	4,5			16	72,7	16	72,7					4	18,2
Health Service and Social Care	3	14,3	1,7	2,0	1	4,8			3	14,3	1	4,8	2	9,5				
KOVO	247	43,3	1,7	3,7	22	3,9	1,3	3,4	234	41,0	146	25,6	129	22,6	26	4,6	45	7,9
Mines, Geology and Oil Industry	5	45,5	1,8	3,8					5	45,5	2	18,2	2	18,2			3	27,3
Postal, Telecom. and Newspaper Services	5	83,3	1,4	4,4					5	83,3	3	50,0	5	83,3	1	16,7	1	16,7
Railway Trade Unions	14	60,9	1,2	3,3	5	21,7	1,0	2,6	14	60,9	8	34,8	10	43,5	5	21,7	8	34,8
Science and Research	4	16,7	1,5	2,5					2	8,3			2	8,3				
STAVBA	102	78,5	1,1	3,3	17	13,1	1,0	1,9	100	76,9	40	30,8	86	66,2			16	12,3
Textile, Clothing and Leather Industry	2	4,5							2	4,5	2	4,5						
Transport	34	39,5	1,5	1,9					14	16,3	12	14,0					2	2,3
Transport, Road Economy and Repair Vehicles	6	50,0	1,2	3,0	2	16,7			6	50,0	2	16,7	5	41,7				
UNIOS	72	57,6	1,4	4,9	7	5,6	1,6	2,9	62	49,6	50	40,0	36	28,8	4	3,2	14	11,2
Wood.Industry, Forestry and Manag.of Water	43	68,3	1,0	3,0					42	66,7	35	55,6	19	30,2	12	19,0	1	1,6

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

**Evaluation of collective agreements
Working hours and holidays
classification based on trade unions**

in hours per week, in days

Trade union	Length of working hours											Applying the working hours account under Section 86 LC			Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes						NCA	% CA	com. period weeks	organization of working hours		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	NCA	% CA	% CA	days	% CA
								hours/week	hours/week	hours/week	hours/week												
Total	1266	94,7	872	65,2	38,0	394	29,5	39,6	38,27	37,4	37,3	79	5,9	47,2	251	18,8	1086	81,2	4,7	3,9	75,6	0,8	0,2
Agriculture and Nutrition	39	88,6	25	56,8	38,8	14	31,8	39,8	38,33	37,5	37,5	9	20,5	46,2	5	11,4	36	81,8			81,8		
Banking and Insurance	14	100,0	8	57,1	40,0	6	42,9	39,7	37,90	37,5	37,2				7	50,0	13	92,9			92,9		
Catering, Hotels and Tourism	19	100,0	1	5,3		18	94,7	40,0	38,75	37,5	37,5				2	10,5	8	42,1			42,1		
Civilian Employees of the Army	3	100,0	2	66,7		1	33,3								1	33,3	3	100,0			100,0		
Commerce	6	54,5	2	18,2		4	36,4	40,0	38,75	37,5	37,5	2	18,2		1	9,1	4	36,4			36,4		
ECHO	18	100,0	14	77,8	37,5	4	22,2	38,1	36,78	37,5	36,1	2	11,1		7	38,9	17	94,4			94,4		
Food Industry and Allied Trade	90	100,0	48	53,3	37,6	42	46,7	39,8	38,63	37,4	37,4	2	2,2		18	20,0	68	75,6	7,8	5,0	65,6	2,2	
Glass, Ceramic, Jewellery & Porcelain	18	81,8	16	72,7	37,5	2	9,1								3	13,6	19	86,4			86,4		
Health Service and Social Care	18	85,7	5	23,8	38,0	13	61,9	39,8	38,56	37,5	37,5				4	19,0	19	90,5			90,5		
KOVO	553	96,8	404	70,8	37,7	149	26,1	39,6	38,19	37,3	37,1	31	5,4	43,3	100	17,5	452	79,2	6,1	3,7	73,0	0,2	
Mines, Geology and Oil Industry	10	90,9	9	81,8	38,1	1	9,1					1	9,1		6	54,5	8	72,7			54,5	9,1	9,1
Postal, Telecom. and Newspaper Services	6	100,0	2	33,3		4	66,7	38,8	36,50	35,5	36,0				3	50,0	6	100,0			100,0		
Railway Trade Unions	22	95,7	13	56,5	38,7	9	39,1	38,6	38,38	37,0	36,5	4	17,4	50,0	14	60,9	19	82,6			60,9	21,7	
Science and Research	10	41,7	10	41,7	40,0							1	4,2		11	45,8	19	79,2	8,3	6,5	70,8		
STAVBA	123	94,6	59	45,4	38,6	64	49,2	40,0	38,41	37,5	37,5	15	11,5	50,3	18	13,8	112	86,2	3,1	3,8	83,1		
Textile, Clothing and Leather Industry	44	100,0	41	93,2	37,4	3	6,8	39,2	37,92	37,5	37,1	3	6,8	52,0	3	6,8	30	68,2	2,3	5,0	63,6	2,3	
Transport	83	96,5	73	84,9	38,9	10	11,6	39,5	38,30	37,5	37,2				12	14,0	64	74,4	2,3	2,5	72,1		
Transport, Road Economy and Repair Vehicles	10	83,3	2	16,7		8	66,7	37,3	37,34	37,3	40,0				2	16,7	12	100,0			100,0		
UNIOS	118	94,4	86	68,8	38,4	32	25,6	39,5	38,39	37,5	36,5	7	5,6	52,0	12	9,6	120	96,0	6,4	4,1	88,0	0,8	1,6
Wood.Industry, Forestry and Manag.of Water	62	98,4	52	82,5	37,7	10	15,9	38,6	37,66	37,5	37,3	2	3,2		22	34,9	57	90,5	6,3	3,0	84,1		

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

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

in hours per year, in weeks

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	6	0,4	83	858	64,2	49,9	415	31,0	47,4
Agriculture and Nutrition				31	70,5	50,3	9	20,5	46,2
Banking and Insurance				7	50,0	41,0	4	28,6	52,0
Catering, Hotels and Tourism				18	94,7	31,8	17	89,5	34,4
Civilian Employees of the Army				3	100,0	52,0	1	33,3	
Commerce				6	54,5	47,7	7	63,6	40,9
ECHO				15	83,3	52,0	7	38,9	52,0
Food Industry and Allied Trade	3	3,3	97	74	82,2	50,6	34	37,8	49,7
Glass, Ceramic, Jewellery & Porcelain				16	72,7	48,8	14	63,6	52,0
Health Service and Social Care				17	81,0	48,9	10	47,6	49,4
KOVO				325	56,9	50,7	115	20,1	48,1
Mines, Geology and Oil Industry				5	45,5	52,0	5	45,5	38,4
Postal, Telecom. and Newspaper Services				5	83,3	52,0	3	50,0	52,0
Railway Trade Unions				14	60,9	52,0	12	52,2	33,8
Science and Research	1	4,2		2	8,3		1	4,2	
STAVBA	1	0,8		109	83,8	48,4	80	61,5	50,1
Textile, Clothing and Leather Industry				19	43,2	47,9	4	9,1	52,0
Transport				63	73,3	52,0	35	40,7	49,8
Transport, Road Economy and Repair Vehicles				10	83,3	52,0	10	83,3	24,6
UNIOS	1	0,8		67	53,6	51,6	25	20,0	47,4
Wood.Industry, Forestry and Manag.of Water				52	82,5	49,8	22	34,9	50,8

Explanatory notes: NCA

% CA

hours/year

weeks

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

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

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

**Evaluation of collective agreements
Employment rate I
classification based on trade unions**

% of collective agreements

Trade union	Limitations of the scope of agency employment		CA contains specific conditions (programmes)						Rules of part-time employment		Conditions and rules of training attended on parental leave	
			employment of people over 50		employment of people with disabilities		employment of juvenile persons					
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	20	1,5	28	2,1	39	2,9	20	1,5	121	9,1	1	0,1
Agriculture and Nutrition							4	9,1	5	11,4		
Banking and Insurance									4	28,6		
Catering, Hotels and Tourism									9	47,4	1	5,3
Civilian Employees of the Army												
Commerce			1	9,1	2	18,2	1	9,1	5	45,5		
ECHO			4	22,2	2	11,1						
Food Industry and Allied Trade	4	4,4	1	1,1					28	31,1		
Glass, Ceramic, Jewellery & Porcelain	1	4,5										
Health Service and Social Care					1	4,8	1	4,8	1	4,8		
KOVO	15	2,6	18	3,2	8	1,4	8	1,4	39	6,8		
Mines, Geology and Oil Industry												
Postal, Telecom. and Newspaper Services												
Railway Trade Unions							2	8,7	6	26,1		
Science and Research					1	4,2			3	12,5		
STAVBA					10	7,7			10	7,7		
Textile, Clothing and Leather Industry												
Transport												
Transport, Road Economy and Repair Vehicles			2	16,7	1	8,3			2	16,7		
UNIOS					13	10,4	2	1,6	1	0,8		
Wood.Industry, Forestry and Manag.of Water			2	3,2	1	1,6	2	3,2	8	12,7		

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

**Evaluation of collective agreements
Employment rate II
classification based on trade unions**

% of collective agreements

Trade union	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work									
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with permanent working performance		shared jobs		work without a "fixed desk"		other forms of work and modes of work	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
Total	382	28,6	16	1,2	374	28,0	3	0,2	4	0,3	3	0,2							1	0,1
Agriculture and Nutrition	12	27,3			12	27,3														
Banking and Insurance	7	50,0			7	50,0														
Catering, Hotels and Tourism	1	5,3			1	5,3														
Civilian Employees of the Army	2	66,7			2	66,7														
Commerce	2	18,2			2	18,2														
ECHO	7	38,9	1	5,6	7	38,9														
Food Industry and Allied Trade	55	61,1	5	5,6	54	60,0			1	1,1	1	1,1								
Glass, Ceramic, Jewellery & Porcelain									1	4,5	1	4,5								
Health Service and Social Care	3	14,3			3	14,3														
KOVO	127	22,2	6	1,1	123	21,5	1	0,2	1	0,2									1	0,2
Mines, Geology and Oil Industry																				
Postal, Telecom. and Newspaper Services	3	50,0			3	50,0														
Railway Trade Unions	9	39,1	1	4,3	9	39,1	2	8,7												
Science and Research	1	4,2			1	4,2			1	4,2	1	4,2								
STAVBA	29	22,3			29	22,3														
Textile, Clothing and Leather Industry																				
Transport	10	11,6	2	2,3	8	9,3														
Transport, Road Economy and Repair Vehicles	6	50,0			6	50,0														
UNIOS	68	54,4	1	0,8	67	53,6														
Wood Industry, Forestry and Manag. of Water	40	63,5			40	63,5														

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

**Evaluation of collective agreements
Working conditions and benefits I
classification based on trade unions**

% of collective agreements, aver. CZK, aver. % of the price of meal

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	1246	93,2	33,32	54,7	10,55	33,3	35,64	56,0		260	180	13,5	27	2,0	20	1,5
Agriculture and Nutrition	41	93,2	25,39	55,0	5,82		36,50	56,2		6	4	9,1				
Banking and Insurance	14	100,0	44,00	55,0	12,50	45,0				10	1	7,1				
Catering, Hotels and Tourism	19	100,0	37,00	55,0	12,89			100,0			3	15,8	2	10,5		
Civilian Employees of the Army	1	33,3														
Commerce	10	90,9		53,3			38,80	53,3								
ECHO	14	77,8	26,91	55,0	9,28	15,0	43,48			4	9	50,0				
Food Industry and Allied Trade	88	97,8	39,67	54,5	8,11	43,8	6,00			32	5	5,6				
Glass, Ceramic, Jewellery & Porcelain	22	100,0	24,17	55,0	9,00	40,0	30,00			5	10	45,5				
Health Service and Social Care	18	85,7	29,00	55,0	6,50		30,00	50,0		9	7	33,3	1	4,8	1	4,8
KOVO	543	95,1	33,64	54,6	7,96	50,0	31,85	56,0		144	90	15,8	16	2,8	10	1,8
Mines, Geology and Oil Industry	9	81,8		55,0			44,00	53,3		3	1	9,1				
Postal, Telecom. and Newspaper Services	6	100,0		55,0	9,88		45,00				1	16,7				
Railway Trade Unions	23	100,0		54,4	9,00	5,0	41,38	52,5			9	39,1	2	8,7	2	8,7
Science and Research	22	91,7	27,89	55,0	18,46					5	3	12,5				
STAVBA	112	86,2	40,88	55,0	9,41	22,5	37,87	56,2		2	6	4,6	2	1,5	2	1,5
Textile, Clothing and Leather Industry	37	84,1	22,50	55,0	5,13		20,00	55,0		16	4	9,1	1	2,3	1	2,3
Transport	83	96,5	30,76	54,9	8,71	13,0				1						
Transport, Road Economy and Repair Vehicles	10	83,3	35,23	55,0	12,90						6	50,0	1	8,3	1	8,3
UNIOS	118	94,4	36,51	54,7	11,16	12,4	47,75			12	11	8,8	2	1,6	2	1,6
Wood.Industry, Forestry and Manag.of Water	56	88,9	37,21	54,8	14,09	15,0	51,50	55,0		11	10	15,9			1	1,6

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

**Evaluation of collective agreements
Working conditions and benefits II
classification based on trade unions**

% of collective agreements, aver. CZK/month, average MBA

Trade union	Temporary accommodation allowance		Allowance for transport to and from work						Conditions of transport provided by the employer		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	CZK/month	without distinguishing	CZK/month	CZK/month	NCA	% CA	NCA	% CA	CZK/month	average % MBA	NCA	% CA	NCA	% CA	CZK/month	NCA	% CA	
Total	20	1,5	37	2,8	433	360	414	49	3,7	124	9,3	792	59,2	418	3,0	576	43,1	261	19,5	472	191	14,3	
Agriculture and Nutrition										12	27,3	23	52,3	269	3,4	17	38,6	6	13,6	321	5	11,4	
Banking and Insurance	2	14,3	1	7,1						2	14,3	9	64,3	438	3,9	8	57,1	8	57,1	467	8	57,1	
Catering, Hotels and Tourism	1	5,3								14	73,7	17	89,5	397	3,0	15	78,9	8	42,1	400	8	42,1	
Civilian Employees of the Army												1	33,3			1	33,3	1	33,3		1	33,3	
Commerce			1	9,1				1	9,1	1	9,1	2	18,2			2	18,2						
ECHO			1	5,6				1	5,6	3	16,7	14	77,8	566	3,0	14	77,8	4	22,2	614	3	16,7	
Food Industry and Allied Trade			1	1,1				1	1,1	12	13,3	57	63,3	417	2,6	50	55,6	15	16,7	530	9	10,0	
Glass, Ceramic, Jewellery & Porcelain	1	4,5	1	4,5								20	90,9	306	4,0	18	81,8	7	31,8	329	6	27,3	
Health Service and Social Care	1	4,8								6	28,6	14	66,7	294		13	61,9	7	33,3	388	6	28,6	
KOVO	7	1,2	26	4,6	433	433	424	33	5,8	31	5,4	336	58,8	406	2,9	252	44,1	91	15,9	436	68	11,9	
Mines, Geology and Oil Industry												6	54,5	400	3,0	5	45,5	1	9,1				
Postal, Telecom. and Newspaper Services												3	50,0	367		3	50,0	1	16,7			1	16,7
Railway Trade Unions	2	8,7	2	8,7				1	4,3	10	43,5	18	78,3	520	2,3	14	60,9	12	52,2	569	9	39,1	
Science and Research												10	41,7	303		6	25,0	2	8,3			2	8,3
STAVBA	1	0,8						1	0,8	11	8,5	63	48,5	488	2,9	54	41,5	23	17,7	490	20	15,4	
Textile, Clothing and Leather Industry			1	2,3				2	4,5	1	2,3	13	29,5	230	3,2	7	15,9	3	6,8	433	3	6,8	
Transport	2	2,3										59	68,6	364	2,9	19	22,1	10	11,6	457			
Transport, Road Economy and Repair Vehicles												8	66,7	550	3,3	5	41,7	1	8,3		1	8,3	
UNIOS			3	2,4			433	6	4,8	7	5,6	86	68,8	515	3,5	44	35,2	51	40,8	561	35	28,0	
Wood, Industry, Forestry and Manag. of Water	3	4,8						3	4,8	14	22,2	33	52,4	438	2,5	29	46,0	10	15,9	451	6	9,5	

Explanatory notes: NCA
% CA
CZK/month
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 monthly basis of assessment

**Evaluation of collective agreements
Social fund (FSCR, stimulation fund) - creation
classification based on trade unions**

average %, average CZK

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	402	30,1	75	2,1	42	1 980	86	1,9	176	147	4 396	177	13,2	51	3 106	4	2,6	90	67	3 339	
Agriculture and Nutrition	14	31,8	6	1,8	4	2 000			3	6	823	4	9,1			2				2	
Banking and Insurance	7	50,0	4	2,5					3	2,3		1	7,1	1							
Catering, Hotels and Tourism	8	42,1	1						5	2,0	2	1	5,3							1	
Civilian Employees of the Army	2	66,7	1						1												
Commerce	1	9,1									1	1	9,1							1	
ECHO	9	50,0			1				1		3	8	3 509	2	11,1					2	
Food Industry and Allied Trade	49	54,4	4	1,9	11	1 618	20	1,5	17	3	2 588	3	3,3	1					1	1	
Glass, Ceramic, Jewellery & Porcelain	13	59,1	10	2,6	2				1	2		6	27,3	1		1		4	3	4 119	
Health Service and Social Care	6	28,6							6	3	432										
KOVO	104	18,2	3	2,7	5	1 491	15	2,8	68	50	1 908	96	16,8	21	924	1		65	32	2 239	
Mines, Geology and Oil Industry	3	27,3	1								1	2									
Postal, Telecom. and Newspaper Services	2	33,3	1								2										
Railway Trade Unions	12	52,2			1				5	1,8	7	2		2	8,7					2	
Science and Research	19	79,2							17	2,0	1	11	1 961								
STAVBA	19	14,6	4	2,0	1				7	1,1	5	8	1 201	27	20,8	11	7 036		4	16	2 912
Textile, Clothing and Leather Industry	11	25,0			8	1 631	1		1	3	634	1	2,3	1						1	
Transport	26	30,2	17	2,0					8	2		9	10,5	7	2 500					2	
Transport, Road Economy and Repair Vehicles	7	58,3	1						4	1,7	1	2		1	8,3					1	
UNIOS	67	53,6	16	2,1	7	3 273	1		46	26	947	15	12,0	7	3 629				8	2	
Wood.Industry, Forestry and Manag.of Water	23	36,5	6	1,4	2				6	2,0	5	13	2 792	8	12,7	1			2	7	9 153

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

**Evaluation of collective agreements
Social fund (FSCR, stimulation fund) - use
classification based on trade unions**

aver. % of the total creation, % of collective agreements

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	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	5,7	3,2	2,2	19,6	1,3	2,7	0,9	2,6	53,8	8,0	374	28,0	95	7,1
Agriculture and Nutrition	7,7	3,9	17,6	13,1	7,1	5,8		3,1	24,7	16,9	8	18,2		
Banking and Insurance	0,9	5,3		24,2	0,2	1,4		0,6	51,0	16,5	8	57,1	6	42,9
Catering, Hotels and Tourism	14,4		2,9	15,7	1,2	5,8			17,2	43,0	3	15,8		
Civilian Employees of the Army											2	66,7		
Commerce														
ECHO	7,9	8,4	1,8	48,3	1,1	4,9		2,0	24,9	0,7	6	33,3	6	33,3
Food Industry and Allied Trade	14,0	1,3		10,0	0,5	4,3			37,0	32,9	24	26,7	11	12,2
Glass, Ceramic, Jewellery & Porcelain	11,8	6,4	4,8	5,2	0,4	5,9			63,2	2,3	18	81,8	2	9,1
Health Service and Social Care	0,3			22,0	0,4	6,6		0,4	62,3	8,1	5	23,8		
KOVO	9,3	5,2	4,8	33,6	2,4	4,7	4,8	5,9	27,2	2,1	140	24,5	16	2,8
Mines, Geology and Oil Industry	7,5			1,1	6,7			0,2	69,8	14,7	1	9,1	1	9,1
Postal, Telecom. and Newspaper Services	4,2							2,2	93,6		1	16,7		
Railway Trade Unions	22,6		4,1	33,6	6,2			1,0	26,5	5,9	17	73,9		
Science and Research	3,9	0,4	8,3	27,3	2,0	3,7			31,9	22,6	13	54,2	3	12,5
STAVBA	9,1	0,8	1,2	8,9	0,4	5,1	0,1	3,0	71,1	0,2	23	17,7	11	8,5
Textile, Clothing and Leather Industry	0,7	10,6		15,1	38,6	2,9		6,3	4,9	20,8	11	25,0		
Transport	9,9	10,3		24,6		5,4			49,8		2	2,3		
Transport, Road Economy and Repair Vehicles	3,5	12,8	0,5	23,1	1,1	4,7		3,6	49,7	0,9	8	66,7		
UNIOS	10,2	1,2	10,6	13,7	1,3	4,4		0,2	14,2	44,3	68	54,4	33	26,4
Wood.Industry, Forestry and Manag.of Water	2,1	2,2	2,3	36,1	0,6	3,3		3,7	35,5	14,3	16	25,4	6	9,5

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

**Evaluation of collective agreements
Obstacles to work
classification based on trade unions**

in days, % of average earnings, % of collective agreements

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	NCA	% CA	days
Total	67	5,0	60,1	283	23	1,7	10	0,7	74,8	548	41,0	1,3	519	38,8	1,2	757	56,6	2,0	309	23,1	6,1	409	30,6	1,2	142	10,6	3,5	246	18,4	3,9	70	5,2	2,8	523	39,1				
Agriculture and Nutrition	1	2,3								17	38,6	1,5	18	40,9	1,3	20	45,5	1,2	9	20,5	6,1	8	18,2	1,3	4	9,1	4,0	9	20,5	6,6	1	2,3	11	25,0					
Banking and Insurance	3	21,4	100,0		2	14,3													1	7,1					10	71,4	3,8	1	7,1			10	71,4						
Catering, Hotels and Tourism	7	36,8	71,4							3	15,8	1,0	14	73,7	1,0	17	89,5	1,8	11	57,9	6,4					1	5,3		8	42,1	1,0	10	52,6						
Civilian Employees of the Army										1	33,3		1	33,3		1	33,3					1	33,3				1	33,3					1	33,3					
Commerce										3	27,3	1,0	10	90,9	1,0	10	90,9	1,8	7	63,6	5,7	1	9,1				1	9,1		1	9,1		2	18,2					
ECHO	2	11,1			1	5,6				11	61,1	1,4	10	55,6	1,8	14	77,8	1,9	9	50,0	6,4	4	22,2	1,5	6	33,3	6,2	7	38,9	3,6	1	5,6	6	33,3					
Food Industry and Allied Trade	11	12,2	37,1	1 000	9	10,0	2	2,2		17	18,9	1,2	36	40,0	1,2	18	20,0	1,5	18	20,0	8,2	21	23,3	1,3									53	58,9					
Glass, Ceramic, Jewellery & Porcelain										17	77,3	1,8	1	4,5		20	90,9	2,2	20	90,9	13,8	13	59,1	1,7				7	31,8	1,9	16	72,7	1,2	16	72,7				
Health Service and Social Care										2	9,5		3	14,3	1,0	6	28,6	1,5	2	9,5				1	4,8		1	4,8					7	33,3					
KOVO	5	0,9	73,3	300	3	0,5	3	0,5	70,0	336	58,8	1,3	282	49,4	1,3	372	65,1	2,8	25	4,4	5,0	255	44,7	1,2	20	3,5	1,9	102	17,9	3,1	12	2,1	2,6	247	43,3				
Mines, Geology and Oil Industry										2	18,2		7	63,6	1,0	9	81,8	1,0	3	27,3	6,0	5	45,5	1,8	5	45,5	1,0	6	54,5	4,0	5	45,5	4,0	4	36,4				
Postal, Telecom. and Newspaper Services	1	16,7			1	16,7							2	33,3		2	33,3		1	16,7				1	16,7		5	83,3	4,0	5	83,3	4,0	5	83,3					
Railway Trade Unions	1	4,3								6	26,1	1,7	5	21,7	2,0	11	47,8	1,6	9	39,1	8,2	2	8,7		2	8,7		3	13,0	7,3			4	17,4					
Science and Research	5	20,8	45,0		2	8,3	2	8,3		1	4,2					1	4,2																	4	16,7				
STAVBA	10	7,7	50,0	160			1	0,8		48	36,9	1,0	46	35,4	1,2	106	81,5	1,1	102	78,5	3,5	27	20,8	1,3	94	72,3	4,1	29	22,3	6,2			36	27,7					
Textile, Clothing and Leather Industry										5	11,4	1,2	4	9,1	1,0	11	25,0	2,0	1	2,3		2	4,5				1	2,3					3	6,8					
Transport										4	4,7	1,0	38	44,2	1,0	21	24,4	1,5	38	44,2	8,7	29	33,7	1,0	7	8,1	1,0			4	4,7	12,0							
Transport, Road Economy and Repair Vehicles	3	25,0	60,0		2	16,7				3	25,0	1,7	2	16,7		8	66,7	1,1	8	66,7	8,6	3	25,0	1,0				2	16,7				1	8,3					
UNIOS	18	14,4	70,0	300	3	2,4	2	1,6		46	36,8	1,0	7	5,6	1,1	77	61,6	1,2	44	35,2	5,4	23	18,4	1,2	1	0,8		41	32,8	2,5	14	11,2	1,6	73	58,4				
Wood,Industry, Forestry and Manag.of Water										26	41,3	1,3	33	52,4	1,2	33	52,4	1,2	1	1,6		15	23,8	1,1	1	1,6		20	31,7	6,3	2	3,2	30	47,6					

