



INFORMATION ON WORKING CONDITIONS

negotiated in collective agreements

2023

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Ministry of Labour and Social Affairs

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Introduction

Basic informations about IPP

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

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

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

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

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

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

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

Description of published tables

In 2023 selected data about wage and working conditions were analyzed from 1,782 collective agreements from 28 different trade unions, of which:

- 1,298 collective agreements agreed in the entrepreneurial area
- 484 collective agreements agreed in public services and administration

Outputs are classified separately for:

- A. corporate area (Table section A)
- B. public services and administration (Table section B) including municipalities and regions from Tables Nos. B2a-b, B3a-b, B7a-b and B8a-b
- C. municipalities and regions (Table section C)

always according to:

- a. trade unions
- b. higher territorial administration units – regions

The number of collective agreements, which were subject to analysis, is shown in the column marked "NCA". Not all collective agreements contained the data agreed followed by the system, which appears in differing numbers of the presented participants of analysis at particular outputs.

Data representing outputs of less than 3 collective agreements are not given in the survey (this does not concern data expressing the proportion of collective agreements, in which the appropriate value has been agreed for the total number of agreements in the file).

A. TABLE SECTION FOR THE CORPORATE AREA

1. Minimum wage and wage scales (Tables Nos. A1a, A1b)

The output is:

- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the minimum wage was negotiated. The minimum wage is reported only in cases when it was determined to be above the limit specified by Statutory Decree No. 567/2006 Coll., i.e. in an amount exceeding 17,300 CZK/month and 103.80 CZK/hour with a 40-hour working week
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the wage scales were negotiated

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The system follows:

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

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

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

The system follows:

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

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

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

The system follows:

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

- individual bonus
- other premiums (for split shifts, car maintenance etc.)

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

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

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

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

The output is:

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

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

The output is:

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

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

The output is:

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

J - other use

K - balance of the fund

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

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

The output is:

- average amount of wage compensation provided to an employee for the first 14 days of the temporary incapacity, above the amount stated in Section 192, Subsection 2 of the Labour Code, represented in % of average earnings
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the employer's requirements concerning time off with a wage compensation outside the framework given in the annex of Statutory Decree No. 590/2006, which stipulates the range and extent of other important personal impediments to work with specification of average days off with wage compensation provided to an employee, were increased:
 - A - for one's own wedding
 - B - in the case of the birth of a child to an employee's wife
 - C - in the case of the death of a direct relative
 - D - for escorting a disabled child to a health or social care provider
 - E - in the case of moving house
 - F - for searching for a new job before termination of employment by notice given by the employer or based on agreement due to reasons given in Section 52, Letters a) to e) of the Labour Code for the period corresponding to the notice period
 - G - to mothers, single women and single men, who care for a child aged up to 15 in the calendar year
 - H - due to care for a sick family member within the calendar year
 - I - due to sick days taking within the calendar year
 - J - in case of other impediments

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (17/16, 18/17, 19/18, 20/19, 21/20, 22/21, 23/22) 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 (17/16, 18/17, 19/18, 20/19, 21/20, 22/21, 23/22) 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 (17/16, 18/17, 19/18, 20/19, 21/20, 22/21, 23/22) 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 (17/16, 18/17, 19/18, 20/19, 21/20, 22/21, 23/22) of negotiated wage supplementary charges and bonuses.

B. TABLE SECTION OF PUBLIC SERVICES AND ADMINISTRATION

1. Employee Wages (Tables Nos. B1a, B1b)

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

- year-on-year growth of the average earnings in %

- year-on-year increase of total amount of payroll funds in %
- reduction of total amount of payroll funds
- reduction of a wage component
- method of determination or arrangement of employees' wages
 - wage tariff determination according to the tenure pursuant to Section 4 of the Government Decree No. 341/2017 Coll.
 - special method of wage tariff determination pursuant to Section 6 of the Government Decree No. 341/2017 Coll.
- 3.1 - more detailed conditions for the provision of a personal supplementary charge
- 3.2 - more detailed conditions for the provision of bonuses
- 3.3 - proportion between provided non-claimable parts of the wage (personal supplementary charges, bonuses)
- 3.4 - creation of a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.) by municipality or regional authorities
- 3.5 - rules governing the allotment of resources to the reward funds and rules of granting rewards
- 3.6 - detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results
- 3.7 - rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 341/2017 Coll.)
- 3.8 - regular term of the wage payment
- 3.9 - wage payment outside the work site or outside working hours

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The output is:

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

N - gifts (for extraordinary activity, at working anniversaries, at life anniversaries, upon retirement or disability pension)

O - other uses

P - fund balance

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

The output is:

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

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

The output is:

- average amount of pay compensation provided to an employee for the first 14 days of the temporary incapacity, above the amount stated in Section 192, Subsection 2 of the Labour Code, represented in % of average earnings
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the employer's requirements concerning time off with a wage compensation outside the framework given in the annex of Statutory Decree No. 590/2006, which stipulates the range and extent of other important personal impediments to work with specification of average days off with wage compensation provided to an employee, were increased:
 - A - for one's own wedding
 - B - in the case of the birth of a child to an employee's wife
 - C - in the case of the death of a direct relative
 - D - for escorting a disabled child to a health or social care provider
 - E - in the case of moving house
 - F - for searching for a new job before termination of employment by notice given by the employer or based on agreement due to reasons given in Section 52, Letters a) to e) of the Labour Code for the period corresponding to the notice period

- G - to mothers, single women and single men, who care for a child aged up to 15 in the calendar year
- H - due to care for a sick family member within the calendar year
- I - due to sick days taking within the calendar year
- J - in case of other impediments
- the number of organizations and their share in the overall number of the collective agreements in the file, in the collective agreements of which were increased or specified requirements on time off without compensation of wage for activities of guides in children's and youth camps

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

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

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

C. TABLE SECTION FOR MUNICIPALITIES AND REGIONS

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

The output is:

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

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

The output is:

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

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

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

The output is:

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

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

The output is:

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

Collective agreements in numbers – agreed for the corporate area in the Czech Republic for the year 2023
(based on the sample of 1,298 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 17,300.00/month and CZK 103.80/hour with a working hour fund of 40 hours per week.

The average minimum monthly salary has been agreed in the amount of... CZK **19,829.00**/month

The average minimum hourly salary at a working hour fund of 40 hours per week has been agreed in the amount of CZK **107.22**/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 16,573.00
2 nd tariff scale.....	CZK 17,484.00
3 rd tariff scale	CZK 18,422.00
4 th tariff scale	CZK 19,652.00
5 th tariff scale	CZK 21,223.00
6 th tariff scale	CZK 23,064.00
7 th tariff scale	CZK 25,166.00
8 th tariff scale	CZK 27,338.00
9 th tariff scale	CZK 29,771.00
10 th tariff scale.....	CZK 32,617.00
11 th tariff scale.....	CZK 35,944.00
12 th tariff scale.....	CZK 40,066.00

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

	<u>40 hours/week</u>	<u>37.5 hours/week</u>
1 st tariff scale.....	CZK 100.55	CZK 96.30
2 nd tariff scale.....	CZK 104.77	CZK 100.60
3 rd tariff scale	CZK 110.42	CZK 106.66
4 th tariff scale	CZK 117.24	CZK 114.00
5 th tariff scale	CZK 125.12	CZK 122.73
6 th tariff scale	CZK 134.42	CZK 131.77
7 th tariff scale	CZK 148.21	CZK 143.18
8 th tariff scale	CZK 148.80	CZK 148.84
9 th tariff scale	CZK 155.58	CZK 158.20
10 th tariff scale.....	CZK 162.63	CZK 168.80
11 th tariff scale.....	CZK 168.97	CZK 182.84
12 th tariff scale.....	CZK 189.13	CZK 198.56

Wage development

Number of collective agreements regulating wage development ...**967** (i.e. 74.5% of the total amount of collective agreements in the file).

The wage increases is agreed in 74.1% collective agreements, of which:

49.5%	collective agreements, offering a year-on-year increase of wage scales by....	7.1%
19.5%	collective agreements offering a year-on-year increase of the average nominal wage by	6.1%
0.5%	collective agreements offering an increase of the average real wage by	2.1%

Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day		26.3%	AE
overtime bonus for work on Saturdays and Sundays		47.4%	AE
overtime bonus for work undistinguished		27.4%	AE
overtime bonus for work on public holidays		102.5%	AE
bonus for night work	CZK	21.07	/hour
.....		12.4%	AE
bonus for work in difficult conditions	CZK	10.60	/hour
.....		10.8%	AE
.....		10.4%	MM
bonus for work on Saturdays and Sundays	CZK	26.85	/hour
.....		23.4%	AE
bonus for afternoon work	CZK	8.89	/hour
.....		8.1%	AE
bonus for working in shift operation.....	CZK	127.58	/shift
.....		16.8%	AE
bonus for team management	CZK	7.88	/hour
bonus for working at heights	CZK	7.37	/hour
bonus for working in hazardous conditions	CZK	28.34	/hour
bonus for the knowledge of foreign languages	CZK	787.50	/month
bonus for substitution	CZK	1,608.33	/month
.....		30.8%	AE
bonus for training other people	CZK	853.53	/month
.....		10.0%	AE
individual bonus		19.1%	AE
remuneration for standby duty.....	CZK	19.90	/hour
.....		16.7%	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.....	1.4 days
birth of a child to the wife of an employee.....	1.3 days
death of a direct relative	2.2 days
escorting a disabled child to a health or social care provider.....	6.7 days
moving house.....	1.2 days
looking for a new job	3.6 days
for mothers caring for a child (per year).....	4.2 days
care for a family member (per year).....	2.1 days
sick days (per year).....	3.1 days

3. Benefits and working conditions to employees

Company catering

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

costs.....	CZK 61.72	
.....	54.7%	of the price of a meal
profit, social fund, FSCR.....	CZK 17.49	
.....	25.8%	of the price of a meal
without distinguishing sources	CZK 79.17	
.....	58.5%	of the price of a meal

Additional pension fund

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

minimum average value of the contribution.....	CZK 640.64 /month
maximum average value of the contribution	CZK 1038.15 /month

Life insurance

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

minimum average value of the contribution.....	CZK 587.37 /month
maximum average value of the contribution	CZK 886.45 /month

4. Balancing work and family life

Number of collective agreements dealing with the conditions for employees to return to work after parental leave.....**45** (i.e. 3.47% of the total number of collective agreements in the file), of which the conditions are specified in more detail in:

2.85% of collective agreements in the form of part-time work

0.39% of collective agreements in the form of assistance with childcare placement

0.23% of collective agreements in the form of benefits of early return from parental leave or conditions of return

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

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

- rules for granting shorter working time specified in **3 CA**

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

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

Working from home or from another location is used:

- throughout the working time..... **22 CA**

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

Childcare, care for another dependent

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

- setting up a childcare facility..... **3 CA**

- provision of childcare allowance (e.g. nursery, playgroup) **11 CA**

average amount of childcare allowance **1540.91 Kč**

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

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

Trade union	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1,782	1,298	484	132
Agriculture and Nutrition	49	44	5	
Banking and Insurance	14	14		
Catering, Hotels and Tourism	12	10	2	
Civilian Employees of the Army	9	5	4	
Commerce	17	17		
Culture and Nature Preservation	34		34	
Education	158		158	
ECHO	69	69		
Fire Fighters	13		13	
Food Industry and Allied Trade	60	60		
Glass, Ceramic & Porcelain	28	28		
Health Service and Social Care	99	33	66	
KOVO	526	522	4	
Mines, Geology and Oil Industry	28	26	2	
Postal, Telecom. and Newspaper Services	6	6		
Profess.and Trade Union of Orchestral Music.	16	3	13	
Railway Trade Unions	33	31	2	
Science and Research	32	30	2	
State Bodies and Organisations	132		132	130
STAVBA	130	118	12	
Textile, Clothing and Leather Industry	31	30	1	
Transport	6	6		
Transport, Road Economy and Repair Vehicles	12	12		
Union of Aviation Employees	3	3		
UNIOS	163	140	23	2
Universities Trade Union	16	16		
Wood.Industry, Forestry and Manag.of Water	81	75	6	
Workers of Cultural Facilities	5		5	

Recapitulation of agreements classification based on regions

Region NUTS 3	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1,782	1,298	484	132
CZ010 Capital Prague	244	205	39	6
CZ020 Středočeský	131	85	46	18
CZ031 Jihočeský	137	112	25	10
CZ032 Plzeňský	98	65	33	11
CZ041 Karlovarský	47	32	15	8
CZ042 Ústecký	136	95	41	19
CZ051 Liberecký	87	65	22	9
CZ052 Královéhradecký	109	79	30	13
CZ053 Pardubický	78	60	18	3
CZ061 Vysočina	98	73	25	6
CZ062 Jihomoravský	154	110	44	5
CZ071 Olomoucký	106	71	35	11
CZ072 Zlínský	104	85	19	2
CZ080 Moravskoslezský	253	161	92	11



Table section A

Corporate area

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

Trade union	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
Total	51	3.9	19,829	26	2.0	107.22	12	0.9	120.06	195	15.0	344	26.5	48	3.7	72	5.5	69	5.3	168	12.9
Agriculture and Nutrition										2	4.5	16	36.4			8	18.2	1	2.3	3	6.8
Banking and Insurance	3	21.4	22,000									2	14.3			2	14.3				
Catering, Hotels and Tourism												4	40.0								
Civilian Employees of the Army												5	100.0							2	40.0
Commerce										1	5.9			1	5.9						
ECHO	6	8.7	24,733							27	39.1	20	29.0					4	5.8	6	8.7
Food Industry and Allied Trade										1	1.7	17	28.3			6	10.0	1	1.7	12	20.0
Glass, Ceramic & Porcelain										9	32.1	8	28.6	1	3.6			7	25.0	6	21.4
Health Service and Social Care										6	18.2	8	24.2								
KOVO	14	2.7	19,662	3	0.6	108.73	5	1.0	125.26	60	11.5	135	25.9	4	0.8	20	3.8	28	5.4	90	17.2
Mines, Geology and Oil Industry							1	3.8		4	15.4	10	38.5	1	3.8	1	3.8	3	11.5	3	11.5
Postal, Telecom. and Newspaper Services	1	16.7										1	16.7								
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	1	3.2								2	6.5	8	25.8							4	12.9
Science and Research												3	10.0								
STAVBA	26	22.0	18,639	22	18.6	107.16	5	4.2	118.02	52	44.1	23	19.5	34	28.8	24	20.3	11	9.3	5	4.2
Textile, Clothing and Leather Industry										4	13.3	7	23.3	1	3.3			3	10.0	8	26.7
Transport										1	16.7	1	16.7	1	16.7					1	16.7
Transport, Road Economy and Repair Vehicles										3	25.0	2	16.7					2	16.7	3	25.0
Union of Aviation Employees												3	100.0			2	66.7				
UNIOS										15	10.7	35	25.0	4	2.9	7	5.0	5	3.6	11	7.9
Universities Trade Union										2	12.5	12	75.0	1	6.3						
Wood.Industry, Forestry and Manag.of Water				1	1.3		1	1.3		6	8.0	24	32.0			2	2.7	4	5.3	14	18.7

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

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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	177	16,573	179	17,484	186	18,422	190	19,652	193	21,223	194	23,064	194	25,166	193	27,338	189	29,771	187	32,617	184	35,944	180	40,066
Agriculture and Nutrition							2		2		2		2		2		2		1		1		1	
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce	1		1		1		1		1		1		1		1		1		1		1		1	
ECHO	26	17,866	26	19,013	26	20,298	26	21,882	27	23,936	27	26,029	27	28,604	27	31,163	27	33,981	27	37,093	27	40,804	27	45,352
Food Industry and Allied Trade	1		1		1		1		1		1		1		1		1		1		1		1	
Glass, Ceramic & Porcelain	8	17,730	8	18,790	9	19,816	9	20,912	9	21,964	9	23,199	9	24,754	9	26,496	8	27,221	8	28,950	8	30,776	8	33,058
Health Service and Social Care	5	17,900	5	18,400	5	18,840	6	19,409	6	20,133	6	21,519	6	23,328	6	24,722	6	27,448	6	31,743	6	36,861	6	40,854
KOVO	58	15,529	58	16,432	60	17,476	60	18,748	60	20,248	60	21,883	60	23,790	59	25,548	57	27,539	57	30,014	56	32,188	54	35,003
Mines, Geology and Oil Industry	4	17,085	4	17,735	4	19,985	4	21,735	4	24,648	4	26,523	4	29,235	4	32,010	4	36,448	4	40,035	4	44,185	4	50,973
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions	1		1		2		2		2		2		2		2		2		2		2		2	
Science and Research																								
STAVBA	49	17,211	51	18,099	51	18,965	51	20,270	52	21,828	52	23,835	52	26,594	52	29,353	52	32,435	52	36,354	52	40,792	52	46,420
Textile, Clothing and Leather Industry	3	15,267	3	15,800	3	16,817	3	17,783	4	19,419	4	21,090	4	23,040	4	25,064	4	27,537	4	30,223	4	34,016	4	38,786
Transport	1		1		1		1		1		1		1		1		1		1		1		1	
Transport, Road Economy and Repair Vehicles	2		2		2		3	17,413	3	18,596	3	19,991	3	21,523	3	23,260	3	25,606	3	28,245	3	31,373	2	
Union of Aviation Employees																								
UNIOS	10	15,951	10	16,637	13	16,982	13	18,006	13	19,313	14	21,849	14	22,147	14	23,570	13	24,050	13	25,701	12	26,428	11	28,418
Universities Trade Union	2		2		2		2		2		2		2		2		2		2		1		1	
Wood.Industry, Forestry and Manag.of Water	6	16,022	6	17,426	6	18,381	6	19,698	6	21,233	6	23,536	6	25,512	6	27,628	6	30,089	5	28,600	5	30,348	5	32,168

Explanatory notes: NCA
CZK/m

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

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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	48	100.55	48	104.77	48	110.42	48	117.24	48	125.12	47	134.42	47	148.21	10	148.80	7	155.58	7	162.63	6	168.97	5	189.13
Agriculture and Nutrition																								
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce	1		1		1		1		1		1		1		1		1		1		1		1	
ECHO																								
Food Industry and Allied Trade																								
Glass, Ceramic & Porcelain	1		1		1		1		1		1		1		1									
Health Service and Social Care																								
KOVO	4	88.72	4	93.53	4	98.17	4	103.18	4	111.21	4	121.30	4	132.94	3	166.94	3	178.03	3	189.80	3	199.95	2	
Mines, Geology and Oil Industry	1		1		1		1		1		1		1											
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions																								
Science and Research																								
STAVBA	34	104.54	34	108.63	34	113.22	34	119.78	34	127.46	34	138.40	34	153.87										
Textile, Clothing and Leather Industry	1		1		1		1		1		1		1		1		1		1		1		1	
Transport	1		1		1		1		1		1		1		1		1		1		1		1	
Transport, Road Economy and Repair Vehicles																								
Union of Aviation Employees																								
UNIOS	4	91.15	4	97.63	4	104.30	4	107.85	4	114.70	3	106.81	3	113.77	3	116.93	1		1		1		1	
Universities Trade Union	1		1		1		1		1		1		1											
Wood.Industry, Forestry and Manag.of Water																								

Explanatory notes: NCA
CZK/h

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

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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	62	96.30	66	100.60	67	106.66	68	114.00	69	122.73	69	131.77	66	143.18	38	148.84	26	158.20	23	168.80	22	182.84	22	198.56
Agriculture and Nutrition	1		1		1		1		1		1		1		1		1		1		1		1	
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	4	101.10	4	107.80	4	115.18	4	123.78	4	135.05	4	145.35	4	158.85	3	150.67								
Food Industry and Allied Trade	1		1		1		1		1		1		1											
Glass, Ceramic & Porcelain	7	108.87	7	112.07	7	115.83	7	119.87	7	124.33	7	129.29	7	136.33	6	133.13	5	141.32	5	147.36	5	155.22	5	167.62
Health Service and Social Care																								
KOVO	27	87.72	27	93.02	27	99.69	28	107.85	28	116.76	28	126.27	27	136.94	20	158.20	15	167.96	12	182.50	12	198.97	12	216.39
Mines, Geology and Oil Industry	3	104.47	3	106.13	3	118.67	3	126.33	3	138.07	3	147.87	3	157.33										
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions																								
Science and Research																								
STAVBA	8	108.79	10	110.23	10	114.60	10	123.27	11	132.06	11	141.19	11	152.02	2		1		1		1		1	
Textile, Clothing and Leather Industry	2		2		3	95.07	3	101.17	3	108.61	3	117.14	3	126.72	1									
Transport																								
Transport, Road Economy and Repair Vehicles	1		2		2		2		2		2		2		2		1		1					
Union of Aviation Employees																								
UNIOS	4	99.95	5	93.94	5	101.44	5	107.10	5	117.14	5	124.86	3	151.33	1		1		1		1		1	
Universities Trade Union																								
Wood.Industry, Forestry and Manag.of Water	4	94.76	4	105.55	4	108.93	4	116.23	4	123.85	4	137.45	4	146.25	2		2		2		2		2	

Explanatory notes: NCA
CZK/h

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

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

Trade union	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE	% AE																
Total	1,089	83.9	26.3	47.4	27.4	1,004	77.3	102.5	1,068	82.3	21.07	12.4	740	57.0	10.60	10.8	10.4	1,028	79.2	26.85	23.4
Agriculture and Nutrition	36	81.8	26.6	49.6	25.5	35	79.5	110.9	36	81.8	21.19	12.7	25	56.8	10.77		10.0	32	72.7	14.50	17.8
Banking and Insurance	9	64.3	25.0	50.0	28.3	9	64.3	100.0	8	57.1	25.00	12.5						9	64.3		37.4
Catering, Hotels and Tourism	10	100.0			29.8	10	100.0	100.0	10	100.0		10.0	1	10.0				10	100.0	25.00	10.0
Civilian Employees of the Army	4	80.0	25.0	50.0	26.7	3	60.0	100.0	3	60.0	10.00	10.0	4	80.0	12.97			4	80.0		18.8
Commerce	12	70.6	25.0	43.8	26.6	12	70.6	100.0	12	70.6	8.00	12.5	5	29.4	10.00		13.0	13	76.5	35.00	14.6
ECHO	66	95.7	28.8	50.6	33.3	64	92.8	104.7	64	92.8	24.94	12.4	50	72.5	12.04	10.0	10.0	64	92.8	29.96	22.9
Food Industry and Allied Trade	52	86.7	26.9	52.1	26.6	52	86.7	104.8	57	95.0	20.24	13.4	29	48.3	8.64		10.0	53	88.3	33.33	27.7
Glass, Ceramic & Porcelain	28	100.0	30.0		30.2	25	89.3	100.0	27	96.4	18.60	18.0	26	92.9	10.13		10.0	27	96.4	22.00	29.6
Health Service and Social Care	22	66.7	25.0	48.5	26.1	23	69.7	100.0	24	72.7	16.00	17.7	15	45.5	8.96		10.0	24	72.7	19.00	22.9
KOVO	463	88.7	26.3	46.0	26.9	425	81.4	102.2	455	87.2	22.33	12.6	294	56.3	9.97	10.3	10.1	430	82.4	30.67	25.9
Mines, Geology and Oil Industry	22	84.6	25.0	50.0	26.5	19	73.1	100.0	22	84.6	21.40	12.5	19	73.1	10.16		10.0	21	80.8	27.23	24.2
Postal, Telecom. and Newspaper Services	4	66.7	25.0	50.0	25.0	4	66.7	100.0	4	66.7	26.67	10.0	4	66.7	11.50		25.0	4	66.7	43.33	10.0
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	23	74.2	25.0	48.1	27.5	20	64.5	100.0	22	71.0	14.80	11.4	18	58.1	9.50	11.0	10.0	22	71.0	16.50	17.6
Science and Research	5	16.7			25.0	3	10.0	100.0	5	16.7		12.0	7	23.3			10.0	5	16.7		13.0
STAVBA	110	93.2	25.8	47.4	32.0	110	93.2	100.9	110	93.2	15.69	10.5	102	86.4	10.87	12.5	10.2	105	89.0	37.51	18.2
Textile, Clothing and Leather Industry	25	83.3	25.5	44.3	26.8	23	76.7	103.3	27	90.0	21.13	14.7	19	63.3	10.82	10.0	10.0	26	86.7	12.97	14.4
Transport	6	100.0	27.5		27.0	5	83.3	100.0	6	100.0		10.0	5	83.3	10.00	10.0	11.7	6	100.0		30.0
Transport, Road Economy and Repair Vehicles	11	91.7			25.7	11	91.7	100.0	12	100.0	14.25	10.3	7	58.3	12.50	12.5	10.0	11	91.7	35.00	32.0
Union of Aviation Employees	3	100.0	30.0		26.3	3	100.0	100.0	3	100.0		11.7	3	100.0	16.60		10.0	3	100.0		17.8
UNIOS	97	69.3	26.5	48.5	25.0	72	51.4	104.4	83	59.3	15.56	11.9	54	38.6	11.62	10.8	10.9	81	57.9	17.00	24.7
Universities Trade Union	15	93.8	25.0	50.0	25.0	14	87.5	100.0	15	93.8		13.7	13	81.3	20.25		10.0	15	93.8		19.0
Wood.Industry, Forestry and Manag.of Water	66	88.0	25.8	43.8	25.4	62	82.7	101.6	63	84.0	17.40	12.2	40	53.3	10.72	10.0	10.7	63	84.0	23.33	17.7