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 compensation, defined by the percentage from the average earnings
 aver.CZK average value of compensation, defined by an absolute amount in CZK
 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

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

% of collective agreements

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		distance work		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	359	26,9	19	1,4	330	24,7	981	73,4	713	53,3			1	0,1	17	1,3
Agriculture and Nutrition	9	20,5			28	63,6	40	90,9	7	15,9						
Banking and Insurance	9	64,3			8	57,1	10	71,4	5	35,7						
Catering, Hotels and Tourism	9	47,4			10	52,6	17	89,5	14	73,7						
Civilian Employees of the Army	1	33,3			1	33,3	3	100,0								
Commerce	2	18,2	1	9,1	3	27,3	10	90,9								
ECHO	9	50,0			7	38,9	18	100,0	4	22,2						
Food Industry and Allied Trade	52	57,8			2	2,2	90	100,0	65	72,2						
Glass, Ceramic, Jewellery & Porcelain							20	90,9	17	77,3						
Health Service and Social Care	15	71,4	6	28,6	6	28,6	17	81,0	7	33,3						
KOVO	126	22,1	4	0,7	150	26,3	353	61,8	347	60,8					9	1,6
Mines, Geology and Oil Industry	1	9,1					3	27,3	1	9,1						
Postal, Telecom. and Newspaper Services	4	66,7			3	50,0	6	100,0	1	16,7						
Railway Trade Unions	15	65,2	1	4,3	2	8,7	22	95,7	19	82,6			1	4,3	1	4,3
Science and Research	16	66,7			1	4,2	21	87,5	3	12,5						
STAVBA	17	13,1			64	49,2	99	76,2	55	42,3					5	3,8
Textile, Clothing and Leather Industry							39	88,6	20	45,5						
Transport	3	3,5					30	34,9	39	45,3						
Transport, Road Economy and Repair Vehicles	2	16,7					7	58,3	8	66,7						
UNIOS	35	28,0	5	4,0	8	6,4	114	91,2	86	68,8					2	1,6
Wood.Industry, Forestry and Manag.of Water	34	54,0	2	3,2	37	58,7	62	98,4	15	23,8						

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

**Evaluation of collective agreements
Minimum wage and wage scales
classification based on regions**

in CZK/month/pers., in CZK/hour/pers.

Region NUTS 3	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS		
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	102	7,6	9 515	10	0,7	52,88	28	2,1	57,26	368	27,5	415	31,0	96	7,2	126	9,4	177	13,2	213	15,9
CZ010 Capital Prague	19	8,5	9 664	1	0,4					36	16,1	72	32,1	19	8,5	25	11,2	3	1,3	6	2,7
CZ020 Středočeský	2	2,3								14	15,9	31	35,2	4	4,5	9	10,2	7	8,0	9	10,2
CZ031 Jihočeský	17	15,9	9 063	4	3,7	55,90	1	0,9		35	32,7	30	28,0	24	22,4	7	6,5	9	8,4	13	12,1
CZ032 Plzeňský	26	32,1	9 550	2	2,5		20	24,7	57,53	20	24,7	40	49,4	2	2,5	6	7,4	17	21,0	31	38,3
CZ041 Karlovarský	2	5,3					2	5,3		8	21,1	12	31,6	2	5,3	2	5,3	5	13,2	8	21,1
CZ042 Ústecký	5	6,8	11 336				2	2,7		26	35,6	26	35,6	2	2,7	7	9,6	8	11,0	16	21,9
CZ051 Liberecký	3	5,6	8 745							17	31,5	13	24,1	4	7,4	4	7,4	7	13,0	7	13,0
CZ052 Královéhradecký	2	2,2								27	30,3	29	32,6	1	1,1	4	4,5	17	19,1	28	31,5
CZ053 Pardubický	1	1,3		1	1,3					24	31,6	25	32,9	7	9,2	12	15,8	16	21,1	9	11,8
CZ061 Vysočina	4	4,8	9 850				1	1,2		22	26,5	21	25,3	10	12,0	6	7,2	13	15,7	19	22,9
CZ062 Jihomoravský	8	6,7	9 330				1	0,8		37	31,1	39	32,8	5	4,2	13	10,9	20	16,8	14	11,8
CZ071 Olomoucký	3	3,7	11 377	1	1,2					32	39,0	22	26,8	5	6,1	6	7,3	21	25,6	18	22,0
CZ072 Zlínský	6	7,4	8 798	1	1,2		1	1,2		23	28,4	15	18,5	2	2,5	12	14,8	18	22,2	16	19,8
CZ080 Moravskoslezský	4	2,8	8 421							47	33,1	40	28,2	9	6,3	13	9,2	16	11,3	19	13,4

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

**Evaluation of collective agreements
Monthly wage scales - 12-scale tariff system
classification based on regions**

in CZK/month/pers.

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	338	8 312	342	8 884	349	9 538	358	10 277	359	11 289	364	12 308	364	13 578	365	14 969	351	16 489	349	18 227	346	20 458	344	23 007
CZ010 Capital Prague	32	9 045	32	9 625	32	10 411	35	11 014	36	12 283	36	13 680	36	15 311	36	17 262	36	19 356	35	21 810	35	24 887	34	29 055
CZ020 Středočeský	12	8 855	13	9 362	13	9 975	13	10 770	13	11 875	14	13 067	14	14 489	14	15 822	14	17 439	13	19 342	13	21 458	13	23 685
CZ031 Jihočeský	34	7 738	34	8 423	35	9 150	35	9 986	35	10 974	35	12 071	35	13 490	35	14 696	27	15 659	27	17 236	26	18 652	26	20 625
CZ032 Plzeňský	19	8 371	19	8 965	20	9 780	20	10 710	20	11 874	20	13 108	20	14 566	20	16 255	20	18 223	20	20 652	20	23 175	20	25 921
CZ041 Karlovarský	8	7 818	8	8 090	8	8 623	8	9 240	8	9 908	8	10 766	8	11 906	8	13 003	8	14 391	8	16 173	8	18 180	7	20 859
CZ042 Ústecký	26	8 519	26	9 089	26	9 650	26	10 486	26	11 577	26	12 717	26	13 899	26	15 346	25	16 627	25	18 244	25	20 532	25	22 802
CZ051 Liberecký	16	7 715	16	8 091	16	8 610	17	9 384	17	10 194	17	11 184	17	12 356	17	13 481	17	15 025	17	16 966	17	19 085	17	21 795
CZ052 Královéhradecký	25	7 907	26	8 512	27	9 051	27	9 754	27	10 603	27	11 488	27	12 545	26	13 571	26	14 920	26	16 649	26	18 757	26	20 882
CZ053 Pardubický	22	8 004	22	8 568	22	9 197	24	9 793	22	10 807	23	11 203	21	12 381	23	13 379	21	14 796	23	16 200	21	18 433	23	20 986
CZ061 Vysočina	20	8 500	20	9 201	21	9 898	21	10 647	21	11 660	21	12 578	21	13 741	21	14 902	21	16 184	21	17 165	21	19 021	21	21 344
CZ062 Jihomoravský	36	8 438	36	9 126	36	9 823	37	10 544	37	11 576	37	12 690	37	13 990	37	15 549	36	17 285	34	18 917	34	21 309	33	23 379
CZ071 Olomoucký	28	8 153	28	8 482	28	8 946	28	9 422	28	10 248	30	10 965	32	11 835	32	13 362	31	14 580	31	16 210	31	18 554	31	21 863
CZ072 Zlínský	18	8 727	19	9 196	21	9 708	21	10 475	22	11 400	23	12 278	23	13 534	23	14 865	23	16 338	23	18 046	23	19 961	23	22 143
CZ080 Moravskoslezský	42	8 365	43	8 995	44	9 772	46	10 608	47	11 616	47	12 776	47	14 113	47	15 549	46	17 059	46	18 854	46	20 955	45	23 220

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

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

in CZK/hour/pers.

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	91	49,23	92	52,47	92	56,00	94	60,45	94	66,03	93	72,24	89	80,20	36	85,12	20	92,06	19	103,28	16	114,43	16	128,52
CZ010 Capital Prague	18	53,56	18	56,86	18	61,78	18	67,24	19	72,81	19	79,79	19	88,24	4	87,28	4	94,08	3	113,60	3	121,43	3	129,43
CZ020 Středočeský	4	49,23	4	52,58	4	57,20	4	62,63	4	70,58	4	78,88	3	91,83										
CZ031 Jihočeský	23	48,38	23	51,59	23	54,12	23	58,40	23	63,83	23	69,89	23	77,90	9	84,92	1		1					
CZ032 Plzeňský	2		2		2		2		2		2		2		1									
CZ041 Karlovarský	2		2		2		2		2		2		2		1		1		1		1		1	
CZ042 Ústecký	2		2		2		2		2		2		2		2		2		2		2		2	
CZ051 Liberecký	4	43,33	4	45,30	4	48,68	4	51,75	4	55,73	4	60,70	3	72,30										
CZ052 Královéhradecký	1		1		1		1		1		1		1		1									
CZ053 Pardubický	7	48,59	7	52,14	7	55,30	7	59,46	7	64,44	7	70,57	7	76,80	5	83,82	4	92,35	4	99,73	3	111,47	3	123,50
CZ061 Vysočina	10	46,78	10	50,15	10	53,75	10	58,20	9	63,44	9	69,74	9	76,97	3	79,67	3	90,57	3	104,60	3	122,47	3	147,30
CZ062 Jihomoravský	5	47,34	5	50,34	5	52,80	5	55,40	5	60,16	5	65,54	5	71,68	3	78,57	3	87,13	3	95,00	3	105,63	3	117,37
CZ071 Olomoucký	3	50,30	3	53,63	3	57,57	5	60,45	5	65,54	4	67,78	3	70,93	1		1		1					
CZ072 Zlínský	2		2		2		2		2		2		2		1		1		1		1		1	
CZ080 Moravskoslezský	8	52,09	9	56,01	9	60,44	9	65,49	9	72,46	9	79,68	8	89,41	6	100,17								

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

**Evaluation of collective agreements
Hourly wage scales (37,5 hours/week) - 12-scale tariff system
classification based on regions**

in CZK/hour/pers.

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	161	51,12	166	54,24	172	58,41	175	63,20	175	69,03	166	74,58	157	82,15	85	89,41	65	93,88	55	104,02	48	114,20	46	126,77	
CZ010 Capital Prague	2		2		3	58,63	3	63,00	3	70,17	3	78,00	3	87,03	1		1		1		1		1		1
CZ020 Středočeský	7	51,61	7	53,61	7	56,50	7	60,91	7	66,26	7	71,46	7	78,21	5	84,88	4	89,48	4	96,98	4	106,50	4	116,80	
CZ031 Jihočeský	9	39,45	9	42,36	9	46,55	9	51,51	9	57,55	9	64,56	9	72,38	2		2		2		2		2		2
CZ032 Plzeňský	17	51,66	17	55,32	17	60,68	17	66,88	17	73,75	17	81,42	17	90,08	10	90,45	9	98,29	8	110,51	8	122,33	7	140,64	
CZ041 Karlovarský	5	48,56	5	50,74	5	54,26	5	58,26	5	63,48	5	68,60	5	75,48	4	89,73	3	86,87	3	94,70	3	103,80	3	115,27	
CZ042 Ústecký	8	50,06	8	52,64	8	55,86	8	62,56	8	68,56	8	74,69	7	81,06	4	88,40	4	96,15	4	106,95	1		1		1
CZ051 Liberecký	7	45,83	7	47,91	7	50,73	7	54,09	7	58,31	7	63,41	7	69,10	3	80,43	3	86,77	3	94,00	3	102,93	3	116,50	
CZ052 Královéhradecký	15	47,41	16	51,23	17	54,53	17	58,73	17	63,68	17	69,41	16	75,92	11	85,71	9	88,90	4	107,55	4	118,70	4	131,30	
CZ053 Pardubický	15	50,65	15	53,30	15	56,95	15	59,88	15	65,57	14	70,64	11	77,15	7	82,87	4	90,63	4	97,85	3	106,23	3	116,53	
CZ061 Vysočina	12	53,70	12	58,60	12	63,69	12	68,95	12	76,04	12	79,63	11	86,83	8	97,85	8	105,46	7	112,67	6	123,87	6	137,19	
CZ062 Jihomoravský	18	54,22	18	58,37	18	63,10	20	66,41	20	72,28	19	78,64	19	88,53	12	96,45	8	100,29	6	115,42	5	131,82	4	150,35	
CZ071 Olomoucký	19	57,01	20	59,38	20	64,98	21	71,24	21	77,70	14	82,55	13	92,43	5	104,40	2		2		2		2		2
CZ072 Zlínský	15	54,07	16	56,46	18	59,68	18	64,00	18	69,08	18	75,41	18	82,36	6	80,70	4	77,75	3	79,37	2		2		2
CZ080 Moravskoslezský	12	47,31	14	50,87	16	56,04	16	60,79	16	66,31	16	72,81	14	78,03	7	84,75	4	90,39	4	98,38	4	108,13	4	119,28	

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

**Evaluation of collective agreements
Wage supplementary charges according to LC
classification based on regions**

in CZK/hour, % of average earnings or % of basic tariff of minimum wage

Region NUTS 3	Supplementary charge																					
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)				
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE	
			% AE	% AE	% AE																	
Total	1132	84,7	26,0	47,9	26,9	1013	75,8	102,4	1111	83,1	12,64	11,2	821	61,4	7,33	10,7	10,5	1055	78,9	17,14	24,5	
CZ010 Capital Prague	153	68,3	26,2	50,7	27,7	134	59,8	105,2	148	66,1	13,09	10,5	107	47,8	7,70	12,5	10,0	152	67,9	16,90	22,7	
CZ020 Středočeský	73	83,0	26,7	48,6	26,4	65	73,9	102,2	73	83,0	11,94	11,4	50	56,8	6,97	10,0	11,7	65	73,9	21,12	18,6	
CZ031 Jihočeský	103	96,3	26,4	52,0	25,9	87	81,3	103,0	102	95,3	10,64	11,8	80	74,8	6,98	10,0	10,0	96	89,7	15,00	27,9	
CZ032 Plzeňský	67	82,7	26,3	47,6	25,7	67	82,7	105,2	68	84,0	16,14	11,8	55	67,9	8,06	13,3	10,0	70	86,4	51,80	30,1	
CZ041 Karlovarský	32	84,2	27,1	45,9	28,1	27	71,1	100,0	30	78,9	11,13	11,9	21	55,3	6,76	10,7	10,0	25	65,8	17,33	19,8	
CZ042 Ústecký	65	89,0	26,1	42,3	27,2	58	79,5	102,6	61	83,6	12,10	14,1	50	68,5	6,84	10,0	10,9	62	84,9	17,18	22,3	
CZ051 Liberecký	46	85,2	25,5	47,3	27,8	44	81,5	103,4	49	90,7	14,50	10,0	32	59,3	8,37	10,0	13,6	46	85,2	15,00	24,8	
CZ052 Královéhradecký	85	95,5	25,2	48,0	25,8	64	71,9	100,8	82	92,1	12,74	11,3	51	57,3	7,02	10,0	10,2	74	83,1	12,63	22,4	
CZ053 Pardubický	66	86,8	25,9	48,2	27,1	60	78,9	102,5	65	85,5	11,58	11,9	45	59,2	7,45	12,5	10,6	59	77,6	12,00	19,7	
CZ061 Vysočina	76	91,6	26,6	48,4	26,4	74	89,2	100,0	70	84,3	15,44	10,0	50	60,2	6,69	10,3	10,0	70	84,3	12,00	28,6	
CZ062 Jihomoravský	106	89,1	25,3	46,2	27,1	98	82,4	101,5	108	90,8	11,45	10,9	80	67,2	7,72	10,4	10,0	98	82,4	15,13	25,4	
CZ071 Olomoucký	70	85,4	25,7	47,1	25,8	60	73,2	100,8	67	81,7	12,43	10,7	61	74,4	7,04	10,0	10,4	70	85,4	27,33	27,4	
CZ072 Zlínský	69	85,2	26,5	47,0	29,3	73	90,1	100,0	69	85,2	12,04	10,6	59	72,8	6,48	10,0	10,0	65	80,2	19,25	28,2	
CZ080 Moravskoslezský	121	85,2	25,7	43,9	27,9	102	71,8	102,9	119	83,8	12,29	11,0	80	56,3	7,94	8,5	11,4	103	72,5	20,06	22,1	

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

**Evaluation of collective agreements
Other supplementary charges I
classification based on regions**

in CZK/hour, CZK/shift, % of average earnings

Region NUTS 3	Supplementary charge																										
	for afternoon work						for working in shift operation						for team management						for working at heights								
	% of average earnings			paid by the hour			% of average earnings			paid by the shift			% of average earnings			paid by the hour			% of average earnings			paid by the hour					
	NCA	% CA	% AE	NCA	% CA	CZK/h	NCA	% CA	% AE	NCA	% CA	CZK/shift	NCA	% CA	% AE	NCA	% CA	CZK/h	NCA	% CA	% AE	NCA	% CA	CZK/h			
Total	18	1,3	9,7	686	51,3	6,28	18	1,3	14,4	76	5,7	67,68	4	0,3	6,5	171	12,8	5,11	1	0,1					184	13,8	4,81
CZ010 Capital Prague	1	0,4		62	27,7	6,12	7	3,1	15,0	12	5,4	58,77				22	9,8	4,61					26	11,6	5,25		
CZ020 Středočeský	2	2,3		43	48,9	5,95	3	3,4	3,0	5	5,7	22,10				8	9,1	4,11					5	5,7	4,24		
CZ031 Jihočeský	1	0,9		80	74,8	6,03				15	14,0	86,87				10	9,3	3,92					16	15,0	4,98		
CZ032 Plzeňský	2	2,5		47	58,0	6,81				5	6,2	86,00				3	3,7	5,55					18	22,2	7,37		
CZ041 Karlovarský				21	55,3	5,03				1	2,6					5	13,2	2,90					5	13,2	2,90		
CZ042 Ústecký	2	2,7		40	54,8	5,92	2	2,7		6	8,2	65,92	1	1,4		7	9,6	5,29					11	15,1	5,00		
CZ051 Liberecký				32	59,3	7,51				3	5,6	121,50				10	18,5	4,69					2	3,7			
CZ052 Královéhradecký	3	3,4	10,0	54	60,7	6,89				1	1,1					14	15,7	6,20					7	7,9	2,89		
CZ053 Pardubický	3	3,9	5,7	36	47,4	6,21	1	1,3		2	2,6					12	15,8	3,10	1	1,3			10	13,2	4,84		
CZ061 Vysočina	1	1,2		57	68,7	7,70	1	1,2		14	16,9	69,11	1	1,2		21	25,3	9,17					11	13,3	3,80		
CZ062 Jihomoravský	2	1,7		55	46,2	6,13	3	2,5	21,7	1	0,8			1	0,8	16	13,4	4,44					19	16,0	4,38		
CZ071 Olomoucký				51	62,2	6,14				2	2,4					24	29,3	3,96					23	28,0	3,82		
CZ072 Zlínský				46	56,8	6,75	1	1,2		8	9,9	30,56				6	7,4	4,38					6	7,4	5,23		
CZ080 Moravskoslezský	1	0,7		62	43,7	4,69				1	0,7			1	0,7	13	9,2	5,91					25	17,6	5,06		

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
 CZK/shift average value of the supplementary charge in CZK per shift

**Evaluation of collective agreements
Other supplementary charges II
classification based on regions**

in CZK/hour, CZK/month, % of average earnings

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 average earnings			paid by the hour			% of average earnings			paid by the month			% of average earnings			paid by the month			% of average earnings			paid by the month			NCA		% CA	
	NCA	% CA	% AE	NCA	% CA	CZK/h	NCA	% CA	% AE	NCA	% CA	CZK/month	NCA	% CA	% AE	NCA	% CA	CZK/month	NCA	% CA	% AE	NCA	% CA	CZK/month	NCA	% CA		
Total	2	0,1		163	12,2	16,26				18	1,3	506	54	4,0	27,1	9	0,7	1 772	26	1,9	9,1	31	2,3	1 019	499	37,3		
CZ010 Capital Prague				22	9,8	29,97				3	1,3	433	19	8,5	26,1	3	1,3	2 833	10	4,5	8,8	6	2,7	2 289	67	29,9		
CZ020 Středočeský				3	3,4	25,00							2	2,3		1	1,1		2	2,3		1	1,1		21	23,9		
CZ031 Jihočeský				18	16,8	7,84				2	1,9					1	0,9					2	1,9		49	45,8		
CZ032 Plzeňský				16	19,8	11,56				2	2,5		4	4,9	42,5				4	4,9	10,0				22	27,2		
CZ041 Karlovarský				5	13,2	4,82				1	2,6		2	5,3								1	2,6		7	18,4		
CZ042 Ústecký				14	19,2	7,78				2	2,7		6	8,2	30,0										29	39,7		
CZ051 Liberecký				3	5,6	14,87							1	1,9								1	1,9		14	25,9		
CZ052 Královéhradecký	1	1,1		14	15,7	17,76				2	2,2		2	2,2					2	2,2		2	2,2		44	49,4		
CZ053 Pardubický				5	6,6	9,00							1	1,3		1	1,3					2	2,6		32	42,1		
CZ061 Vysočina				8	9,6	9,50				2	2,4		1	1,2		1	1,2					1	1,2		21	25,3		
CZ062 Jihomoravský				8	6,7	20,56				2	1,7		6	5,0	25,8				3	2,5	8,3	1	0,8		47	39,5		
CZ071 Olomoucký				17	20,7	10,22													1	1,2					42	51,2		
CZ072 Zlínský	1	1,2		9	11,1	25,83				1	1,2		2	2,5		1	1,2					11	13,6	449	34	42,0		
CZ080 Moravskoslezský				21	14,8	22,46				1	0,7		8	5,6	25,6	1	0,7		4	2,8	7,5	3	2,1	600	70	49,3		

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

**Evaluation of collective agreements
Other wage components - 13th and 14th pay
classification based on regions**

in % of collective agreements

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	464	34,7	205	15,3	227	17,0	149	11,1	50	3,7	97	7,3	93	7,0	54	4,0	650	48,6
CZ010 Capital Prague	67	29,9	19	8,5	35	15,6	21	9,4	10	4,5	20	8,9	7	3,1	6	2,7	107	47,8
CZ020 Středočeský	24	27,3	12	13,6	9	10,2	7	8,0	2	2,3	6	6,8	6	6,8	3	3,4	29	33,0
CZ031 Jihočeský	58	54,2	30	28,0	29	27,1	27	25,2	9	8,4	17	15,9	27	25,2	13	12,1	72	67,3
CZ032 Plzeňský	26	32,1	12	14,8	14	17,3	11	13,6	4	4,9	2	2,5	10	12,3	4	4,9	51	63,0
CZ041 Karlovarský	8	21,1	5	13,2	3	7,9	4	10,5	1	2,6	2	5,3	3	7,9	1	2,6	21	55,3
CZ042 Ústecký	24	32,9	9	12,3	12	16,4	11	15,1	3	4,1	6	8,2	6	8,2	6	8,2	44	60,3
CZ051 Liberecký	13	24,1	4	7,4	9	16,7	4	7,4	3	5,6	3	5,6	2	3,7	3	5,6	30	55,6
CZ052 Královéhradecký	27	30,3	13	14,6	14	15,7	5	5,6	1	1,1	3	3,4	4	4,5	2	2,2	43	48,3
CZ053 Pardubický	25	32,9	8	10,5	13	17,1	5	6,6	6	7,9	3	3,9			1	1,3	33	43,4
CZ061 Vysočina	33	39,8	16	19,3	17	20,5	11	13,3			10	12,0	12	14,5			33	39,8
CZ062 Jihomoravský	41	34,5	13	10,9	24	20,2	20	16,8	5	4,2	8	6,7	6	5,0	5	4,2	58	48,7
CZ071 Olomoucký	18	22,0	10	12,2	12	14,6	4	4,9	1	1,2	2	2,4	1	1,2	1	1,2	16	19,5
CZ072 Zlínský	28	34,6	12	14,8	14	17,3	3	3,7	4	4,9	2	2,5	2	2,5	7	8,6	35	43,2
CZ080 Moravskoslezský	72	50,7	42	29,6	22	15,5	16	11,3	1	0,7	13	9,2	7	4,9	2	1,4	78	54,9

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

**Evaluation of collective agreements
Remunerations at work anniversaries and assistance in natural disasters
classification based on regions**

in CZK

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	643	48,1	49	2 176	222	2 613	399	3 939	460	4 901	595	5 716	639	6 716	643	7 995	643	9 127	643	10 262	1	0,1			
CZ010 Capital Prague	114	50,9	11	2 909	32	3 342	82	4 906	92	5 901	109	7 096	114	8 389	114	10 441	114	11 994	114	13 077	1	0,4			
CZ020 Středočeský	39	44,3	3	1 667	18	2 889	25	4 288	26	5 027	37	5 343	39	6 736	39	8 141	39	9 544	39	10 646					
CZ031 Jihočeský	60	56,1	3	733	19	2 047	33	3 264	34	4 694	55	5 793	60	6 628	60	7 830	60	9 038	60	10 900					
CZ032 Plzeňský	28	34,6	2		12	2 804	24	4 633	24	6 119	28	7 130	28	8 773	28	10 595	28	12 327	28	14 041					
CZ041 Karlovarský	21	55,3	8	1 619	10	1 915	13	2 819	13	3 308	20	3 693	21	4 490	21	5 188	21	5 590	21	5 893					
CZ042 Ústecký	35	47,9	4	1 625	13	2 638	27	5 141	28	6 182	34	7 065	35	8 009	35	9 097	35	10 054	35	11 169					
CZ051 Liberecký	23	42,6	4	1 375	12	3 168	17	3 599	20	4 285	20	5 571	22	6 561	23	7 492	23	8 471	23	9 640					
CZ052 Královéhradecký	47	52,8	2		16	2 548	27	3 707	29	4 594	42	4 986	47	5 976	47	7 025	47	7 919	47	8 516					
CZ053 Pardubický	31	40,8			3	1 900	12	4 233	17	5 418	30	5 243	31	5 992	31	7 332	31	8 269	31	9 390					
CZ061 Vysočina	39	47,0	4	3 125	18	2 719	23	3 391	29	3 783	39	4 131	39	5 067	39	5 924	39	6 769	39	7 596					
CZ062 Jihomoravský	62	52,1			16	2 291	30	3 321	35	4 775	49	5 664	60	6 433	62	7 662	62	8 661	62	9 705					
CZ071 Olomoucký	39	47,6	3	2 333	12	2 563	17	3 150	27	3 898	35	5 426	38	6 783	39	8 260	39	10 253	39	12 477					
CZ072 Zlínský	35	43,2	2		10	2 072	23	3 130	24	4 140	31	4 994	35	5 929	35	7 086	35	8 223	35	9 780					
CZ080 Moravskoslezský	70	49,3	3	3 667	31	2 371	46	3 313	62	4 287	66	5 089	70	5 637	70	6 186	70	6 576	70	7 009					

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

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

in CZK

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	813	60,8	400	3 178	762	3 530	800	4 333	812	5 057	813	5 767	813	6 181
CZ010 Capital Prague	125	55,8	78	4 068	119	4 508	123	5 480	125	6 065	125	7 049	125	7 511
CZ020 Středočeský	48	54,5	23	2 957	46	3 259	48	3 975	48	4 642	48	5 083	48	5 498
CZ031 Jihočeský	63	58,9	41	2 964	63	3 093	63	3 531	63	4 035	63	4 427	63	4 578
CZ032 Plzeňský	54	66,7	23	2 107	43	3 465	48	4 806	54	6 781	54	7 428	54	8 457
CZ041 Karlovarský	25	65,8	11	2 973	23	3 300	25	4 008	25	4 680	25	5 472	25	5 620
CZ042 Ústecký	46	63,0	24	2 917	45	3 491	46	4 565	46	5 320	46	6 105	46	6 691
CZ051 Liberecký	40	74,1	22	2 186	39	2 837	39	3 287	40	3 811	40	4 168	40	4 546
CZ052 Královéhradecký	63	70,8	28	2 893	58	3 492	63	4 115	63	4 648	63	5 329	63	5 552
CZ053 Pardubický	38	50,0	11	3 486	35	3 589	38	4 129	38	4 642	38	5 103	38	5 529
CZ061 Vysočina	50	60,2	24	2 854	45	2 908	49	3 991	49	5 430	50	5 935	50	6 338
CZ062 Jihomoravský	75	63,0	34	3 270	68	3 391	75	4 029	75	4 596	75	5 458	75	5 954
CZ071 Olomoucký	51	62,2	17	3 169	48	3 245	50	4 087	51	4 827	51	5 745	51	6 229
CZ072 Zlínský	50	61,7	27	2 547	49	3 248	50	4 531	50	4 928	50	6 067	50	6 482
CZ080 Moravskoslezský	85	59,9	37	3 874	81	3 849	83	4 402	85	4 920	85	5 495	85	5 667

Explanatory notes: NCA
% CA
CZK

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

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

in CZK

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	860	64,3	377	4 045	790	4 663	845	5 888	858	7 341	860	8 391	860	9 135	860	9 837	860	10 289	860	10 639
CZ010 Capital Prague	144	64,3	73	4 422	133	5 780	143	7 560	143	8 880	144	10 299	144	11 072	144	11 963	144	12 433	144	13 109
CZ020 Středočeský	49	55,7	19	3 858	47	4 300	49	5 331	49	6 688	49	7 253	49	7 955	49	8 271	49	8 598	49	8 802
CZ031 Jihočeský	78	72,9	44	4 444	77	5 354	78	6 069	78	6 832	78	7 401	78	7 858	78	8 248	78	8 674	78	9 030
CZ032 Plzeňský	59	72,8	21	3 457	46	5 616	50	7 918	58	14 124	59	15 522	59	16 843	59	17 815	59	18 345	59	18 731
CZ041 Karlovarský	24	63,2	7	4 071	23	3 172	24	4 460	24	5 558	24	6 644	24	7 635	24	8 148	24	8 515	24	8 798
CZ042 Ústecký	48	65,8	20	4 250	46	5 176	48	6 740	48	7 648	48	8 485	48	9 246	48	9 652	48	10 152	48	10 506
CZ051 Liberecký	40	74,1	24	3 392	38	3 677	40	4 407	40	5 137	40	5 568	40	5 948	40	6 127	40	6 190	40	6 252
CZ052 Královéhradecký	64	71,9	28	2 686	56	3 935	64	5 032	64	5 959	64	7 073	64	7 766	64	8 638	64	8 772	64	8 936
CZ053 Pardubický	46	60,5	16	3 322	42	3 882	46	4 845	46	5 810	46	6 686	46	7 323	46	8 145	46	8 497	46	8 752
CZ061 Vysočina	52	62,7	28	3 082	45	3 293	52	4 156	52	5 477	52	6 060	52	6 543	52	7 035	52	7 116	52	7 169
CZ062 Jihomoravský	71	59,7	27	7 287	67	5 548	71	6 724	71	8 210	71	9 698	71	10 831	71	12 008	71	12 730	71	13 028
CZ071 Olomoucký	51	62,2	12	5 208	46	3 971	48	5 153	51	6 856	51	8 364	51	9 421	51	10 535	51	11 727	51	12 187
CZ072 Zlínský	54	66,7	25	3 053	51	3 624	54	4 766	54	5 560	54	6 650	54	7 134	54	7 818	54	8 679	54	8 910
CZ080 Moravskoslezský	80	56,3	33	3 502	73	4 397	78	5 306	80	5 961	80	6 819	80	7 391	80	7 851	80	8 076	80	8 508

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

**Evaluation of collective agreements
Wage development
classification based on regions**

% of collective agreements, average %, aver. value in CZK

Region NUTS 3	Wage development contracted																												Number of CA where wage development is bound to economic indicators				
	NCA	% CA	of this																														
			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	fixed amount		by incr. in %		NCA	% CA	without manag.		NCA	% CA	by incr. in %		by abs. amount		without manag.		NCA	% CA	by incr. in %		without manag.		NCA	% CA		without manag.		NCA	% CA
NCA	aver.CZK	NCA			aver.%	NCA	% CA	NCA			aver.%	NCA			aver.CZK	NCA	aver.%	NCA	aver.CZK	NCA			aver.%	NCA	aver.CZK	NCA			aver.%	NCA	aver.CZK		
Total	752	56,2	300	22,4	21	600	279	4,5	81	6,1	6	0,4	355	26,6	349	4,4	6	747	8	4,7	26	1,9	26	2,4	1	139	10,4	9	0,7	141	10,5	149	11,1
CZ010 Capital Prague	136	60,7	71	31,7	6	683	65	4,4	12	5,4			53	23,7	53	4,7			1	3	1,3	3	3,0			27	12,1	1	0,4	30	13,4	29	12,9
CZ020 Středočeský	46	52,3	12	13,6	1		11	4,7	4	4,5			24	27,3	22	4,0	2		1	2	2,3	2				10	11,4			6	6,8	6	6,8
CZ031 Jihočeský	59	55,1	29	27,1	1		28	5,8	8	7,5			20	18,7	20	4,4				6	5,6	6	2,0			7	6,5	1	0,9	9	8,4	7	6,5
CZ032 Plzeňský	50	61,7	23	28,4	4	750	19	4,7	11	13,6	2	2,5	29	35,8	28	4,1	1		1	1	1,2	1		1		8	9,9	3	3,7	18	22,2	22	27,2
CZ041 Karlovarský	20	52,6	8	21,1			8	5,2	2	5,3			9	23,7	9	4,2										2	5,3			1	2,6	6	15,8
CZ042 Ústecký	44	60,3	13	17,8	1		12	3,7	8	11,0			27	37,0	27	4,2				2	2,7	2				7	9,6	1	1,4	13	17,8	6	8,2
CZ051 Liberecký	32	59,3	18	33,3			18	3,0					12	22,2	12	3,9				1	1,9	1				3	5,6			2	3,7	5	9,3
CZ052 Královéhradecký	55	61,8	20	22,5	1		19	4,4	13	14,6	1	1,1	24	27,0	24	3,7			2	1	1,1	1				8	9,0			10	11,2	8	9,0
CZ053 Pardubický	32	42,1	9	11,8	1		8	4,1	3	3,9			18	23,7	18	4,6				1	1,3	1				2	2,6			1	1,3	4	5,3
CZ061 Vysočina	44	53,0	14	16,9			14	4,7	7	8,4			24	28,9	24	4,4				2	2,4	2				8	9,6			11	13,3	4	4,8
CZ062 Jihomoravský	66	55,5	25	21,0	1		24	4,5	4	3,4			35	29,4	32	4,7	3	798		1	0,8	1				14	11,8	2	1,7	13	10,9	20	16,8
CZ071 Olomoucký	52	63,4	12	14,6	1		11	5,2	2	2,4			34	41,5	34	4,3			1							11	13,4			7	8,5	12	14,6
CZ072 Zlínský	52	64,2	18	22,2	2		16	3,3	4	4,9	3	3,7	16	19,8	16	5,2				3	3,7	3	2,3			20	24,7	1	1,2	9	11,1	10	12,3
CZ080 Moravskoslezský	64	45,1	28	19,7	2		26	4,8	3	2,1			30	21,1	30	4,3			2							12	8,5			11	7,7	10	7,0

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

**Evaluation of collective agreements
Remuneration of employees I
classification based on regions**

in CZK/hour, % of collective agreements, % of average earnings

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	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
Total	837	62,6	151	11,3	68	5,1	689	51,5	332	24,8	97,6	254	19,0	88,7	413	30,9	17,3	13,73
CZ010 Capital Prague	117	52,2	19	8,5	2	0,9	101	45,1	66	29,5	98,9	56	25,0	89,8	59	26,3	16,5	13,24
CZ020 Středočeský	40	45,5	6	6,8	1	1,1	35	39,8	12	13,6	97,1	5	5,7	80,0	16	18,2	22,7	14,17
CZ031 Jihočeský	84	78,5	8	7,5	7	6,5	72	67,3	43	40,2	96,7	32	29,9	86,4	55	51,4	19,8	17,36
CZ032 Plzeňský	59	72,8	8	9,9	22	27,2	36	44,4	29	35,8	97,2	27	33,3	92,2	23	28,4	19,8	20,20
CZ041 Karlovarský	18	47,4	6	15,8	4	10,5	14	36,8	9	23,7	98,9	6	15,8	95,0	12	31,6	19,0	15,00
CZ042 Ústecký	50	68,5	10	13,7	5	6,8	35	47,9	10	13,7	94,5	10	13,7	83,5	26	35,6	15,9	9,11
CZ051 Liberecký	34	63,0	3	5,6	2	3,7	30	55,6	9	16,7	98,9	7	13,0	100,0	20	37,0	15,1	15,67
CZ052 Královéhradecký	53	59,6	9	10,1	3	3,4	43	48,3	21	23,6	98,1	12	13,5	81,7	34	38,2	17,0	12,91
CZ053 Pardubický	45	59,2	9	11,8	4	5,3	38	50,0	17	22,4	96,5	9	11,8	87,2	15	19,7	14,7	16,25
CZ061 Vysočina	58	69,9	5	6,0	3	3,6	56	67,5	22	26,5	95,2	20	24,1	85,0	27	32,5	16,8	11,66
CZ062 Jihomoravský	77	64,7	18	15,1	5	4,2	61	51,3	25	21,0	99,6	12	10,1	90,8	33	27,7	16,2	13,18
CZ071 Olomoucký	61	74,4	22	26,8	5	6,1	44	53,7	12	14,6	95,8	15	18,3	88,0	32	39,0	14,9	14,42
CZ072 Zlínský	49	60,5	16	19,8	2	2,5	39	48,1	21	25,9	97,1	15	18,5	83,3	30	37,0	18,1	12,60
CZ080 Moravskoslezský	92	64,8	12	8,5	3	2,1	85	59,9	36	25,4	97,8	28	19,7	93,6	31	21,8	16,0	8,89

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

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

% of collective agreements, % of average earnings

Region NUTS 3	Detailed conditions governing the working hours accounts										Use of wage by the task				
	agreed in CA		Permanent wage under Section 120 LC is agreed in the amount of								agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
			80% of average earnings		90% of average earnings		other amounts of average earnings		other form						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	NCA	% CA	NCA	% CA
Total	9	0,7	22	1,6	2	0,1	12	0,9	96,3	2	0,1	191	14,3	110	8,2
CZ010 Capital Prague	2	0,9	1	0,4			2	0,9				22	9,8	18	8,0
CZ020 Středočeský												14	15,9	5	5,7
CZ031 Jihočeský	1	0,9	5	4,7			1	0,9				13	12,1	3	2,8
CZ032 Plzeňský	2	2,5	2	2,5						1	1,2	24	29,6	20	24,7
CZ041 Karlovarský			1	2,6								8	21,1	5	13,2
CZ042 Ústecký			1	1,4	1	1,4	3	4,1	95,0	1	1,4	15	20,5	6	8,2
CZ051 Liberecký	1	1,9					1	1,9				4	7,4	2	3,7
CZ052 Královéhradecký			2	2,2	1	1,1	1	1,1				10	11,2	5	5,6
CZ053 Pardubický												8	10,5	5	6,6
CZ061 Vysočina			1	1,2								5	6,0	2	2,4
CZ062 Jihomoravský	3	2,5	4	3,4			4	3,4	96,3			14	11,8	10	8,4
CZ071 Olomoucký												16	19,5	4	4,9
CZ072 Zlínský			4	4,9								28	34,6	10	12,3
CZ080 Moravskoslezský			1	0,7								10	7,0	15	10,6

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

**Evaluation of collective agreements
Remuneration of employees III
classification based on regions**

% of collective agreements

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	1273	95,2	1121	83,8	503	37,6	547	40,9	741	55,4
CZ010 Capital Prague	214	95,5	172	76,8	113	50,4	74	33,0	119	53,1
CZ020 Středočeský	81	92,0	55	62,5	36	40,9	25	28,4	32	36,4
CZ031 Jihočeský	104	97,2	94	87,9	30	28,0	52	48,6	55	51,4
CZ032 Plzeňský	79	97,5	71	87,7	54	66,7	22	27,2	58	71,6
CZ041 Karlovarský	37	97,4	32	84,2	17	44,7	11	28,9	22	57,9
CZ042 Ústecký	73	100,0	67	91,8	23	31,5	35	47,9	42	57,5
CZ051 Liberecký	51	94,4	49	90,7	12	22,2	19	35,2	24	44,4
CZ052 Královéhradecký	85	95,5	78	87,6	37	41,6	42	47,2	63	70,8
CZ053 Pardubický	71	93,4	65	85,5	27	35,5	37	48,7	48	63,2
CZ061 Vysočina	75	90,4	70	84,3	5	6,0	12	14,5	11	13,3
CZ062 Jihomoravský	116	97,5	102	85,7	57	47,9	72	60,5	81	68,1
CZ071 Olomoucký	77	93,9	71	86,6	29	35,4	54	65,9	62	75,6
CZ072 Zlínský	79	97,5	75	92,6	16	19,8	37	45,7	45	55,6
CZ080 Moravskoslezský	131	92,3	120	84,5	47	33,1	55	38,7	79	55,6

Explanatory notes: NCA
% CA
*

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

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

% of collective agreements

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	1185	88,6	260	19,4	546	40,8	1117	83,5	974	397	421	579	300	401	30,0
CZ010 Capital Prague	196	87,5	33	14,7	87	38,8	187	83,5	165	73	80	94	61	56	25,0
CZ020 Středočeský	67	76,1	12	13,6	32	36,4	67	76,1	67	20	27	43	18	17	19,3
CZ031 Jihočeský	97	90,7	19	17,8	58	54,2	95	88,8	84	46	43	64	27	39	36,4
CZ032 Plzeňský	74	91,4	16	19,8	36	44,4	73	90,1	66	22	32	44	17	26	32,1
CZ041 Karlovarský	31	81,6	6	15,8	16	42,1	30	78,9	25	8	6	15	8	8	21,1
CZ042 Ústecký	66	90,4	7	9,6	36	49,3	58	79,5	54	32	32	34	8	27	37,0
CZ051 Liberecký	46	85,2	12	22,2	11	20,4	44	81,5	35	13	14	27	8	11	20,4
CZ052 Královéhradecký	81	91,0	17	19,1	32	36,0	78	87,6	68	28	34	33	17	38	42,7
CZ053 Pardubický	70	92,1	16	21,1	33	43,4	64	84,2	55	20	30	29	11	25	32,9
CZ061 Vysočina	76	91,6	12	14,5	40	48,2	73	88,0	67	18	21	40	9	9	10,8
CZ062 Jihomoravský	100	84,0	29	24,4	34	28,6	91	76,5	82	25	33	49	28	20	16,8
CZ071 Olomoucký	76	92,7	24	29,3	43	52,4	73	89,0	65	16	18	32	29	35	42,7
CZ072 Zlínský	73	90,1	22	27,2	43	53,1	64	79,0	46	24	18	22	25	32	39,5
CZ080 Moravskoslezský	132	93,0	35	24,6	45	31,7	120	84,5	95	52	33	53	34	58	40,8

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 A use of employer's rooms
 B employer's allowances for the activities of trade unions
 C internet connection
 D costs of necessary materials
 E other conditions

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

% of collective agreements

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	1047	78,3	103	7,7	74	5,5	29	2,2	84	6,3	281	96,9	9	3,1	916	68,5	297	22,2	801	59,9	163	12,2		
CZ010 Capital Prague	153	68,3	14	6,3	14	6,3	8	3,6	35	15,6	65	91,5	6	8,5	157	70,1	44	19,6	142	63,4	25	11,2		
CZ020 Středočeský	67	76,1	9	10,2	7	8,0	4	4,5	1	1,1	21	100,0			55	62,5	17	19,3	47	53,4	6	6,8		
CZ031 Jihočeský	64	59,8	11	10,3	11	10,3					21	19,6	41	95,3	2	4,7	62	57,9	35	32,7	47	43,9	23	21,5
CZ032 Plzeňský	52	64,2	17	21,0	6	7,4			6	7,4	29	100,0			70	86,4	40	49,4	59	72,8	33	40,7		
CZ041 Karlovarský	34	89,5	2	5,3					2	5,3	4	100,0			26	68,4	10	26,3	18	47,4	7	18,4		
CZ042 Ústecký	57	78,1	7	9,6	5	6,8	3	4,1	1	1,4	16	100,0			46	63,0	17	23,3	38	52,1	15	20,5		
CZ051 Liberecký	47	87,0	2	3,7	1	1,9	1	1,9	3	5,6	7	100,0			33	61,1	4	7,4	29	53,7	5	9,3		
CZ052 Královéhradecký	65	73,0	12	13,5	8	9,0	1	1,1	3	3,4	24	100,0			72	80,9	15	16,9	65	73,0	6	6,7		
CZ053 Pardubický	57	75,0	15	19,7	3	3,9	1	1,3			19	100,0			55	72,4	10	13,2	50	65,8	7	9,2		
CZ061 Vysočina	75	90,4	2	2,4	2	2,4	4	4,8			8	100,0			14	16,9	4	4,8	11	13,3	1	1,2		
CZ062 Jihomoravský	104	87,4	5	4,2	2	1,7	2	1,7	6	5,0	15	100,0			89	74,8	45	37,8	79	66,4	7	5,9		
CZ071 Olomoucký	73	89,0	1	1,2	6	7,3	2	2,4			9	100,0			69	84,1	33	40,2	62	75,6	8	9,8		
CZ072 Zlínský	76	93,8	2	2,5			1	1,2	2	2,5	4	80,0	1	20,0	64	79,0	13	16,0	59	72,8	12	14,8		
CZ080 Moravskoslezský	123	86,6	4	2,8	9	6,3	2	1,4	4	2,8	19	100,0			104	73,2	10	7,0	95	66,9	8	5,6		