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

Other supplementary charges I
classification based on trade unions

Trade union	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
Total	28	8.1	568	8.89	4	9	16.8	18	127.58	161	3	12.0	149	7.88	44	1		152	7.37	3
Agriculture and Nutrition	1		19	8.48						5			4	19.50				2		
Banking and Insurance			3	16.67																
Catering, Hotels and Tourism																				
Civilian Employees of the Army			1																	
Commerce																				
ECHO	1		33	11.44						34			3	5.67				13	12.13	
Food Industry and Allied Trade	3	10.0	38	8.13		1		1		11			4	7.50						
Glass, Ceramic & Porcelain	2		24	9.23									5	4.80				2		
Health Service and Social Care										12					1					
KOVO	15	7.9	316	9.19	4	5	17.6	10	157.90	65	3	12.0	60	8.58	16	1		74	5.60	
Mines, Geology and Oil Industry			6	4.70						4			3	12.00	3			11	6.18	
Postal, Telecom. and Newspaper Services																		1		
Profess.and Trade Union of Orchestral Music.																				
Railway Trade Unions			7	7.14				2		8			4	7.25	2			4	10.50	
Science and Research															2					
STAVBA	3	7.3	50	5.98						11			36	5.61	8			30	8.68	1
Textile, Clothing and Leather Industry			25	10.84						1			6	13.85	1					
Transport														2						
Transport, Road Economy and Repair Vehicles			2										8	5.56				1		
Union of Aviation Employees								1					2					1		
UNIOS	2		31	7.53		3	20.0	4	66.88	4			10	5.65	10			12	9.38	2
Universities Trade Union										5					1					
Wood.Industry, Forestry and Manag.of Water	1		13	9.77						1			2					1		

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

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

Other supplementary charges II classification based on trade unions

Trade union	Supplementary charge																							
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					individual bonus			Other supplementary charge
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		other form	
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	
Total	6	8.6	161	28.34	16	1		8	788	2	25	30.8	18	1,608	115	20	10.0	30	854	77	12	19.1	63	
Agriculture and Nutrition								1						2									1	10
Banking and Insurance					1					2														5
Catering, Hotels and Tourism														1										2
Civilian Employees of the Army																								2
Commerce															1									5
ECHO			19	87.21									7	2,286	15			1		7	4	25.0		38
Food Industry and Allied Trade	1		3	9.00											5	1		1						22
Glass, Ceramic & Porcelain	1		1									1								1				19
Health Service and Social Care					4							3	667	3									5	14
KOVO	2		94	8.96	5		5	860		9	31.7	3	1,750	32	9	10.0	19	597	43	7	11.4	40	222	
Mines, Geology and Oil Industry				4	39.50							1	1	9						7				11
Postal, Telecom. and Newspaper Services																								4
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions	2		5	54.60							1				2	6	9.7	1		5			6	14
Science and Research															1								1	5
STAVBA			28	51.69											4			5	1,780	3			1	68
Textile, Clothing and Leather Industry											2		1		6	3	9.0	1		1			1	20
Transport				1																3	1		1	
Transport, Road Economy and Repair Vehicles				2		1	1						1		1					6				12
Union of Aviation Employees				1											2			1						2
UNIOS			3	12.00	4		2			10	29.5	1		19	1		1			1			1	53
Universities Trade Union					1										1								6	15
Wood.Industry, Forestry and Manag.of Water											1				4									19

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

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

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

Trade union	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	655	50.5	228	17.6	412	31.7	258	19.9	57	4.4	166	12.8	143	11.0	121	9.3	700	53.9
Agriculture and Nutrition	15	34.1	4	9.1	10	22.7	12	27.3	1	2.3	4	9.1	7	15.9	2	4.5	27	61.4
Banking and Insurance	3	21.4	1	7.1	1	7.1	1	7.1	1	7.1	1	7.1			2	14.3	7	50.0
Catering, Hotels and Tourism	5	50.0	2	20.0	4	40.0							2	20.0	2	20.0	7	70.0
Civilian Employees of the Army	1	20.0	1	20.0	1	20.0											3	60.0
Commerce	4	23.5	1	5.9	4	23.5	1	5.9			1	5.9			1	5.9	8	47.1
ECHO	48	69.6	15	21.7	42	60.9	28	40.6	5	7.2	8	11.6	23	33.3	11	15.9	52	75.4
Food Industry and Allied Trade	54	90.0	18	30.0	25	41.7	19	31.7	5	8.3	32	53.3	8	13.3	4	6.7	51	85.0
Glass, Ceramic & Porcelain	5	17.9	3	10.7	2	7.1	1	3.6					2	7.1			6	21.4
Health Service and Social Care	6	18.2	1	3.0	6	18.2	1	3.0							1	3.0	26	78.8
KOVO	281	53.8	105	20.1	176	33.7	85	16.3	18	3.4	55	10.5	43	8.2	49	9.4	255	48.9
Mines, Geology and Oil Industry	16	61.5	3	11.5	8	30.8	11	42.3	2	7.7	4	15.4	3	11.5	6	23.1	21	80.8
Postal, Telecom. and Newspaper Services	1	16.7			1	16.7	1	16.7									2	33.3
Profess.and Trade Union of Orchestral Music.																	2	66.7
Railway Trade Unions	9	29.0			6	19.4	1	3.2	2	6.5	4	12.9	1	3.2			21	67.7
Science and Research	1	3.3															1	3.3
STAVBA	61	51.7	13	11.0	40	33.9	19	16.1	20	16.9	14	11.9	13	11.0	20	16.9	34	28.8
Textile, Clothing and Leather Industry	15	50.0	4	13.3	12	40.0	10	33.3	1	3.3	1	3.3	6	20.0	3	10.0	11	36.7
Transport	1	16.7			1	16.7	1	16.7									3	50.0
Transport, Road Economy and Repair Vehicles	7	58.3			2	16.7	2	16.7			1	8.3	1	8.3	1	8.3	10	83.3
Union of Aviation Employees	1	33.3			1	33.3					1	33.3					2	66.7
UNIOS	69	49.3	29	20.7	34	24.3	38	27.1	1	0.7	31	22.1	14	10.0	4	2.9	86	61.4
Universities Trade Union	4	25.0	4	25.0			3	18.8	1	6.3	1	6.3			2	12.5	14	87.5
Wood.Industry, Forestry and Manag.of Water	48	64.0	24	32.0	36	48.0	24	32.0			8	10.7	20	26.7	13	17.3	51	68.0

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

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

Trade union	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
Total	733	56.5	93	3,337	337	4,266	572	6,368	618	8,353	705	10,141	729	11,733	732	13,403	732	14,696	733	16,275	11	0.8	11,636
Agriculture and Nutrition	24	54.5	3	4,167	15	4,400	18	7,361	19	10,263	23	11,674	24	13,896	24	15,708	24	17,188	24	18,458			
Banking and Insurance	4	28.6	2		3	2,000	4	4,500	4	7,000	4	9,500	4	10,750	4	10,750	4	10,750	4	10,750	1	7.1	
Catering, Hotels and Tourism	6	60.0	5	2,500	6	6,167	6	9,083	6	12,000	6	13,667	6	15,333	6	15,333	6	15,333	6	15,333			
Civilian Employees of the Army	4	80.0			1		2		2		3	6,200	4	6,525	4	7,650	4	9,275	4	10,400			
Commerce	8	47.1	2		8	3,875	8	6,750	8	9,500	8	12,063	8	14,438	8	15,938	8	15,938	8	15,938			
ECHO	35	50.7	6	3,733	15	4,240	29	5,397	31	6,506	34	8,950	35	10,540	35	12,257	35	13,689	35	15,649	3	4.3	10,000
Food Industry and Allied Trade	46	76.7	2		18	4,694	40	6,225	43	7,898	46	9,893	46	11,485	46	13,246	46	14,615	46	16,352			
Glass, Ceramic & Porcelain	16	57.1			5	4,200	9	8,833	11	11,382	14	13,021	14	16,479	16	17,925	16	21,913	16	25,731			
Health Service and Social Care	9	27.3			1		4	3,625	6	4,250	9	5,556	9	6,722	9	8,556	9	9,722	9	11,556	2	6.1	
KOVO	322	61.7	50	3,586	177	4,486	265	6,996	277	9,440	307	11,524	321	13,244	321	15,068	321	16,481	322	18,257			
Mines, Geology and Oil Industry	6	23.1	1		3	8,000	5	11,200	5	13,200	6	13,617	6	15,533	6	17,433	6	19,333	6	21,250			
Postal, Telecom. and Newspaper Services	2	33.3			1		1		2		2		2		2		2		2		1	16.7	
Profess.and Trade Union of Orchestral Music.																							
Railway Trade Unions	14	45.2	1		8	3,750	13	5,269	13	7,846	14	9,821	14	11,786	14	14,321	14	15,929	14	18,464	1	3.2	
Science and Research	3	10.0									3	6,667	3	8,333	3	10,074	3	10,074	3	10,074	2	6.7	
STAVBA	93	78.8	2		20	4,465	74	5,894	82	7,716	90	9,605	93	10,937	93	12,545	93	13,364	93	14,462			
Textile, Clothing and Leather Industry	16	53.3	1		6	5,083	11	6,273	12	7,625	16	8,925	16	10,956	16	12,394	16	13,394	16	14,894			
Transport	3	50.0	2		2		2		3	5,167	3	6,000	3	6,833	3	8,333	3	9,833	3	10,667			
Transport, Road Economy and Repair Vehicles	9	75.0	1		5	3,400	5	4,400	7	5,286	9	5,833	9	7,222	9	8,944	9	10,056	9	11,167			
Union of Aviation Employees	3	100.0	1		1		1		1		3	6,667	3	7,333	3	10,333	3	11,000	3	13,333			
UNIOS	74	52.9	11	2,864	29	2,717	52	4,160	57	5,347	69	6,939	73	7,752	74	8,958	74	9,945	74	11,073			
Universities Trade Union	5	31.3	1		1		2		5	4,700	5	5,200	5	5,700	5	6,200	5	6,700	5	7,200	1	6.3	
Wood.Industry, Forestry and Manag.of Water	31	41.3	2		12	3,755	21	5,720	24	7,116	31	7,888	31	9,381	31	10,679	31	11,978	31	13,245			

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

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

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	688	53.0	311	4,252	625	4,735	676	5,832	680	6,666	687	7,570	688	8,108
Agriculture and Nutrition	26	59.1	12	3,875	25	4,520	26	4,808	26	5,038	26	5,308	26	5,385
Banking and Insurance	3	21.4			2		3	7,167	3	7,167	3	7,167	3	7,167
Catering, Hotels and Tourism	7	70.0	7	3,500	7	4,214	7	4,214	7	4,214	7	4,214	7	4,214
Civilian Employees of the Army	4	80.0	1		4	3,125	4	5,250	4	6,525	4	8,525	4	9,900
Commerce	5	29.4	2		4	1,663	5	2,460	5	3,390	5	4,200	5	5,150
ECHO	38	55.1	12	5,592	36	6,861	37	10,026	37	13,189	38	16,309	38	16,724
Food Industry and Allied Trade	35	58.3	11	2,627	29	3,955	35	5,586	35	6,234	35	7,240	35	7,889
Glass, Ceramic & Porcelain	22	78.6	14	4,407	22	5,300	22	5,450	22	5,668	22	5,864	22	5,982
Health Service and Social Care	12	36.4	4	4,250	11	4,091	12	5,083	12	5,875	12	6,708	12	7,125
KOVO	236	45.2	94	4,099	201	4,406	226	5,510	230	6,352	235	7,272	236	8,071
Mines, Geology and Oil Industry	19	73.1	6	4,500	16	4,169	19	6,053	19	7,395	19	8,763	19	10,368
Postal, Telecom. and Newspaper Services	2	33.3			2		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	3	100.0	2		2		3	5,000	3	5,000	3	5,000	3	5,000
Railway Trade Unions	14	45.2	6	4,700	13	5,992	14	8,464	14	8,893	14	9,536	14	9,607
Science and Research	10	33.3	6	5,417	10	5,150	10	5,450	10	5,450	10	5,650	10	5,650
STAVBA	77	65.3	35	4,420	70	4,684	77	5,829	77	6,817	77	7,768	77	8,291
Textile, Clothing and Leather Industry	19	63.3	7	4,143	19	4,842	19	6,292	19	7,368	19	8,253	19	9,016
Transport														
Transport, Road Economy and Repair Vehicles	6	50.0	2		6	3,250	6	3,500	6	4,083	6	4,583	6	5,083
Union of Aviation Employees	1	33.3					1		1		1		1	
UNIOS	103	73.6	69	4,342	102	4,852	102	5,374	102	5,787	103	6,166	103	6,346
Universities Trade Union	9	56.3	5	6,100	8	5,638	9	7,067	9	7,289	9	7,511	9	7,733
Wood.Industry, Forestry and Manag.of Water	37	49.3	16	4,118	36	4,642	37	5,714	37	6,508	37	7,657	37	8,041

Explanatory notes: NCA
% CA
CZK

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

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

Trade union	agreed in CA		length of employment in the organization:																	
			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	819	63.1	334	5,791	715	7,281	798	9,649	808	11,400	815	13,815	816	15,256	818	16,759	818	17,845	819	18,746
Agriculture and Nutrition	25	56.8	11	3,818	24	5,313	25	6,100	25	6,760	25	7,320	25	7,560	25	7,860	25	8,120	25	8,380
Banking and Insurance	7	50.0	1		6	23,167	7	24,786	7	25,500	7	26,214	7	26,929	7	27,643	7	28,357	7	29,071
Catering, Hotels and Tourism	7	70.0	7	5,000	7	7,857	7	7,857	7	7,857	7	7,857	7	7,857	7	7,857	7	7,857	7	7,857
Civilian Employees of the Army	5	100.0	1		4	3,625	5	6,000	5	8,420	5	11,420	5	12,920	5	15,420	5	16,920	5	17,420
Commerce	10	58.8	3	840	8	2,706	10	3,030	10	3,495	10	3,960	10	4,375	10	4,650	10	4,650	10	4,650
ECHO	53	76.8	27	7,326	51	11,380	52	17,048	52	21,779	53	28,670	53	33,538	53	41,179	53	46,491	53	50,425
Food Industry and Allied Trade	40	66.7	12	4,242	34	4,732	39	6,821	40	8,048	40	9,603	40	10,838	40	11,465	40	11,885	40	12,273
Glass, Ceramic & Porcelain	21	75.0	9	3,389	17	6,176	20	8,250	21	10,286	21	12,286	21	15,857	21	19,381	21	22,048	21	25,238
Health Service and Social Care	19	57.6	3	4,333	16	6,000	18	7,194	19	8,395	19	8,868	19	9,447	19	9,816	19	10,079	19	10,447
KOVO	293	56.1	103	5,594	239	5,869	283	7,785	288	9,694	290	11,559	291	13,077	292	14,441	292	15,418	293	16,343
Mines, Geology and Oil Industry	20	76.9	6	8,667	16	7,325	20	8,800	20	10,875	20	13,400	20	15,200	20	17,600	20	19,850	20	20,300
Postal, Telecom. and Newspaper Services	2	33.3	1		2		2		2		2		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	3	100.0	2		2		3	7,000	3	7,000	3	7,000	3	7,000	3	7,000	3	7,000	3	7,000
Railway Trade Unions	22	71.0	6	6,583	19	10,368	21	16,452	22	22,591	22	26,795	22	30,750	22	33,523	22	35,568	22	37,614
Science and Research	10	33.3	7	6,071	9	5,722	9	5,833	9	5,944	10	6,450	10	6,950	10	6,950	10	6,950	10	6,950
STAVBA	99	83.9	43	8,028	93	9,123	98	14,019	99	15,407	99	21,500	99	22,455	99	23,404	99	23,958	99	24,390
Textile, Clothing and Leather Industry	19	63.3	5	3,400	17	3,774	19	5,332	19	6,289	19	7,237	19	7,953	19	8,453	19	8,742	19	9,032
Transport	1	16.7			1		1		1		1		1		1		1		1	
Transport, Road Economy and Repair Vehicles	9	75.0	3	3,667	6	6,083	8	11,188	8	13,000	8	14,375	8	16,188	9	16,500	9	18,056	9	19,611
Union of Aviation Employees	3	100.0			1		3	16,000	3	16,667	3	17,667	3	18,333	3	20,000	3	21,667	3	23,333
UNIOS	100	71.4	63	5,395	96	5,974	97	6,844	97	7,602	100	8,194	100	8,624	100	8,909	100	9,189	100	9,249
Universities Trade Union	11	68.8	7	6,143	10	5,850	11	7,500	11	7,682	11	8,000	11	8,091	11	8,273	11	8,273	11	8,273
Wood.Industry, Forestry and Manag.of Water	40	53.3	14	4,484	37	6,251	40	8,738	40	9,893	40	11,735	40	12,328	40	13,403	40	14,090	40	14,840

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

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

Trade union	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue											
NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h	
Total	693	53.4	103	7.9	35	2.7	596	45.9	224	17.3	96.5	201	15.5	83.6	389	30.0	16.7	19.90
Agriculture and Nutrition	21	47.7					21	47.7	6	13.6	98.3	4	9.1	76.3	6	13.6	16.0	
Banking and Insurance	9	64.3	1	7.1			8	57.1				5	35.7	100.0	1	7.1		
Catering, Hotels and Tourism	7	70.0	1	10.0			6	60.0	6	60.0	100.0	7	70.0	97.1	5	50.0	15.0	
Civilian Employees of the Army	1	20.0					1	20.0				1	20.0					
Commerce	4	23.5					4	23.5	3	17.6	100.0	4	23.5	90.0	1	5.9		
ECHO	52	75.4	8	11.6			44	63.8	36	52.2	91.7	38	55.1	75.3	32	46.4	15.8	22.17
Food Industry and Allied Trade	29	48.3					29	48.3	6	10.0	100.0	5	8.3	88.0	12	20.0	17.5	10.33
Glass, Ceramic & Porcelain	21	75.0	2	7.1			19	67.9	1	3.6		4	14.3	80.0	6	21.4	18.3	
Health Service and Social Care	16	48.5					16	48.5	2	6.1		3	9.1	83.3	18	54.5	16.3	
KOVO	269	51.5	35	6.7	9	1.7	236	45.2	79	15.1	96.1	62	11.9	83.1	114	21.8	18.3	18.30
Mines, Geology and Oil Industry	19	73.1	3	11.5			16	61.5	9	34.6	100.0	8	30.8	100.0	11	42.3	16.0	20.33
Postal, Telecom. and Newspaper Services	4	66.7					4	66.7				2	33.3					
Profess.and Trade Union of Orchestral Music.																		
Railway Trade Unions	13	41.9	1	3.2	4	12.9	8	25.8	7	22.6	91.4	9	29.0	81.7	8	25.8	15.4	17.67
Science and Research	8	26.7			1	3.3	8	26.7	1	3.3		1	3.3					
STAVBA	69	58.5	38	32.2	9	7.6	39	33.1	33	28.0	100.0	4	3.4	75.0	100	84.7	15.7	14.00
Textile, Clothing and Leather Industry	15	50.0	6	20.0	5	16.7	11	36.7	2	6.7		2	6.7		4	13.3	19.0	20.00
Transport	6	100.0					6	100.0	1	16.7					3	50.0	15.0	26.50
Transport, Road Economy and Repair Vehicles	12	100.0					12	100.0	3	25.0	96.7	2	16.7		3	25.0	15.0	10.00
Union of Aviation Employees	3	100.0	1	33.3			3	100.0										
UNIOS	59	42.1	4	2.9	2	1.4	55	39.3	15	10.7	96.0	22	15.7	84.1	35	25.0	16.9	20.65
Universities Trade Union	15	93.8					15	93.8	1	6.3		2	12.5		7	43.8	15.7	
Wood.Industry, Forestry and Manag.of Water	41	54.7	3	4.0	5	6.7	35	46.7	13	17.3	100.0	16	21.3	86.3	23	30.7	15.7	24.50

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

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

Trade union	Applying the working hours account under Section 86 LC									Applying the working hours account in overtime under Subsec. 4,LC			Use of wage by the task			
	agreed in CA		compensatory period weeks	The amount of fixed wages beyond the scope of Section 120, subsec. 1,LC			agreed in CA			extent hours	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)			
	NCA	% CA		NCA	% CA	% AE	NCA	% CA	NCA		% CA	NCA	% CA	NCA	% CA	
			% AE							other form						hours
Total	93	7.2	49.2	23	1.8	94.9	3	0.2	17	1.3	81.3	171	13.2	84	6.5	
Agriculture and Nutrition	6	13.6	52.0	3	6.8	85.0	1	2.3				14	31.8	3	6.8	
Banking and Insurance																
Catering, Hotels and Tourism																
Civilian Employees of the Army																
Commerce	1	5.9										1	5.9	1	5.9	
ECHO	7	10.1	52.0	2	2.9							9	13.0	1	1.4	
Food Industry and Allied Trade	6	10.0	39.0	4	6.7	100.0						13	21.7	6	10.0	
Glass, Ceramic & Porcelain	1	3.6										6	21.4	3	10.7	
Health Service and Social Care	1	3.0														
KOVO	39	7.5	50.0	11	2.1	97.2	2	0.4	11	2.1	78.9	76	14.6	40	7.7	
Mines, Geology and Oil Industry	3	11.5	52.0									6	23.1	4	15.4	
Postal, Telecom. and Newspaper Services	1	16.7										2	33.3	2	33.3	
Profess.and Trade Union of Orchestral Music.																
Railway Trade Unions	7	22.6	48.3	2	6.5				4	12.9	85.5	5	16.1	3	9.7	
Science and Research												1	3.3	1	3.3	
STAVBA	11	9.3	52.0						1	0.8		13	11.0	11	9.3	
Textile, Clothing and Leather Industry	4	13.3	45.5	1	3.3				1	3.3		8	26.7	4	13.3	
Transport																
Transport, Road Economy and Repair Vehicles												4	33.3	1	8.3	
Union of Aviation Employees																
UNIOS	4	2.9	52.0									3	2.1			
Universities Trade Union												1	6.3	1	6.3	
Wood.Industry, Forestry and Manag.of Water	2	2.7										9	12.0	3	4.0	

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

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

Trade union	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,250	96.3	1,113	85.7	775	59.7	710	54.7	973	75.0
Agriculture and Nutrition	43	97.7	37	84.1	29	65.9	14	31.8	30	68.2
Banking and Insurance	14	100.0	12	85.7	13	92.9	6	42.9	12	85.7
Catering, Hotels and Tourism	10	100.0	8	80.0	3	30.0	5	50.0	6	60.0
Civilian Employees of the Army	5	100.0	5	100.0	5	100.0	2	40.0	5	100.0
Commerce	17	100.0	13	76.5	13	76.5	6	35.3	12	70.6
ECHO	68	98.6	64	92.8	33	47.8	50	72.5	62	89.9
Food Industry and Allied Trade	57	95.0	45	75.0	21	35.0	36	60.0	36	60.0
Glass, Ceramic & Porcelain	27	96.4	27	96.4	19	67.9	27	96.4	27	96.4
Health Service and Social Care	33	100.0	30	90.9	19	57.6	16	48.5	23	69.7
KOVO	497	95.2	452	86.6	352	67.4	288	55.2	407	78.0
Mines, Geology and Oil Industry	26	100.0	26	100.0	18	69.2	22	84.6	26	100.0
Postal, Telecom. and Newspaper Services	6	100.0	4	66.7	6	100.0			4	66.7
Profess.and Trade Union of Orchestral Music.	2	66.7			2	66.7				
Railway Trade Unions	29	93.5	21	67.7	17	54.8	3	9.7	12	38.7
Science and Research	26	86.7	6	20.0	26	86.7	1	3.3	7	23.3
STAVBA	117	99.2	111	94.1	57	48.3	44	37.3	72	61.0
Textile, Clothing and Leather Industry	29	96.7	25	83.3	13	43.3	11	36.7	17	56.7
Transport	6	100.0	6	100.0	3	50.0	1	16.7	3	50.0
Transport, Road Economy and Repair Vehicles	12	100.0	11	91.7	1	8.3	10	83.3	10	83.3
Union of Aviation Employees	3	100.0	3	100.0	3	100.0	2	66.7	3	100.0
UNIOS	133	95.0	128	91.4	62	44.3	102	72.9	118	84.3
Universities Trade Union	16	100.0	8	50.0	16	100.0	14	87.5	14	87.5
Wood.Industry, Forestry and Manag.of Water	74	98.7	71	94.7	44	58.7	50	66.7	67	89.3

Explanatory notes: NCA
% CA
*

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

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

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
Total	1,131	87.1	256	19.7	761	58.6	1,163	89.6	1,045	444	825	443	271	385	29.7
Agriculture and Nutrition	35	79.5	3	6.8	15	34.1	37	84.1	33	11	28	4	10	4	9.1
Banking and Insurance	14	100.0			9	64.3	12	85.7	12	8	12	3	8	1	7.1
Catering, Hotels and Tourism	9	90.0			1	10.0	8	80.0	7	5	5	7		1	10.0
Civilian Employees of the Army	5	100.0	1	20.0	4	80.0	5	100.0	5	3	5	2	2	1	20.0
Commerce	14	82.4			9	52.9	15	88.2	12	7	14	7	11	7	41.2
ECHO	65	94.2	18	26.1	41	59.4	65	94.2	60	44	49	18	24	23	33.3
Food Industry and Allied Trade	52	86.7	2	3.3	54	90.0	52	86.7	48	15	24	30	6	7	11.7
Glass, Ceramic & Porcelain	26	92.9	2	7.1	21	75.0	24	85.7	21	1	7		2	15	53.6
Health Service and Social Care	30	90.9			21	63.6	31	93.9	27	12	25	5	16	3	9.1
KOVO	443	84.9	163	31.2	297	56.9	477	91.4	418	201	356	240	64	255	48.9
Mines, Geology and Oil Industry	22	84.6	11	42.3	16	61.5	24	92.3	23	4	23	11	9	11	42.3
Postal, Telecom. and Newspaper Services	5	83.3	3	50.0	3	50.0	6	100.0	5	4	6	1	4		
Profess.and Trade Union of Orchestral Music.	2	66.7					2	66.7	2		2				
Railway Trade Unions	27	87.1	12	38.7	14	45.2	29	93.5	27	15	23	13	13		
Science and Research	26	86.7			15	50.0	24	80.0	22	2	18	1	10	6	20.0
STAVBA	101	85.6	26	22.0	47	39.8	106	89.8	94	39	63	54	11	12	10.2
Textile, Clothing and Leather Industry	25	83.3	5	16.7	10	33.3	23	76.7	22	6	13	5		9	30.0
Transport	5	83.3	1	16.7	3	50.0	5	83.3	5	2	4	2		2	33.3
Transport, Road Economy and Repair Vehicles	9	75.0	4	33.3	7	58.3	11	91.7	11	3	4	7	2	7	58.3
Union of Aviation Employees	3	100.0					3	100.0	3		3	1		2	66.7
UNIOS	132	94.3	5	3.6	117	83.6	121	86.4	107	30	70	28	23	11	7.9
Universities Trade Union	14	87.5			6	37.5	15	93.8	14		15	1	6	4	25.0
Wood.Industry, Forestry and Manag.of Water	67	89.3			51	68.0	68	90.7	67	32	56	3	50	4	5.3

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

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

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	991	76.3	150	11.6	63	4.9	22	1.7	72	5.5	289	94.1	18	5.9	1,071	82.5	404	31.1	939	72.3	317	24.4
Agriculture and Nutrition	30	68.2	11	25.0	2	4.5	1	2.3			14	100.0			21	47.7	2	4.5	18	40.9	2	4.5
Banking and Insurance	9	64.3	1	7.1	1	7.1			3	21.4	4	80.0	1	20.0	12	85.7	2	14.3	10	71.4	3	21.4
Catering, Hotels and Tourism	6	60.0	1	10.0	3	30.0					4	100.0			9	90.0	1	10.0	10	100.0		
Civilian Employees of the Army	2	40.0			2	40.0			1	20.0	2	66.7	1	33.3	5	100.0	2	40.0	5	100.0	4	80.0
Commerce	10	58.8	2	11.8			1	5.9	4	23.5	7	100.0			11	64.7	2	11.8	11	64.7	3	17.6
ECHO	45	65.2	14	20.3	1	1.4	4	5.8	5	7.2	24	100.0			60	87.0	23	33.3	51	73.9	27	39.1
Food Industry and Allied Trade	35	58.3	14	23.3	7	11.7	1	1.7	3	5.0	25	100.0			50	83.3	35	58.3	32	53.3	5	8.3
Glass, Ceramic & Porcelain	17	60.7	7	25.0	2	7.1	2	7.1			8	72.7	3	27.3	24	85.7	23	82.1	10	35.7	20	71.4
Health Service and Social Care	11	33.3	14	42.4	3	9.1	1	3.0	4	12.1	22	100.0			32	97.0	4	12.1	22	66.7	3	9.1
KOVO	462	88.5	38	7.3	13	2.5	5	1.0	4	0.8	56	93.3	4	6.7	436	83.5	224	42.9	416	79.7	167	32.0
Mines, Geology and Oil Industry	22	84.6			2	7.7			2	7.7	4	100.0			20	76.9	12	46.2	22	84.6	12	46.2
Postal, Telecom. and Newspaper Services	5	83.3	1	16.7							1	100.0			5	83.3	3	50.0	5	83.3	1	16.7
Profess.and Trade Union of Orchestral Music.	3	100.0													3	100.0	1	33.3	1	33.3	2	66.7
Railway Trade Unions	15	48.4	6	19.4	2	6.5	2	6.5	6	19.4	15	93.8	1	6.3	28	90.3	4	12.9	24	77.4	4	12.9
Science and Research	28	93.3	2	6.7							1	50.0	1	50.0	24	80.0	14	46.7	17	56.7	16	53.3
STAVBA	73	61.9	13	11.0	8	6.8	1	0.8	23	19.5	45	100.0			88	74.6	18	15.3	72	61.0	9	7.6
Textile, Clothing and Leather Industry	27	90.0	2	6.7	1	3.3					3	100.0			12	40.0	4	13.3	8	26.7	4	13.3
Transport	2	33.3	3	50.0	1	16.7					4	100.0			4	66.7			3	50.0		
Transport, Road Economy and Repair Vehicles	4	33.3	7	58.3					1	8.3	7	87.5	1	12.5	10	83.3	1	8.3	11	91.7	8	66.7
Union of Aviation Employees					2	66.7	1	33.3			3	100.0			3	100.0	2	66.7	3	100.0	3	100.0
UNIOS	121	86.4	10	7.1	8	5.7			1	0.7	19	100.0			140	100.0	7	5.0	139	99.3	9	6.4
Universities Trade Union	6	37.5			2	12.5			8	50.0	4	40.0	6	60.0	16	100.0	3	18.8	15	93.8	4	25.0
Wood.Industry, Forestry and Manag.of Water	58	77.3	4	5.3	3	4.0	3	4.0	7	9.3	17	100.0			58	77.3	17	22.7	34	45.3	11	14.7

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

**Compensation money
classification based on trade unions**

Trade union	Increase of compensation money beyond the framework of Section 67 of the LC																										
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money										
	employment up to 1 year				employment up to 2 years				employment over 2 years						agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences				
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences		
	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	421	32.4	1.4	2.3	432	33.3	1.2	2.1	656	50.5	1.3	4.4	120	9.2	1.3	2.8	655	50.5	476	36.7	413	31.8	77	5.9	109	8.4	
Agriculture and Nutrition	7	15.9	2.1	2.3	7	15.9	1.3	1.4	9	20.5	1.1	3.9	1	2.3			9	20.5	7	15.9	2	4.5	1	2.3	1	2.3	
Banking and Insurance	8	57.1	1.4	2.1	8	57.1	1.3	2.0	13	92.9	1.2	4.8					13	92.9	11	78.6	7	50.0	2	14.3	1	7.1	
Catering, Hotels and Tourism	6	60.0	1.0	1.8	6	60.0	1.2	2.0	6	60.0	1.3	2.2					6	60.0			6	60.0					
Civilian Employees of the Army	2	40.0			2	40.0			5	100.0	1.0	3.6	1	20.0			5	100.0	5	100.0	2	40.0			1	20.0	
Commerce	2	11.8			2	11.8			3	17.6	1.0	1.7					2	11.8	1	5.9					1	5.9	
ECHO	53	76.8	1.2	2.4	53	76.8	1.1	2.3	62	89.9	1.4	8.3	11	15.9	1.3	2.2	61	88.4	56	81.2	49	71.0	12	17.4	6	8.7	
Food Industry and Allied Trade	4	6.7	1.0	2.3	5	8.3	1.2	2.2	27	45.0	1.4	4.9	1	1.7			28	46.7	24	40.0	9	15.0	4	6.7	10	16.7	
Glass, Ceramic & Porcelain	7	25.0	1.8	2.7	7	25.0	1.2	2.4	10	35.7	1.0	3.0	3	10.7	1.0	8.7	16	57.1	16	57.1	3	10.7	1	3.6	2	7.1	
Health Service and Social Care	6	18.2	1.4	2.0	5	15.2	1.3	2.0	5	15.2	1.5	2.4	1	3.0			5	15.2	2	6.1	3	9.1			1	3.0	
KOVO	128	24.5	1.6	2.2	130	24.9	1.3	1.9	223	42.7	1.4	3.3	28	5.4	1.7	3.4	238	45.6	162	31.0	137	26.2	22	4.2	63	12.1	
Mines, Geology and Oil Industry	19	73.1	1.0	1.9	19	73.1	1.0	2.1	21	80.8	1.0	3.5	1	3.8			20	76.9	13	50.0	16	61.5	1	3.8	1	3.8	
Postal, Telecom. and Newspaper Services	5	83.3	1.2	1.8	5	83.3	1.2	1.8	6	100.0	1.3	6.2					6	100.0	5	83.3	3	50.0	2	33.3	1	16.7	
Profess.and Trade Union of Orchestral Music.																											
Railway Trade Unions	11	35.5	1.3	2.5	13	41.9	1.0	2.4	19	61.3	1.1	3.6	3	9.7	2.3	3.7	21	67.7	16	51.6	15	48.4	5	16.1	7	22.6	
Science and Research	1	3.3			1	3.3			6	20.0	1.6	2.0					3	10.0	2	6.7	1	3.3			2	6.7	
STAVBA	87	73.7	1.2	2.4	87	73.7	1.0	2.2	103	87.3	1.0	4.1	60	50.8	1.0	2.2	99	83.9	58	49.2	94	79.7	8	6.8	4	3.4	
Textile, Clothing and Leather Industry	3	10.0	1.3	1.5	4	13.3	1.5	1.7	7	23.3	2.8	3.0	2	6.7			7	23.3	6	20.0	1	3.3	3	10.0			
Transport	1	16.7			1	16.7			1	16.7							1	16.7	1	16.7							
Transport, Road Economy and Repair Vehicles	4	33.3	2.0	3.3	4	33.3	1.0	2.5	5	41.7	2.0	3.6	2	16.7			5	41.7	2	16.7	4	33.3					
Union of Aviation Employees									2	66.7							2	66.7	2	66.7							
UNIOS	27	19.3	1.8	2.4	33	23.6	1.5	2.1	63	45.0	1.7	5.6	5	3.6	1.8	2.0	49	35.0	39	27.9	26	18.6	7	5.0	6	4.3	
Universities Trade Union	5	31.3	1.0	2.0	5	31.3	1.0	2.0	11	68.8	1.0	2.7	1	6.3			11	68.8	7	43.8	6	37.5	1	6.3			
Wood.Industry, Forestry and Manag.of Water	35	46.7	1.4	2.2	35	46.7	1.2	2.0	49	65.3	1.3	5.1					48	64.0	41	54.7	29	38.7	8	10.7	2	2.7	

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

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

Trade union	Length of working hours												Flexible organization of working hours		Increase of holiday entitlement					
	agreed in CA		generally undistinguished			in working modes									agreed in CA		by days		by 1 week	by 2 weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	multishift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	
								hours/week	hours/week	hours/week	hours/week									
Total	1,179	90.8	775	59.7	38.0	404	31.1	39.7	38.35	37.4	37.3	391	30.1	1,163	89.6	8.2	4.6	78.2	3.2	
Agriculture and Nutrition	39	88.6	19	43.2	38.8	20	45.5	39.8	38.38	37.5	37.5	13	29.5	40	90.9	11.4	4.4	79.5		
Banking and Insurance	14	100.0	10	71.4	39.3	4	28.6	40.0	38.13	37.5	37.5	11	78.6	12	85.7	7.1	8.0	57.1	21.4	
Catering, Hotels and Tourism	9	90.0				9	90.0	40.0	38.75	37.5	37.5	2	20.0	4	40.0			40.0		
Civilian Employees of the Army	5	100.0	5	100.0	37.5							5	100.0	5	100.0	20.0	5.0	80.0		
Commerce	13	76.5	4	23.5	39.4	9	52.9	40.0	38.61	37.5	37.5	1	5.9	7	41.2			41.2		
ECHO	67	97.1	57	82.6	37.6	10	14.5	38.0	37.31	37.1	36.6	39	56.5	68	98.6	5.8	6.8	91.3	1.4	
Food Industry and Allied Trade	60	100.0	34	56.7	37.9	26	43.3	39.9	38.46	37.4	37.4	21	35.0	55	91.7	16.7	4.6	75.0		
Glass, Ceramic & Porcelain	28	100.0	22	78.6	37.5	6	21.4	40.0	38.75	37.5	37.5	4	14.3	26	92.9			92.9		
Health Service and Social Care	24	72.7	3	9.1	38.3	21	63.6	39.9	38.69	37.5	37.5	9	27.3	33	100.0	6.1	6.5	90.9	3.0	
KOVO	468	89.7	319	61.1	37.7	149	28.5	39.8	38.27	37.4	37.3	131	25.1	458	87.7	10.3	3.8	77.0	0.4	
Mines, Geology and Oil Industry	22	84.6	19	73.1	38.0	3	11.5	40.0	38.75	37.5	37.5	20	76.9	24	92.3			73.1	19.2	
Postal, Telecom. and Newspaper Services	6	100.0	1	16.7		5	83.3	39.5	38.19	37.0	37.1	5	83.3	6	100.0			100.0		
Profess.and Trade Union of Orchestral Music.														2	66.7			66.7		
Railway Trade Unions	29	93.5	16	51.6	38.0	13	41.9	39.3	38.44	37.5	36.9	17	54.8	30	96.8	6.5	6.0	80.6	9.7	
Science and Research	12	40.0	12	40.0	40.0							11	36.7	23	76.7	6.7	5.0	70.0		
STAVBA	111	94.1	41	34.7	38.3	70	59.3	40.0	38.42	37.5	37.5	21	17.8	106	89.8	3.4	4.0	86.4		
Textile, Clothing and Leather Industry	30	100.0	27	90.0	37.6	3	10.0	39.6	38.17	37.5	37.5	6	20.0	23	76.7	3.3	5.0	73.3		
Transport	6	100.0	6	100.0	39.4									4	66.7			66.7		
Transport, Road Economy and Repair Vehicles	11	91.7	1	8.3		10	83.3	37.5	37.50	37.5		6	50.0	12	100.0			100.0		
Union of Aviation Employees	3	100.0				3	100.0	40.0			37.5	2	66.7	3	100.0			100.0		
UNIOS	136	97.1	111	79.3	38.3	25	17.9	39.9	38.54	37.5	36.7	21	15.0	136	97.1	6.4	5.1	87.1	3.6	
Universities Trade Union	13	81.3	6	37.5	39.6	7	43.8	40.0	38.75	37.5	37.5	11	68.8	16	100.0			12.5	87.5	
Wood.Industry, Forestry and Manag.of Water	73	97.3	62	82.7	37.8	11	14.7	38.9	37.88	37.3	37.0	35	46.7	70	93.3	14.7	6.2	68.0	10.7	

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

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

Trade union	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
Total	4	0.3	88	890	68.6	50.3	577	44.5	48.5
Agriculture and Nutrition				31	70.5	51.2	12	27.3	49.8
Banking and Insurance				8	57.1	52.0	3	21.4	52.0
Catering, Hotels and Tourism				9	90.0	28.9	9	90.0	43.3
Civilian Employees of the Army				5	100.0	52.0	1	20.0	
Commerce				12	70.6	49.8	12	70.6	47.7
ECHO				55	79.7	51.1	52	75.4	50.3
Food Industry and Allied Trade	1	1.7		50	83.3	51.0	34	56.7	46.6
Glass, Ceramic & Porcelain				24	85.7	49.8	20	71.4	50.3
Health Service and Social Care				26	78.8	51.0	17	51.5	46.2
KOVO				339	64.9	50.9	186	35.6	49.6
Mines, Geology and Oil Industry				25	96.2	47.8	19	73.1	52.0
Postal, Telecom. and Newspaper Services				6	100.0	52.0	5	83.3	52.0
Profess.and Trade Union of Orchestral Music.									
Railway Trade Unions				24	77.4	48.2	19	61.3	45.0
Science and Research	1	3.3		2	6.7		6	20.0	36.1
STAVBA	1	0.8		103	87.3	50.0	84	71.2	50.1
Textile, Clothing and Leather Industry				17	56.7	48.9	7	23.3	52.0
Transport				3	50.0	52.0	3	50.0	52.0
Transport, Road Economy and Repair Vehicles				9	75.0	52.0	8	66.7	18.9
Union of Aviation Employees				2	66.7		3	100.0	52.0
UNIOS	1	0.7		71	50.7	51.2	35	25.0	46.3
Universities Trade Union				12	75.0	49.8	10	62.5	43.2
Wood.Industry, Forestry and Manag.of Water				57	76.0	50.6	32	42.7	49.6

Explanatory notes: NCA

% CA

hours/year

weeks

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

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

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

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

Trade union	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	35	2.7	38	2.9	43	3.3	45	3.5
Agriculture and Nutrition	2	4.5			1	2.3	3	6.8
Banking and Insurance	2	14.3	1	7.1			3	21.4
Catering, Hotels and Tourism			1	10.0			7	70.0
Civilian Employees of the Army								
Commerce			1	5.9	1	5.9	2	11.8
ECHO			2	2.9	1	1.4	2	2.9
Food Industry and Allied Trade	1	1.7					3	5.0
Glass, Ceramic & Porcelain	1	3.6						
Health Service and Social Care							7	21.2
KOVO	29	5.6	21	4.0	14	2.7	1	0.2
Mines, Geology and Oil Industry					7	26.9	8	30.8
Postal, Telecom. and Newspaper Services							1	16.7
Profess.and Trade Union of Orchestral Music.								
Railway Trade Unions			1	3.2	3	9.7		
Science and Research					1	3.3	3	10.0
STAVBA			6	5.1	6	5.1		
Textile, Clothing and Leather Industry								
Transport								
Transport, Road Economy and Repair Vehicles			2	16.7	1	8.3		
Union of Aviation Employees								
UNIOS			2	1.4	6	4.3		
Universities Trade Union			1	6.3	2	12.5	3	18.8
Wood.Industry, Forestry and Manag.of Water							2	2.7

Explanatory notes: NCA
% CA

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

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

Trade union	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work									
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"		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	427	32.9	22	1.7	414	31.9	11	0.8	41	3.2	40	3.1			2	0.2			2	0.2
Agriculture and Nutrition	10	22.7			10	22.7			1	2.3	1	2.3								
Banking and Insurance	10	71.4			10	71.4			3	21.4	3	21.4								
Catering, Hotels and Tourism	3	30.0			3	30.0														
Civilian Employees of the Army	2	40.0			2	40.0			2	40.0	2	40.0								
Commerce	10	58.8			10	58.8														
ECHO	41	59.4	4	5.8	41	59.4	3	4.3	9	13.0	9	13.0			2	2.9				
Food Industry and Allied Trade	37	61.7	3	5.0	36	60.0			1	1.7	1	1.7								
Glass, Ceramic & Porcelain									1	3.6	1	3.6								
Health Service and Social Care	4	12.1			4	12.1			2	6.1	2	6.1								
KOVO	115	22.0	6	1.1	112	21.5	1	0.2	4	0.8	4	0.8							1	0.2
Mines, Geology and Oil Industry	13	50.0			13	50.0			7	26.9	7	26.9								
Postal, Telecom. and Newspaper Services	4	66.7			4	66.7														
Profess.and Trade Union of Orchestral Music.																				
Railway Trade Unions	22	71.0	4	12.9	19	61.3	1	3.2												
Science and Research	7	23.3	3	10.0	3	10.0	1	3.3	4	13.3	3	10.0							1	3.3
STAVBA	22	18.6			22	18.6	1	0.8												
Textile, Clothing and Leather Industry																				
Transport	1	16.7	1	16.7																
Transport, Road Economy and Repair Vehicles	5	41.7			5	41.7	2	16.7												
Union of Aviation Employees	1	33.3	1	33.3	1	33.3	1	33.3	1	33.3	1	33.3								
UNIOS	64	45.7			63	45.0	1	0.7	1	0.7	1	0.7								
Universities Trade Union	10	62.5			10	62.5			1	6.3	1	6.3								
Wood.Industry, Forestry and Manag.of Water	46	61.3			46	61.3			4	5.3	4	5.3								

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

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

Trade union	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,233	95.0	61.72	54.7	17.49	25.8	79.17	58.5	296	193	14.9	29	2.2	25	1.9
Agriculture and Nutrition	44	100.0	63.51	55.0	9.02		91.55	58.1	9	5	11.4	1	2.3		
Banking and Insurance	14	100.0	68.50	55.0	32.83		150.00	55.0	2						
Catering, Hotels and Tourism	10	100.0		55.0	10.00		100.00	55.0		2	20.0	1	10.0		
Civilian Employees of the Army	5	100.0	43.94	55.0	33.97					2	40.0				
Commerce	16	94.1	50.00	55.0	2.00		64.00	70.0	4						
ECHO	69	100.0	64.74	55.0	14.52	15.0	73.89	56.6	24	23	33.3				
Food Industry and Allied Trade	57	95.0	62.50	55.0	5.96		110.27		29	10	16.7				
Glass, Ceramic & Porcelain	27	96.4		55.0	18.88		29.50	55.0	15	15	53.6				
Health Service and Social Care	31	93.9		55.0	13.68		70.80	53.6	16	13	39.4	1	3.0	1	3.0
KOVO	493	94.4	58.07	54.8	14.35	10.0	66.61	61.8	156	65	12.5	15	2.9	12	2.3
Mines, Geology and Oil Industry	26	100.0	44.00	55.0	9.33		59.47	54.3	1						
Postal, Telecom. and Newspaper Services	6	100.0	55.33	55.0	25.00		85.67								
Profess.and Trade Union of Orchestral Music.	2	66.7													
Railway Trade Unions	31	100.0	37.00	54.0	7.88		60.75	54.3	4	6	19.4	2	6.5	1	3.2
Science and Research	27	90.0	48.24	44.7	24.63	31.0			3	5	16.7				
STAVBA	112	94.9	47.33	54.7	12.33		83.01	55.0	4	10	8.5	4	3.4	4	3.4
Textile, Clothing and Leather Industry	25	83.3	65.50	53.6			65.23	53.8	4	4	13.3				
Transport	6	100.0		55.0			71.50		2						
Transport, Road Economy and Repair Vehicles	10	83.3	66.17	55.0	18.50		100.00			7	58.3	1	8.3	1	8.3
Union of Aviation Employees	3	100.0		53.3	15.00					1	33.3				
UNIOS	132	94.3	68.92	54.8	21.00	26.3	100.61	60.0	7	8	5.7	2	1.4	4	2.9
Universities Trade Union	14	87.5		55.0			46.00	55.0	4	3	18.8				
Wood.Industry, Forestry and Manag.of Water	73	97.3	77.09	55.0	16.62	22.0	96.75	54.2	12	14	18.7	2	2.7	2	2.7

Explanatory notes: NCA

% CA

aver. CZK

aver.% of price

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

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

average contribution in CZK

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

Working conditions and benefits II classification based on trade unions

Trade union	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices		Contribution to pension insurance						Contribution to life insurance						
			agreed in CA		amount allowed				agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision	
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	35	2.7	118	9.1	977	68.6	288	22.2	894	68.9	641	1,038	3.1	717	55.2	318	24.5	587	886	257	19.8
Agriculture and Nutrition			4	9.1	567	30.0	12	27.3	21	47.7	497	658	3.3	17	38.6	5	11.4	533	920	4	9.1
Banking and Insurance	2	14.3					6	42.9	12	85.7	595	1,136	3.2	8	57.1	7	50.0	792	976	6	42.9
Catering, Hotels and Tourism							9	90.0	8	80.0	1,136	1,136	3.0	8	80.0	7	70.0	900	900	7	70.0
Civilian Employees of the Army			1	20.0			2	40.0	4	80.0	750	1,050	4.0	4	80.0	2	40.0			2	40.0
Commerce			1	5.9			5	29.4	7	41.2	395	411	2.5	7	41.2	2	11.8			2	11.8
ECHO			4	5.8	1,133	70.0	17	24.6	63	91.3	924	1,281	3.2	59	85.5	24	34.8	733	1,127	22	31.9
Food Industry and Allied Trade	2	3.3	9	15.0	1,030		25	41.7	41	68.3	627	891	2.7	32	53.3	17	28.3	738	994	15	25.0
Glass, Ceramic & Porcelain			1	3.6			3	10.7	24	85.7	547	793	3.5	22	78.6	9	32.1	443	567	8	28.6
Health Service and Social Care	1	3.0	1	3.0			18	54.5	27	81.8	452	840		26	78.8	12	36.4	360	604	11	33.3
KOVO	10	1.9	71	13.6	945	67.7	46	8.8	345	66.1	615	990	3.1	267	51.1	97	18.6	525	808	75	14.4
Mines, Geology and Oil Industry	3	11.5	2	7.7			2	7.7	21	80.8	505	662	3.4	19	73.1	6	23.1	613	960	5	19.2
Postal, Telecom. and Newspaper Services							1	16.7	3	50.0	400	500		2	33.3	1	16.7			1	16.7
Profess.and Trade Union of Orchestral Music.	1	33.3														1	33.3				
Railway Trade Unions	2	6.5	1	3.2			17	54.8	28	90.3	662	1,273	3.0	23	74.2	20	64.5	624	975	17	54.8
Science and Research	1	3.3	1	3.3			6	20.0	16	53.3	432	613		11	36.7	4	13.3	259	829	3	10.0
STAVBA	7	5.9	4	3.4	800	66.7	44	37.3	88	74.6	550	1,501	2.7	79	66.9	17	14.4	361	995	16	13.6
Textile, Clothing and Leather Industry			2	6.7			3	10.0	13	43.3	400	567	3.4	4	13.3	5	16.7	350	433	2	6.7
Transport									5	83.3	533	1,000	3.0	1	16.7						
Transport, Road Economy and Repair Vehicles							1	8.3	8	66.7	867	1,000	3.0	8	66.7	2	16.7			1	8.3
Union of Aviation Employees	1	33.3	1	33.3			2	66.7	3	100.0	400	900	2.8	2	66.7						
UNIOS	1	0.7	8	5.7	1,240	50.0	30	21.4	100	71.4	764	1,037	3.8	66	47.1	56	40.0	623	950	37	26.4
Universities Trade Union							9	56.3	4	25.0	450	750	2.5	3	18.8						
Wood.Industry, Forestry and Manag.of Water	4	5.3	7	9.3	981		30	40.0	53	70.7	650	1,007	3.0	49	65.3	24	32.0	728	1,030	23	30.7