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

**Evaluation of collective agreements
Compensation money
classification based on regions**

% of collective agreements, min. multiple, max. multiple

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									
	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 the length of the notice period		depending on the number of years to go before the person is entitled to claim old-age pension		other dependences	
	NCA	% CA	min.	max	NCA	% CA	min.	max	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	659	49,3	1,4	3,6	61	4,6	1,2	2,9	608	45,5	395	29,5	345	25,8	57	4,3	105	7,9
CZ010 Capital Prague	146	65,2	1,4	3,9	18	8,0	1,0	2,7	129	57,6	88	39,3	82	36,6	17	7,6	30	13,4
CZ020 Středočeský	32	36,4	1,7	4,5	3	3,4	1,0	1,7	30	34,1	27	30,7	6	6,8			3	3,4
CZ031 Jihočeský	58	54,2	1,4	4,5	2	1,9			53	49,5	36	33,6	23	21,5	4	3,7	6	5,6
CZ032 Plzeňský	52	64,2	1,2	3,1	2	2,5			47	58,0	34	42,0	38	46,9	11	13,6	5	6,2
CZ041 Karlovarský	17	44,7	1,2	2,8					16	42,1	10	26,3	7	18,4	1	2,6	4	10,5
CZ042 Ústecký	37	50,7	1,3	3,1	7	9,6	1,0	2,1	34	46,6	27	37,0	11	15,1			8	11,0
CZ051 Liberecký	19	35,2	1,5	3,5					16	29,6	13	24,1	9	16,7				
CZ052 Královéhradecký	43	48,3	1,9	4,4	2	2,2			43	48,3	18	20,2	28	31,5	8	9,0	4	4,5
CZ053 Pardubický	32	42,1	2,0	3,9	2	2,6			29	38,2	21	27,6	14	18,4			3	3,9
CZ061 Vysočina	24	28,9	1,8	3,1	2	2,4			17	20,5	9	10,8	10	12,0			2	2,4
CZ062 Jihomoravský	47	39,5	1,1	3,4	5	4,2	1,2	4,2	46	38,7	36	30,3	21	17,6	4	3,4	7	5,9
CZ071 Olomoucký	52	63,4	1,2	2,4	6	7,3	1,0	2,5	52	63,4	28	34,1	30	36,6	3	3,7	7	8,5
CZ072 Zlínský	27	33,3	1,4	3,6	1	1,2			26	32,1	10	12,3	23	28,4	2	2,5	3	3,7
CZ080 Moravskoslezský	73	51,4	1,2	3,6	11	7,7	1,3	3,0	70	49,3	38	26,8	43	30,3	7	4,9	23	16,2

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

**Evaluation of collective agreements
Working hours and holidays
classification based on regions**

in hours per week, in days

Region NUTS 3	Length of working hours											Applying the working hours account under Section 86 LC			Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes						NCA	% CA	com. period weeks	NCA	% CA	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	NCA	% CA	% CA
								hours/week	hours/week	hours/week	hours/week												
Total	1266	94,7	872	65,2	38,0	394	29,5	39,6	38,27	37,4	37,3	79	5,9	47,2	251	18,8	1086	81,2	4,7	3,9	75,6	0,8	0,2
CZ010 Capital Prague	200	89,3	104	46,4	38,5	96	42,9	39,5	38,19	37,3	37,0	15	6,7	50,3	47	21,0	190	84,8	3,6	4,9	79,0	2,2	
CZ020 Středočeský	78	88,6	46	52,3	38,1	32	36,4	39,7	38,23	37,4	37,4	4	4,5	52,0	9	10,2	69	78,4	6,8	5,5	71,6		
CZ031 Jihočeský	103	96,3	61	57,0	38,3	42	39,3	39,6	38,32	37,3	37,2	8	7,5	47,1	38	35,5	81	75,7	5,6	3,7	71,0		
CZ032 Plzeňský	77	95,1	59	72,8	37,7	18	22,2	39,6	38,13	37,3	37,0	3	3,7	46,7	12	14,8	68	84,0	4,9	3,5	77,8	1,2	
CZ041 Karlovarský	36	94,7	27	71,1	38,2	9	23,7	39,2	38,11	37,4	37,4	1	2,6		6	15,8	29	76,3	2,6	3,0	71,1	2,6	
CZ042 Ústecký	70	95,9	44	60,3	37,6	26	35,6	39,4	38,18	37,1	37,5	5	6,8	46,8	12	16,4	57	78,1	12,3	4,2	65,8		
CZ051 Liberecký	47	87,0	35	64,8	38,3	12	22,2	39,6	38,02	37,5	37,5	6	11,1	47,7	12	22,2	44	81,5	1,9	5,0	77,8	1,9	
CZ052 Královéhradecký	89	100,0	68	76,4	37,6	21	23,6	39,5	38,21	37,5	37,4	6	6,7	50,7	23	25,8	73	82,0	3,4	3,3	77,5	1,1	
CZ053 Pardubický	73	96,1	48	63,2	37,8	25	32,9	40,0	38,58	37,5	37,5	3	3,9	45,7	8	10,5	62	81,6	5,3	2,8	73,7	2,6	
CZ061 Vysočina	80	96,4	61	73,5	38,4	19	22,9	39,7	38,42	37,3	37,5	1	1,2		9	10,8	66	79,5	4,8	2,8	72,3	2,4	
CZ062 Jihomoravský	116	97,5	89	74,8	38,1	27	22,7	39,8	38,41	37,5	37,4	9	7,6	49,1	10	8,4	95	79,8	4,2	3,4	76,5		
CZ071 Olomoucký	81	98,8	64	78,0	37,8	17	20,7	39,5	38,02	37,2	37,5	2	2,4		21	25,6	61	74,4	3,7	4,0	69,5	1,2	
CZ072 Zlínský	78	96,3	51	63,0	37,6	27	33,3	39,7	38,61	37,5	37,8	5	6,2	41,6	6	7,4	68	84,0	2,5	4,5	81,5		
CZ080 Moravskoslezský	138	97,2	115	81,0	37,8	23	16,2	39,3	38,26	37,4	37,4	11	7,7	41,4	38	26,8	123	86,6	4,9	3,3	81,7		

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
 com.period compensatory period
 days average number of days added to a holiday (unless indicated in weeks)

**Evaluation of collective agreements
Overtime, organization of working hours
classification based on regions**

in hours per year, in weeks

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	6	0,4	83	858	64,2	49,9	415	31,0	47,4
CZ010 Capital Prague	1	0,4		137	61,2	48,5	87	38,8	46,1
CZ020 Středočeský				50	56,8	50,4	23	26,1	49,7
CZ031 Jihočeský				94	87,9	50,6	51	47,7	46,1
CZ032 Plzeňský	2	2,5		69	85,2	51,6	16	19,8	46,3
CZ041 Karlovarský				26	68,4	48,7	9	23,7	43,3
CZ042 Ústecký				40	54,8	48,1	25	34,2	48,0
CZ051 Liberecký				32	59,3	46,7	11	20,4	44,9
CZ052 Královéhradecký				59	66,3	49,8	22	24,7	47,9
CZ053 Pardubický				47	61,8	49,8	20	26,3	47,5
CZ061 Vysočina				41	49,4	50,1	11	13,3	52,0
CZ062 Jihomoravský	2	1,7		64	53,8	51,2	27	22,7	50,2
CZ071 Olomoucký				62	75,6	51,2	30	36,6	45,9
CZ072 Zlínský				56	69,1	50,6	18	22,2	46,2
CZ080 Moravskoslezský	1	0,7		81	57,0	50,2	65	45,8	49,1

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

**Evaluation of collective agreements
Employment rate I
classification based on regions**

Region NUTS 3	Limitations of the scope of agency employment		CA contains specific conditions (programmes)						Rules of part-time employment		Conditions and rules of training attended on parental leave	
			employment of people over 50		employment of people with disabilities		employment of juvenile persons					
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	20	1,5	28	2,1	39	2,9	20	1,5	121	9,1	1	0,1
CZ010 Capital Prague	3	1,3	1	0,4	12	5,4	3	1,3	31	13,8	1	0,4
CZ020 Středočeský	4	4,5	3	3,4			5	5,7	5	5,7		
CZ031 Jihočeský	3	2,8	6	5,6	2	1,9			24	22,4		
CZ032 Plzeňský	3	3,7	6	7,4	3	3,7			6	7,4		
CZ041 Karlovarský	1	2,6	1	2,6					2	5,3		
CZ042 Ústecký	2	2,7	1	1,4	1	1,4			6	8,2		
CZ051 Liberecký	2	3,7			2	3,7	2	3,7	4	7,4		
CZ052 Královéhradecký	1	1,1	3	3,4	4	4,5	2	2,2	3	3,4		
CZ053 Pardubický					1	1,3	1	1,3	2	2,6		
CZ061 Vysočina	1	1,2	1	1,2	2	2,4			1	1,2		
CZ062 Jihomoravský			1	0,8	4	3,4			7	5,9		
CZ071 Olomoucký			1	1,2	1	1,2	3	3,7	21	25,6		
CZ072 Zlínský			1	1,2	3	3,7	3	3,7	4	4,9		
CZ080 Moravskoslezský			3	2,1	4	2,8	1	0,7	5	3,5		

Explanatory notes: NCA
% CA

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

**Evaluation of collective agreements
Employment rate II
classification based on regions**

% of collective agreements

Region NUTS 3	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work									
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"		other forms of work and modes of work	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
Total	382	28,6	16	1,2	374	28,0	3	0,2	4	0,3	3	0,2							1	0,1
CZ010 Capital Prague	74	33,0	6	2,7	72	32,1	1	0,4	1	0,4	1	0,4								
CZ020 Středočeský	26	29,5	4	4,5	22	25,0			1	1,1	1	1,1								
CZ031 Jihočeský	42	39,3			42	39,3														
CZ032 Plzeňský	23	28,4			23	28,4	1	1,2												
CZ041 Karlovarský	6	15,8			6	15,8														
CZ042 Ústecký	17	23,3	1	1,4	16	21,9														
CZ051 Liberecký	6	11,1			6	11,1			1	1,9	1	1,9								
CZ052 Královéhradecký	12	13,5			12	13,5														
CZ053 Pardubický	11	14,5	1	1,3	11	14,5														
CZ061 Vysočina	34	41,0	1	1,2	34	41,0														
CZ062 Jihomoravský	19	16,0	1	0,8	19	16,0	1	0,8												
CZ071 Olomoucký	48	58,5	1	1,2	47	57,3														
CZ072 Zlínský	27	33,3			27	33,3			1	1,2									1	1,2
CZ080 Moravskoslezský	37	26,1	1	0,7	37	26,1														

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

**Evaluation of collective agreements
Working conditions and benefits I
classification based on regions**

% of collective agreements, aver. CZK, aver. % of the price of meal

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	1246	93,2	33,32	54,7	10,55	33,3	35,64	56,0		260	180	13,5	27	2,0	20	1,5
CZ010 Capital Prague	213	95,1	37,51	54,6	13,63	27,5	41,47	60,3		39	28	12,5	1	0,4	1	0,4
CZ020 Středočeský	77	87,5	34,31	54,8	9,64	30,7	31,50	55,0		25	8	9,1				
CZ031 Jihočeský	106	99,1	31,21	55,0	10,27	43,1	28,91	54,8		22	24	22,4	4	3,7	9	8,4
CZ032 Plzeňský	76	93,8	35,88	54,8	11,81	55,0	26,00	55,5		30	5	6,2				
CZ041 Karlovarský	31	81,6	27,26	55,0	7,38	5,0	37,71	56,3		9	9	23,7	2	5,3	2	5,3
CZ042 Ústecký	68	93,2	37,95	54,9	9,63	40,0	28,75	57,5		14	15	20,5				
CZ051 Liberecký	53	98,1	27,85	54,5	7,07	13,0	38,40	57,2		10	13	24,1	2	3,7		
CZ052 Královéhradecký	87	97,8	41,58	54,7	18,01		26,00	58,0		27	15	16,9	3	3,4	1	1,1
CZ053 Pardubický	72	94,7	29,05	54,3	5,97		37,50	55,0		31	14	18,4	1	1,3	1	1,3
CZ061 Vysočina	76	91,6	26,08	54,6	8,40		30,00	55,9		6	8	9,6				
CZ062 Jihomoravský	110	92,4	30,56	54,6	10,38	5,0	36,89	55,4		11	17	14,3	4	3,4	3	2,5
CZ071 Olomoucký	75	91,5	26,39	54,6	6,79	55,0	36,39	56,2		24	7	8,5	1	1,2	1	1,2
CZ072 Zlínský	77	95,1	39,70	54,8	7,28		32,87	55,0		3	9	11,1	9	11,1	1	1,2
CZ080 Moravskoslezský	125	88,0	32,75	54,8	8,24	11,7	34,38	54,6		9	8	5,6			1	0,7

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

**Evaluation of collective agreements
Working conditions and benefits II
classification based on regions**

% of collective agreements, aver. CZK/month, average MBA

Region NUTS 3	Temporary accommodation allowance		Allowance for transport to and from work						Conditions of transport provided by the employer		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	CZK/month	without distinguishing	NCA	% CA	NCA	% CA	NCA	% CA	CZK/month	average % MBA	NCA	% CA	NCA	% CA	CZK/month	NCA	% CA
Total	20	1,5	37	2,8	433	360	414	49	3,7	124	9,3	792	59,2	418	3,0	576	43,1	261	19,5	472	191	14,3
CZ010 Capital Prague	12	5,4	7	3,1	600	300	500	6	2,7	20	8,9	145	64,7	468	3,2	99	44,2	70	31,3	518	55	24,6
CZ020 Středočeský	2	2,3	1	1,1				2	2,3	10	11,4	51	58,0	455	2,7	35	39,8	21	23,9	366	11	12,5
CZ031 Jihočeský	2	1,9	11	10,3	298	200	404	13	12,1	12	11,2	81	75,7	347	3,2	69	64,5	16	15,0	411	13	12,1
CZ032 Plzeňský			6	7,4		500	260	3	3,7	20	24,7	55	67,9	416	2,7	48	59,3	21	25,9	359	16	19,8
CZ041 Karlovarský										4	10,5	21	55,3	372	2,0	18	47,4	8	21,1	750	3	7,9
CZ042 Ústecký	1	1,4	1	1,4				1	1,4	6	8,2	50	68,5	453	3,3	36	49,3	13	17,8	474	10	13,7
CZ051 Liberecký	1	1,9	2	3,7				1	1,9	5	9,3	25	46,3	334	2,9	19	35,2	6	11,1	293	6	11,1
CZ052 Královéhradecký			1	1,1				2	2,2	8	9,0	53	59,6	432	3,0	39	43,8	11	12,4	442	8	9,0
CZ053 Pardubický	1	1,3						2	2,6	6	7,9	41	53,9	442	2,9	28	36,8	8	10,5	460	6	7,9
CZ061 Vysočina			1	1,2				1	1,2	3	3,6	46	55,4	329	2,8	24	28,9	6	7,2	293	4	4,8
CZ062 Jihomoravský	1	0,8	2	1,7				4	3,4	9	7,6	63	52,9	417	3,0	43	36,1	25	21,0	461	16	13,4
CZ071 Olomoucký			4	4,9		400	650	7	8,5	2	2,4	45	54,9	429	2,6	39	47,6	15	18,3	461	13	15,9
CZ072 Zlínský								4	4,9	14	17,3	33	40,7	452	3,1	24	29,6	14	17,3	550	12	14,8
CZ080 Moravskoslezský			1	0,7				3	2,1	5	3,5	83	58,5	406	3,0	55	38,7	27	19,0	561	18	12,7

Explanatory notes: NCA

% CA

CZK/month

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 monthly basis of assessment

**Evaluation of collective agreements
Social fund (FSCR, stimulation fund) - creation
classification based on regions**

average %, average CZK

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	402	30,1	75	2,1	42	1 980	86	1,9	176	147	4 396	177	13,2	51	3 106	4	2,6	90	67	3 339	
CZ010 Capital Prague	78	34,8	19	2,0	2		34	2,2	20	29	13 356	33	14,7	11	7 955			17	11	6 613	
CZ020 Středočeský	28	31,8	4	2,4	8	1 788	4	1,5	10	4	896	4	4,5	2				1	1		
CZ031 Jihočeský	43	40,2	6	1,8	2		17	1,3	18	9	677	25	23,4	10	2 390	2		11	3	129	
CZ032 Plzeňský	27	33,3	7	1,9	2		5	2,0	13	8	1 863	4	4,9						4	1 102	
CZ041 Karlovarský	17	44,7	6	2,1	2		1		6	7	6 402	1	2,6					1			
CZ042 Ústecký	22	30,1	8	2,7	4	1 688	1		9	9	4 937	15	20,5	7	900			5	6	599	
CZ051 Liberecký	10	18,5			4	1 428			6	4	940	9	16,7	1				7	6	5 338	
CZ052 Královéhradecký	19	21,3	4	1,9	3	1 533	5	2,3	9	4	972	10	11,2	1				6	8	2 048	
CZ053 Pardubický	15	19,7	5	2,3	3	1 867			6	7	3 717	4	5,3					4	3	4 509	
CZ061 Vysočina	14	16,9	2		3	1 900	2		5	5	2 316	11	13,3	6	750				5	715	
CZ062 Jihomoravský	38	31,9	7	2,1	2		6	2,3	21	16	1 122	22	18,5	2		2		15	9	4 565	
CZ071 Olomoucký	18	22,0	2				3	1,7	9	7	1 430	5	6,1	1				4	4	3 394	
CZ072 Zlínský	19	23,5	1		5	1 940	4	2,5	6	7	2 174	26	32,1	8	1 050			17	3	1 908	
CZ080 Moravskoslezský	54	38,0	4	2,5	2		4	1,6	38	31	1 827	8	5,6	2				2	4	4 093	

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

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

**Evaluation of collective agreements
Social fund (FSCR, stimulation fund) - use
classification based on regions**

aver. % of the total creation, % of collective agreements

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	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	5,7	3,2	2,2	19,6	1,3	2,7	0,9	2,6	53,8	8,0	374	28,0	95	7,1
CZ010 Capital Prague	3,3	2,6	0,5	17,9	0,8	1,5	0,8	1,9	64,4	6,4	76	33,9	34	15,2
CZ020 Středočeský	22,9	0,7	5,1	19,2	1,3	2,8		1,3	33,4	13,3	18	20,5	2	2,3
CZ031 Jihočeský	11,9	1,8	19,3	33,3	1,7	2,2		9,2	12,1	8,6	38	35,5	8	7,5
CZ032 Plzeňský	22,6	3,3		13,8	0,7	2,8	3,1	0,4	26,8	26,6	23	28,4	7	8,6
CZ041 Karlovarský	8,0	0,3	0,4	2,7	6,2	0,2		0,5	67,8	13,9	11	28,9	1	2,6
CZ042 Ústecký	13,9	6,3	2,7	9,4	0,9	4,3		1,5	44,6	16,3	33	45,2	11	15,1
CZ051 Liberecký	5,4	1,1	0,1	16,5	3,9	1,3		12,7	57,4	1,6	18	33,3	2	3,7
CZ052 Královéhradecký	6,5	3,4	1,4	50,1	0,1	7,9		5,0	16,9	8,7	14	15,7	4	4,5
CZ053 Pardubický	13,3	0,3	5,5	23,7	2,7	4,6	6,7	1,7	41,2	0,4	14	18,4	1	1,3
CZ061 Vysočina	4,6	12,3	21,2	23,9	1,9	9,8		8,9	12,6	4,7	26	31,3	2	2,4
CZ062 Jihomoravský	5,7	2,0	2,9	20,9	0,5	7,1		0,6	54,8	5,5	34	28,6	9	7,6
CZ071 Olomoucký	2,3	2,3		51,6	0,7	6,4	5,7	2,3	28,3	0,5	13	15,9	2	2,4
CZ072 Zlínský	8,5	12,3	4,3	47,9	0,9	3,8		0,0	20,6	1,7	13	16,0	2	2,5
CZ080 Moravskoslezský	4,7	6,3	7,0	18,8	0,5	2,5		4,9	37,4	17,9	43	30,3	10	7,0

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver. % average percentage of use for this purpose of the 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 contribution to trade union organization
I other use
J balance

**Evaluation of collective agreements
Obstacles to work
classification based on regions**

in days, % of average earnings, % of collective agreements

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	67	5,0	60,1	283	23	1,7	10	0,7	74,8	548	41,0	1,3	519	38,8	1,2	757	56,6	2,0	309	23,1	6,1	409	30,6	1,2	142	10,6	3,5	246	18,4	3,9	70	5,2	2,8	523	39,1	
CZ010 Capital Prague	27	12,1	70,4	300	10	4,5	1	0,4		87	38,8	1,2	75	33,5	1,4	117	52,2	1,8	68	30,4	5,9	49	21,9	1,4	35	15,6	3,6	58	25,9	4,7	16	7,1	5,1	88	39,3	
CZ020 Středočeský	1	1,1			1	1,1	2	2,3		35	39,8	1,1	27	30,7	1,1	40	45,5	1,7	16	18,2	6,8	17	19,3	1,0	6	6,8	4,0	12	13,6	2,7	5	5,7	1,8	25	28,4	
CZ031 Jihočeský	10	9,3	61,7	160	1	0,9	2	1,9		52	48,6	1,4	57	53,3	1,1	69	64,5	2,0	41	38,3	5,4	32	29,9	1,4	19	17,8	2,9	34	31,8	3,4	2	1,9		51	47,7	
CZ032 Plzeňský	4	4,9	36,7	300	2	2,5				38	46,9	1,2	45	55,6	1,1	47	58,0	2,7	14	17,3	7,6	37	45,7	1,0	4	4,9	3,3	10	12,3	6,8	3	3,7	2,3	36	44,4	
CZ041 Karlovarský	2	5,3								7	18,4	1,4	13	34,2	1,1	18	47,4	1,7	14	36,8	6,9	11	28,9	1,3	3	7,9	3,0	5	13,2	6,4	6	15,8	1,5	12	31,6	
CZ042 Ústecký	1	1,4								32	43,8	1,4	25	34,2	1,4	46	63,0	1,9	24	32,9	8,3	23	31,5	1,3	7	9,6	2,7	11	15,1	2,5	8	11,0	1,9	24	32,9	
CZ051 Liberecký										14	25,9	1,4	12	22,2	1,5	21	38,9	2,3	9	16,7	8,7	9	16,7	1,1	4	7,4	2,5	7	13,0	2,7	5	9,3	2,2	11	20,4	
CZ052 Královéhradecký	4	4,5	60,0	160						24	27,0	1,0	31	34,8	1,4	40	44,9	1,9	12	13,5	6,3	20	22,5	1,2	3	3,4	4,0	6	6,7	6,3	4	4,5	1,0	27	30,3	
CZ053 Pardubický	2	2,6			1	1,3	1	1,3		28	36,8	1,1	21	27,6	1,0	43	56,6	2,0	15	19,7	6,5	25	32,9	1,1	4	5,3	4,0	6	7,9	4,3	4	5,3	3,8	24	31,6	
CZ061 Vysočina	1	1,2								35	42,2	1,7	35	42,2	1,4	50	60,2	2,8	8	9,6	3,1	23	27,7	1,1	2	2,4		8	9,6	2,9	1	1,2		30	36,1	
CZ062 Jihomoravský	5	4,2	46,7	1 000	3	2,5	1	0,8		43	36,1	1,4	51	42,9	1,3	68	57,1	1,9	23	19,3	5,4	38	31,9	1,3	11	9,2	3,5	24	20,2	3,6	6	5,0	2,5	33	27,7	
CZ071 Olomoucký	4	4,9	37,5		4	4,9				44	53,7	1,3	32	39,0	1,2	53	64,6	1,8	14	17,1	4,0	35	42,7	1,1	11	13,4	4,0	6	7,3	2,3			55	67,1		
CZ072 Zlínský	1	1,2					3	3,7	70,0	52	64,2	1,2	43	53,1	1,1	59	72,8	3,0	14	17,3	6,4	32	39,5	1,0	8	9,9	4,1	14	17,3	3,1	2	2,5		48	59,3	
CZ080 Moravskoslezský	5	3,5	70,0		1	0,7				57	40,1	1,1	52	36,6	1,1	86	60,6	1,6	37	26,1	5,7	58	40,8	1,3	25	17,6	3,6	45	31,7	3,6	8	5,6	2,4	59	41,5	

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

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

% of collective agreements

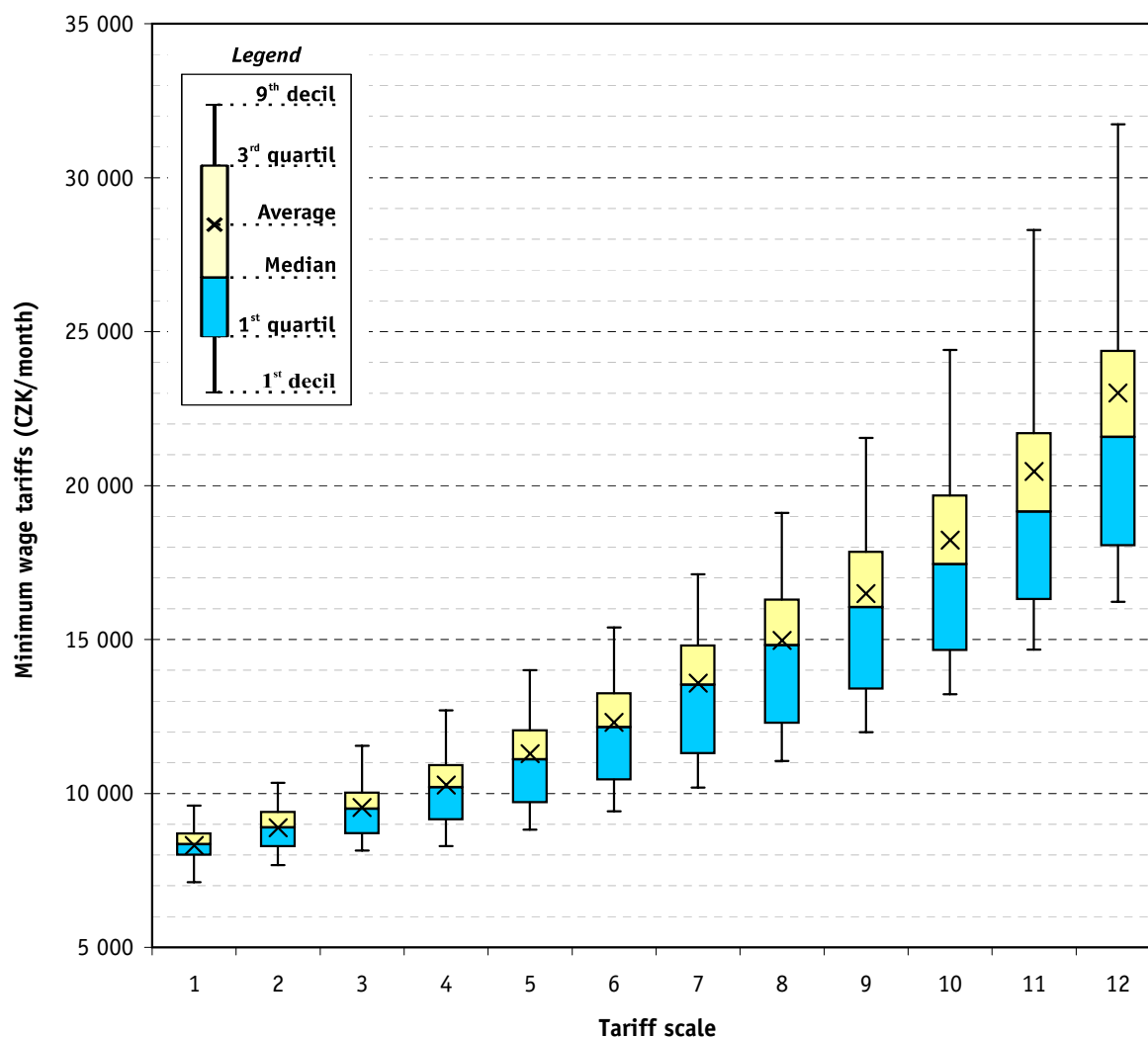
Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with					
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		distance work		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	359	26,9	19	1,4	330	24,7	981	73,4	713	53,3			1	0,1	17	1,3
CZ010 Capital Prague	74	33,0	2	0,9	50	22,3	163	72,8	93	41,5			1	0,4	3	1,3
CZ020 Středočeský	20	22,7	2	2,3	16	18,2	67	76,1	38	43,2						
CZ031 Jihočeský	43	40,2	4	3,7	8	7,5	86	80,4	80	74,8						
CZ032 Plzeňský	19	23,5			18	22,2	75	92,6	50	61,7					2	2,5
CZ041 Karlovarský	8	21,1	1	2,6	7	18,4	29	76,3	15	39,5						
CZ042 Ústecký	16	21,9	1	1,4	17	23,3	61	83,6	46	63,0						
CZ051 Liberecký	3	5,6	1	1,9	6	11,1	31	57,4	22	40,7						
CZ052 Královéhradecký	17	19,1	4	4,5	11	12,4	41	46,1	51	57,3						
CZ053 Pardubický	9	11,8	2	2,6	11	14,5	41	53,9	36	47,4						
CZ061 Vysočina	10	12,0			11	13,3	29	34,9	57	68,7						
CZ062 Jihomoravský	23	19,3	1	0,8	25	21,0	92	77,3	61	51,3						
CZ071 Olomoucký	34	41,5			41	50,0	69	84,1	34	41,5					1	1,2
CZ072 Zlínský	25	30,9	1	1,2	56	69,1	74	91,4	36	44,4					11	13,6
CZ080 Moravskoslezský	58	40,8			53	37,3	123	86,6	94	66,2						

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

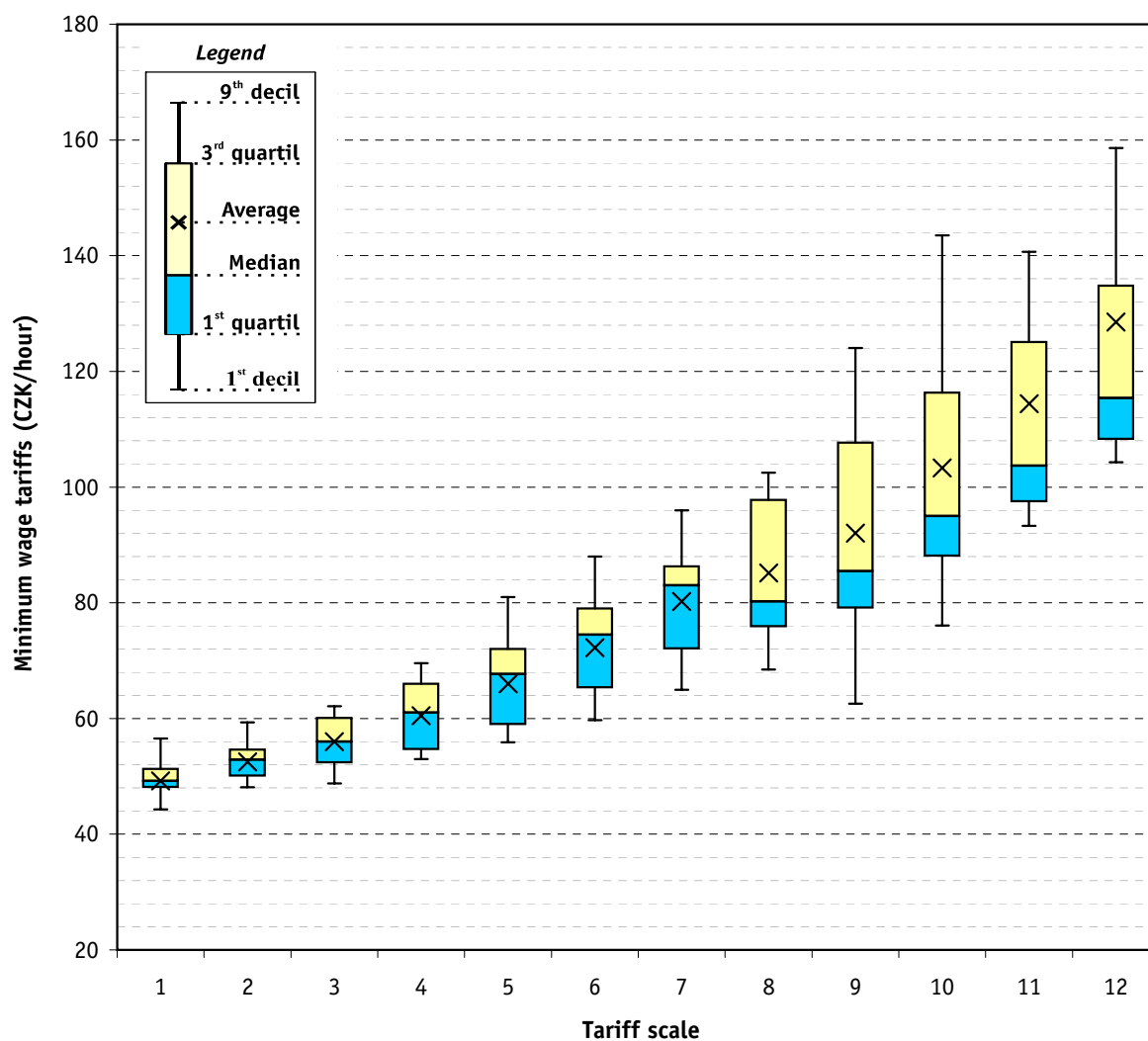
Evaluation of collective agreements
Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	102	9 515	8 380	8 500	8 910	9 825	11 855
Tariff scale 1	338	8 312	7 118	8 000	8 350	8 700	9 600
Tariff scale 2	342	8 884	7 670	8 280	8 900	9 400	10 340
Tariff scale 3	349	9 538	8 145	8 700	9 500	10 025	11 550
Tariff scale 4	358	10 277	8 285	9 150	10 200	10 920	12 700
Tariff scale 5	359	11 289	8 821	9 710	11 100	12 050	14 000
Tariff scale 6	364	12 308	9 420	10 445	12 150	13 250	15 392
Tariff scale 7	364	13 578	10 190	11 300	13 535	14 800	17 115
Tariff scale 8	365	14 969	11 050	12 285	14 815	16 300	19 114
Tariff scale 9	351	16 489	11 990	13 400	16 050	17 850	21 550
Tariff scale 10	349	18 227	13 225	14 650	17 450	19 675	24 400
Tariff scale 11	346	20 458	14 675	16 310	19 150	21 700	28 300
Tariff scale 12	344	23 007	16 225	18 050	21 575	24 375	31 730



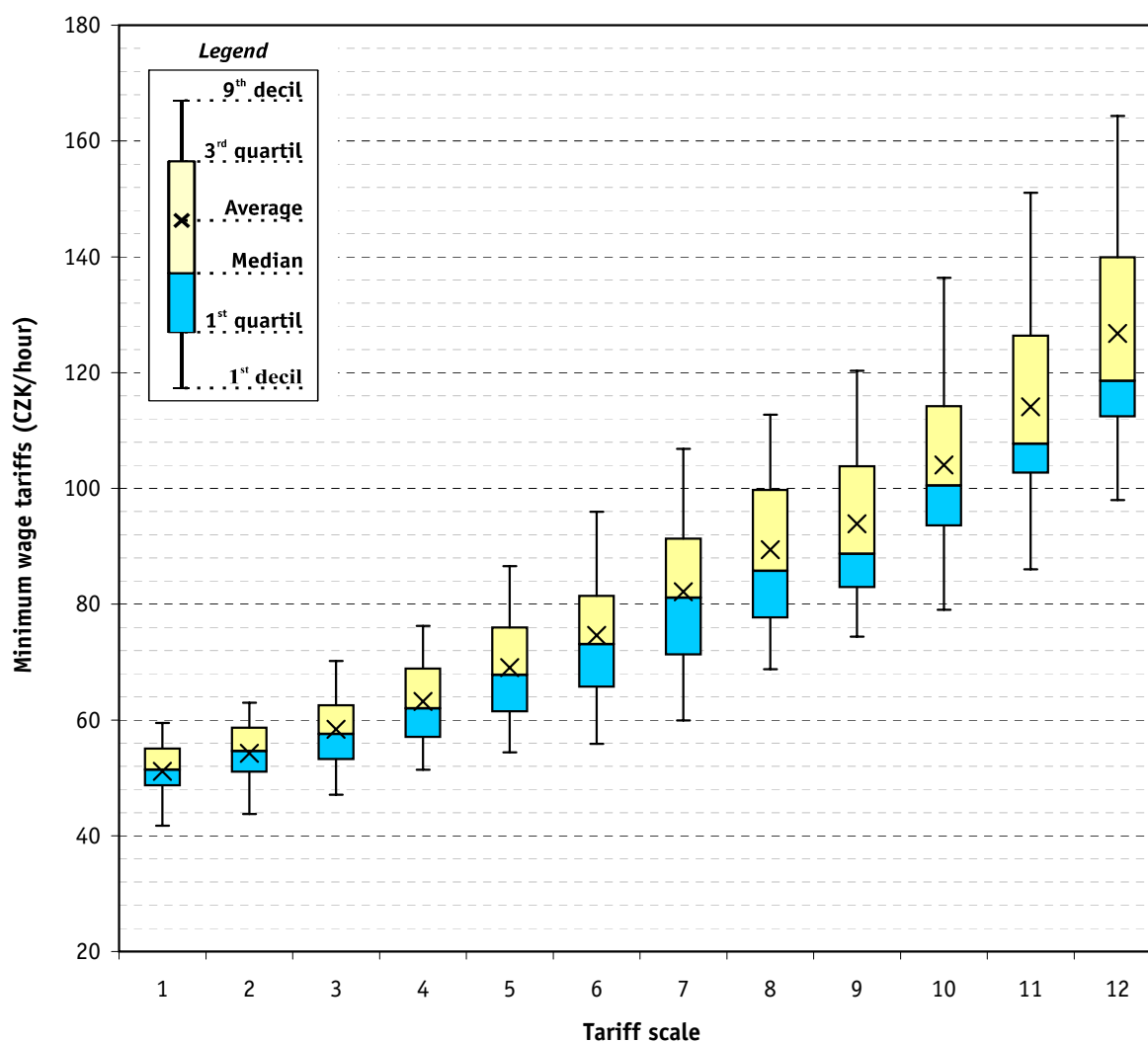
Evaluation of collective agreements
Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	10	52,88	48,95	50,66	51,10	55,20	58,50
Tariff scale 1	91	49,23	44,30	48,10	49,20	51,30	56,55
Tariff scale 2	92	52,47	48,10	50,10	52,90	54,60	59,35
Tariff scale 3	92	56,00	48,80	52,40	56,00	60,10	62,10
Tariff scale 4	94	60,45	53,00	54,70	61,00	66,00	69,55
Tariff scale 5	94	66,03	55,90	59,00	67,70	72,00	81,00
Tariff scale 6	93	72,24	59,70	65,35	74,50	79,00	88,00
Tariff scale 7	89	80,20	64,95	72,10	83,00	86,30	96,00
Tariff scale 8	36	85,12	68,45	75,90	80,20	97,80	102,50
Tariff scale 9	20	92,06	62,55	79,15	85,45	107,70	124,05
Tariff scale 10	19	103,28	76,05	88,10	95,00	116,35	143,51
Tariff scale 11	16	114,43	93,30	97,50	103,70	125,10	140,65
Tariff scale 12	16	128,52	104,30	108,30	115,40	134,80	158,59



Evaluation of collective agreements
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	28	57,26	52,10	53,00	55,15	58,50	64,32
Tariff scale 1	161	51,12	41,75	48,65	51,40	55,05	59,50
Tariff scale 2	166	54,24	43,75	51,00	54,60	58,65	63,00
Tariff scale 3	172	58,41	47,10	53,20	57,55	62,55	70,20
Tariff scale 4	175	63,20	51,39	57,00	62,00	68,85	76,25
Tariff scale 5	175	69,03	54,43	61,45	67,80	75,95	86,59
Tariff scale 6	166	74,58	55,85	65,70	73,10	81,45	95,95
Tariff scale 7	157	82,15	59,90	71,26	81,10	91,30	106,80
Tariff scale 8	85	89,41	68,75	77,65	85,75	99,70	112,75
Tariff scale 9	65	93,88	74,40	82,90	88,70	103,80	120,30
Tariff scale 10	55	104,02	79,05	93,55	100,50	114,20	136,35
Tariff scale 11	48	114,11	86,00	102,70	107,70	126,40	151,05
Tariff scale 12	46	126,77	98,01	112,40	118,55	139,91	164,31



**Evaluation of collective agreements
Year-on-year comparison - monthly wage scales**

Tariff scale	nominal index							real index after deduction of the inflation rate						
	03/02	04/03	05/04	06/05	07/06	08/07	09/08	03/02	04/03	05/04	06/05	07/06	08/07	09/08
Tariff scale 1	108,0	107,6	106,1	107,0	104,8	105,8	102,3	107,9	104,5	104,1	104,3	101,8	99,2	96,3
Tariff scale 2	107,3	107,3	105,8	106,7	105,3	106,4	102,7	107,2	104,3	103,8	104,0	102,3	99,7	96,6
Tariff scale 3	107,3	105,8	105,6	106,3	105,9	106,7	102,9	107,2	102,9	103,6	103,6	103,0	100,0	96,8
Tariff scale 4	106,9	105,3	105,1	105,3	106,5	106,7	102,9	106,8	102,4	103,1	102,7	103,5	99,9	96,8
Tariff scale 5	106,3	104,8	105,1	105,0	106,7	106,7	103,5	106,2	101,9	103,1	102,4	103,7	100,0	97,4
Tariff scale 6	106,0	104,3	104,1	105,8	106,7	106,9	103,1	105,9	101,4	102,1	103,2	103,7	100,2	97,0
Tariff scale 7	105,9	104,1	103,8	105,9	106,6	107,5	103,1	105,8	101,2	101,8	103,2	103,6	100,7	97,1
Tariff scale 8	106,1	104,2	103,6	106,3	106,1	107,4	103,6	106,0	101,3	101,7	103,6	103,1	100,6	97,5
Tariff scale 9	106,1	104,2	103,1	106,6	104,8	108,5	103,5	105,9	101,3	101,1	103,9	101,9	101,7	97,4
Tariff scale 10	105,7	104,6	102,5	106,7	104,0	109,3	103,4	105,6	101,7	100,6	104,0	101,0	102,4	97,3
Tariff scale 11	105,4	104,9	101,8	107,3	103,1	110,1	103,9	105,3	102,0	99,9	104,6	100,2	103,2	97,7
Tariff scale 12	105,9	105,2	101,3	107,8	102,4	109,2	105,6	105,8	102,2	99,3	105,1	99,5	102,3	99,4

Inflation rate per individual year	2002	2003	2004	2005	2006	2007	2008	2009
	1,8	0,1	2,8	1,9	2,5	2,8	6,3	5,9*

* Year-on-year inflation rate - data from January 2009
source: ČSÚ

**Evaluation of collective agreements
Year-on-year comparison - hourly wage scales (40 hours/week)**

Tariff scale	nominal index							real index after deduction of the inflation rate						
	03/02	04/03	05/04	06/05	07/06	08/07	09/08	03/02	04/03	05/04	06/05	07/06	08/07	09/08
Tariff scale 1	107,6	108,5	106,3	106,3	107,4	104,9	102,1	107,5	105,5	104,3	103,6	104,4	98,3	96,1
Tariff scale 2	106,1	108,8	106,4	106,8	107,5	104,7	102,9	106,0	105,7	104,4	104,1	104,5	98,1	96,9
Tariff scale 3	105,3	108,5	105,5	106,8	107,8	104,9	103,2	105,2	105,4	103,5	104,1	104,8	98,2	97,1
Tariff scale 4	105,1	108,2	104,6	106,0	108,7	104,5	103,6	105,0	105,1	102,6	103,3	105,7	97,9	97,5
Tariff scale 5	104,6	107,4	102,9	106,4	109,8	104,3	103,8	104,5	104,4	101,0	103,8	106,7	97,8	97,7
Tariff scale 6	105,4	106,7	102,0	107,4	109,7	103,9	103,9	105,3	103,7	100,0	104,7	106,6	97,3	97,8
Tariff scale 7	104,8	107,3	101,0	107,6	110,2	104,1	104,4	104,7	104,3	99,1	104,9	107,1	97,5	98,3
Tariff scale 8	104,1	106,8	100,8	109,8	108,0	104,9	103,2	104,0	103,8	98,8	107,1	105,0	98,3	97,1
Tariff scale 9	104,0	108,5	98,2	111,6	105,8	104,1	106,0	103,9	105,4	96,3	108,8	102,9	97,5	99,8
Tariff scale 10	102,5	107,9	98,9	112,9	104,3	104,5	107,5	102,4	104,8	97,0	110,1	101,4	97,9	101,2
Tariff scale 11	103,2	107,6	96,1	117,4	95,8	104,4	113,0	103,1	104,6	94,2	114,5	93,2	97,8	106,4
Tariff scale 12	103,2	107,3	93,5	120,9	92,3	106,0	113,3	103,0	104,3	91,8	117,8	89,7	99,3	106,6

Inflation rate per individual year	2002	2003	2004	2005	2006	2007	2008	2009
	1,8	0,1	2,8	1,9	2,5	2,8	6,3	5,9*

* Year-on-year inflation rate - data from January 2009
source: ČSÚ

**Evaluation of collective agreements
Year-on-year comparison - hourly wage scales (37,5 hours/week)**

Tariff scale	nominal index							real index after deduction of the inflation rate						
	03/02	04/03	05/04	06/05	07/06	08/07	09/08	03/02	04/03	05/04	06/05	07/06	08/07	09/08
Tariff scale 1	108,6	107,8	104,7	108,4	104,3	106,6	107,8	108,5	104,8	102,7	105,7	101,4	99,9	101,4
Tariff scale 2	108,2	106,8	104,8	108,3	104,9	106,4	108,0	108,1	103,8	102,8	105,6	102,0	99,7	101,6
Tariff scale 3	107,6	105,6	108,0	104,5	105,4	106,2	108,8	107,5	102,6	106,0	101,9	102,5	99,5	102,4
Tariff scale 4	107,0	104,6	104,7	107,6	105,5	105,8	109,1	106,9	101,7	102,7	104,9	102,6	99,1	102,7
Tariff scale 5	106,6	104,2	104,3	107,9	104,5	106,2	110,5	106,5	101,3	102,3	105,2	101,6	99,5	104,0
Tariff scale 6	106,0	104,2	103,7	108,2	104,0	106,3	109,6	105,9	101,3	101,8	105,5	101,1	99,6	103,1
Tariff scale 7	105,8	103,9	103,9	108,2	103,1	107,3	110,8	105,7	101,0	101,9	105,5	100,2	100,5	104,3
Tariff scale 8	105,7	104,5	106,2	108,5	102,8	106,3	110,2	105,6	101,5	104,1	105,8	100,0	99,6	103,7
Tariff scale 9	103,7	106,7	105,9	109,4	100,0	106,9	109,9	103,6	103,7	103,9	106,7	97,2	100,1	103,4
Tariff scale 10	104,3	106,8	106,2	109,4	101,7	107,0	109,4	104,2	103,8	104,2	106,7	98,8	100,3	102,9
Tariff scale 11	105,2	106,6	105,8	111,7	98,9	108,2	110,1	105,1	103,6	103,8	108,9	96,1	101,4	103,6
Tariff scale 12	105,7	105,7	106,2	113,1	96,9	108,5	109,9	105,6	102,8	104,2	110,2	94,2	101,7	103,5