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

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

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

Trade union	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
Total	421	32.4	43	2.2	31	2,423	83	1.9	239	143	4,148	262	20.2	64	7,117	25	1.8	121	105	3,178	
Agriculture and Nutrition	17	38.6	2		1		2		11	4	2,066	1	2.3			1					
Banking and Insurance	10	71.4	2				4	2.3	2	3	53,125										
Catering, Hotels and Tourism	3	30.0							1	3	20	2	20.0	1						1	
Civilian Employees of the Army	5	100.0					4	2.1	1	4	8,092										
Commerce	4	23.5							2	2		1	5.9					1	1		
ECHO	32	46.4	1		2		1		25	12	7,862	21	30.4	14	13,005			3	6	2,678	
Food Industry and Allied Trade	22	36.7			3	2,567	3	2.2	16	2		11	18.3	8	6,275			3			
Glass, Ceramic & Porcelain	11	39.3	8	2.8					3	2		15	53.6	1		8	2.6	6	9	7,504	
Health Service and Social Care	12	36.4					2		10	1		2	6.1					2			
KOVO	82	15.7	3	2.0	12	2,583	9	2.6	51	26	2,796	103	19.7	20	4,488	1		71	30	2,646	
Mines, Geology and Oil Industry	11	42.3					3	1.7	8	2		4	15.4			1		3			
Postal, Telecom. and Newspaper Services	3	50.0					1		2	2											
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	17	54.8	1		3	1,267	5	1.8	8	2		2	6.5					2			
Science and Research	27	90.0	4	2.0			19	2.0	4	21	4,008	1	3.3	1					1		
STAVBA	32	27.1	1		1		20	1.3	6	15	535	50	42.4	12	6,850	6	0.1	5	39	2,735	
Textile, Clothing and Leather Industry	5	16.7			2		1		2	1		3	10.0	1				1	3	757	
Transport	1	16.7							1												
Transport, Road Economy and Repair Vehicles	4	33.3	2				1		1	1		2	16.7	1					1		
Union of Aviation Employees												2	66.7					2			
UNIOS	80	57.1	14	2.2	5	2,400	1		56	28	758	22	15.7	5	7,060			16	2		
Universities Trade Union	8	50.0					2		6												
Wood.Industry, Forestry and Manag.of Water	35	46.7	5	2.3	2		5	2.2	23	12	4,892	20	26.7			8	1.8	6	12	4,360	

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

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

Trade union	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	8.67	3.30	2.13	25.53	1.40	3.44	0.56	9.80	2.48	30.80	11.89	379	29.2	252	19.4
Agriculture and Nutrition	28.52	6.92	3.39	15.01	0.79	10.65	11.62	4.84	1.37	12.56	4.34	9	20.5	9	20.5
Banking and Insurance	2.67	2.53	0.63	36.23	1.51	1.07		11.10		37.84	6.43	10	71.4	11	78.6
Catering, Hotels and Tourism									100.00			1	10.0		
Civilian Employees of the Army	22.73	4.17	0.12	29.55	0.85	4.65		25.63	0.60	2.13	9.57	5	100.0	3	60.0
Commerce	0.68			47.75	0.41	2.25			2.93	0.68	45.29			3	17.6
ECHO	9.22	7.08	5.89	10.81	1.46	2.71	1.05	10.47	4.80	37.36	9.16	24	34.8	41	59.4
Food Industry and Allied Trade												12	20.0	12	20.0
Glass, Ceramic & Porcelain	1.41	5.68		18.89	4.51	5.27		5.64	0.65	56.51	1.44	15	53.6	3	10.7
Health Service and Social Care												11	33.3	6	18.2
KOVO	4.98	2.76	1.45	31.21	0.90	3.17	2.01	6.47	1.51	26.97	18.57	96	18.4	26	5.0
Mines, Geology and Oil Industry												8	30.8	10	38.5
Postal, Telecom. and Newspaper Services												1	16.7	1	16.7
Profess.and Trade Union of Orchestral Music.															
Railway Trade Unions												20	64.5	3	9.7
Science and Research	2.79	0.36	2.54	32.31	2.08	8.35		4.04	0.19	32.49	14.86	19	63.3	12	40.0
STAVBA	15.80	0.61	1.12	15.30	0.13	3.34		0.50	5.41	47.91	9.88	32	27.1	46	39.0
Textile, Clothing and Leather Industry	1.99	3.58		7.96	29.94	2.59		21.50	11.35	2.39	18.69	7	23.3	1	3.3
Transport															
Transport, Road Economy and Repair Vehicles												5	41.7		
Union of Aviation Employees														2	66.7
UNIOS	22.67	3.15	13.18	20.61	1.37	3.00		7.92	1.22	5.22	21.66	74	52.9	41	29.3
Universities Trade Union												7	43.8		
Wood.Industry, Forestry and Manag.of Water	11.86	5.88	2.94	34.50	0.96	3.23		14.67	3.46	14.45	8.05	23	30.7	22	29.3

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver. % average percentage of use for this purpose of the total creation of the fund
A recreation - contribution to employees and family members **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** contributions to sporting and cultural events
D contribution to corporate catering **I** contribution to trade union organization
E social assistance, social loans **J** other use
K balance

Obstacles to work classification based on trade unions

Trade union	Wage compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC			Average number of days of leave with compensation for wage above the requirement of the LC																													
				Type of personal obstacle																													
	agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I			J		
	NCA	% CA		NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days
Total	5	0.4	75.0	534	41.1	1.4	442	34.1	1.3	674	51.9	2.2	274	21.1	6.7	293	22.6	1.2	125	9.6	3.6	240	18.5	4.2	94	7.2	2.1	198	15.3	3.1	544	41.9	
Agriculture and Nutrition				16	36.4	1.3	13	29.5	1.3	13	29.5	1.7	2	4.5		3	6.8	1.0	2	4.5		6	13.6	7.7	2	4.5		3	6.8	3.0	18	40.9	
Banking and Insurance				1	7.1		1	7.1														7	50.0	4.0	1	7.1		6	42.9	4.5	9	64.3	
Catering, Hotels and Tourism							9	90.0	1.0	10	100.0	1.9	5	50.0	8.2											3	30.0	1.0	2	20.0		3	30.0
Civilian Employees of the Army				2	40.0		2	40.0		2	40.0					1	20.0					1	20.0					2	40.0		3	60.0	
Commerce				3	17.6	1.7	10	58.8	1.3	7	41.2	1.4	3	17.6	5.0	5	29.4	1.2											1	5.9		12	70.6
ECHO				48	69.6	1.5	45	65.2	1.8	51	73.9	1.9	26	37.7	7.0	16	23.2	1.4	17	24.6	4.9	26	37.7	3.2	2	2.9		15	21.7	2.7	52	75.4	
Food Industry and Allied Trade				9	15.0	1.2	21	35.0	1.2	14	23.3	1.6	6	10.0	11.2	7	11.7	1.0	1	1.7								1	1.7		37	61.7	
Glass, Ceramic & Porcelain				25	89.3	2.2	3	10.7	1.7	27	96.4	2.8	26	92.9	15.6	1	3.6					3	10.7	1.3	25	89.3	1.1	5	17.9	3.0	24	85.7	
Health Service and Social Care				2	6.1		1	3.0		5	15.2	1.2	1	3.0		1	3.0					1	3.0					13	39.4	2.7	10	30.3	
KOVO				234	44.8	1.5	228	43.7	1.2	293	56.1	2.8	29	5.6	5.3	170	32.6	1.2	18	3.4	2.2	74	14.2	2.9	18	3.4	2.7	31	5.9	3.0	184	35.2	
Mines, Geology and Oil Industry				16	61.5	1.3	11	42.3	1.0	14	53.8	1.0	4	15.4	12.0	8	30.8	1.4	10	38.5	3.6	10	38.5	4.9	6	23.1	4.0	3	11.5	3.3	16	61.5	
Postal, Telecom. and Newspaper Services				3	50.0	1.0	4	66.7	1.3	4	66.7	1.8	3	50.0	3.3	1	16.7		1	16.7		5	83.3	3.8	4	66.7	4.0	5	83.3	2.6	5	83.3	
Profess.and Trade Union of Orchestral Music.																																2	66.7
Railway Trade Unions				7	22.6	1.0	12	38.7	1.5	13	41.9	1.6	7	22.6	8.1	7	22.6	1.1	4	12.9	2.3	1	3.2					3	9.7	4.7	12	38.7	
Science and Research				2	6.7		2	6.7		1	3.3					1	3.3		2	6.7					1	3.3		1	3.3		9	30.0	
STAVBA	5	4.2	75.0	86	72.9	1.0	32	27.1	1.6	101	85.6	1.3	98	83.1	3.5	23	19.5	1.0	63	53.4	3.9	35	29.7	8.5	1	0.8		24	20.3	2.4	32	27.1	
Textile, Clothing and Leather Industry				6	20.0	1.3	3	10.0	1.0	10	33.3	1.9	1	3.3		2	6.7					2	6.7					2	6.7		2	6.7	
Transport							2	33.3		2	33.3		2	33.3		2	33.3																
Transport, Road Economy and Repair Vehicles				2	16.7		2	16.7		9	75.0	1.3	7	58.3	9.0	1	8.3					3	25.0	5.7				1	8.3		4	33.3	
Union of Aviation Employees							2	66.7					2	66.7																		2	66.7
UNIOS				42	30.0	1.5	18	12.9	1.3	77	55.0	1.9	46	32.9	7.4	29	20.7	1.4	7	5.0	3.7	42	30.0	2.2	28	20.0	1.8	51	36.4	3.4	64	45.7	
Universities Trade Union				1	6.3		1	6.3																				2	12.5		4	25.0	
Wood,Industry, Forestry and Manag.of Water				29	38.7	1.2	20	26.7	1.1	21	28.0	1.2	6	8.0	7.3	15	20.0	1.2				24	32.0	5.5	3	4.0	1.0	27	36.0	3.4	40	53.3	

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

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

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	457	35.2	30	2.3	498	38.4	1100	84.7	686	52.9	8	0.6	19	1.5
Agriculture and Nutrition	5	11.4			21	47.7	40	90.9	6	13.6				
Banking and Insurance	9	64.3			9	64.3	12	85.7	3	21.4				
Catering, Hotels and Tourism	6	60.0			7	70.0	10	100.0	8	80.0				
Civilian Employees of the Army	3	60.0			2	40.0	5	100.0	3	60.0				
Commerce	5	29.4	1	5.9	12	70.6	16	94.1	10	58.8	4	23.5	1	5.9
ECHO	39	56.5			30	43.5	68	98.6	32	46.4	2	2.9	1	1.4
Food Industry and Allied Trade	31	51.7			3	5.0	55	91.7	41	68.3				
Glass, Ceramic & Porcelain					2	7.1	27	96.4	25	89.3				
Health Service and Social Care	26	78.8	5	15.2	9	27.3	30	90.9	7	21.2				
KOVO	129	24.7	5	1.0	201	38.5	383	73.4	314	60.2	1	0.2	10	1.9
Mines, Geology and Oil Industry	7	26.9			4	15.4	24	92.3	6	23.1				
Postal, Telecom. and Newspaper Services	3	50.0			2	33.3	6	100.0	1	16.7				
Profess.and Trade Union of Orchestral Music.	1	33.3					1	33.3						
Railway Trade Unions	21	67.7	5	16.1	16	51.6	28	90.3	24	77.4	1	3.2	4	12.9
Science and Research	19	63.3	2	6.7	4	13.3	25	83.3	6	20.0				
STAVBA	38	32.2			79	66.9	100	84.7	47	39.8			1	0.8
Textile, Clothing and Leather Industry					2	6.7	27	90.0	17	56.7				
Transport	2	33.3			1	16.7	4	66.7	3	50.0				
Transport, Road Economy and Repair Vehicles	4	33.3					9	75.0	8	66.7				
Union of Aviation Employees	3	100.0			3	100.0	3	100.0						
UNIOS	53	37.9	11	7.9	35	25.0	138	98.6	109	77.9			2	1.4
Universities Trade Union	12	75.0	1	6.3	9	56.3	15	93.8	6	37.5				
Wood.Industry, Forestry and Manag.of Water	41	54.7			47	62.7	74	98.7	10	13.3				

Explanatory notes: NCA
% CA

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

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

Region NUTS 3	Does the CA regulate the minimum wage?									Does the CA regulate the wage scales?											
	monthly			by the hour (working hours being 40 hours per week)			by the hour (working hours being 37.5 hours per week)			monthly				by the hour (40 hours/week)				by the hour (37.5 hours/week)			
	NCA	% CA	CZK	NCA	% CA	CZK/h	NCA	% CA	CZK/h	12-grade TS		Other TS		12-grade TS		Other TS		12-grade TS		Other TS	
										NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	51	3.9	19,829	26	2.0	107.22	12	0.9	120.06	195	15.0	344	26.5	48	3.7	72	5.5	69	5.3	168	12.9
CZ010 Capital Prague	20	9.8	18,501	15	7.3	107.50				27	13.2	49	23.9	17	8.3	16	7.8	2	1.0	7	3.4
CZ020 Středočeský	6	7.1	25,210	1	1.2		1	1.2		12	14.1	17	20.0	3	3.5	3	3.5	4	4.7	8	9.4
CZ031 Jihočeský	2	1.8		2	1.8		1	0.9		11	9.8	43	38.4	3	2.7	6	5.4	5	4.5	18	16.1
CZ032 Plzeňský	5	7.7	20,184				1	1.5		10	15.4	20	30.8	2	3.1	4	6.2	7	10.8	8	12.3
CZ041 Karlovarský										4	12.5	9	28.1	2	6.3	3	9.4	3	9.4	4	12.5
CZ042 Ústecký	1	1.1		2	2.1		1	1.1		19	20.0	35	36.8	1	1.1	2	2.1	3	3.2	8	8.4
CZ051 Liberecký	2	3.1		1	1.5					14	21.5	17	26.2	2	3.1	5	7.7	4	6.2	10	15.4
CZ052 Královéhradecký	1	1.3								11	13.9	18	22.8	1	1.3	2	2.5	2	2.5	18	22.8
CZ053 Pardubický										8	13.3	16	26.7	4	6.7	7	11.7	4	6.7	10	16.7
CZ061 Vysočina	6	8.2	20,789	1	1.4					9	12.3	16	21.9	4	5.5	9	12.3	3	4.1	9	12.3
CZ062 Jihomoravský	2	1.8		2	1.8		1	0.9		12	10.9	41	37.3	2	1.8	5	4.5	8	7.3	16	14.5
CZ071 Olomoucký	2	2.8		1	1.4		5	7.0	127.76	12	16.9	22	31.0	2	2.8	2	2.8	6	8.5	22	31.0
CZ072 Zlínský	2	2.4								6	7.1	9	10.6	1	1.2	2	2.4	3	3.5	7	8.2
CZ080 Moravskoslezský	2	1.2		1	0.6		2	1.2		40	24.8	32	19.9	4	2.5	6	3.7	15	9.3	23	14.3

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

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

Region NUTS 3	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m
Total	177	16,573	179	17,484	186	18,422	190	19,652	193	21,223	194	23,064	194	25,166	193	27,338	189	29,771	187	32,617	184	35,944	180	40,066
CZ010 Capital Prague	26	17,164	26	18,278	27	19,357	27	20,737	27	22,476	27	24,809	27	28,149	27	31,630	27	35,624	26	40,237	26	45,818	26	52,949
CZ020 Středočeský	11	17,949	11	18,917	11	20,158	12	21,457	12	23,223	12	25,146	12	27,583	12	29,858	10	31,264	10	34,225	10	37,693	10	41,731
CZ031 Jihočeský	9	12,964	9	13,466	11	13,313	11	14,291	11	15,348	11	16,502	11	18,015	11	19,518	11	21,172	11	23,035	11	25,710	11	28,803
CZ032 Plzeňský	8	13,482	10	15,250	10	16,253	10	17,784	10	19,641	10	21,854	10	24,477	10	27,382	9	31,133	9	35,241	8	37,194	7	41,021
CZ041 Karlovarský	3	17,350	3	18,093	4	21,125	4	22,612	4	24,158	4	27,886	3	24,390	3	27,063	2		2		2		2	
CZ042 Ústecký	18	17,365	18	18,385	19	19,467	19	20,796	19	22,328	19	24,067	19	26,135	19	27,936	19	30,387	19	32,918	19	36,022	18	39,827
CZ051 Liberecký	12	15,313	12	15,960	12	17,117	14	18,253	14	19,743	14	21,478	14	23,964	14	26,510	14	29,796	13	32,573	13	37,268	13	42,097
CZ052 Královéhradecký	11	18,036	11	19,020	11	20,221	11	21,701	11	23,368	11	25,543	11	28,315	10	30,773	10	33,562	10	37,700	9	41,870	9	45,926
CZ053 Pardubický	7	16,940	7	17,588	8	17,900	8	18,855	8	20,012	8	21,450	8	23,109	8	24,425	8	26,215	8	27,980	8	29,875	8	32,221
CZ061 Vysočina	9	16,660	9	17,762	9	18,970	9	20,239	9	21,873	9	23,220	9	24,733	9	26,296	9	27,952	9	29,928	9	31,891	8	34,309
CZ062 Jihomoravský	11	16,130	11	16,992	11	17,785	11	18,960	12	20,423	12	21,974	12	23,865	12	25,851	12	27,496	12	29,528	11	32,477	11	35,121
CZ071 Olomoucký	11	16,775	11	17,255	11	18,142	11	19,415	12	21,065	12	22,863	12	24,848	12	27,161	12	29,684	12	33,358	12	37,334	12	42,614
CZ072 Zlínský	5	16,928	5	17,892	5	19,082	5	20,372	6	22,758	6	24,537	6	26,697	6	28,912	6	31,232	6	34,134	6	36,989	6	39,869
CZ080 Moravskoslezský	36	16,760	36	17,707	37	18,551	38	19,596	38	21,041	39	22,732	40	24,483	40	26,074	40	28,131	40	30,248	40	32,696	39	35,897

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

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

Region NUTS 3	TARIFF SCALE																								
	1		2		3		4		5		6		7		8		9		10		11		12		
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	
Total	48	100.55	48	104.77	48	110.42	48	117.24	48	125.12	47	134.42	47	148.21	10	148.80	7	155.58	7	162.63	6	168.97	5	189.13	
CZ010 Capital Prague	17	107.56	17	113.41	17	119.15	17	126.53	17	135.44	17	149.44	17	169.06											
CZ020 Středočeský	3	94.57	3	97.33	3	101.17	3	107.00	3	113.50	3	121.50	3	134.33											
CZ031 Jihočeský	3	111.49	3	116.11	3	122.06	3	130.41	3	139.85	3	149.24	3	159.96	1		1		1		1			1	
CZ032 Plzeňský	2		2		2		2		2		2		2		1		1		1		1				
CZ041 Karlovarský	2		2		2		2		2		1		1		1										
CZ042 Ústecký	1		1		1		1		1		1		1												
CZ051 Liberecký	2		2		2		2		2		2		2		1										
CZ052 Královéhradecký	1		1		1		1		1		1		1												
CZ053 Pardubický	4	110.48	4	113.00	4	115.50	4	118.50	4	123.75	4	130.00	4	136.75	3	147.33	3	153.67	3	160.00	2			2	
CZ061 Vysočina	4	89.10	4	90.50	4	92.75	4	97.25	4	102.00	4	109.00	4	117.50	1		1		1		1			1	
CZ062 Jihomoravský	2		2		2		2		2		2		2												
CZ071 Olomoucký	2		2		2		2		2		2		2		1		1		1		1			1	
CZ072 Zlínský	1		1		1		1		1		1		1												
CZ080 Moravskoslezský	4	103.50	4	106.60	4	122.63	4	137.63	4	150.38	4	154.88	4	165.45	1										

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

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

Region NUTS 3	TARIFF SCALE																								
	1		2		3		4		5		6		7		8		9		10		11		12		
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	
Total	62	96.30	66	100.60	67	106.66	68	114.00	69	122.73	69	131.77	66	143.18	38	148.84	26	158.20	23	168.80	22	182.84	22	198.56	
CZ010 Capital Prague	2		2		2		2		2		2		2		1										
CZ020 Středočeský	4	95.53	4	99.73	4	105.85	4	114.10	4	122.93	4	130.43	3	130.23	2		2		2		2			2	
CZ031 Jihočeský	4	60.28	5	61.74	5	68.76	5	75.86	5	84.28	5	93.86	4	111.23											
CZ032 Plzeňský	5	89.04	7	99.31	7	104.94	7	115.06	7	126.13	7	137.64	7	151.39	4	138.08	2		2		2			2	
CZ041 Karlovarský	3	109.53	3	111.73	3	114.63	3	117.53	3	120.50	3	124.23	3	130.00	3	136.50	2		2		2			2	
CZ042 Ústecký	3	96.03	3	98.87	3	102.60	3	106.90	3	111.77	3	120.33	3	128.20	3	136.60	3	146.73	3	157.33	3	170.40	3	184.63	
CZ051 Liberecký	4	103.44	4	106.15	4	112.03	4	117.35	4	123.75	4	128.85	4	136.95	3	136.03	2		2		2			2	
CZ052 Královéhradecký	2		2		2		2		2		2		2		2		2		2		2			2	
CZ053 Pardubický	4	114.83	4	118.13	4	122.40	4	128.05	4	135.10	4	142.00	4	149.73	3	163.50	3	170.50	2		1			1	
CZ061 Vysočina	3	90.58	3	92.98	3	102.88	3	111.55	3	123.50	3	131.03	3	141.32	2		2		2		2			2	
CZ062 Jihomoravský	6	100.97	6	107.15	7	113.13	8	119.03	8	126.43	8	135.13	8	146.77	3	130.50	1								
CZ071 Olomoucký	5	100.67	5	104.46	5	111.25	5	123.52	6	133.61	6	144.46	6	159.61	4	183.63	3	188.50	3	208.00	3	227.10	3	246.27	
CZ072 Zlínský	3	99.13	3	107.70	3	118.17	3	128.07	3	142.07	3	153.50	3	166.50	1		1								
CZ080 Moravskoslezský	14	96.88	15	102.80	15	107.72	15	113.64	15	121.49	15	130.55	14	139.81	7	135.63	3	148.60	3	161.92	3	176.59	3	191.77	

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

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

Region NUTS 3	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE																	
Total	1,089	83.9	26.3	47.4	27.4	1,004	77.3	102.5	1,068	82.3	21.07	12.4	740	57.0	10.60	10.8	10.4	1,028	79.2	26.85	23.4
CZ010 Capital Prague	152	74.1	25.9	47.7	27.1	136	66.3	100.4	145	70.7	17.29	11.2	116	56.6	10.73	11.1	11.2	150	73.2	39.55	22.6
CZ020 Středočeský	74	87.1	25.6	46.3	29.3	68	80.0	104.4	73	85.9	16.27	12.8	45	52.9	12.02	10.0	10.3	67	78.8	22.19	22.3
CZ031 Jihočeský	100	89.3	27.1	51.2	29.4	91	81.3	102.9	95	84.8	21.13	14.5	61	54.5	11.19	10.6	10.0	93	83.0	26.68	26.6
CZ032 Plzeňský	55	84.6	27.3	48.4	25.3	55	84.6	103.5	54	83.1	19.44	13.3	40	61.5	9.15	15.0	10.0	58	89.2		21.4
CZ041 Karlovarský	28	87.5	26.1	45.0	27.4	24	75.0	100.0	25	78.1	16.68	12.4	17	53.1	10.72	10.0	10.9	26	81.3	27.65	20.3
CZ042 Ústecký	82	86.3	27.2	48.0	28.5	72	75.8	102.2	80	84.2	19.29	14.6	63	66.3	9.64	10.0	10.4	74	77.9	23.88	20.2
CZ051 Liberecký	57	87.7	27.7	47.2	27.7	51	78.5	107.3	54	83.1	21.90	11.3	33	50.8	10.15	10.0	11.7	47	72.3	17.23	25.9
CZ052 Královéhradecký	67	84.8	25.0	46.7	26.0	59	74.7	100.8	67	84.8	19.61	12.9	38	48.1	10.76	10.0	10.0	58	73.4	16.60	21.7
CZ053 Pardubický	48	80.0	25.2	44.2	29.0	43	71.7	104.7	50	83.3	21.96	11.5	33	55.0	8.92	11.7	10.0	48	80.0	24.10	21.0
CZ061 Vysočina	58	79.5	26.1	46.9	25.4	53	72.6	103.2	59	80.8	26.31	11.4	43	58.9	10.16	10.0	10.2	56	76.7	24.43	20.9
CZ062 Jihomoravský	95	86.4	25.8	46.8	29.3	87	79.1	100.5	98	89.1	18.49	12.6	64	58.2	9.88	10.5	10.0	87	79.1	19.08	23.5
CZ071 Olomoucký	63	88.7	25.4	46.3	27.5	61	85.9	102.9	60	84.5	21.11	10.8	44	62.0	11.93	12.5	10.0	64	90.1	26.50	25.4
CZ072 Zlínský	71	83.5	26.0	47.5	27.6	71	83.5	100.4	73	85.9	27.27	12.9	57	67.1	10.73		10.0	67	78.8	35.85	31.6
CZ080 Moravskoslezský	139	86.3	27.0	46.8	26.3	133	82.6	103.5	135	83.9	22.50	11.8	86	53.4	11.52	10.0	10.4	133	82.6	32.91	22.7

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

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

Region NUTS 3	Supplementary charge																			
	for afternoon work					for working in shift operation					for team management					for working at heights				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the shift		other form	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the hour		other form
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/shift	NCA	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/h	NCA
Total	28	8.1	568	8.89	4	9	16.8	18	127.58	161	3	12.0	149	7.88	44	1		152	7.37	3
CZ010 Capital Prague	2		47	8.10		2		3	83.33	18			20	5.80	9			32	10.07	
CZ020 Středočeský	1		30	7.91		1		1		12			4	9.52	1			6	5.67	
CZ031 Jihočeský	4	10.3	59	9.62		2		5	215.90	21			13	7.81	2			13	8.42	
CZ032 Plzeňský	1		29	8.59	1	1				10			2					8	7.64	
CZ041 Karlovarský			12	5.79	1					5			3	4.67				2		1
CZ042 Ústecký	4	7.3	32	8.87				3	68.17	12	1		6	17.37				13	7.26	
CZ051 Liberecký	1		39	9.38		2				6			8	7.69	4			2		
CZ052 Královéhradecký	2		52	8.58	1			1		11			12	12.00	3			4	6.80	
CZ053 Pardubický			29	9.52				1		10			13	5.82	1			7	4.50	
CZ061 Vysočina	3	8.3	39	9.72				3	60.83	2			14	8.46	2			6	6.75	
CZ062 Jihomoravský	5	9.8	37	6.96						9	1		11	7.96	5			13	6.08	
CZ071 Olomoucký	1		46	11.30	1					14			19	5.25	4			15	6.15	
CZ072 Zlínský	2		53	11.23		1				15	1		6	7.92	2			2		
CZ080 Moravskoslezský	2		64	6.56				1		16			18	6.68	11	1		29	6.42	2

Explanatory notes: NCA

% AE

CZK/h

CZK/shift

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

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

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per shift

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

Region NUTS 3	Supplementary charge																							Other supplementary charge	
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					individual bonus				
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		other form		
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA		
Total	6	8.6	161	28.34	16	1		8	788	2	25	30.8	18	1,608	115	20	10.0	30	854	77	12	19.1	63	562	
CZ010 Capital Prague	2		21	56.03	3		1			2	2		3	1,167	12	4	9.8	3	1,187	2				6	85
CZ020 Středočeský			9	49.92	2						1		1		9			2		5					21
CZ031 Jihočeský			12	16.02			1						4	2,375	17			3	1,833	3	5	24.0		4	58
CZ032 Plzeňský			7	9.97	1		3	1,100			1				1						1			6	20
CZ041 Karlovarský			2												4					2	1				16
CZ042 Ústecký	1		13	46.13	1		2				8	30.0	1		12	2				9				2	48
CZ051 Liberecký			1			1					1				3	1				5					27
CZ052 Královéhradecký			10	19.97							1		2		7			1		6				1	37
CZ053 Pardubický			6	32.17							1				9			2		6	1				33
CZ061 Vysočina			10	13.45	1		1				3	41.7	1		6	2					2			6	27
CZ062 Jihomoravský			11	32.44							2				7	2		4	479	3	2			8	50
CZ071 Olomoucký			9	12.47											4	1		3	667	6				2	34
CZ072 Zlínský			10	13.80	1								2		6	6	10.0	7	571	6				5	45
CZ080 Moravskoslezský	3	10.0	40	22.92	7						5	30.0	4	1,050	18	2		5	400	24				21	61

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

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

Region NUTS 3	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	655	50.5	228	17.6	412	31.7	258	19.9	57	4.4	166	12.8	143	11.0	121	9.3	700	53.9
CZ010 Capital Prague	68	33.2	15	7.3	40	19.5	23	11.2	9	4.4	18	8.8	14	6.8	16	7.8	90	43.9
CZ020 Středočeský	38	44.7	20	23.5	27	31.8	15	17.6	1	1.2	12	14.1	9	10.6	10	11.8	40	47.1
CZ031 Jihočeský	81	72.3	30	26.8	39	34.8	40	35.7	7	6.3	34	30.4	16	14.3	12	10.7	76	67.9
CZ032 Plzeňský	34	52.3	10	15.4	23	35.4	16	24.6	5	7.7	2	3.1	14	21.5	5	7.7	40	61.5
CZ041 Karlovarský	9	28.1	3	9.4	4	12.5	5	15.6	2	6.3	3	9.4	3	9.4	1	3.1	18	56.3
CZ042 Ústecký	59	62.1	11	11.6	40	42.1	28	29.5	4	4.2	12	12.6	17	17.9	8	8.4	53	55.8
CZ051 Liberecký	29	44.6	9	13.8	17	26.2	9	13.8	6	9.2	7	10.8	4	6.2	6	9.2	37	56.9
CZ052 Královéhradecký	46	58.2	16	20.3	27	34.2	22	27.8	3	3.8	13	16.5	13	16.5	7	8.9	43	54.4
CZ053 Pardubický	26	43.3	4	6.7	16	26.7	9	15.0	2	3.3	5	8.3	6	10.0	5	8.3	27	45.0
CZ061 Vysočina	37	50.7	15	20.5	22	30.1	18	24.7	2	2.7	9	12.3	10	13.7	7	9.6	45	61.6
CZ062 Jihomoravský	44	40.0	9	8.2	27	24.5	19	17.3	3	2.7	9	8.2	11	10.0	5	4.5	54	49.1
CZ071 Olomoucký	29	40.8	11	15.5	15	21.1	7	9.9	2	2.8	7	9.9	2	2.8	10	14.1	42	59.2
CZ072 Zlínský	64	75.3	20	23.5	53	62.4	13	15.3	5	5.9	7	8.2	8	9.4	13	15.3	43	50.6
CZ080 Moravskoslezský	91	56.5	55	34.2	62	38.5	34	21.1	6	3.7	28	17.4	16	9.9	16	9.9	92	57.1

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
Total	733	56.5	93	3,337	337	4,266	572	6,368	618	8,353	705	10,141	729	11,733	732	13,403	732	14,696	733	16,275	11	0.8	11,636
CZ010 Capital Prague	117	57.1	15	2,973	37	4,682	87	6,890	96	9,142	114	10,801	117	12,434	117	14,198	117	15,520	117	16,774	3	1.5	18,333
CZ020 Středočeský	56	65.9	6	2,083	26	4,304	46	6,689	49	8,796	53	11,362	56	13,307	56	15,388	56	16,477	56	17,763	1	1.2	
CZ031 Jihočeský	60	53.6	16	3,906	35	4,136	47	6,117	49	9,133	60	11,058	60	12,992	60	14,933	60	16,425	60	18,677			
CZ032 Plzeňský	37	56.9	4	5,500	21	5,538	34	8,353	35	10,606	36	13,078	37	14,889	37	16,565	37	17,835	37	19,092	1	1.5	
CZ041 Karlovarský	16	50.0	2		6	2,067	11	4,918	13	6,123	15	8,953	15	10,753	16	13,394	16	15,050	16	16,894	1	3.1	
CZ042 Ústecký	57	60.0	5	3,900	29	4,440	45	6,859	47	8,894	56	10,207	57	11,888	57	13,714	57	15,294	57	17,578			
CZ051 Liberecký	43	66.2	8	4,250	24	4,708	38	7,603	39	10,356	42	12,650	43	14,640	43	16,760	43	18,644	43	20,712			
CZ052 Královéhradecký	49	62.0	7	2,514	22	3,482	35	5,447	39	7,142	47	8,870	48	10,480	48	12,084	48	13,474	49	14,934			
CZ053 Pardubický	38	63.3	4	2,500	18	3,917	33	5,561	35	6,811	38	8,416	38	9,921	38	11,518	38	12,497	38	13,818			
CZ061 Vysočina	45	61.6	4	2,750	18	5,472	34	6,574	38	9,111	44	10,298	44	12,056	45	13,196	45	14,348	45	15,544			
CZ062 Jihomoravský	70	63.6	9	3,689	26	4,552	45	6,468	49	8,158	59	9,751	69	10,946	70	12,538	70	13,994	70	15,826	2	1.8	
CZ071 Olomoucký	46	64.8	3	2,833	20	3,425	34	5,497	39	6,541	45	7,933	46	9,502	46	10,763	46	11,539	46	12,833			
CZ072 Zlínský	34	40.0	3	5,000	21	4,333	30	6,283	30	9,067	32	11,406	34	12,838	34	14,868	34	16,485	34	18,941	2	2.4	
CZ080 Moravskoslezský	65	40.4	7	2,200	34	3,353	53	4,683	60	5,727	64	7,148	65	7,925	65	8,811	65	9,551	65	10,522	1	0.6	

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	688	53.0	311	4,252	625	4,735	676	5,832	680	6,666	687	7,570	688	8,108
CZ010 Capital Prague	92	44.9	48	4,896	87	5,876	92	7,461	92	8,728	92	9,970	92	10,467
CZ020 Středočeský	39	45.9	21	3,800	35	4,209	39	5,349	39	6,285	39	7,085	39	7,451
CZ031 Jihočeský	60	53.6	30	4,543	54	4,563	60	5,135	60	5,493	60	5,828	60	6,955
CZ032 Plzeňský	31	47.7	15	4,620	27	5,193	29	6,797	31	7,671	31	8,148	31	8,600
CZ041 Karlovarský	14	43.8	5	4,380	13	4,723	14	5,921	14	7,457	14	9,100	14	9,707
CZ042 Ústecký	51	53.7	16	4,581	48	5,221	50	6,272	50	7,351	51	8,314	51	8,806
CZ051 Liberecký	35	53.8	15	3,533	31	4,303	34	5,807	34	7,342	34	8,701	35	9,139
CZ052 Královéhradecký	54	68.4	24	3,650	51	4,604	54	5,557	54	6,131	54	6,965	54	7,122
CZ053 Pardubický	32	53.3	10	5,700	29	4,324	32	5,056	32	5,569	32	6,300	32	6,563
CZ061 Vysočina	45	61.6	20	2,885	39	3,627	45	5,040	45	5,957	45	7,118	45	7,723
CZ062 Jihomoravský	64	58.2	33	4,038	59	4,744	63	5,797	63	6,404	64	7,174	64	8,026
CZ071 Olomoucký	38	53.5	17	2,171	35	3,350	38	4,432	38	5,049	38	6,118	38	6,799
CZ072 Zlínský	41	48.2	22	4,429	39	4,663	40	5,750	40	6,463	41	7,703	41	8,244
CZ080 Moravskoslezský	92	57.1	35	5,254	78	4,974	86	5,767	88	6,417	92	7,088	92	7,435

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	819	63.1	334	5,791	715	7,281	798	9,649	808	11,400	815	13,815	816	15,256	818	16,759	818	17,845	819	18,746
CZ010 Capital Prague	126	61.5	54	6,054	110	10,798	123	14,833	123	16,460	125	20,905	125	22,739	125	24,144	125	25,028	126	25,643
CZ020 Středočeský	54	63.5	18	4,139	50	6,570	54	9,157	54	10,991	54	14,389	54	15,870	54	19,250	54	21,787	54	22,750
CZ031 Jihočeský	76	67.9	31	8,715	62	8,399	74	9,990	75	11,603	76	13,172	76	15,574	76	17,070	76	18,340	76	19,675
CZ032 Plzeňský	37	56.9	14	4,857	33	6,594	35	9,671	37	12,603	37	14,416	37	15,465	37	16,257	37	16,808	37	17,254
CZ041 Karlovarský	15	46.9	5	5,940	13	5,862	15	8,713	15	11,680	15	14,480	15	15,113	15	15,980	15	16,247	15	16,447
CZ042 Ústecký	56	58.9	14	7,179	50	8,345	54	11,488	56	15,503	56	18,288	56	20,919	56	23,489	56	25,381	56	27,177
CZ051 Liberecký	36	55.4	16	4,063	30	4,543	35	6,723	35	8,049	36	10,533	36	12,467	36	13,814	36	15,119	36	16,814
CZ052 Královéhradecký	61	77.2	31	5,232	55	6,650	60	8,255	60	9,465	60	11,165	60	11,715	61	12,944	61	13,264	61	14,051
CZ053 Pardubický	42	70.0	13	7,173	36	5,579	41	7,234	41	8,874	42	10,136	42	11,239	42	12,974	42	13,982	42	14,967
CZ061 Vysočina	54	74.0	20	3,710	45	4,252	54	6,815	54	7,871	54	9,678	54	10,586	54	11,859	54	12,669	54	13,591
CZ062 Jihomoravský	71	64.5	36	6,744	67	9,162	70	11,487	70	13,574	71	16,139	71	17,978	71	19,644	71	21,375	71	22,012
CZ071 Olomoucký	50	70.4	20	2,348	42	4,402	47	7,609	50	9,280	50	11,956	50	13,378	50	14,704	50	15,854	50	16,996
CZ072 Zlínský	50	58.8	26	6,005	45	6,319	48	7,771	48	8,991	49	10,782	49	11,944	50	13,270	50	14,240	50	15,242
CZ080 Moravskoslezský	91	56.5	36	6,222	77	6,238	88	7,066	90	8,098	90	9,154	91	9,554	91	10,242	91	10,600	91	10,899

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

Wage development classification based on regions

Region NUTS 3	Wage development contracted																														Wage development is bound to economic indicators						
	NCA	% CA	of this																																		
			by maintaining the aver. wage				by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage				by increasing the average real wage				by keeping real wage				by combination of given issues										
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	NCA	% CA	without manag.	NCA	% CA	NCA	% CA	NCA		% CA					
Total	967	74.5	5	0.4	642	49.5	131	1,852	511	7.1	150	11.6	12	0.9	253	19.5	239	6.1	14	2,125	13	6.7	6	0.5	6	2.1	3	1.0	101	7.8	9	0.7	177	13.6	144	11.1	
CZ010 Capital Prague	145	70.7			103	50.2	16	1,769	87	7.4	25	12.2	1	0.5	22	10.7	20	5.7	2		1			4	2.0	4	1.7	2		15	7.3			24	11.7	24	11.7
CZ020 Středočeský	64	75.3			48	56.5	7	2,223	41	6.8	7	8.2	1	1.2	12	14.1	12	5.8			2								6	7.1	1	1.2	9	10.6	2	2.4	
CZ031 Jihočeský	80	71.4			46	41.1	13	1,727	33	6.9	30	26.8	2	1.8	23	20.5	21	7.8	2		1								6	5.4			23	20.5	16	14.3	
CZ032 Plzeňský	57	87.7			37	56.9	10	1,895	27	7.2	8	12.3	2	3.1	19	29.2	19	5.2			1								13	20.0	3	4.6	18	27.7	14	21.5	
CZ041 Karlovarský	24	75.0			10	31.3	2		8	7.8	8	25.0	1	3.1	8	25.0	8	5.3			1							2	6.3			4	12.5	10	31.3		
CZ042 Ústecký	76	80.0			61	64.2	8	2,455	53	7.3	6	6.3	1	1.1	11	11.6	10	6.6	1		1							11	11.6	3	3.2	12	12.6	13	13.7		
CZ051 Liberecký	54	83.1	1	1.5	39	60.0	10	1,878	29	6.2	1	1.5	1	1.5	14	21.5	14	5.9										2	3.1			3	4.6	2	3.1		
CZ052 Královéhradecký	51	64.6			27	34.2	2		25	7.0	10	12.7	1	1.3	22	27.8	20	5.3	2				1	1.3	1		1	4	5.1	1	1.3	11	13.9	7	8.9		
CZ053 Pardubický	39	65.0			26	43.3	6	1,917	20	6.5	12	20.0	1	1.7	9	15.0	9	7.3			1							3	5.0			11	18.3	4	6.7		
CZ061 Vysočina	48	65.8	1	1.4	31	42.5	6	1,900	25	6.9	6	8.2			18	24.7	18	5.1										8	11.0			14	19.2	6	8.2		
CZ062 Jihomoravský	91	82.7			71	64.5	7	1,814	64	7.1	13	11.8	1	0.9	19	17.3	19	5.8			1			1	0.9	1		8	7.3	1	0.9	20	18.2	10	9.1		
CZ071 Olomoucký	58	81.7	1	1.4	30	42.3	6	1,324	24	7.6	4	5.6			23	32.4	21	5.8	2		1							4	5.6			4	5.6	5	7.0		
CZ072 Zlínský	72	84.7	1	1.2	39	45.9	17	1,791	22	8.5	10	11.8			30	35.3	28	6.2	2									5	5.9			11	12.9	9	10.6		
CZ080 Moravskoslezský	108	67.1	1	0.6	74	46.0	21	1,767	53	6.2	10	6.2			23	14.3	20	7.5	3	3,300	3	5.1						14	8.7			13	8.1	22	13.7		

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

Remuneration of employees I classification based on regions

Region NUTS 3	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences						
			unified catalogue		occupational catalogue		own catalogue		NCA	% CA	% AE	NCA	% CA	% AE				
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	% AE	NCA	% CA	% AE	NCA	% CA	% AE	CZK/h
Total	693	53.4	103	7.9	35	2.7	596	45.9	224	17.3	96.5	201	15.5	83.6	389	30.0	16.7	19.90
CZ010 Capital Prague	97	47.3	13	6.3	3	1.5	87	42.4	46	22.4	96.8	38	18.5	87.4	69	33.7	15.8	22.28
CZ020 Středočeský	39	45.9	6	7.1	3	3.5	33	38.8	10	11.8	97.0	6	7.1	78.3	26	30.6	16.1	20.25
CZ031 Jihočeský	56	50.0	6	5.4			52	46.4	20	17.9	97.0	21	18.8	83.1	39	34.8	17.3	20.29
CZ032 Plzeňský	35	53.8	4	6.2	5	7.7	26	40.0	7	10.8	95.7	9	13.8	83.9	17	26.2	17.1	
CZ041 Karlovarský	14	43.8	2	6.3	1	3.1	11	34.4	6	18.8	98.3	4	12.5	87.5	12	37.5	17.9	21.75
CZ042 Ústecký	60	63.2	10	10.5	2	2.1	48	50.5	22	23.2	96.0	25	26.3	82.0	34	35.8	19.8	19.16
CZ051 Liberecký	35	53.8	5	7.7	1	1.5	32	49.2	9	13.8	97.2	8	12.3	83.8	10	15.4	16.3	24.33
CZ052 Královéhradecký	43	54.4	7	8.9	2	2.5	36	45.6	16	20.3	97.5	15	19.0	84.7	26	32.9	16.8	21.85
CZ053 Pardubický	33	55.0	6	10.0	1	1.7	28	46.7	11	18.3	96.4	7	11.7	76.4	16	26.7	15.8	27.17
CZ061 Vysočina	39	53.4	5	6.8	4	5.5	36	49.3	10	13.7	97.0	11	15.1	83.6	17	23.3	17.3	23.46
CZ062 Jihomoravský	62	56.4	13	11.8	6	5.5	52	47.3	17	15.5	99.1	13	11.8	86.9	27	24.5	15.8	16.28
CZ071 Olomoucký	39	54.9	6	8.5	3	4.2	30	42.3	11	15.5	95.5	14	19.7	85.4	22	31.0	15.3	21.00
CZ072 Zlínský	43	50.6	7	8.2			37	43.5	14	16.5	95.0	13	15.3	77.7	26	30.6	19.2	21.20
CZ080 Moravskoslezský	98	60.9	13	8.1	4	2.5	88	54.7	25	15.5	94.4	17	10.6	80.9	48	29.8	15.4	14.10

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

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

Region NUTS 3	Applying the working hours account under Section 86 LC								Applying the working hours account in overtime under Subsec. 4, LC			Use of wage by the task			
	agreed in CA		compensatory period	The amount of fixed wages beyond the scope of Section 120, subsec. 1, LC				agreed in CA		extent	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)		
	NCA	% CA		weeks	NCA	% CA	% AE	NCA	% CA		NCA	% CA	hours	NCA	% CA
Total	93	7.2	49.2	23	1.8	94.9	3	0.2	17	1.3	81.3	171	13.2	84	6.5
CZ010 Capital Prague	13	6.3	50.0	2	1.0				1	0.5		20	9.8	12	5.9
CZ020 Středočeský	5	5.9	46.8	2	2.4		1	1.2				4	4.7		
CZ031 Jihočeský	21	18.8	52.0	1	0.9				6	5.4	80.7	8	7.1	1	0.9
CZ032 Plzeňský	3	4.6	43.3	3	4.6	100.0	1	1.5				16	24.6	13	20.0
CZ041 Karlovarský												5	15.6	2	6.3
CZ042 Ústecký	7	7.4	52.0	2	2.1				2	2.1		8	8.4	4	4.2
CZ051 Liberecký	6	9.2	52.0	1	1.5							6	9.2	3	4.6
CZ052 Královéhradecký	4	5.1	45.5									10	12.7	4	5.1
CZ053 Pardubický	7	11.7	40.9	4	6.7	97.5						7	11.7	4	6.7
CZ061 Vysočina	2	2.7							1	1.4		15	20.5	5	6.8
CZ062 Jihomoravský	5	4.5	52.0	3	2.7	100.0			1	0.9		16	14.5	7	6.4
CZ071 Olomoucký	6	8.5	47.7	1	1.4				1	1.4		7	9.9	2	2.8
CZ072 Zlínský	1	1.2							1	1.2		30	35.3	15	17.6
CZ080 Moravskoslezský	13	8.1	48.0	4	2.5	90.0	1	0.6	4	2.5	120.0	19	11.8	12	7.5

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 permanent wage specified as a percentage of the average earnings

Remuneration of employees III classification based on regions

Region NUTS 3	Remuneration of employees agreed by									
	NCA	% CA	collective agreement		internal wage regulation		individual contract		combination of given issue*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,250	96.3	1,113	85.7	775	59.7	710	54.7	973	75.0
CZ010 Capital Prague	193	94.1	161	78.5	130	63.4	90	43.9	139	67.8
CZ020 Středočeský	74	87.1	66	77.6	40	47.1	29	34.1	53	62.4
CZ031 Jihočeský	110	98.2	93	83.0	60	53.6	57	50.9	84	75.0
CZ032 Plzeňský	65	100.0	56	86.2	52	80.0	25	38.5	53	81.5
CZ041 Karlovarský	31	96.9	30	93.8	18	56.3	18	56.3	30	93.8
CZ042 Ústecký	95	100.0	90	94.7	52	54.7	46	48.4	69	72.6
CZ051 Liberecký	59	90.8	52	80.0	30	46.2	22	33.8	36	55.4
CZ052 Královéhradecký	77	97.5	67	84.8	42	53.2	40	50.6	54	68.4
CZ053 Pardubický	57	95.0	53	88.3	37	61.7	33	55.0	49	81.7
CZ061 Vysočina	71	97.3	65	89.0	36	49.3	26	35.6	49	67.1
CZ062 Jihomoravský	107	97.3	95	86.4	74	67.3	77	70.0	88	80.0
CZ071 Olomoucký	67	94.4	55	77.5	31	43.7	41	57.7	50	70.4
CZ072 Zlínský	85	100.0	81	95.3	57	67.1	74	87.1	79	92.9
CZ080 Moravskoslezský	159	98.8	149	92.5	116	72.0	132	82.0	140	87.0