Inflation rate per individual year	2002	2003	2004	2005	2006	2007	2008	2009
	1,8	0,1	2,8	1,9	2,5	2,8	6,3	5,9*

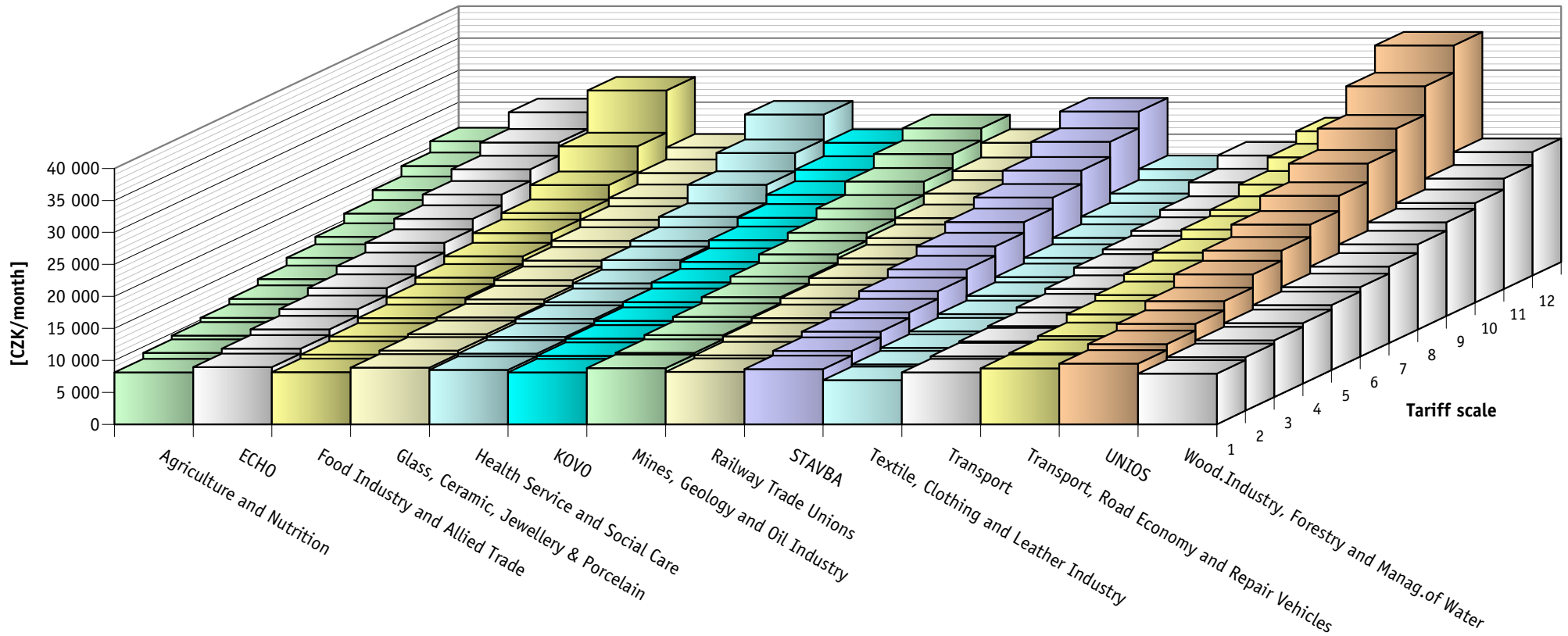
* Year-on-year inflation rate - data from January 2009
source: ČSÚ

**Evaluation of collective agreements
Year-on-year comparison - wage supplementary charges and bonuses**

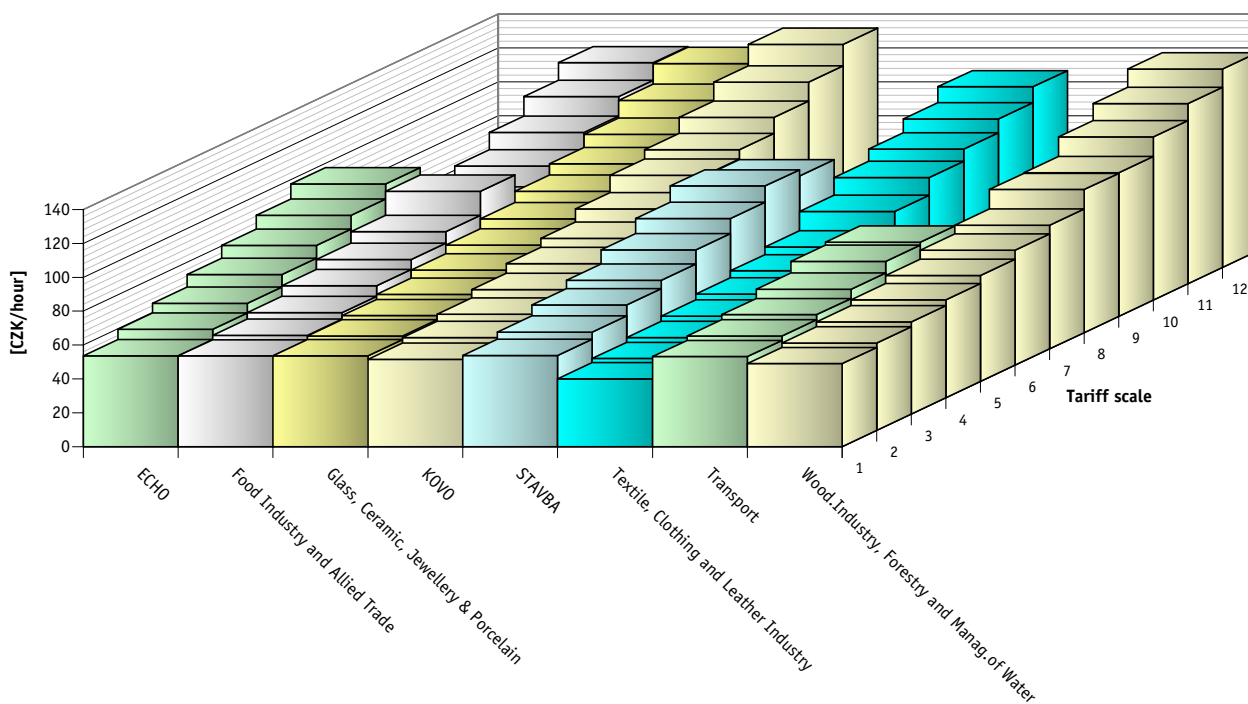
	unit of measure	2002	2003	2004	2005	2006	2007	2008	2009	index 03/02	index 04/03	index 05/04	index 06/05	index 07/06	index 08/07	index 09/08
For overtime work on working days	% AE	26,7	26,6	26,6	26,5	26,7	26,4	26,0	26,0	99,6	100,2	99,6	100,6	98,8	98,5	100,0
For overtime work on Saturdays and Sundays	% AE	46,8	47,2	47,6	46,8	49,0	47,1	47,6	47,9	100,7	101,0	98,2	104,8	96,1	101,0	100,7
For overtime work undistinguished	% AE	*	*	*	*	*	26,8	27,0	26,9	*	*	*	*	*	100,7	99,5
For working on public holidays	% AE	*	*	*	*	*	102,3	102,3	102,4	*	*	*	*	*	100,0	100,1
For night work	CZK/hour	8,63	8,98	9,11	9,36	9,93	11,07	12,08	12,64	104,1	101,4	102,8	106,1	111,5	109,1	104,7
	% AE	24,4	30,8	20,2	19,8	21,6	11,0	11,2	11,2	126,2	65,6	98,0	109,1	51,1	101,4	99,8
For work on Saturdays and Sundays	% AE	37,6	37,6	37,0	36,1	35,9	24,6	24,6	24,5	100,1	98,4	97,5	99,4	68,5	100,1	99,7
For work in difficult conditions	CZK/hour	5,75	5,88	6,13	6,25	6,44	6,73	7,19	7,33	102,3	104,2	102,0	103,1	104,6	106,8	101,9
	% MM	*	*	*	*	*	10,6	10,3	10,5	*	*	*	*	*	97,2	101,8
For afternoon work	CZK/hour	5,13	5,27	5,21	5,33	5,61	5,66	5,91	6,28	102,7	98,9	102,2	105,3	100,8	104,4	106,2
For standby duty	CZK/hour	8,51	8,08	8,90	8,37	8,91	11,71	14,92	13,73	94,9	110,1	94,0	106,5	131,4	127,4	92,0
	% AE	12,7	12,9	12,5	12,8	12,6	12,4	18,0	17,3	101,0	97,0	103,0	98,0	98,3	145,5	96,3

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

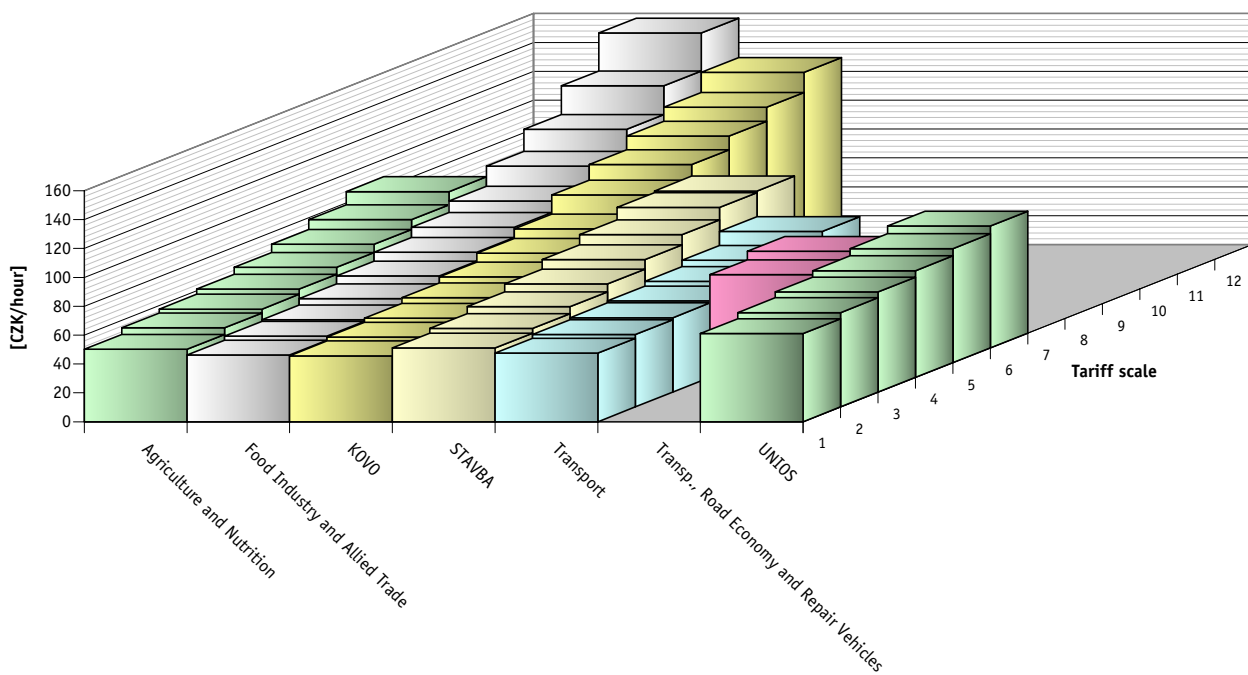
Evaluation of collective agreements
 Monthly wage scales - 12-scale tariff system



Evaluation of collective agreements
Hourly wage scales at the work time fund of 37,5 hours/week (12-scale tariff system)

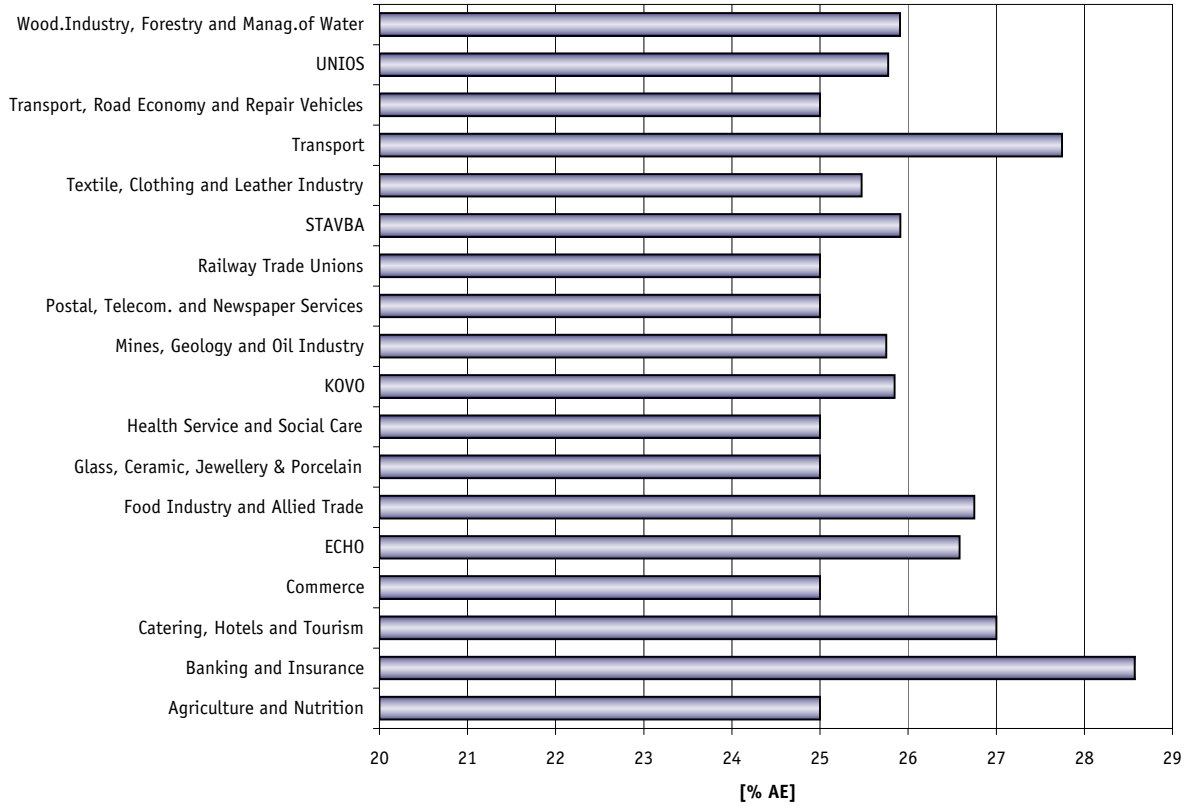


Evaluation of collective agreements
Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