Explanatory notes: NCA
% CA
*

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
Total	1,131	87.1	256	19.7	761	58.6	1,163	89.6	1,045	444	825	443	271	385	29.7
CZ010 Capital Prague	178	86.8	42	20.5	114	55.6	181	88.3	158	82	136	56	50	53	25.9
CZ020 Středočeský	72	84.7	9	10.6	35	41.2	75	88.2	69	26	62	25	23	10	11.8
CZ031 Jihočeský	96	85.7	29	25.9	74	66.1	104	92.9	92	36	65	25	24	38	33.9
CZ032 Plzeňský	59	90.8	12	18.5	42	64.6	61	93.8	54	17	40	34	14	24	36.9
CZ041 Karlovarský	30	93.8	6	18.8	21	65.6	29	90.6	28	7	17	10	5	8	25.0
CZ042 Ústecký	84	88.4	21	22.1	57	60.0	84	88.4	83	34	66	39	16	23	24.2
CZ051 Liberecký	59	90.8	13	20.0	30	46.2	59	90.8	54	17	43	21	5	26	40.0
CZ052 Královéhradecký	68	86.1	12	15.2	31	39.2	74	93.7	70	29	51	23	18	27	34.2
CZ053 Pardubický	55	91.7	15	25.0	35	58.3	57	95.0	52	24	39	24	19	23	38.3
CZ061 Vysočina	70	95.9	11	15.1	42	57.5	65	89.0	62	20	50	31	8	8	11.0
CZ062 Jihomoravský	82	74.5	17	15.5	48	43.6	94	85.5	82	35	62	50	22	16	14.5
CZ071 Olomoucký	64	90.1	17	23.9	42	59.2	62	87.3	55	22	42	14	8	15	21.1
CZ072 Zlínský	70	82.4	20	23.5	68	80.0	68	80.0	54	30	39	18	23	36	42.4
CZ080 Moravskoslezský	144	89.4	32	19.9	122	75.8	150	93.2	132	65	113	73	36	78	48.4

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

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

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated			
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		governing the provision of information to TU		provided to TU beyond the scope of LC stipulated		the procedures for discussing materials with TU		beyond the scope of LC stipulated			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	991	76.3	150	11.6	63	4.9	22	1.7	72	5.5	289	94.1	18	5.9	1,071	82.5	404	31.1	939	72.3	317	24.4		
CZ010 Capital Prague	131	63.9	26	12.7	14	6.8	5	2.4	29	14.1	67	90.5	7	9.5	176	85.9	62	30.2	143	69.8	49	23.9		
CZ020 Středočeský	63	74.1	14	16.5	4	4.7	1	1.2	3	3.5	22	100.0			57	67.1	17	20.0	50	58.8	14	16.5		
CZ031 Jihočeský	85	75.9	13	11.6	9	8.0					5	4.5	25	92.6	2	7.4	80	71.4	23	20.5	75	67.0	22	19.6
CZ032 Plzeňský	47	72.3	11	16.9	3	4.6	2	3.1	2	3.1	18	100.0			58	89.2	30	46.2	52	80.0	24	36.9		
CZ041 Karlovarský	30	93.8			1	3.1					1	3.1	2	100.0			30	93.8	13	40.6	21	65.6	10	31.3
CZ042 Ústecký	71	74.7	11	11.6	3	3.2	2	2.1	8	8.4	24	100.0			77	81.1	21	22.1	73	76.8	26	27.4		
CZ051 Liberecký	47	72.3	15	23.1			1	1.5	2	3.1	17	94.4	1	5.6	49	75.4	20	30.8	40	61.5	17	26.2		
CZ052 Královéhradecký	64	81.0	7	8.9	5	6.3	1	1.3	2	2.5	15	100.0			62	78.5	14	17.7	56	70.9	12	15.2		
CZ053 Pardubický	47	78.3	9	15.0	1	1.7	2	3.3	1	1.7	13	100.0			51	85.0	11	18.3	43	71.7	6	10.0		
CZ061 Vysočina	62	84.9	8	11.0	1	1.4	1	1.4	1	1.4	11	100.0			44	60.3	15	20.5	32	43.8	7	9.6		
CZ062 Jihomoravský	78	70.9	12	10.9	10	9.1	1	0.9	9	8.2	30	93.8	2	6.3	92	83.6	50	45.5	84	76.4	19	17.3		
CZ071 Olomoucký	59	83.1	4	5.6	5	7.0					3	4.2	8	66.7	4	33.3	64	90.1	28	39.4	56	78.9	23	32.4
CZ072 Zlínský	74	87.1	8	9.4			3	3.5				11	100.0			80	94.1	31	36.5	74	87.1	21	24.7	
CZ080 Moravskoslezský	133	82.6	12	7.5	7	4.3	3	1.9	6	3.7	26	92.9	2	7.1	151	93.8	69	42.9	140	87.0	67	41.6		

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

**Compensation money
classification based on regions**

Region NUTS 3	Increase of compensation money beyond the framework of Section 67 of the LC																									
	dismissal relating to Section 52 a) – c)												dismissal relating to Section 52 d)				conditions for provision of the compensation money									
	employment up to 1 year				employment up to 2 years				employment over 2 years				agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		other dependences	
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE															
NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	421	32.4	1.4	2.3	432	33.3	1.2	2.1	656	50.5	1.3	4.4	120	9.2	1.3	2.8	655	50.5	476	36.7	413	31.8	77	5.9	109	8.4
CZ010 Capital Prague	83	40.5	1.3	2.4	86	42.0	1.1	2.2	133	64.9	1.3	4.8	21	10.2	1.3	2.6	129	62.9	105	51.2	86	42.0	21	10.2	23	11.2
CZ020 Středočeský	21	24.7	1.4	2.4	23	27.1	1.3	2.1	34	40.0	1.4	4.5	16	18.8	1.1	2.8	33	38.8	28	32.9	18	21.2	5	5.9	6	7.1
CZ031 Jihočeský	36	32.1	1.4	2.1	39	34.8	1.0	1.7	46	41.1	1.5	8.0	4	3.6	2.5	3.3	57	50.9	41	36.6	29	25.9	7	6.3	24	21.4
CZ032 Plzeňský	20	30.8	1.3	2.2	20	30.8	1.2	2.1	37	56.9	1.3	3.5	7	10.8	1.0	2.4	36	55.4	24	36.9	27	41.5	4	6.2	4	6.2
CZ041 Karlovarský	6	18.8	1.7	2.2	6	18.8	1.7	2.2	15	46.9	1.5	4.1	1	3.1			12	37.5	9	28.1	6	18.8	4	12.5	4	12.5
CZ042 Ústecký	46	48.4	1.3	2.2	46	48.4	1.2	2.2	61	64.2	1.3	4.6	13	13.7	1.1	4.2	63	66.3	51	53.7	39	41.1	7	7.4	2	2.1
CZ051 Liberecký	6	9.2	1.4	1.8	7	10.8	1.2	1.7	20	30.8	1.6	5.0	5	7.7	3.0	6.6	21	32.3	19	29.2	8	12.3	2	3.1	1	1.5
CZ052 Královéhradecký	22	27.8	1.6	2.6	21	26.6	1.6	2.7	37	46.8	1.2	4.4	4	5.1	1.3	1.8	38	48.1	27	34.2	23	29.1	7	8.9	10	12.7
CZ053 Pardubický	14	23.3	1.4	2.5	14	23.3	1.3	2.3	23	38.3	1.3	4.1	4	6.7	1.0	2.0	23	38.3	14	23.3	16	26.7	2	3.3	5	8.3
CZ061 Vysočina	17	23.3	1.7	2.4	19	26.0	1.4	1.9	34	46.6	1.4	2.4	5	6.8	1.0	2.0	34	46.6	18	24.7	26	35.6	1	1.4	9	12.3
CZ062 Jihomoravský	37	33.6	1.4	2.1	38	34.5	1.1	1.8	47	42.7	1.3	4.1	14	12.7	1.4	2.9	50	45.5	40	36.4	25	22.7	3	2.7	5	4.5
CZ071 Olomoucký	29	40.8	1.4	2.2	28	39.4	1.1	1.9	40	56.3	1.2	3.3	9	12.7	1.4	1.9	38	53.5	24	33.8	24	33.8	3	4.2	2	2.8
CZ072 Zlínský	36	42.4	1.4	2.4	36	42.4	1.1	2.2	39	45.9	1.1	3.1	4	4.7	1.0	2.5	39	45.9	19	22.4	34	40.0	2	2.4	3	3.5
CZ080 Moravskoslezský	48	29.8	1.4	2.1	49	30.4	1.2	1.9	90	55.9	1.3	3.9	13	8.1	1.2	2.1	82	50.9	57	35.4	52	32.3	9	5.6	11	6.8

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

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

Region NUTS 3	Length of working hours											Flexible organization of working hours		Increase of holiday entitlement					
	agreed in CA		generally undistinguished			in working modes								agreed in CA		by days		by 1 week	by 2 weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	multishift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA
								hours/week	hours/week	hours/week	hours/week								
Total	1,179	90.8	775	59.7	38.0	404	31.1	39.7	38.35	37.4	37.3	391	30.1	1,163	89.6	8.2	4.6	78.2	3.2
CZ010 Capital Prague	167	81.5	82	40.0	38.4	85	41.5	39.6	38.29	37.3	37.2	76	37.1	176	85.9	5.9	5.4	75.1	4.9
CZ020 Středočeský	76	89.4	51	60.0	38.1	25	29.4	39.9	38.54	37.5	37.5	17	20.0	70	82.4	8.2	5.9	72.9	1.2
CZ031 Jihočeský	103	92.0	63	56.3	37.9	40	35.7	39.5	38.45	37.2	37.1	34	30.4	102	91.1	3.6	5.0	85.7	1.8
CZ032 Plzeňský	60	92.3	34	52.3	37.9	26	40.0	39.8	38.02	37.4	37.4	18	27.7	61	93.8	10.8	6.0	80.0	3.1
CZ041 Karlovarský	30	93.8	19	59.4	38.3	11	34.4	40.0	38.75	37.5	37.5	6	18.8	22	68.8			68.8	
CZ042 Ústecký	89	93.7	68	71.6	37.7	21	22.1	39.8	38.40	37.5	37.5	34	35.8	86	90.5	11.6	4.6	72.6	6.3
CZ051 Liberecký	54	83.1	36	55.4	38.0	18	27.7	39.4	37.91	37.5	37.5	17	26.2	56	86.2	9.2	4.5	73.8	3.1
CZ052 Královéhradecký	73	92.4	57	72.2	37.8	16	20.3	39.7	38.50	37.5	37.5	20	25.3	69	87.3	3.8	4.7	82.3	1.3
CZ053 Pardubický	58	96.7	35	58.3	38.2	23	38.3	39.9	38.43	37.5	37.5	12	20.0	54	90.0	8.3	4.8	80.0	1.7
CZ061 Vysočina	68	93.2	41	56.2	38.2	27	37.0	39.7	38.41	37.5	37.5	14	19.2	69	94.5	12.3	3.6	78.1	4.1
CZ062 Jihomoravský	100	90.9	69	62.7	38.1	31	28.2	39.9	38.24	37.5	37.5	26	23.6	98	89.1	13.6	3.8	70.9	4.5
CZ071 Olomoucký	66	93.0	53	74.6	37.7	13	18.3	39.4	38.17	37.3	37.1	20	28.2	65	91.5	5.6	5.0	83.1	2.8
CZ072 Zlínský	82	96.5	48	56.5	37.8	34	40.0	39.7	38.50	37.5	37.4	22	25.9	81	95.3	4.7	5.0	88.2	2.4
CZ080 Moravskoslezský	153	95.0	119	73.9	37.8	34	21.1	39.8	38.47	37.5	37.1	75	46.6	154	95.7	11.8	3.8	80.7	3.1

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

Overtime, organization of working hours classification based on regions

Region NUTS 3	The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC			A period is stipulated, during which overtime must not exceed 8 hours/week on average			Conditions of uneven organization of working hours stipulated		
	NCA	% CA	hours/year	NCA	% CA	weeks	NCA	% CA	compensatory period
									weeks
Total	4	0.3	88	890	68.6	50.3	577	44.5	48.5
CZ010 Capital Prague	2	1.0		129	62.9	49.7	96	46.8	46.8
CZ020 Středočeský				54	63.5	51.5	38	44.7	49.4
CZ031 Jihočeský				74	66.1	50.6	63	56.3	45.4
CZ032 Plzeňský	1	1.5		54	83.1	50.7	21	32.3	49.5
CZ041 Karlovarský				24	75.0	50.9	16	50.0	46.6
CZ042 Ústecký				60	63.2	50.7	55	57.9	50.8
CZ051 Liberecký				30	46.2	48.1	16	24.6	52.0
CZ052 Královéhradecký				57	72.2	50.6	34	43.0	49.3
CZ053 Pardubický	1	1.7		45	75.0	48.0	26	43.3	46.0
CZ061 Vysočina				54	74.0	51.0	19	26.0	47.9
CZ062 Jihomoravský				72	65.5	50.6	38	34.5	50.9
CZ071 Olomoucký				60	84.5	50.7	28	39.4	47.8
CZ072 Zlínský				55	64.7	52.0	22	25.9	50.8
CZ080 Moravskoslezský				122	75.8	49.9	105	65.2	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

**Employment rate I
classification based on regions**

Region NUTS 3	Limitations of the scope of agency employment		CA contains specific conditions (programmes)					
			employment of people over 50		employment of people with disabilities		return to work after parental leave	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	35	2.7	38	2.9	43	3.3	45	3.5
CZ010 Capital Prague	3	1.5	7	3.4	10	4.9	16	7.8
CZ020 Středočeský	2	2.4	2	2.4	1	1.2	4	4.7
CZ031 Jihočeský	4	3.6	5	4.5	10	8.9	2	1.8
CZ032 Plzeňský	8	12.3	6	9.2	1	1.5	5	7.7
CZ041 Karlovarský			1	3.1			2	6.3
CZ042 Ústecký			1	1.1	8	8.4	6	6.3
CZ051 Liberecký	2	3.1	2	3.1	2	3.1	1	1.5
CZ052 Královéhradecký	1	1.3	1	1.3	1	1.3	2	2.5
CZ053 Pardubický			2	3.3	2	3.3	1	1.7
CZ061 Vysočina	7	9.6	4	5.5	2	2.7		
CZ062 Jihomoravský	1	0.9			2	1.8	3	2.7
CZ071 Olomoucký	1	1.4	2	2.8	1	1.4		
CZ072 Zlínský	2	2.4	3	3.5			1	1.2
CZ080 Moravskoslezský	4	2.5	2	1.2	3	1.9	2	1.2

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

Employment rate II
classification based on regions

Region NUTS 3	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work									
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"		other forms of work and modes of work	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
Total	427	32.9	22	1.7	414	31.9	11	0.8	41	3.2	40	3.1			2	0.2			2	0.2
CZ010 Capital Prague	76	37.1	9	4.4	71	34.6	3	1.5	13	6.3	12	5.9							1	0.5
CZ020 Středočeský	22	25.9	2	2.4	21	24.7			2	2.4	2	2.4								
CZ031 Jihočeský	52	46.4	5	4.5	52	46.4	3	2.7	2	1.8	2	1.8								
CZ032 Plzeňský	25	38.5			25	38.5			1	1.5	1	1.5								
CZ041 Karlovarský	8	25.0			8	25.0			1	3.1	1	3.1								
CZ042 Ústecký	34	35.8	2	2.1	31	32.6	1	1.1	4	4.2	4	4.2			1	1.1				
CZ051 Liberecký	6	9.2			6	9.2			1	1.5	1	1.5								
CZ052 Královéhradecký	14	17.7	1	1.3	13	16.5			5	6.3	5	6.3			1	1.3			1	1.3
CZ053 Pardubický	22	36.7			22	36.7			1	1.7	1	1.7								
CZ061 Vysočina	23	31.5			23	31.5			2	2.7	2	2.7								
CZ062 Jihomoravský	25	22.7	1	0.9	24	21.8	2	1.8	2	1.8	2	1.8								
CZ071 Olomoucký	28	39.4			28	39.4			2	2.8	2	2.8								
CZ072 Zlínský	31	36.5			31	36.5														
CZ080 Moravskoslezský	61	37.9	2	1.2	59	36.6	2	1.2	5	3.1	5	3.1								

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

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

Working conditions and benefits I classification based on regions

Region NUTS 3	Employer's contribution to corporate catering									Provision of supported catering services					
	arranged in CA		out of costs		from the profit, social fund, FSCR		without distinguishing resources		without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price	aver. CZK	aver.% of price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,233	95.0	61.72	54.7	17.49	25.8	79.17	58.5	296	193	14.9	29	2.2	25	1.9
CZ010 Capital Prague	198	96.6	58.50	53.9	20.74	28.6	88.72	57.6	26	20	9.8	1	0.5	2	1.0
CZ020 Středočeský	79	92.9	61.16	54.4	30.20	45.0	84.81	55.0	17	11	12.9	1	1.2	1	1.2
CZ031 Jihočeský	104	92.9	43.96	55.0	15.91	31.3	67.81	57.3	41	17	15.2	2	1.8	3	2.7
CZ032 Plzeňský	63	96.9	57.10	55.0	13.90		96.97	61.3	38	10	15.4				
CZ041 Karlovarský	28	87.5	60.20	53.6	8.50		72.67	57.3	7	7	21.9	1	3.1	1	3.1
CZ042 Ústecký	88	92.6	73.79	55.0	21.65	22.0	70.27	55.9	22	27	28.4	3	3.2	2	2.1
CZ051 Liberecký	63	96.9	59.93	54.8	20.89	16.0	77.70	67.9	15	16	24.6	4	6.2	4	6.2
CZ052 Královéhradecký	76	96.2	51.03	55.0	11.36		87.78	54.3	18	17	21.5	1	1.3	1	1.3
CZ053 Pardubický	56	93.3	84.33	54.1	10.25		82.51	55.0	18	16	26.7				
CZ061 Vysočina	66	90.4	74.70	54.4	16.41		82.67	56.4	13	10	13.7	2	2.7	3	4.1
CZ062 Jihomoravský	106	96.4	47.65	55.0	17.88	16.5	55.73	57.3	13	16	14.5	5	4.5	4	3.6
CZ071 Olomoucký	68	95.8	58.71	55.0	13.96	15.0	69.92	53.2	28	8	11.3				
CZ072 Zlínský	84	98.8	73.80	55.0	20.37		83.64	66.4	6	7	8.2	8	9.4	2	2.4
CZ080 Moravskoslezský	154	95.7	64.49	54.8	13.02		71.91	55.8	34	11	6.8	1	0.6	2	1.2

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

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

Region NUTS 3	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices	Contribution to pension insurance						Contribution to life insurance							
			agreed in CA		amount allowed			agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision		
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	35	2.7	118	9.1	977	68.6	288	22.2	894	68.9	641	1,038	3.1	717	55.2	318	24.5	587	886	257	19.8
CZ010 Capital Prague	15	7.3	9	4.4	1,483	62.5	56	27.3	149	72.7	607	1,236	3.3	125	61.0	53	25.9	723	885	43	21.0
CZ020 Středočeský	2	2.4	5	5.9	550	42.5	25	29.4	58	68.2	668	894	3.2	44	51.8	24	28.2	702	841	21	24.7
CZ031 Jihočeský	1	0.9	26	23.2	979	50.0	23	20.5	89	79.5	618	917	3.0	71	63.4	32	28.6	615	759	28	25.0
CZ032 Plzeňský	1	1.5	11	16.9	1,694		21	32.3	49	75.4	630	812	2.9	44	67.7	21	32.3	389	651	18	27.7
CZ041 Karlovarský			4	12.5	1,436	100.0	6	18.8	22	68.8	545	899	2.7	18	56.3	11	34.4	678	930	9	28.1
CZ042 Ústecký	3	3.2	8	8.4	700	100.0	18	18.9	76	80.0	659	1,180	3.0	65	68.4	30	31.6	678	1,230	24	25.3
CZ051 Liberecký	1	1.5	2	3.1			10	15.4	35	53.8	582	830	2.8	25	38.5	14	21.5	488	711	11	16.9
CZ052 Královéhradecký	1	1.3	7	8.9	735	100.0	14	17.7	63	79.7	643	981	3.0	48	60.8	17	21.5	598	598	13	16.5
CZ053 Pardubický	3	5.0	4	6.7	1,407	50.0	12	20.0	42	70.0	590	1,057	2.8	32	53.3	16	26.7	504	1,140	12	20.0
CZ061 Vysočina	1	1.4	6	8.2	780	50.0	15	20.5	45	61.6	766	1,098	3.5	39	53.4	17	23.3	624	929	12	16.4
CZ062 Jihomoravský			6	5.5	792		21	19.1	61	55.5	575	784	2.6	39	35.5	19	17.3	502	832	17	15.5
CZ071 Olomoucký	1	1.4	6	8.5	506		19	26.8	45	63.4	719	1,111	3.0	40	56.3	12	16.9	560	662	11	15.5
CZ072 Zlínský	3	3.5	13	15.3	664	46.7	18	21.2	51	60.0	789	1,208	2.9	39	45.9	13	15.3	417	1,320	11	12.9
CZ080 Moravskoslezský	3	1.9	11	6.8	670	90.0	30	18.6	109	67.7	628	1,062	3.5	88	54.7	39	24.2	507	834	27	16.8

Explanatory notes: NCA

% CA

CZK/month

aver. % of price

average % MBA

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

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

average contribution in CZK per month

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

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

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

Region NUTS 3	Social fund creation											Fulfilled through a social programme (undistinguishing funding resources)									
	agreed in CA		allotment % z PVWR		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		agreed in CA		allotment agreed via abs. amount per employee from the profit		of volume of paid wages		otherwise	average creation including balances		
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	NCA	% CA	NCA	aver.CZK	NCA	aver.%	NCA	NCA	in thous.CZK	
Total	421	32.4	43	2.2	31	2,423	83	1.9	239	143	4,148	262	20.2	64	7,117	25	1.8	121	105	3,178	
CZ010 Capital Prague	89	43.4	10	2.2	4	1,725	40	1.9	34	36	8,287	44	21.5	19	7,920	7	1.0	9	19	3,953	
CZ020 Středočeský	24	28.2	2		3	3,000	3	2.3	13	9	1,588	12	14.1	1		1		7	3	350	
CZ031 Jihočeský	39	34.8	3	2.0	2		8	1.6	22	12	3,957	33	29.5	3	4,500	2		26	3	1,267	
CZ032 Plzeňský	18	27.7	3	2.7			2		12	4	543	5	7.7					2	3	4,037	
CZ041 Karlovarský	9	28.1	1		1				7	4	539	10	31.3	1		2		6	3	3,632	
CZ042 Ústecký	38	40.0	6	3.0	4	2,513	1		26	7	1,871	20	21.1	5	11,800	3	1.8	9	8	4,472	
CZ051 Liberecký	20	30.8			2		1		14	7	4,215	9	13.8	2		1		5	5	6,317	
CZ052 Královéhradecký	23	29.1	2		3	3,067	3	1.5	13	7	1,966	20	25.3	3	6,100	2		6	11	4,604	
CZ053 Pardubický	21	35.0	4	2.4	3	4,733	1		11	7	990	8	13.3	1				3	4	5,466	
CZ061 Vysočina	24	32.9	2		2		2		16	6	1,893	10	13.7			1		5	4	2,225	
CZ062 Jihomoravský	34	30.9	4	1.4			9	1.8	20	14	1,919	26	23.6	4	4,113	3	2.0	13	19	1,617	
CZ071 Olomoucký	17	23.9	2				3	1.4	11	5	3,765	11	15.5	2		2		5	8	1,089	
CZ072 Zlínský	27	31.8	3	1.8	6	1,350	2		14	13	6,691	31	36.5	16	5,781	1		14	4	3,201	
CZ080 Moravskoslezský	38	23.6	1		1		8	2.1	26	12	1,783	23	14.3	7	11,971			11	11	2,704	

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

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

Region NUTS 3	Structure of planned use of the fund											Right of co-decision of BO TU for use of the fund		Use in form of pers. accounts	
	A	B	C	D	E	F	G	H	I	J	K	NCA	% CA	NCA	% CA
	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %	aver. %				
Total	8.67	3.30	2.13	25.53	1.40	3.44	0.56	9.80	2.48	30.80	11.89	379	29.2	252	19.4
CZ010 Capital Prague	5.36	1.52	1.49	27.33	1.65	2.00		12.14	2.34	37.23	8.94	89	43.4	71	34.6
CZ020 Středočeský	12.72	5.60	9.14	20.99	1.73	0.68	3.26	16.75	3.71	21.57	3.85	14	16.5	20	23.5
CZ031 Jihočeský	14.82	0.50	1.64	9.56	0.70	4.40		8.87	3.56	14.37	41.59	48	42.9	20	17.9
CZ032 Plzeňský	85.98	0.35		1.40		0.54	2.80	1.01	0.83	0.46	6.64	8	12.3	6	9.2
CZ041 Karlovarský	5.98	22.13	1.15	19.61	1.15	3.64		10.19	2.76	27.83	5.56	9	28.1	3	9.4
CZ042 Ústecký	6.97	7.69	1.43	44.58	0.69	4.12	2.37	13.20	2.12	15.08	1.75	30	31.6	24	25.3
CZ051 Liberecký	6.79	1.72	0.03	28.65	3.94	3.51		6.62	1.53	10.99	36.22	25	38.5	11	16.9
CZ052 Královéhradecký	8.04	4.19		36.41	0.55	3.29	3.26	7.55	3.44	26.61	6.66	20	25.3	14	17.7
CZ053 Pardubický	11.31	0.65	6.46	13.86	0.30	0.36		0.87	0.92	48.95	16.32	17	28.3	10	16.7
CZ061 Vysočina	4.19	8.62	13.33	41.67	0.91	10.39	4.74	6.50	0.77	4.68	4.20	17	23.3	7	9.6
CZ062 Jihomoravský	5.95	2.65	0.03	30.28	1.32	11.07	0.09	3.95	2.48	33.32	8.85	33	30.0	16	14.5
CZ071 Olomoucký	1.45	2.65	2.91	23.88	0.42	4.98		3.36	2.75	55.20	2.40	16	22.5	13	18.3
CZ072 Zlínský	4.98	3.93	5.31	12.65	1.11	0.67		7.58	3.85	48.32	11.60	20	23.5	12	14.1
CZ080 Moravskoslezský	23.68	10.29	0.78	23.26	1.39	9.00		18.01	1.35	6.29	5.94	33	20.5	25	15.5

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

**Obstacles to work
classification based on regions**

Region NUTS 3	Wage compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC			Average number of days of leave with compensation for wage above the requirement of the LC																												
	agreed in CA		compensation amount % AE	Type of personal obstacle																												
	NCA	% CA		A			B			C			D			E			F			G			H			I			J	
			NCA	% CA	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA
Total	5	0.4	75.0	534	41.1	1.4	442	34.1	1.3	674	51.9	2.2	274	21.1	6.7	293	22.6	1.2	125	9.6	3.6	240	18.5	4.2	94	7.2	2.1	198	15.3	3.1	544	41.9
CZ010 Capital Prague	2	1.0		91	44.4	1.3	74	36.1	1.6	111	54.1	2.0	63	30.7	5.3	48	23.4	1.3	38	18.5	3.7	57	27.8	5.5	18	8.8	1.9	60	29.3	3.2	105	51.2
CZ020 Středočeský				36	42.4	1.7	27	31.8	1.0	42	49.4	2.3	17	20.0	7.1	16	18.8	1.3	8	9.4	4.1	16	18.8	3.6	6	7.1	1.5	7	8.2	4.0	27	31.8
CZ031 Jihočeský				60	53.6	1.4	53	47.3	1.2	69	61.6	2.3	26	23.2	5.5	32	28.6	1.4	7	6.3	4.6	27	24.1	3.5	7	6.3	3.3	13	11.6	3.5	51	45.5
CZ032 Plzeňský				27	41.5	1.3	28	43.1	1.2	36	55.4	2.0	7	10.8	5.3	18	27.7	1.2	7	10.8	4.4	9	13.8	5.8	2	3.1		12	18.5	2.6	28	43.1
CZ041 Karlovarský				10	31.3	1.8	8	25.0	2.1	13	40.6	2.6	8	25.0	12.8	7	21.9	1.1	1	3.1		6	18.8	5.7	5	15.6	1.0	3	9.4	2.7	18	56.3
CZ042 Ústecký				53	55.8	1.7	37	38.9	1.4	57	60.0	2.1	36	37.9	9.1	28	29.5	1.2	14	14.7	3.6	12	12.6	3.5	12	12.6	1.5	16	16.8	3.6	44	46.3
CZ051 Liberecký				20	30.8	1.5	16	24.6	1.4	26	40.0	2.8	12	18.5	10.3	7	10.8	1.1	5	7.7	1.6	9	13.8	3.6	10	15.4	2.5	8	12.3	2.9	20	30.8
CZ052 Královéhradecký				17	21.5	1.3	21	26.6	1.2	27	34.2	1.8	10	12.7	6.6	13	16.5	1.4	5	6.3	3.2	9	11.4	5.1	4	5.1	1.0	12	15.2	2.9	25	31.6
CZ053 Pardubický	2	3.3		26	43.3	1.2	21	35.0	1.2	34	56.7	1.9	13	21.7	7.2	16	26.7	1.1	3	5.0	3.3	7	11.7	3.4	1	1.7		10	16.7	3.2	18	30.0
CZ061 Vysočina				27	37.0	1.3	22	30.1	1.4	30	41.1	2.2	10	13.7	5.2	11	15.1	1.1	4	5.5	4.0	10	13.7	4.9	3	4.1	2.0	5	6.8	2.6	25	34.2
CZ062 Jihomoravský				42	38.2	1.5	37	33.6	1.3	49	44.5	2.2	19	17.3	5.9	26	23.6	1.2	8	7.3	3.8	15	13.6	3.3	4	3.6	1.8	11	10.0	3.3	34	30.9
CZ071 Olomoucký				26	36.6	1.3	21	29.6	1.2	37	52.1	2.5	9	12.7	5.3	19	26.8	1.1	3	4.2	4.0	6	8.5	5.5	1	1.4		11	15.5	2.9	35	49.3
CZ072 Zlínský	1	1.2		41	48.2	1.1	35	41.2	1.4	53	62.4	2.5	12	14.1	7.3	18	21.2	1.0	6	7.1	3.2	11	12.9	2.5	3	3.5	1.3	9	10.6	3.0	50	58.8
CZ080 Moravskoslezský				58	36.0	1.2	42	26.1	1.2	90	55.9	2.0	32	19.9	5.6	34	21.1	1.3	16	9.9	3.2	46	28.6	3.2	18	11.2	2.7	21	13.0	3.0	64	39.8

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

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

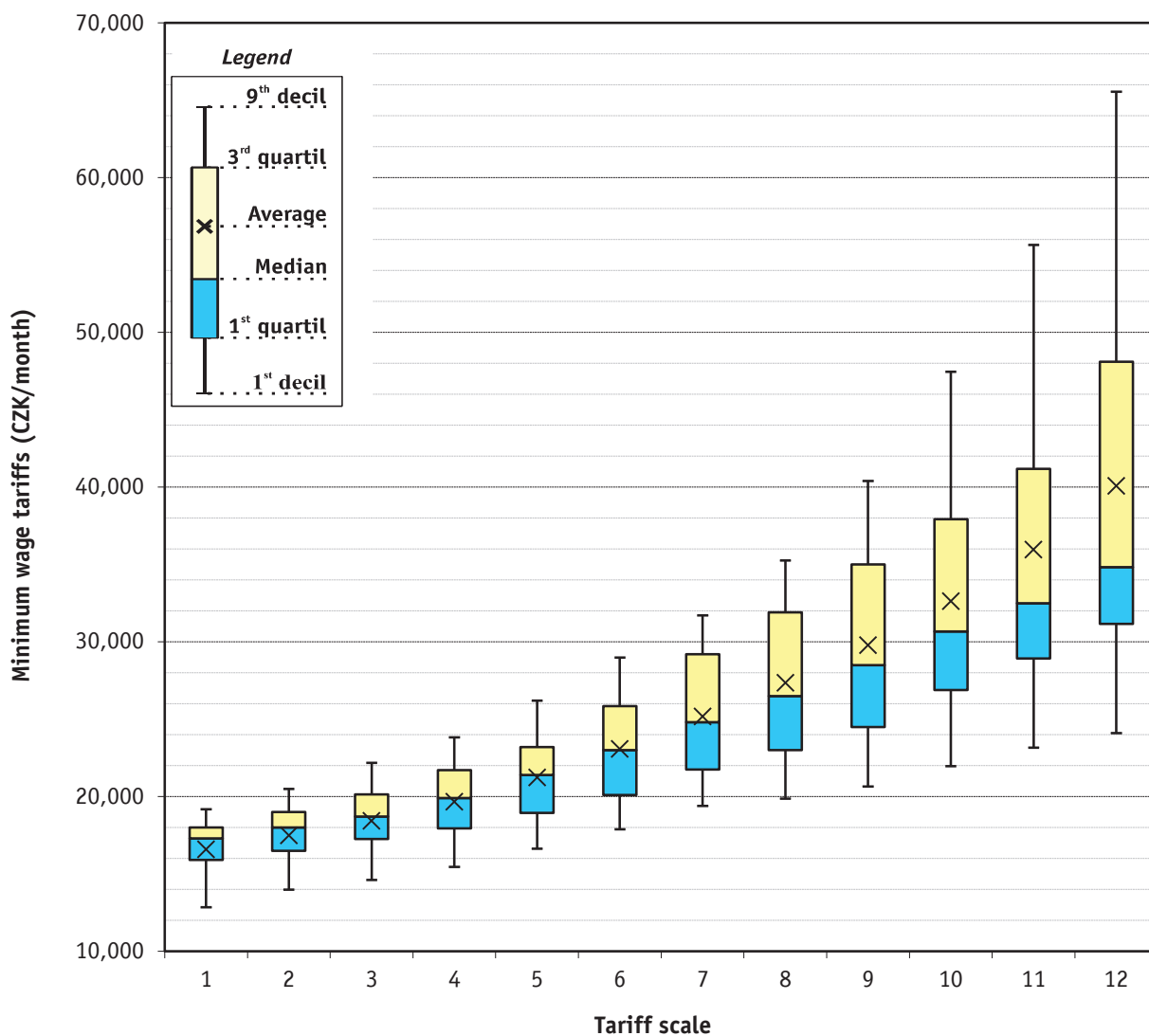
Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	457	35.2	30	2.3	498	38.4	1100	84.7	686	52.9	8	0.6	19	1.5
CZ010 Capital Prague	100	48.8	8	3.9	90	43.9	171	83.4	86	42.0	3	1.5	3	1.5
CZ020 Středočeský	21	24.7	3	3.5	23	27.1	66	77.6	29	34.1	1	1.2	1	1.2
CZ031 Jihočeský	47	42.0	5	4.5	42	37.5	102	91.1	75	67.0				
CZ032 Plzeňský	18	27.7	3	4.6	27	41.5	63	96.9	37	56.9			3	4.6
CZ041 Karlovarský	13	40.6			6	18.8	28	87.5	19	59.4				
CZ042 Ústecký	41	43.2	4	4.2	36	37.9	88	92.6	60	63.2	1	1.1	1	1.1
CZ051 Liberecký	3	4.6			23	35.4	54	83.1	35	53.8				
CZ052 Královéhradecký	17	21.5			20	25.3	49	62.0	38	48.1	1	1.3	1	1.3
CZ053 Pardubický	15	25.0	1	1.7	16	26.7	39	65.0	31	51.7	1	1.7		
CZ061 Vysočina	18	24.7	1	1.4	21	28.8	54	74.0	41	56.2			1	1.4
CZ062 Jihomoravský	29	26.4	1	0.9	31	28.2	87	79.1	51	46.4			1	0.9
CZ071 Olomoucký	25	35.2	1	1.4	13	18.3	67	94.4	38	53.5				
CZ072 Zlínský	44	51.8			58	68.2	82	96.5	43	50.6			7	8.2
CZ080 Moravskoslezský	66	41.0	3	1.9	92	57.1	150	93.2	103	64.0	1	0.6	1	0.6

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

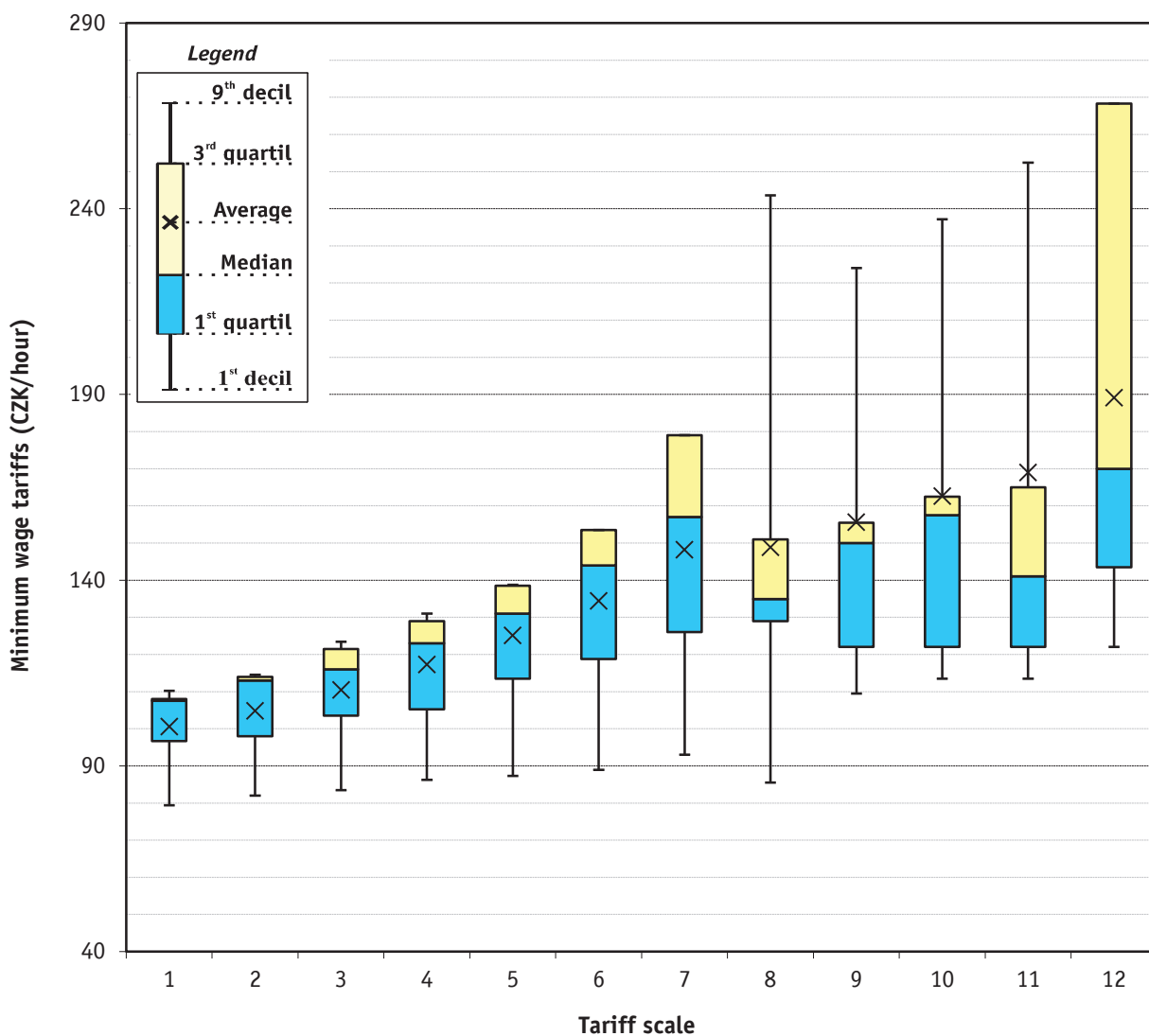
Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	51	19,829	17,500	17,900	18,000	21,780	25,000
Tariff scale 1	177	16,573	12,840	15,900	17,300	18,000	19,175
Tariff scale 2	179	17,484	13,980	16,500	18,000	19,000	20,490
Tariff scale 3	186	18,422	14,601	17,265	18,700	20,135	22,175
Tariff scale 4	190	19,652	15,460	17,950	19,900	21,700	23,820
Tariff scale 5	193	21,223	16,625	18,940	21,400	23,200	26,208
Tariff scale 6	194	23,064	17,891	20,100	23,000	25,850	28,975
Tariff scale 7	194	25,166	19,400	21,750	24,800	29,207	31,715
Tariff scale 8	193	27,338	19,860	23,000	26,500	31,900	35,250
Tariff scale 9	189	29,771	20,645	24,500	28,500	35,000	40,400
Tariff scale 10	187	32,617	21,955	26,885	30,662	37,925	47,450
Tariff scale 11	184	35,944	23,150	28,920	32,500	41,185	55,650
Tariff scale 12	180	40,066	24,100	31,160	34,820	48,100	65,550



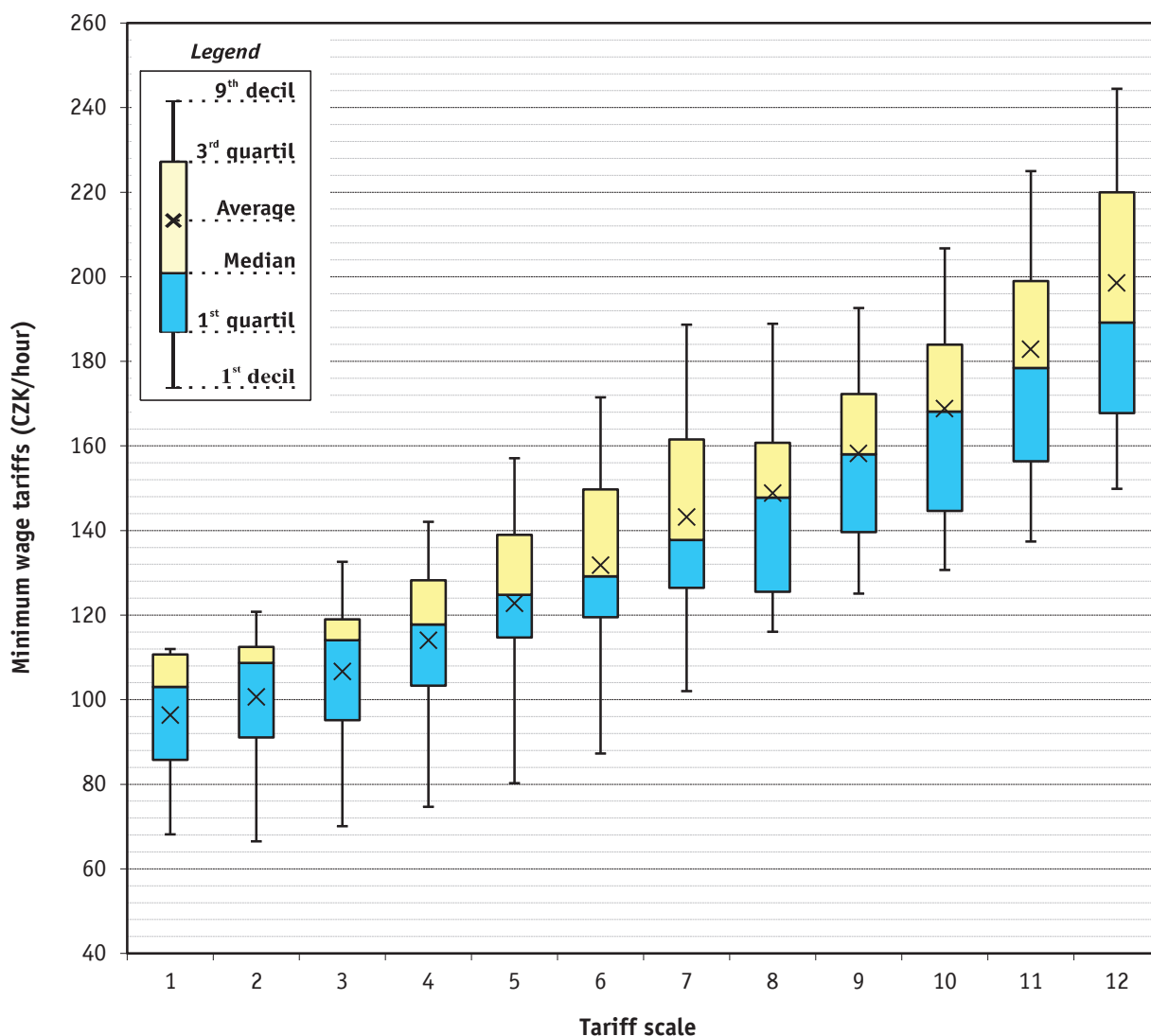
Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	26	107.22	105.00	107.50	107.50	107.75	108.00
Tariff scale 1	48	100.55	79.40	96.70	107.50	108.00	110.25
Tariff scale 2	48	104.77	82.00	98.00	113.00	114.00	114.50
Tariff scale 3	48	110.42	83.50	103.50	116.00	121.50	123.40
Tariff scale 4	48	117.24	86.25	105.25	123.00	129.00	131.00
Tariff scale 5	48	125.12	87.30	113.50	131.00	138.50	138.75
Tariff scale 6	47	134.42	88.90	118.76	144.00	153.50	153.50
Tariff scale 7	47	148.21	93.00	126.00	157.00	179.00	179.00
Tariff scale 8	10	148.80	85.50	129.00	134.90	151.00	243.62
Tariff scale 9	7	155.58	109.50	122.00	150.00	155.50	224.05
Tariff scale 10	7	162.63	113.50	122.00	157.50	162.50	237.20
Tariff scale 11	6	168.97	113.50	122.00	141.00	165.00	252.42
Tariff scale 12	5	189.13	122.00	143.50	170.00	268.32	268.32



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	12	120.06	112.80	113.30	118.50	128.50	128.50
Tariff scale 1	62	96.30	68.15	85.77	103.00	110.70	112.00
Tariff scale 2	66	100.60	66.50	91.09	108.70	112.50	120.80
Tariff scale 3	67	106.66	70.10	95.14	114.05	119.00	132.60
Tariff scale 4	68	114.00	74.65	103.33	117.75	128.25	142.05
Tariff scale 5	69	122.73	80.25	114.70	124.80	139.00	157.10
Tariff scale 6	69	131.77	87.25	119.50	129.20	149.70	171.50
Tariff scale 7	66	143.18	102.00	126.45	137.75	161.50	188.65
Tariff scale 8	38	148.84	116.05	125.50	147.75	160.75	188.87
Tariff scale 9	26	158.20	125.10	139.60	158.00	172.25	192.65
Tariff scale 10	23	168.80	130.70	144.64	168.10	183.95	206.74
Tariff scale 11	22	182.84	137.40	156.39	178.45	199.00	225.00
Tariff scale 12	22	198.56	149.90	167.76	189.20	219.97	244.49



Year-on-year comparison - monthly wage scales

Tariff scale	nominal index							real index after deduction of the inflation rate						
	17/16	18/17	19/18	20/19	21/20	22/21	23/22	17/16	18/17	19/18	20/19	21/20	22/21	23/22
Tariff scale 1	108.4	108.0	109.5	106.4	106.1	105.3	108.6	105.7	105.7	106.4	103.0	102.0	89.4	91.6
Tariff scale 2	108.4	107.1	109.3	106.2	105.9	105.6	108.4	105.7	104.9	106.3	102.8	101.9	89.6	91.4
Tariff scale 3	108.4	106.6	109.1	105.8	105.7	105.5	108.3	105.7	104.4	106.0	102.4	101.7	89.5	91.3
Tariff scale 4	108.0	106.2	108.7	105.9	105.6	105.0	108.0	105.3	103.9	105.7	102.5	101.6	89.1	91.0
Tariff scale 5	107.3	105.4	108.5	105.7	105.6	105.0	108.0	104.6	103.2	105.5	102.3	101.6	89.2	91.0
Tariff scale 6	106.8	105.3	108.3	105.9	105.5	104.8	108.0	104.1	103.1	105.3	102.5	101.5	89.0	91.1
Tariff scale 7	106.4	104.8	108.0	105.1	105.8	105.0	108.2	103.8	102.6	105.0	101.7	101.8	89.2	91.2
Tariff scale 8	106.2	104.3	107.7	104.7	105.5	104.9	108.5	103.6	102.1	104.7	101.3	101.5	89.0	91.5
Tariff scale 9	106.1	104.0	107.2	103.7	106.0	104.7	109.2	103.4	101.8	104.2	100.4	101.9	88.9	92.0
Tariff scale 10	105.9	104.0	107.8	102.9	105.8	105.2	108.9	103.2	101.8	104.7	99.6	101.8	89.3	91.8
Tariff scale 11	105.6	104.3	107.7	101.9	106.4	105.2	108.6	103.0	102.1	104.7	98.6	102.3	89.4	91.5
Tariff scale 12	105.6	104.4	106.4	101.9	106.6	105.7	108.7	103.0	102.2	103.4	98.6	102.5	89.7	91.6

Inflation rate per individual year	2016	2017	2018	2019	2020	2021	2022	2023
	0.7	2.5	2.1	2.8	3.2	3.8	15.1	15.7*

Explanatory notes: * Year-on-year inflation rate - data from January 2023 (source: CZSO)