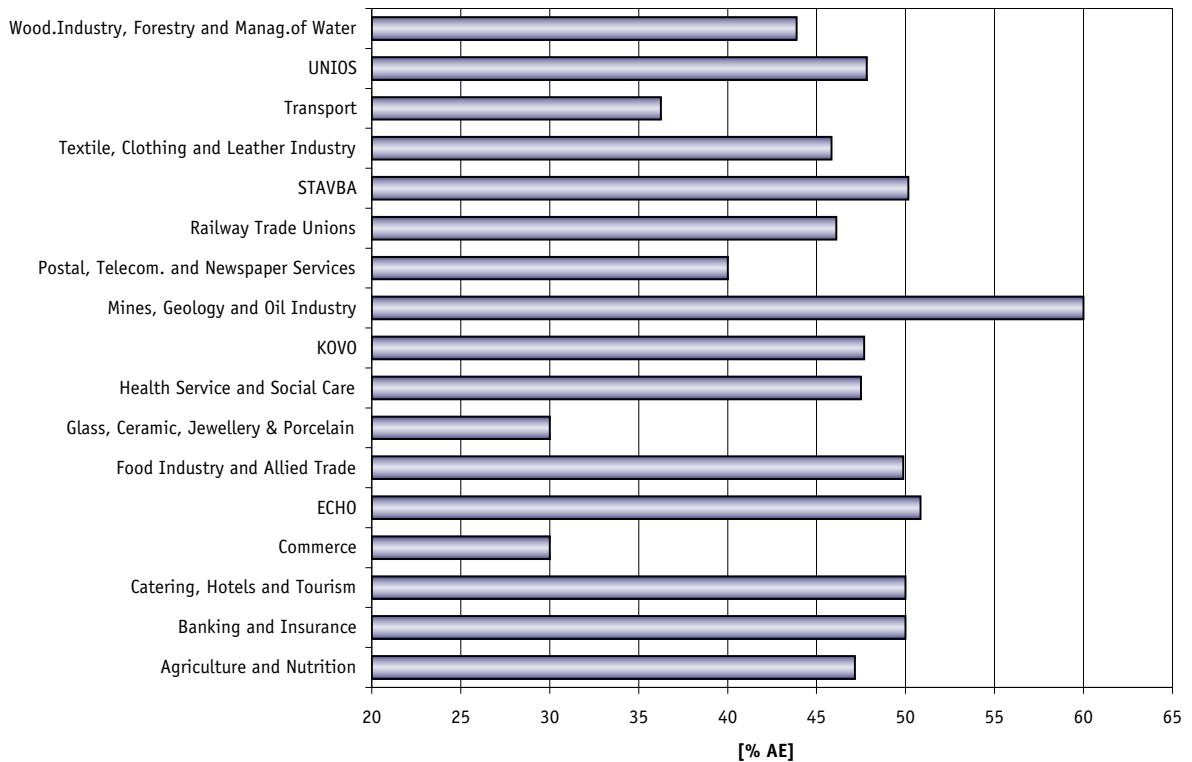


**Evaluation of collective agreements
Wage supplementary charges**

A for overtime work on working day

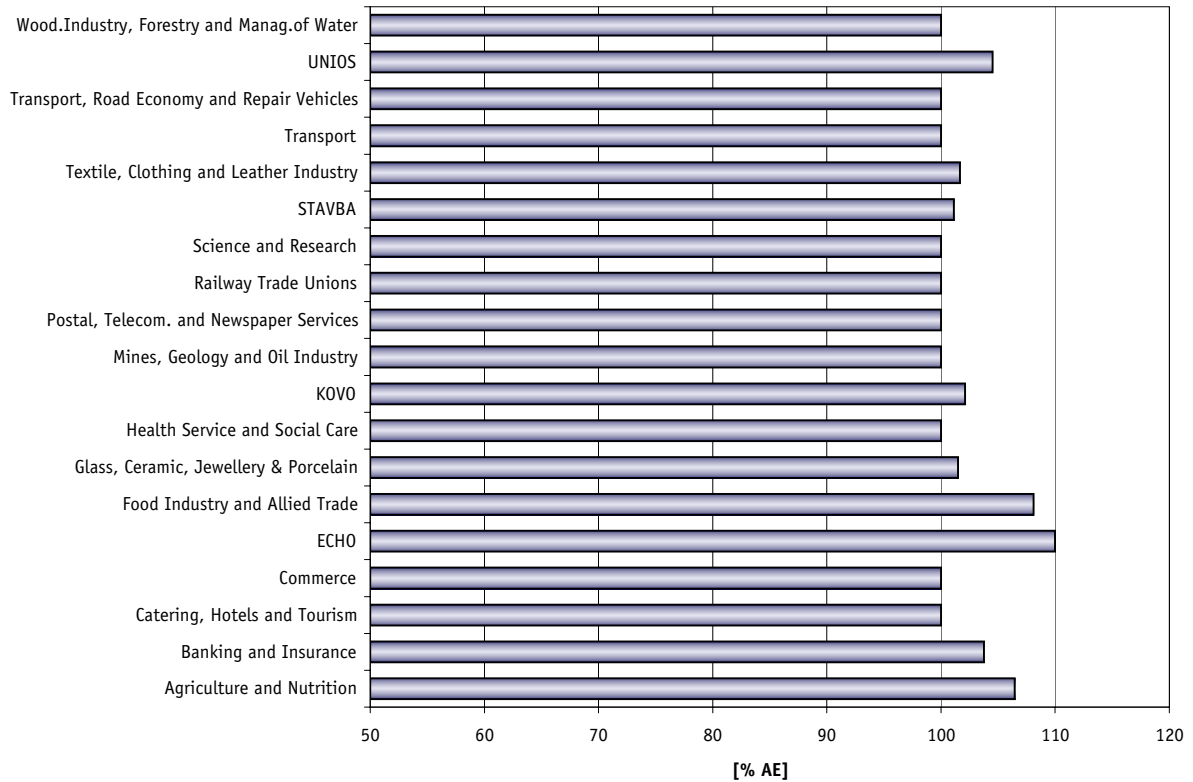


B for overtime work on Saturdays and Sundays

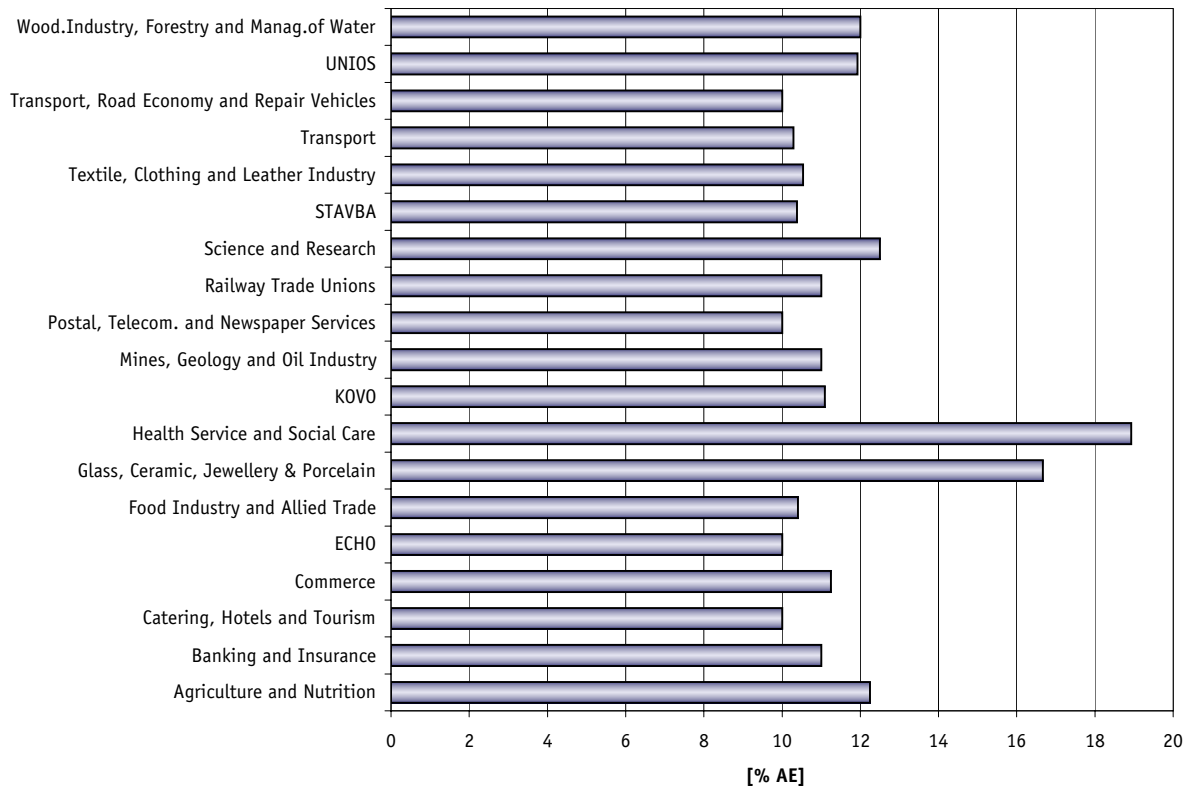


Evaluation of collective agreements
Wage supplementary charges

C for working on public holidays

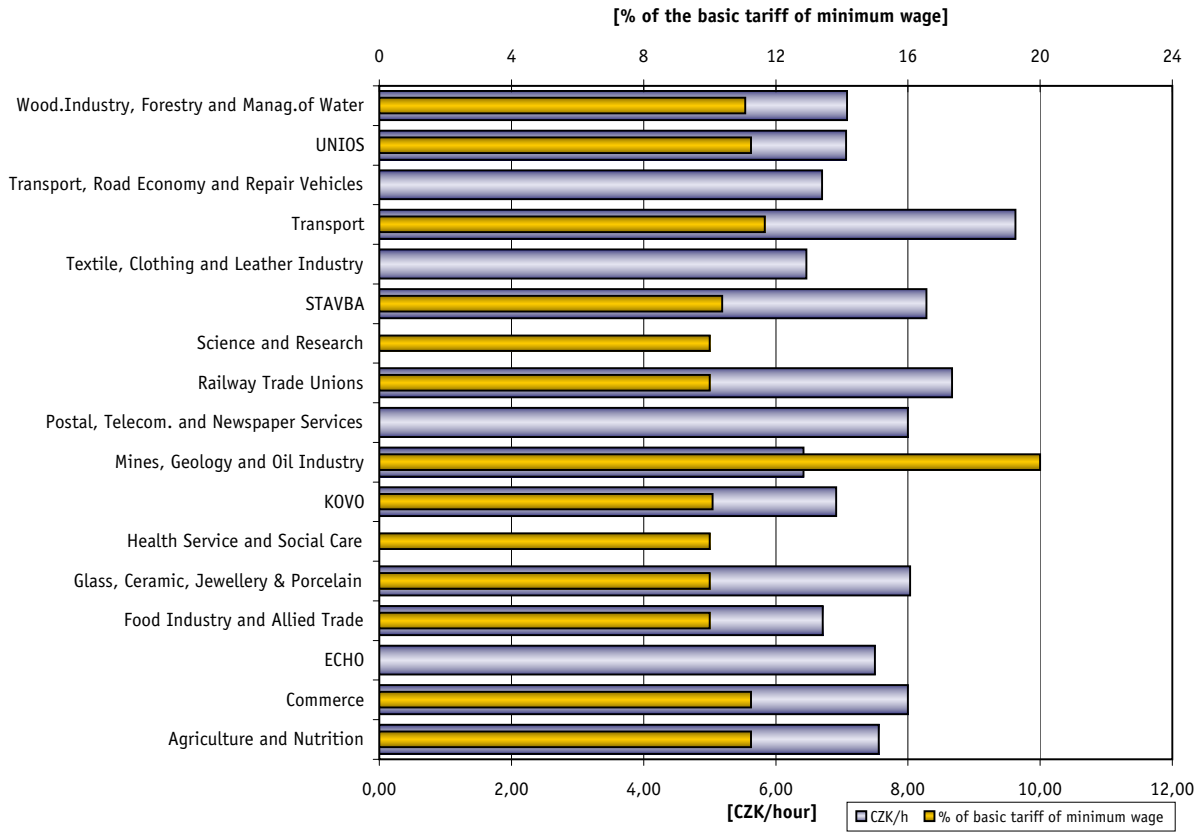


D for night work



Evaluation of collective agreements
Wage supplementary charges

E for work in difficult conditions



F for work on Saturdays and Sundays

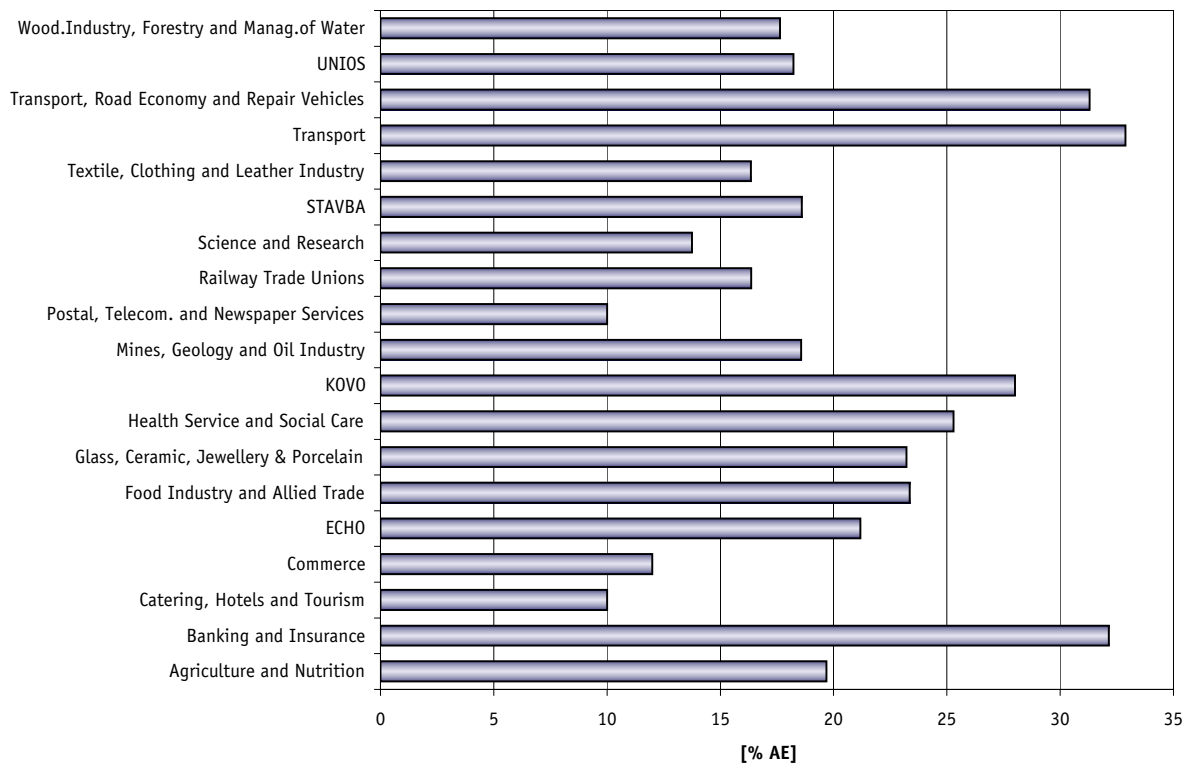




Table section B

Public service and administration

**Evaluation of collective agreements - public service and administration
Employee Wages
classification based on trade unions**

% of collective agreements

Trade union	Year-on-year growth of the average pay				3.1		3.2		3.3		3.4*		3.5*		3.6**		3.7**		3.8		3.9		3.10**		3.11		3.12	
	increase of TAPF		increase in %		NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
	NCA	aver. %	NCA	aver. %																								
Total	10	4,7	22	3,7	112	33,3	69	20,5	18	5,4	112	33,3	63	18,8	6	1,8	108	32,1	80	23,8	12	3,6	1	0,3	262	78,0	23	6,8
Agriculture and Nutrition					2	18,2			1	9,1				1	9,1	5	45,5	1	9,1	1	9,1				9	81,8		
Culture and Nature Preservation			2		13	56,5	9	39,1	3	13,0				4	17,4	16	69,6	5	21,7	4	17,4				17	73,9	2	8,7
Education					28	45,9	7	11,5	5	8,2						38	62,3	25	41,0	2	3,3				53	86,9		
Fire Fighters																7	77,8								8	88,9		
Food Industry and Allied Trade																									1	100,0		
Health Service and Social Care	2		5	2,6	29	42,0	14	20,3	1	1,4			1	1,4	1	1,4	35	50,7	28	40,6			1	1,4	59	85,5	3	4,3
KOVO					5	38,5	6	46,2	3	23,1									2	15,4	1	7,7			8	61,5	1	7,7
Mines, Geology and Oil Industry																												
Railway Trade Unions			1		3	75,0	2	50,0	1	25,0									2	50,0					4	100,0	2	50,0
State Bodies and Organisations	8	4,3	10	4,5	25	21,0	25	21,0	4	3,4	112	94,1	62	52,1					14	11,8	4	3,4			85	71,4	14	11,8
STAVBA					1	14,3													5	71,4					5	71,4		
Transport			1		1	33,3																			3	100,0		
UNIOS			2		4	40,0	5	50,0											3	30,0					7	70,0	1	10,0
Wood.Industry, Forestry and Manag.of Water			1		1	20,0	1	20,0											2	40,0					3	60,0		

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
3.11
3.12
*
**

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 determine the extent and detailed rules of granting rewards from the reward funds in the case of allowance organizations?
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 of employees mentioned in Section 6, Par. 1. a), No. 564/2006 Coll. included in wage classes one up to five?
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 of employees mentioned in Section 6, Par. 1), b), No. 564/2006 Coll., included in wage classes six and higher?
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 of employees working in a health-care facility under Section 6, Par. 2, No. 564/2006 Coll., included in wage classes six and higher?
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

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

% of collective agreements

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	242	72,0	14	4,2	53	15,8	264	78,6	239	73	142	86	138
Agriculture and Nutrition	8	72,7	1	9,1			7	63,6	5	1	2		5
Culture and Nature Preservation	16	69,6			3	13,0	17	73,9	14	5	6	12	13
Education	27	44,3			1	1,6	57	93,4	54	4	47	2	53
Fire Fighters	9	100,0					8	88,9	7	1	2		7
Food Industry and Allied Trade	1	100,0			1	100,0	1	100,0	1				1
Health Service and Social Care	50	72,5	2	2,9			59	85,5	52	26	22	6	42
KOVO	11	84,6	1	7,7	3	23,1	9	69,2	9		4	6	
Mines, Geology and Oil Industry	1	100,0					1	100,0	1	1			1
Railway Trade Unions	4	100,0			1	25,0	3	75,0	3	1	3	3	1
State Bodies and Organisations	94	79,0	10	8,4	34	28,6	82	68,9	73	31	52	48	10
STAVBA	7	100,0			1	14,3	6	85,7	6	1	2	2	4
Transport	2	66,7					3	100,0	3	2	2	3	
UNIOS	9	90,0			9	90,0	8	80,0	8				2
Wood.Industry, Forestry and Manag.of Water	3	60,0					3	60,0	3				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 employer's rooms
 B employer's allowances for the activities of trade unions
 C internet connection
 D costs of necessary materials
 E other conditions

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

% of collective agreements

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	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*		NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	276	82,1	38	11,3	9	2,7	3	0,9	10	3,0	55	91,7	5	8,3	201	59,8	62	18,5	86	25,6	51	15,2	
Agriculture and Nutrition	8	72,7	2	18,2					1	9,1	3	100,0			4	36,4	3	27,3	2	18,2			
Culture and Nature Preservation	19	82,6	1	4,3					3	13,0	3	75,0	1		16	69,6	3	13,0	7	30,4	3	13,0	
Education	57	93,4	3	4,9	1	1,6					4	100,0			40	65,6	33	54,1	10	16,4	31	50,8	
Fire Fighters	2	22,2			1	11,1	1	11,1	5	55,6	5	71,4	2		1	11,1					6	66,7	
Food Industry and Allied Trade	1	100,0													1	100,0							
Health Service and Social Care	47	68,1	13	18,8	6	8,7	2	2,9	1	1,4	22	100,0			46	66,7	19	27,5	11	15,9	7	10,1	
KOVO	8	61,5	5	38,5							5	100,0			8	61,5			7	53,8	1	7,7	
Mines, Geology and Oil Industry			1	100,0							1				1	100,0			1	100,0			
Railway Trade Unions	1	25,0	3	75,0							3	100,0			4	100,0			2	50,0			
State Bodies and Organisations	114	95,8	5	4,2							4	80,0	1		63	52,9	2	1,7	32	26,9	3	2,5	
STAVBA	5	71,4	2	28,6							1		1		4	57,1	1	14,3	2	28,6			
Transport	3	100,0													2	66,7			2	66,7			
UNIOS	8	80,0	2	20,0							2				10	100,0			10	100,0			
Wood.Industry, Forestry and Manag.of Water	3	60,0	1	20,0	1	20,0					2				1	20,0	1	20,0					

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

Evaluation of collective agreements - public service and administration
Employment rate
classification based on trade unions

% of collective agreements

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		employment of juvenile persons		return to work after parental leave		agreed in CA		increase in multiples of AE		conditions for provision of the compensation money							
													agreed in CA		depending on the length of the working relation		depending on the length of the notice period		depending on the number of years to go before the person is entitled to claim old-age pension	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	2	0,6	1	0,3	2	0,6	8	2,4	67	19,9	1,6	2,6	42	12,5	23	6,8	18	5,4	3	0,9
Agriculture and Nutrition									1	9,1										
Culture and Nature Preservation					1	4,3			10	43,5	1,2	2,2	6	26,1	4	17,4	3	13,0		
Education									12	19,7	1,0	1,8	11	18,0			10	16,4	1	1,6
Fire Fighters																				
Food Industry and Allied Trade																				
Health Service and Social Care	1	1,4					1	1,4	11	15,9	1,0	2,5	7	10,1	5	7,2	2	2,9	2	2,9
KOVO									3	23,1	3,0	3,3	1	7,7						
Mines, Geology and Oil Industry																				
Railway Trade Unions							2	50,0	1	25,0			1	25,0	1	25,0				
State Bodies and Organisations	1	0,8	1	0,8	1	0,8	5	4,2	24	20,2	2,4	3,5	12	10,1	11	9,2	1	0,8		
STAVBA																				
Transport									1	33,3										
UNIOS									3	30,0	1,3	2,7	3	30,0	2	20,0	1	10,0		
Wood.Industry, Forestry and Manag.of Water									1	20,0			1	20,0			1	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
 AE average earning

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

average % of total creation

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	156	72,6	85	39,5	3 086	1,5	0,8	0,2	4,9	0,1	2,8	7,5	24,1	14,5	1,2	13,0	0,2	0,1	6,6	6,2	16,3
Agriculture and Nutrition	6	54,5	3	27,3	715				17,0	0,1		3,7	15,2	24,6	0,7	3,3		0,1	5,7	11,4	18,3
Culture and Nature Preservation	19	82,6	15	65,2	1 461	1,7	0,3	0,1	2,2	0,1		9,5	30,2	7,2	3,1	3,6		0,1	6,5	2,3	33,1
Education	39	63,9	11	18,0	582	2,2			10,8	0,1	0,6	3,4	23,8	23,8	4,4	7,4		0,2	9,5	8,7	5,0
Fire Fighters	7	77,8	7	77,8	8 352	4,7	0,3	0,6	3,7		0,9	3,4	39,9	5,6	0,7	7,1		0,0	4,8	0,3	28,0
Food Industry and Allied Trade	1	100,0																			
Health Service and Social Care	53	77,9	32	47,1	4 949	0,1	0,9		4,8	0,1	4,1	9,2	17,8	18,3	1,1	17,6	0,3	0,2	7,4	8,7	9,6
KOVO	8	61,5	5	38,5	697	12,0			6,2				28,4	15,2	0,9	6,3			4,1	11,9	15,1
Mines, Geology and Oil Industry	1	100,0																			
Railway Trade Unions	3	75,0	3	75,0	607			1,3	13,0				37,4	19,9	1,6	8,5		0,3	4,8	5,2	8,1
STAVBA	7	100,0	5	71,4	1 323	3,5	0,8	0,8	9,2	0,3	3,9	12,5	13,0	12,6	2,0	0,5		0,2	3,7	0,8	36,5
Transport	1	33,3																			
UNIOS	9	100,0	2	22,2																	
Wood.Industry, Forestry and Manag.of Water	2	40,0	2	40,0																	

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

**Evaluation of collective agreements - public service and administration (without municipalities and regions)
Care for employees
classification based on trade unions**

average CZK, average % of price of meal, average CZK/month

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		agreed conditions for his provision	agreed in CA		agreed conditions for his provision				
	NCA	% CA	of budget		of FSCR			NCA	NCA	% CA	amount of contribution of FSCR		aver. CZK/month	NCA		% CA	aver. CZK/month	NCA	% CA
			aver. CZK	aver.% of price	aver. CZK	aver.% of price													
Total	166	77,2	25,49	53,9	12,85	40,0	42	73	34,0	67	31,2	206,34	42	19,5	8	3,7	187,50	6	2,8
Agriculture and Nutrition	9	81,8		50,0	10,00		1	1	9,1	3	27,3	166,67	3	27,3					
Culture and Nature Preservation	19	82,6	25,06	54,3	15,86	25,0	4	1	4,3	4	17,4	200,00	3	13,0	1	4,3		1	4,3
Education	34	55,7			9,04	50,0	16	26	42,6	14	23,0	146,43	5	8,2	2	3,3			
Fire Fighters	7	77,8	18,50			24,93				6	66,7	208,33	5	55,6					
Food Industry and Allied Trade	1	100,0																	
Health Service and Social Care	57	83,8	26,00	55,0	12,52	50,0	12	33	48,5	24	35,3	258,96	19	27,9	3	4,4	183,33	3	4,4
KOVO	12	92,3	20,00	55,0	13,57	55,0	5	6	46,2	4	30,8	227,50	1	7,7					
Mines, Geology and Oil Industry	1	100,0					1	1	100,0										
Railway Trade Unions	4	100,0	34,00		14,33		1			1	25,0		1	25,0	1	25,0		1	25,0
STAVBA	7	100,0	31,60	52,5	11,23			4	57,1	2	28,6		2	28,6	1	14,3		1	14,3
Transport	3	100,0		55,0	12,50					2	66,7								
UNIOS	7	77,8		52,5	9,80	20,0	1	1	11,1	4	44,4	175,00	2	22,2					
Wood.Industry, Forestry and Manag.of Water	5	100,0	46,50	55,0	10,92		1			3	60,0	100,00	1	20,0					

Explanatory notes: NCA

% CA

aver. CZK

aver. % of price

aver. CZK/month

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

Evaluation of collective agreements - public service and administration
Personnel development, ISHPW
classification based on trade unions

% of collective agreements

Trade union	Employees' professional development				Collective agreement stipulate			
	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	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	196	58,3	13	3,9	287	85,4	150	44,6
Agriculture and Nutrition	4	36,4	1	9,1	9	81,8	2	18,2
Culture and Nature Preservation	10	43,5			20	87,0	12	52,2
Education	48	78,7	4	6,6	55	90,2	45	73,8
Fire Fighters	2	22,2			8	88,9	6	66,7
Food Industry and Allied Trade					1	100,0	1	100,0
Health Service and Social Care	47	68,1			65	94,2	17	24,6
KOVO	1	7,7	1	7,7	8	61,5	8	61,5
Mines, Geology and Oil Industry					1	100,0		
Railway Trade Unions	3	75,0			4	100,0	3	75,0
State Bodies and Organisations	72	60,5	5	4,2	93	78,2	44	37,0
STAVBA	1	14,3	2	28,6	6	85,7	2	28,6
Transport	2	66,7			2	66,7	1	33,3
UNIOS	3	30,0			10	100,0	9	90,0
Wood.Industry, Forestry and Manag.of Water	3	60,0			5	100,0		

Explanatory notes: NCA
% CA

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

**Evaluation of collective agreements - public service and administration
Employee Wages
classification based on regions**

% of collective agreements

Region NUTS 3	Year-on-year growth of the average pay				3.1		3.2		3.3		3.4*		3.5*		3.6**		3.7**		3.8		3.9		3.10**		3.11		3.12	
	increase of TAPF		increase in %		NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
	NCA	aver. %	NCA	aver. %																								
Total	10	4,7	22	3,7	112	33,3	69	20,5	18	5,4	112	33,3	63	18,8	6	1,8	108	32,1	80	23,8	12	3,6	1	0,3	262	78,0	23	6,8
CZ010 Capital Prague			2		14	46,7	12	40,0			4	13,3	2	6,7	3	10,0	11	36,7	10	33,3	3	10,0			25	83,3	4	13,3
CZ020 Středočeský	1		3	4,0	16	36,4	4	9,1	1	2,3	13	29,5	5	11,4	1	2,3	17	38,6	14	31,8	2	4,5			36	81,8	4	9,1
CZ031 Jihočeský			1		4	28,6	5	35,7			3	21,4	3	21,4	1	7,1	4	28,6	2	14,3					11	78,6	1	7,1
CZ032 Plzeňský	1				9	36,0	7	28,0	2	8,0	11	44,0	6	24,0			6	24,0	4	16,0	1	4,0			15	60,0	1	4,0
CZ041 Karlovarský					4	57,1	1	14,3			3	42,9					2	28,6	2	28,6	1	14,3			7	100,0		
CZ042 Ústecký					9	29,0	5	16,1	4	12,9	15	48,4	11	35,5			9	29,0	5	16,1	1	3,2			25	80,6	3	9,7
CZ051 Liberecký	1		1		7	33,3	4	19,0	2	9,5	5	23,8	2	9,5			9	42,9	4	19,0	1	4,8			19	90,5		
CZ052 Královéhradecký	1		1		1	6,7	2	13,3			9	60,0	8	53,3			4	26,7	2	13,3					13	86,7		
CZ053 Pardubický	3	6,0	3	5,3	4	17,4	6	26,1	1	4,3	9	39,1	6	26,1			8	34,8	3	13,0	1	4,3			16	69,6	3	13,0
CZ061 Vysočina			2		14	53,8	7	26,9	3	11,5	2	7,7	1	3,8			15	57,7	12	46,2					22	84,6	1	3,8
CZ062 Jihomoravský	1		2		11	29,7	7	18,9	1	2,7	14	37,8	7	18,9	1	2,7	8	21,6	7	18,9	1	2,7	1	2,7	26	70,3	3	8,1
CZ071 Olomoucký			4	3,5	7	36,8	4	21,1	2	10,5	10	52,6	5	26,3			3	15,8	3	15,8					13	68,4	2	10,5
CZ072 Zlínský			1		4	30,8	1	7,7	1	7,7	3	23,1	2	15,4			3	23,1	4	30,8	1	7,7			10	76,9		
CZ080 Moravskoslezský	2		2		8	25,8	4	12,9	1	3,2	11	35,5	5	16,1			9	29,0	8	25,8					24	77,4	1	3,2

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

3.11

3.12

*

**

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 determine the extent and detailed rules of granting rewards from the reward funds in the case of allowance organizations?

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 of employees mentioned in Section 6, Par. 1. a), No. 564/2006 Coll. included in wage classes one up to five?

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 of employees mentioned in Section 6, Par. 1), b), No. 564/2006 Coll., included in wage classes six and higher?

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 of employees working in a health-care facility under Section 6, Par. 2, No. 564/2006 Coll., included in wage classes six and higher?

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

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

% of collective agreements

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	242	72,0	14	4,2	53	15,8	264	78,6	239	73	142	86	138
CZ010 Capital Prague	18	60,0	2	6,7	3	10,0	24	80,0	22	11	13	9	12
CZ020 Středočeský	30	68,2			5	11,4	36	81,8	35	3	24	6	26
CZ031 Jihočeský	12	85,7	1	7,1	2	14,3	9	64,3	9	4	4	5	5
CZ032 Plzeňský	17	68,0			1	4,0	16	64,0	15	5	7	4	9
CZ041 Karlovarský	7	100,0					7	100,0	7	1	2	2	4
CZ042 Ústecký	25	80,6	2	6,5	8	25,8	24	77,4	16	9	12	13	9
CZ051 Liberecký	13	61,9			3	14,3	19	90,5	19	5	9	4	11
CZ052 Královéhradecký	11	73,3	1	6,7	5	33,3	10	66,7	9	3	7	4	5
CZ053 Pardubický	17	73,9	3	13,0	5	21,7	21	91,3	20	4	12	9	10
CZ061 Vysočina	20	76,9			4	15,4	23	88,5	20	7	12	6	13
CZ062 Jihomoravský	26	70,3			7	18,9	29	78,4	23	10	14	7	11
CZ071 Olomoucký	14	73,7	2	10,5	4	21,1	12	63,2	12	2	9	5	6
CZ072 Zlínský	9	69,2			2	15,4	10	76,9	10	2	6	3	4
CZ080 Moravskoslezský	23	74,2	3	9,7	4	12,9	24	77,4	22	7	11	9	13

Explanatory notes: NCA

% CA

A

B

C

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

use of employer's rooms

employer's allowances for the activities of trade unions

internet connection

D

E

costs of necessary materials

other conditions

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

% of collective agreements

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*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	276	82,1	38	11,3	9	2,7	3	0,9	10	3,0	55	91,7	5	8,3	201	59,8	62	18,5	86	25,6	51	15,2
CZ010 Capital Prague	23	76,7	3	10,0					4	13,3	6	85,7	1		22	73,3	8	26,7	10	33,3	3	10,0
CZ020 Středočeský	38	86,4	4	9,1	1	2,3			1	2,3	5	83,3	1		29	65,9	16	36,4	8	18,2	13	29,5
CZ031 Jihočeský	13	92,9							1	7,1			1		8	57,1	3	21,4	2	14,3	3	21,4
CZ032 Plzeňský	19	76,0	3	12,0	2	8,0			1	4,0	6	100,0			12	48,0	3	12,0	5	20,0	2	8,0
CZ041 Karlovarský	6	85,7			1	14,3					1				5	71,4			2	28,6	2	28,6
CZ042 Ústecký	29	93,5	1	3,2	1	3,2					2				20	64,5	4	12,9	12	38,7	3	9,7
CZ051 Liberecký	15	71,4	5	23,8			1	4,8			5	83,3	1		13	61,9	3	14,3	8	38,1	4	19,0
CZ052 Královéhradecký	14	93,3							1	6,7	1				7	46,7	1	6,7	3	20,0	3	20,0
CZ053 Pardubický	21	91,3	2	8,7							2				12	52,2	3	13,0	7	30,4	3	13,0
CZ061 Vysočina	19	73,1	4	15,4	1	3,8	1	3,8	1	3,8	7	100,0			15	57,7	8	30,8	5	19,2	4	15,4
CZ062 Jihomoravský	31	83,8	5	13,5	1	2,7					6	100,0			23	62,2	7	18,9	8	21,6	5	13,5
CZ071 Olomoucký	15	78,9	2	10,5	1	5,3	1	5,3			4	100,0			11	57,9	2	10,5	3	15,8	1	5,3
CZ072 Zlínský	8	61,5	5	38,5							5	100,0			7	53,8	1	7,7	2	15,4	3	23,1
CZ080 Moravskoslezský	25	80,6	4	12,9	1	3,2			1	3,2	5	83,3	1		17	54,8	3	9,7	11	35,5	2	6,5

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

Evaluation of collective agreements - public service and administration
Employment rate
classification based on regions

% of collective agreements

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		employment of juvenile persons		return to work after parental leave		agreed in CA		increase in multiples of AE		conditions for provision of the compensation money							
													agreed in CA		depending on the length of the working relation		depending on the length of the notice period		depending on the number of years to go before the person is entitled to claim old-age pension	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	2	0,6	1	0,3	2	0,6	8	2,4	67	19,9	1,6	2,6	42	12,5	23	6,8	18	5,4	3	0,9
CZ010 Capital Prague						1	3,3	11	36,7	1,0	1,9	7	23,3	4	13,3	4	13,3	1	3,3	
CZ020 Středočeský	1	2,3						10	22,7	1,0	2,1	8	18,2	2	4,5	6	13,6	1	2,3	
CZ031 Jihočeský			1	7,1				3	21,4	1,7	3,0	2	14,3	2	14,3					
CZ032 Plzeňský								4	16,0	1,5	2,5	2	8,0	1	4,0			1	4,0	
CZ041 Karlovarský																				
CZ042 Ústecký						2	6,5	6	19,4	1,8	2,7	4	12,9	2	6,5	2	6,5			
CZ051 Liberecký								4	19,0	1,3	1,8	2	9,5	1	4,8	1	4,8			
CZ052 Královéhradecký								3	20,0	1,3	2,0	2	13,3	2	13,3					
CZ053 Pardubický								3	13,0	3,7	4,7	2	8,7	2	8,7					
CZ061 Vysočina	1	3,8						4	15,4	2,5	3,3	1	3,8			1	3,8			
CZ062 Jihomoravský			1	2,7	1	2,7	2	5,4	5	13,5	1,6	4,0	4	10,8	3	8,1	1	2,7		
CZ071 Olomoucký						1	5,3	4	21,1	2,0	2,5	2	10,5	1	5,3	1	5,3			
CZ072 Zlínský								3	23,1	2,0	2,7	2	15,4			2	15,4			
CZ080 Moravskoslezský						2	6,5	7	22,6	2,1	3,1	4	12,9	3	9,7					

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

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

average % of total creation

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	156	72,6	85	39,5	3 086	1,5	0,8	0,2	4,9	0,1	2,8	7,5	24,1	14,5	1,2	13,0	0,2	0,1	6,6	6,2	16,3
CZ010 Capital Prague	21	80,8	16	61,5	4 785	0,2	1,4	0,1	7,2		0,1	9,3	22,2	13,2	1,9	14,8	0,6	0,3	5,9	3,4	19,4
CZ020 Středočeský	21	67,7	9	29,0	3 172	1,8		1,2	3,4			0,4	24,6	3,1	1,0	5,6			2,9	0,7	55,4
CZ031 Jihočeský	6	66,7	2	22,2																	
CZ032 Plzeňský	10	83,3	4	33,3	11 583				0,5		13,7	18,0	23,4	18,4	1,4	11,0			10,7	2,8	0,1
CZ041 Karlovarský	3	75,0	3	75,0	1 848	2,9			3,5		0,3		56,0	17,0	0,3	6,6			7,1	3,6	2,8
CZ042 Ústecký	10	66,7	7	46,7	882	0,3	3,9	0,2	8,6	0,4	0,5	3,7	23,4	17,4	3,2	12,6		0,2	5,9	9,5	10,4
CZ051 Liberecký	15	93,8	8	50,0	2 310	1,7	2,2		8,0	0,1	1,5	4,7	20,5	3,7	0,6	23,9		0,1	6,2	13,8	13,0
CZ052 Královéhradecký	1	16,7	1	16,7																	
CZ053 Pardubický	5	35,7	5	35,7	1 799	0,7	3,3	0,2	2,9		0,8	8,3	39,8	2,8	1,4	15,4			6,0	1,3	17,0
CZ061 Vysočina	16	72,7	5	22,7	3 464	6,4			6,7			0,1	28,9	34,7	0,9	3,8		0,1	6,8	1,3	10,3
CZ062 Jihomoravský	15	65,2	6	26,1	992	0,8			18,9	1,7		1,0	20,7	44,1	0,7	3,2		0,4	6,1		2,3
CZ071 Olomoucký	8	88,9	4	44,4	485				12,7				23,7	28,1	1,5	5,4		0,5	5,7	7,7	14,7
CZ072 Zlínský	9	100,0	3	33,3	1 028	8,1			5,2			4,5	20,2	9,7	0,3			0,1	2,8	9,9	39,1
CZ080 Moravskoslezský	16	84,2	12	63,2	2 496	1,0			1,4		0,2	1,7	21,5	15,3	0,6	24,7			7,2	25,4	1,0

Explanatory notes: NCA

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

% CA

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

aver.%

average percentage of use for this purpose of the overall creation of FSCR

A

contribution for operation costs of cultural, recreational and sporting facilities

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

**Evaluation of collective agreements - public service and administration (without municipalities and regions)
Care for employees
classification based on regions**

average CZK, average % of price of meal, average CZK/month

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	agreed conditions for his provision	agreed in CA		amount of contribution of FSCR	agreed conditions for his provision			
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price			NCA	% CA			NCA	% CA			aver. CZK/month	NCA	% CA
Total	166	77,2	25,49	53,9	12,85	40,0	42	73	34,0	67	31,2	206,34	42	19,5	8	3,7	187,50	6	2,8
CZ010 Capital Prague	21	80,8	27,09	55,0	14,87	25,0	7	5	19,2	11	42,3	286,36	6	23,1	5	19,2	190,00	4	15,4
CZ020 Středočeský	20	64,5	46,50		12,10	40,0	7	10	32,3	8	25,8	143,75	6	19,4	1	3,2			
CZ031 Jihočeský	8	88,9	22,00	55,0	13,92		1	1	11,1	5	55,6	220,00	4	44,4					
CZ032 Plzeňský	7	58,3	38,00	55,0	11,92		1	4	33,3	3	25,0	233,33	2	16,7	1	8,3		1	8,3
CZ041 Karlovarský	3	75,0	17,75		15,33			1	25,0	2	50,0		2	50,0					
CZ042 Ústecký	13	86,7		51,7	10,78		2	5	33,3	4	26,7	200,00	3	20,0	1	6,7		1	6,7
CZ051 Liberecký	15	93,8	20,83		13,98		6	9	56,3	9	56,3	194,44	5	31,3					
CZ052 Královéhradecký	4	66,7	24,33		19,67		1	2	33,3	1	16,7								
CZ053 Pardubický	9	64,3	24,00	55,0	16,49		2	4	28,6	3	21,4	200,00	2	14,3					
CZ061 Vysočina	15	68,2	20,00	55,0	12,47		1	11	50,0	6	27,3	183,33	3	13,6					
CZ062 Jihomoravský	17	73,9	32,85	55,0	12,16		5	9	39,1	4	17,4	168,75	2	8,7					
CZ071 Olomoucký	9	100,0			12,60		4	2	22,2	4	44,4	162,50	3	33,3					
CZ072 Zlínský	8	88,9		51,7	10,68		2	3	33,3	1	11,1		1	11,1					
CZ080 Moravskoslezský	17	89,5	21,33	52,0	9,17	55,0	3	7	36,8	6	31,6	216,67	3	15,8					

Explanatory notes: NCA

% CA

aver. CZK

aver. % of price

aver. CZK/month

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

**Evaluation of collective agreements - public service and administration
Obstacles to work
classification based on regions**

in days, % of average earnings, % of collective agreements

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	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	13	3,9	56,4	400	1	0,3				26	7,7	1,6	35	10,4	1,5	42	12,5	2,0	17	5,1	3,0	36	10,7	1,6	22	6,5	3,8	43	12,8	7,3	34	10,1	3,9	53	15,8	21	14,2	
CZ010 Capital Prague	1	3,3								2	6,7		3	10,0	1,3	5	16,7	1,4	2	6,7		2	6,7		1	3,3		6	20,0	6,8	3	10,0	6,7	10	33,3	7	15,1	
CZ020 Středočeský	1	2,3								1	2,3		5	11,4	1,4	2	4,5		2	4,5		9	20,5	1,4	1	2,3		4	9,1	7,8	9	20,5	2,8	6	13,6	2		
CZ031 Jihočeský										2	14,3		1	7,1		2	14,3					2	14,3		3	21,4	4,3	3	21,4	4,3	1	7,1				2		
CZ032 Plzeňský	1	4,0								3	12,0	1,7	3	12,0	1,7	4	16,0	4,0	3	12,0	2,7	1	4,0		2	8,0		6	24,0	9,7	3	12,0	8,0	4	16,0			
CZ041 Karlovarský																																						
CZ042 Ústecký	1	3,2								5	16,1	1,4	3	9,7	1,3	7	22,6	1,6	2	6,5		4	12,9	1,3	4	12,9	4,8	4	12,9	9,8	4	12,9	2,5	5	16,1	1		
CZ051 Liberecký	3	14,3	42,5		1	4,8				1	4,8		1	4,8		1	4,8		1	4,8		1	4,8		1	4,8		1	4,8									
CZ052 Královéhradecký	1	6,7								2	13,3		2	13,3		3	20,0	2,7				2	13,3		1	6,7		1	6,7				3	20,0	3	18,0		
CZ053 Pardubický	1	4,3								3	13,0	2,0	3	13,0	1,0	5	21,7	2,2	2	8,7		4	17,4	1,3	1	4,3		4	17,4	5,3				3	13,0	1		
CZ061 Vysočina													4	15,4	1,5	3	11,5	1,3				3	11,5	1,7	1	3,8		2	7,7		3	11,5	1,7	5	19,2	1		
CZ062 Jihomoravský										3	8,1	1,3	3	8,1	3,3	3	8,1	1,3	2	5,4		3	8,1	1,7	4	10,8	2,5	3	8,1	5,7	4	10,8	5,5	4	10,8	1		
CZ071 Olomoucký	2	10,5								1	5,3		1	5,3		2	10,5					1	5,3		1	5,3		1	5,3				1	5,3	2			
CZ072 Zlínský													1	7,7		2	15,4		2	15,4		1	7,7					2	15,4		3	23,1	1					
CZ080 Moravskoslezský	2	6,5								3	9,7	1,7	6	19,4	1,2	4	12,9	2,0	1	3,2		3	9,7	1,7	2	6,5		8	25,8	7,3	5	16,1	3,8	9	29,0			

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

**Evaluation of collective agreements - public service and administration
Personnel development, ISHPW
classification based on regions**

% of collective agreements

Region NUTS 3	Employees' professional development				Collective agreement stipulate			
	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	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	196	58,3	13	3,9	287	85,4	150	44,6
CZ010 Capital Prague	17	56,7	2	6,7	26	86,7	10	33,3
CZ020 Středočeský	31	70,5	3	6,8	41	93,2	25	56,8
CZ031 Jihočeský	7	50,0			13	92,9	6	42,9
CZ032 Plzeňský	14	56,0	1	4,0	21	84,0	10	40,0
CZ041 Karlovarský	2	28,6			6	85,7	1	14,3
CZ042 Ústecký	18	58,1			24	77,4	15	48,4
CZ051 Liberecký	13	61,9	1	4,8	19	90,5	12	57,1
CZ052 Královéhradecký	7	46,7			11	73,3	6	40,0
CZ053 Pardubický	13	56,5			19	82,6	7	30,4
CZ061 Vysočina	14	53,8	1	3,8	20	76,9	16	61,5
CZ062 Jihomoravský	21	56,8	2	5,4	30	81,1	14	37,8
CZ071 Olomoucký	11	57,9	1	5,3	17	89,5	9	47,4
CZ072 Zlínský	10	76,9			12	92,3	7	53,8
CZ080 Moravskoslezský	18	58,1	2	6,5	28	90,3	12	38,7

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



Table section C

Municipalities and regions

Evaluation of collective agreements - municipalities and regions
Social fund - creation
classification based on trade unions

average %, aver. CZK, in thousands CZK

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	112	92,6	65	3,5	2		32	3,1	14	1 945	36	29,8	34	28,1
Health Service and Social Care	1	100,0							1					
State Bodies and Organisations	111	93,3	65	3,5	2		32	3,1	13	1 890	36	30,3	34	28,6
UNIOS														

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

Evaluation of collective agreements - municipalities and regions
Social fund - use
classification based on trade unions

Trade union	Structure of planned use of the fund																average %	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Right of co-decision of BO TU for use of the fund	
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	NCA	% CA
Total	0,1	0,2	4,3	0,1	6,2	0,5	4,0	27,7	18,7	0,9	15,9	3,2	0,4	3,5	6,7	7,7	79	65,3
Health Service and Social Care																		
State Bodies and Organisations	0,1	0,3	4,1	0,1	6,5	0,5	4,1	27,6	19,1	0,9	15,7	3,4	0,5	3,5	6,4	7,3	78	65,5
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

Evaluation of collective agreements - municipalities and regions
Care for employees I
classification based on trade unions

aver. CZK, aver. % of the price of meal

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	110	90,9	27,17	46,0	17,13	32,6	10,00		7	26	21,5	12	9,9	14	11,6
Health Service and Social Care	1	100,0													
State Bodies and Organisations	108	90,8	27,46	46,0	17,03	32,6	10,00		7	26	21,8	12	10,1	14	11,8
UNIOS	1	100,0													

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

**Evaluation of collective agreements - municipalities and regions
Care for employees II
classification based on trade unions**

aver. CZK/month, average % MBA

Trade union	Contribution to pension insurance						Contribution to life insurance				
	agreed in CA		amount of contribution		agreed conditions for his provision		agreed in CA		amount of contribution	agreed conditions for his provision	
	NCA	% CA	aver. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	aver. CZK/month	NCA	% CA
Total	81	66,9	334	3,0	52	43,0	23	19,0	370	17	14,0
Health Service and Social Care	1	100,0			1	100,0					
State Bodies and Organisations	80	67,2	335	3,0	51	42,9	23	19,3	370	17	14,3
UNIOS											

Explanatory notes: NCA
% CA
aver. 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

Evaluation of collective agreements - municipalities and regions
Social fund - creation
classification based on regions

average %, aver. CZK, in thousands CZK

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	112	92,6	65	3,5	2		32	3,1	14	1 945	36	29,8	34	28,1
CZ010 Capital Prague	3	75,0	2						1	3 073	2	50,0	2	50,0
CZ020 Středočeský	12	92,3	5	3,9			5	3,0	1	1 607	6	46,2	5	38,5
CZ031 Jihočeský	4	80,0	3	3,5			1			1 860				
CZ032 Plzeňský	12	92,3	7	3,0			4	3,4	1	827	3	23,1	3	23,1
CZ041 Karlovarský	3	100,0	2				1			2 709	1	33,3	1	33,3
CZ042 Ústecký	14	87,5	9	2,8			3	3,5	2	966	5	31,3	5	31,3
CZ051 Liberecký	5	100,0	3	2,6			1			687	3	60,0	3	60,0
CZ052 Královéhradecký	8	88,9	5	4,4			4	2,8		2 404	2	22,2	2	22,2
CZ053 Pardubický	9	100,0	7	3,4	1				2	1 678				
CZ061 Vysočina	4	100,0	2		1		2			768				
CZ062 Jihomoravský	14	100,0	7	4,0			5	3,6	1	3 496	3	21,4	3	21,4
CZ071 Olomoucký	9	90,0	6	2,8			2		1	2 226	3	30,0	3	30,0
CZ072 Zlínský	4	100,0	2				1		1	3 319	2	50,0	2	50,0
CZ080 Moravskoslezský	11	91,7	5	3,5			3	3,3	4	2 146	6	50,0	5	41,7

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 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

Evaluation of collective agreements - municipalities and regions
Social 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	
	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	0,1	0,2	4,3	0,1	6,2	0,5	4,0	27,7	18,7	0,9	15,9	3,2	0,4	3,5	6,7	7,7	79	65,3
CZ010 Capital Prague			0,1		1,6	15,0	2,4	28,2	23,6	0,7	13,9			3,2	7,5	3,8	2	50,0
CZ020 Středočeský		0,3	6,2		2,5		8,1	32,3	14,8	2,5	16,8	2,8	0,3	3,8	2,2	7,3	9	69,2
CZ031 Jihočeský		1,1	1,1		0,9		1,9	30,1	26,5	1,5	30,8		0,8	3,8	0,2	1,3	3	60,0
CZ032 Plzeňský			4,4	0,1	12,1		7,9	33,5	8,4	0,3	12,3	0,1	0,5	2,5	12,0	6,0	9	69,2
CZ041 Karlovarský		1,5	10,1					18,5	32,3				1,5	1,8	34,4		2	66,7
CZ042 Ústecký			2,8		2,4		0,8	40,2	15,9	0,2	24,4	0,3	0,2	6,3	1,2	5,4	11	68,8
CZ051 Liberecký		6,6	12,8		1,3		7,3	27,9	12,0	6,7	15,6	2,9	1,2	4,7	0,7	0,4	4	80,0
CZ052 Královéhradecký			4,9	0,8			2,2	18,9	7,8	2,6	31,0	5,8	0,2	8,2	10,9	6,6	5	55,6
CZ053 Pardubický	0,1		7,7		1,4	0,1	3,4	33,7	5,1	0,4	5,5	25,4	0,5	1,6	8,1	6,9	6	66,7
CZ061 Vysočina			9,2				19,5	26,8	8,1		29,4		1,6	1,0	0,5	3,9	1	25,0
CZ062 Jihomoravský	0,1	0,1	2,2		11,6		0,6	24,4	40,0	0,3	3,4	0,2	0,4	2,5	4,4	9,7	12	85,7
CZ071 Olomoucký			3,2		5,5		11,9	29,6	5,3	0,7	32,0		0,4	3,2	6,3	2,0	8	80,0
CZ072 Zlínský	0,1		8,9		0,4		0,1	31,5	6,0	0,5	23,9		0,2	1,9	14,2	12,3	2	50,0
CZ080 Moravskoslezský			4,2		12,3		4,5	23,3	10,8	0,1	13,4	4,4	0,8	3,2	8,4	14,4	5	41,7

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

Evaluation of collective agreements - municipalities and regions
Care for employees I
classification based on regions

aver. CZK, aver. % of the price of meal

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	110	90,9	27,17	46,0	17,13	32,6	10,00		7	26	21,5	12	9,9	14	11,6
CZ010 Capital Prague	3	75,0	42,50			42,50									
CZ020 Středočeský	13	100,0	30,18	43,5	16,77	33,7			1	3	23,1	1	7,7	1	7,7
CZ031 Jihočeský	5	100,0	29,23	37,5	17,65	10,0			1	2	40,0	1	20,0	1	20,0
CZ032 Plzeňský	10	76,9	25,70	45,0	17,88	25,0	10,00					1	7,7	1	7,7
CZ041 Karlovarský	3	100,0	25,00			18,77									
CZ042 Ústecký	15	93,8	21,63	55,0	16,01				3	4	25,0	3	18,8	2	12,5
CZ051 Liberecký	4	80,0	25,25			15,25				1	20,0			1	20,0
CZ052 Královéhradecký	9	100,0	30,67			10,38				5	55,6	3	33,3	3	33,3
CZ053 Pardubický	9	100,0	23,69			20,00				2	22,2	1	11,1	3	33,3
CZ061 Vysočina	3	75,0	27,00			12,33				2	50,0				
CZ062 Jihomoravský	14	100,0	26,90	55,0	17,79	30,0			1	3	21,4	2	14,3	2	14,3
CZ071 Olomoucký	9	90,0	27,07	55,0	16,00	55,0				2	20,0				
CZ072 Zlínský	4	100,0	33,33	25,0	19,50	30,0				1	25,0				
CZ080 Moravskoslezský	9	75,0	26,62			16,90	50,0		1	1	8,3				

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. CZK average contribution in CZK
 aver. % price average contribution specified as a percentage of the price of a meal

Evaluation of collective agreements - municipalities and regions
Care for employees II
classification based on regions

aver. CZK/month, average % MBA

Region NUTS 3	Contribution to pension insurance						Contribution to life insurance					
	agreed in CA		amount of contribution		agreed conditions for his provision		agreed in CA		amount of contribution	agreed conditions for his provision		
	NCA	% CA	aver. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	aver. CZK/month	NCA	% CA	
Total	81	66,9	334	3,0	52	43,0	23	19,0	370	17	14,0	
CZ010 Capital Prague	3	75,0	550		2	50,0	1	25,0		1	25,0	
CZ020 Středočeský	8	61,5	375		5	38,5	2	15,4		1	7,7	
CZ031 Jihočeský	3	60,0	300		3	60,0	1	20,0		1	20,0	
CZ032 Plzeňský	8	61,5	313		4	30,8	2	15,4		1	7,7	
CZ041 Karlovarský												
CZ042 Ústecký	12	75,0	286	3,0	7	43,8	1	6,3		1	6,3	
CZ051 Liberecký	3	60,0	300		1	20,0	1	20,0				
CZ052 Královéhradecký	7	77,8	386		6	66,7	4	44,4	275	4	44,4	
CZ053 Pardubický	6	66,7	333		3	33,3	3	33,3	455	2	22,2	
CZ061 Vysočina	4	100,0	363		1	25,0	1	25,0				
CZ062 Jihomoravský	8	57,1	350	3,0	5	35,7	2	14,3		2	14,3	
CZ071 Olomoucký	6	60,0	433		5	50,0	1	10,0		1	10,0	
CZ072 Zlínský	4	100,0	283		3	75,0	1	25,0		1	25,0	
CZ080 Moravskoslezský	9	75,0	244		7	58,3	3	25,0	333	2	16,7	

Explanatory notes: NCA

% CA

aver. 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