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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	17/16	18/17	19/18	20/19	21/20	22/21	23/22	17/16	18/17	19/18	20/19	21/20	22/21	23/22
Tariff scale 1	110.1	113.1	106.3	107.9	108.0	104.6	111.4	107.4	110.7	103.3	104.5	103.9	88.8	93.9
Tariff scale 2	109.5	113.6	106.0	106.7	108.6	104.9	111.4	106.8	111.2	103.0	103.3	104.5	89.1	93.9
Tariff scale 3	109.0	112.5	106.6	104.8	109.9	104.9	111.9	106.3	110.2	103.6	101.4	105.7	89.1	94.3
Tariff scale 4	107.6	111.5	106.0	104.4	111.2	104.6	111.8	104.9	109.2	103.1	101.1	106.9	88.8	94.2
Tariff scale 5	106.5	111.2	105.3	103.1	111.1	104.7	111.9	103.9	108.8	102.3	99.8	106.9	88.8	94.3
Tariff scale 6	106.2	111.2	103.6	101.9	111.9	104.7	111.7	103.6	108.8	100.7	98.7	107.7	88.9	94.1
Tariff scale 7	106.2	111.1	102.6	101.8	111.7	104.4	112.9	103.5	108.8	99.8	98.5	107.5	88.6	95.2
Tariff scale 8	103.1	114.2	99.7	101.8	112.0	104.3	113.2	100.5	111.8	97.0	98.5	107.7	88.5	95.4
Tariff scale 9	100.8	114.9	101.0	102.4	109.0	108.8	112.8	98.3	112.5	98.2	99.1	104.8	92.4	95.1
Tariff scale 10	96.4	117.6	101.9	100.1	109.5	111.0	107.3	94.0	115.2	99.1	96.9	105.3	94.2	90.5
Tariff scale 11	102.0	116.6	106.0	95.5	105.3	113.1	105.5	99.5	114.2	103.0	92.5	101.3	96.0	88.9
Tariff scale 12	101.2	115.2	101.3	98.1	102.0	125.3	104.0	98.7	112.8	98.5	95.0	98.1	106.4	87.6

Inflation rate per individual year	2016	2017	2018	2019	2020	2021	2022	2023
	0.7	2.5	2.1	2.8	3.2	3.8	15.1	15.7*

Explanatory notes: * Year-on-year inflation rate - data from January 2023 (source: CZSO)

Year-on-year comparison - hourly wage scales (37.5 hours/week)

Tariff scale	nominal index							real index after deduction of the inflation rate						
	17/16	18/17	19/18	20/19	21/20	22/21	23/22	17/16	18/17	19/18	20/19	21/20	22/21	23/22
Tariff scale 1	105.3	107.3	113.0	106.0	105.3	105.9	105.9	102.7	105.1	109.9	102.6	101.3	89.9	89.3
Tariff scale 2	105.6	106.3	112.2	105.5	105.4	106.3	105.1	102.9	104.0	109.0	102.1	101.4	90.3	88.6
Tariff scale 3	106.0	105.9	111.5	104.9	105.2	106.7	104.7	103.4	103.7	108.4	101.6	101.2	90.5	88.3
Tariff scale 4	106.4	105.6	110.9	104.9	105.2	106.8	104.0	103.7	103.4	107.8	101.6	101.2	90.7	87.6
Tariff scale 5	106.1	105.8	110.2	104.9	105.2	106.8	103.5	103.4	103.6	107.1	101.5	101.2	90.7	87.3
Tariff scale 6	105.6	105.4	109.8	104.8	105.0	107.0	102.8	103.0	103.2	106.7	101.4	101.0	90.8	86.7
Tariff scale 7	105.1	105.3	109.6	104.1	104.7	105.6	104.4	102.4	103.1	106.5	100.8	100.7	89.7	88.0
Tariff scale 8	106.7	107.5	108.8	104.8	102.5	105.5	100.8	104.1	105.2	105.7	101.4	98.6	89.6	84.9
Tariff scale 9	104.6	108.1	109.1	104.1	99.4	104.2	106.4	102.0	105.8	106.1	100.8	95.7	88.4	89.7
Tariff scale 10	101.9	107.1	109.6	105.5	98.7	103.5	107.0	99.4	104.8	106.5	102.1	95.0	87.9	90.2
Tariff scale 11	100.9	106.9	109.4	104.5	98.0	104.0	106.7	98.4	104.7	106.3	101.2	94.3	88.3	90.0
Tariff scale 12	100.0	107.0	108.5	104.4	98.3	103.8	106.7	97.5	104.8	105.4	101.1	94.6	88.1	90.0

Inflation rate per individual year	2016	2017	2018	2019	2020	2021	2022	2023
	0.7	2.5	2.1	2.8	3.2	3.8	15.1	15.7*

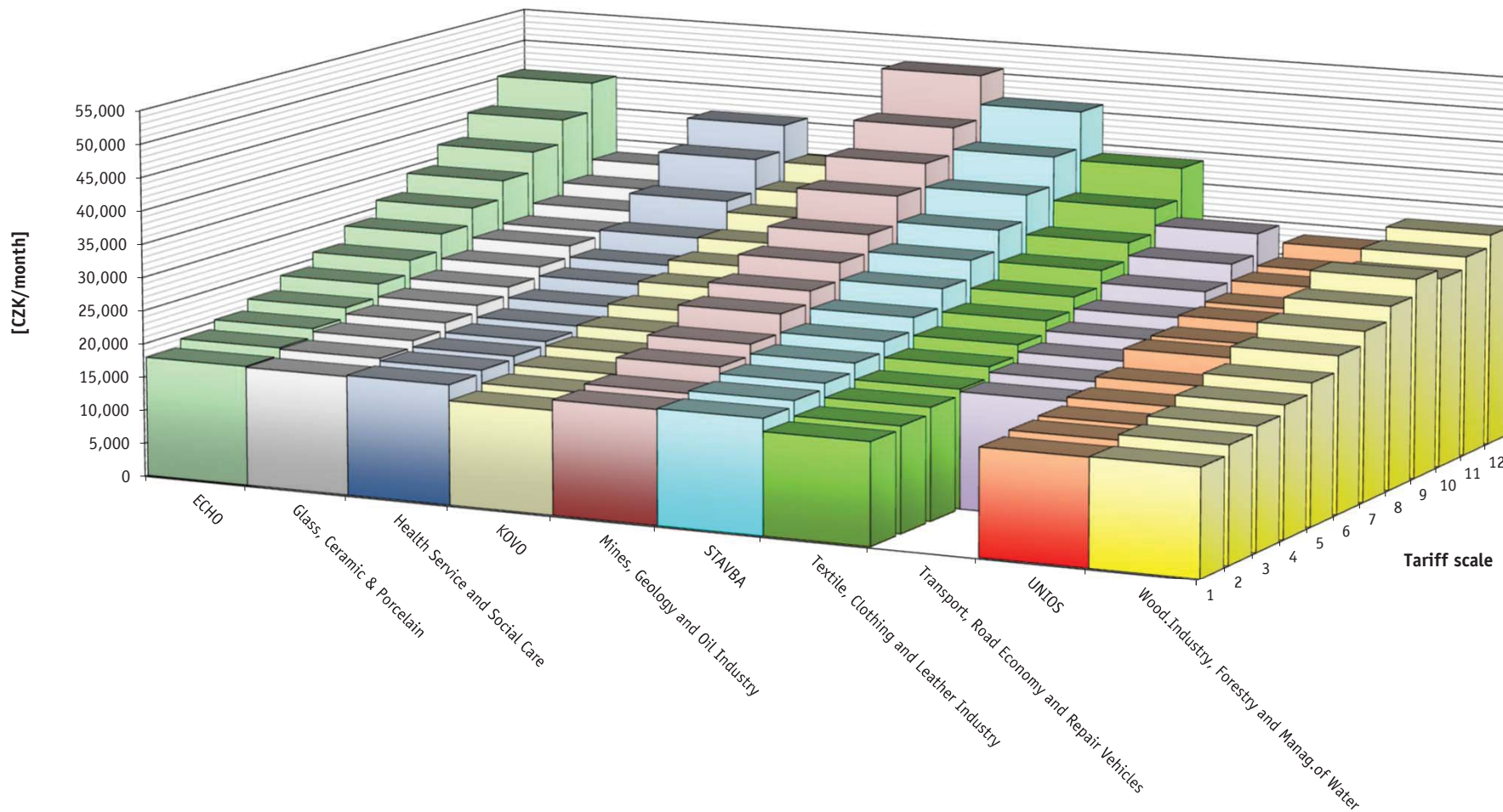
Explanatory notes: * Year-on-year inflation rate - data from January 2023 (source: CZSO)

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

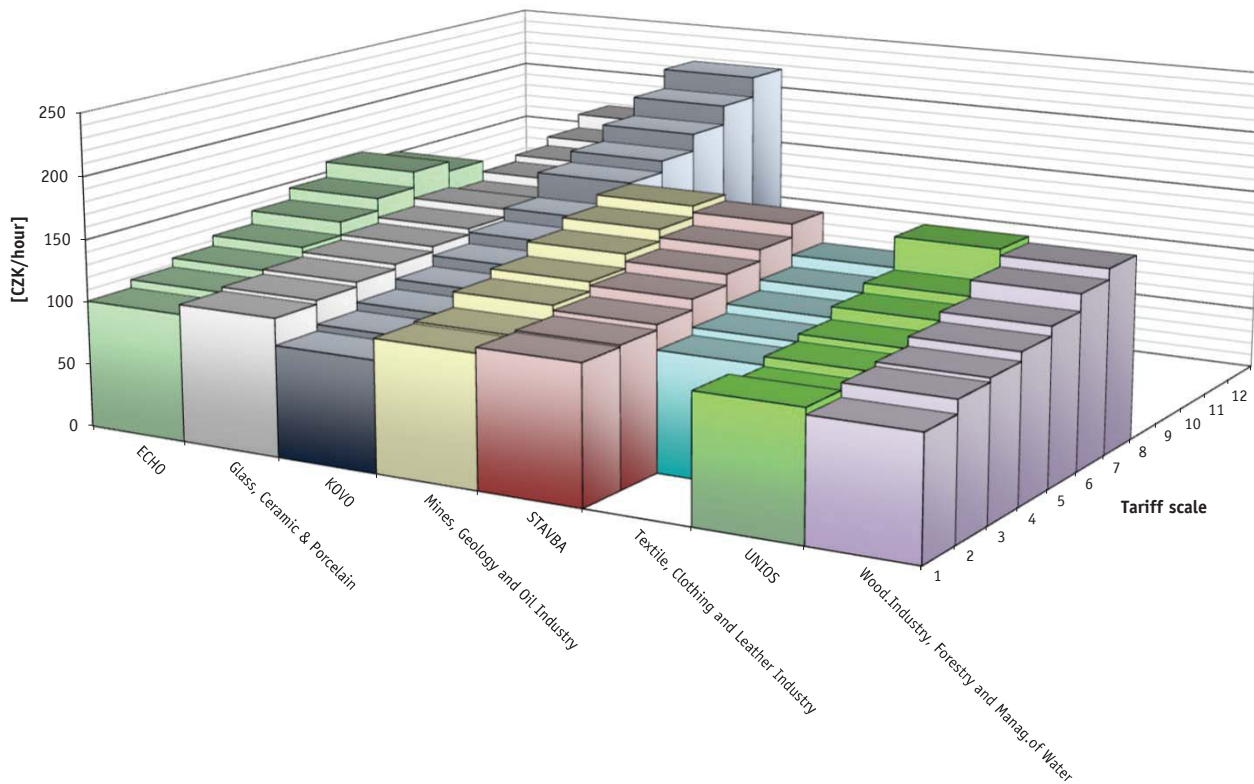
	unit of measure	2016	2017	2018	2019	2020	2021	2022	2023	index 17/16	index 18/17	index 19/18	index 20/19	index 21/20	index 22/21	index 23/22
For overtime work on working days	% AE	26.1	26.2	26.3	26.4	26.3	26.3	26.3	26.3	100.4	100.7	100.2	99.8	99.9	100.1	99.8
For overtime work on Saturdays and Sundays	% AE	48.3	47.8	47.7	47.7	47.9	47.7	47.4	47.4	99.0	99.7	100.0	100.5	99.5	99.3	100.0
For overtime work undistinguished	% AE	26.5	26.6	26.6	26.7	27.0	27.0	27.2	27.4	100.2	100.1	100.2	101.2	100.2	100.6	101.0
For working on public holidays	% AE	101.7	101.8	101.8	102.6	102.5	102.7	102.6	102.5	100.1	100.1	100.8	99.9	100.2	99.9	99.9
For night work	CZK/hour	14.59	15.14	15.82	17.26	18.17	18.61	19.75	21.07	103.8	104.5	109.1	105.3	102.4	106.1	106.6
	% AE	11.2	11.3	11.6	11.7	11.8	11.9	12.2	12.4	100.8	102.1	100.8	101.4	100.5	102.2	101.7
For work on Saturdays and Sundays	% AE	23.6	23.6	22.9	23.6	23.3	23.5	23.0	23.4	100.1	97.1	102.9	98.7	101.1	97.8	101.8
For work in difficult conditions	CZK/hour	7.67	7.87	8.15	9.16	9.49	9.70	10.05	10.60	102.6	103.6	112.4	103.6	102.1	103.7	105.4
	% MM	10.6	10.5	10.4	10.4	10.4	10.4	10.4	10.4	99.1	99.7	99.9	99.3	100.2	99.6	100.4
For afternoon work	CZK/hour	7.05	7.23	7.54	8.16	8.78	9.17	8.71	8.89	102.6	104.3	108.1	107.6	104.5	94.9	102.1
For standby duty	CZK/hour	15.36	15.57	16.44	17.31	18.14	18.86	18.57	19.90	101.3	105.6	105.3	104.8	103.9	98.5	107.2
	% AE	16.7	16.6	16.9	16.8	16.8	16.6	16.6	16.7	99.5	101.6	99.5	99.6	99.4	99.9	100.1

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

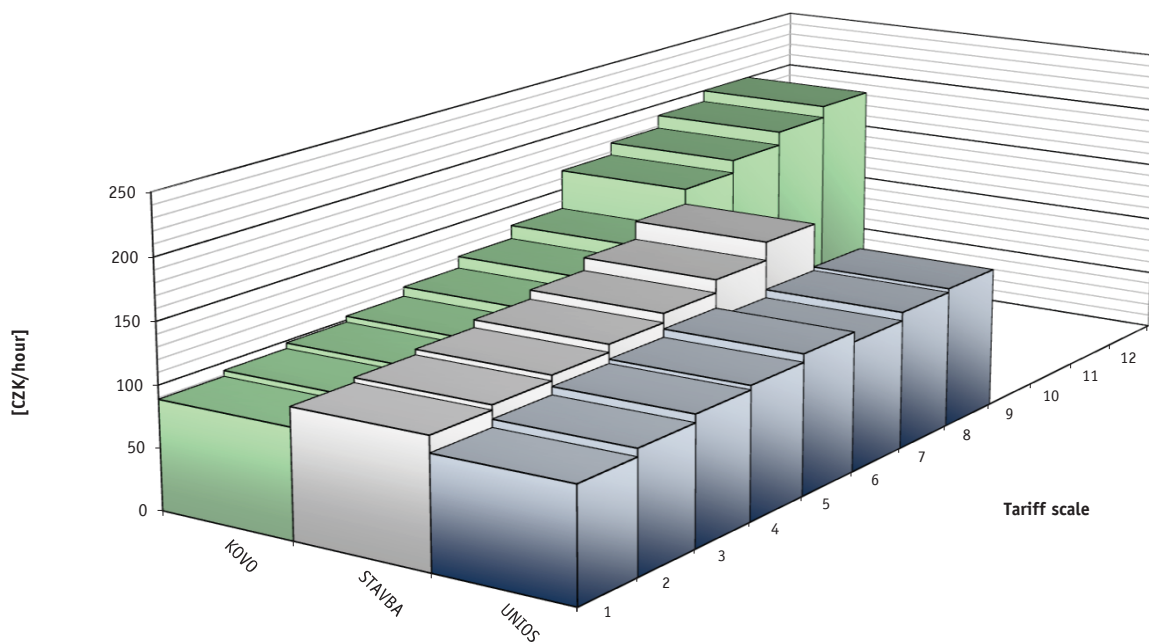
Monthly wage scales - 12-scale tariff system



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

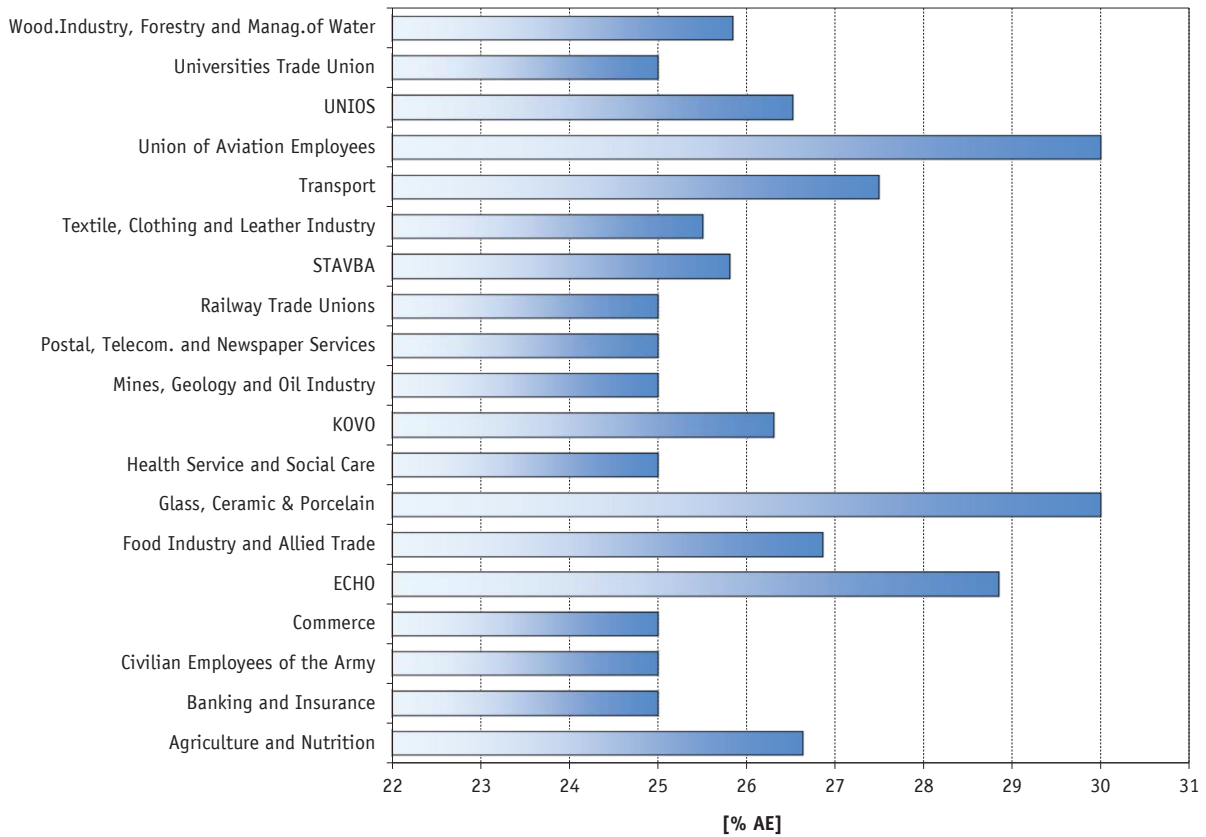


Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

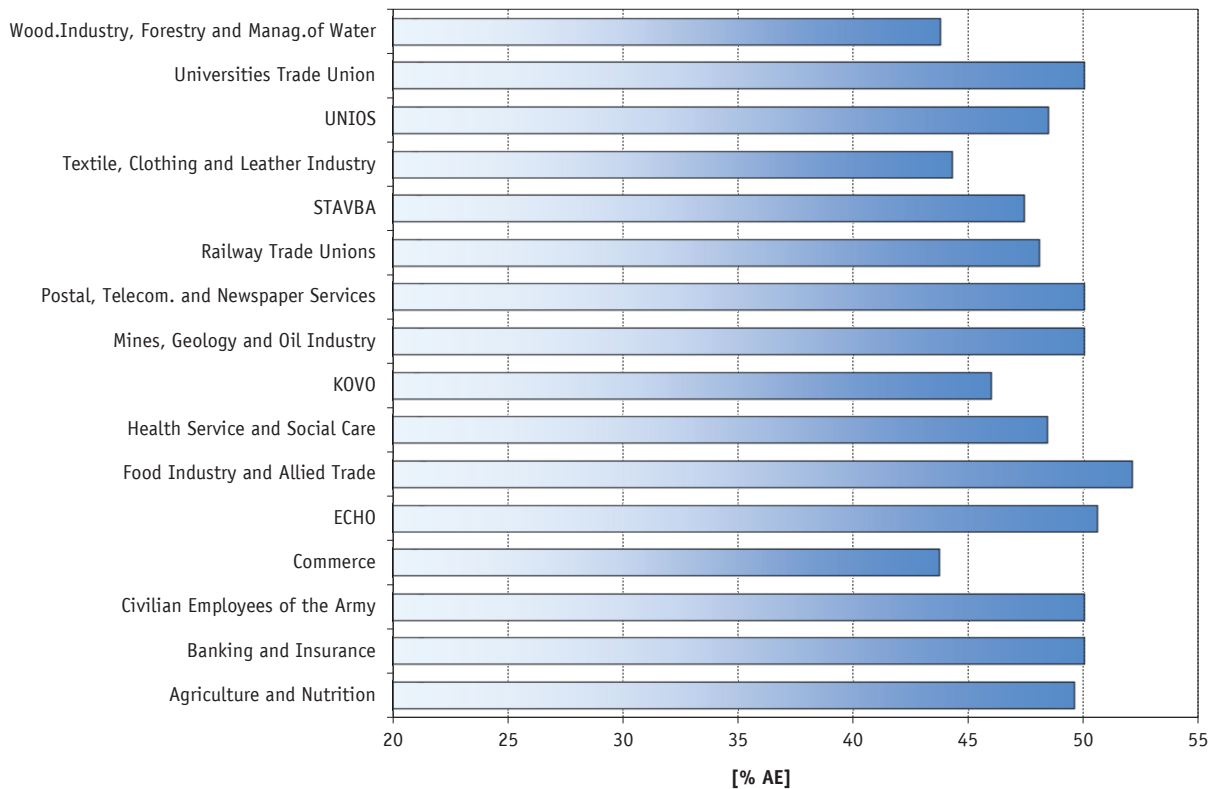


Wage supplementary charges

A - for overtime work on working day

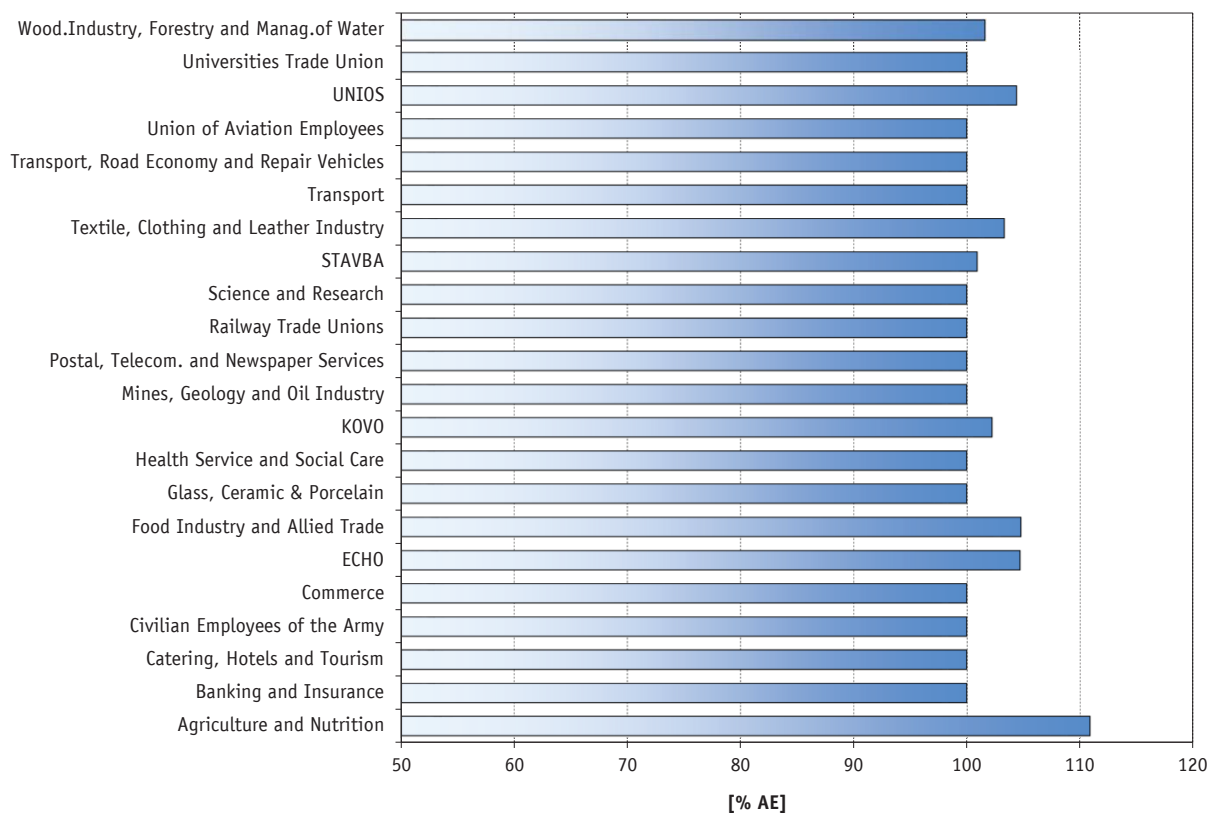


B - for overtime work on Saturdays and Sundays

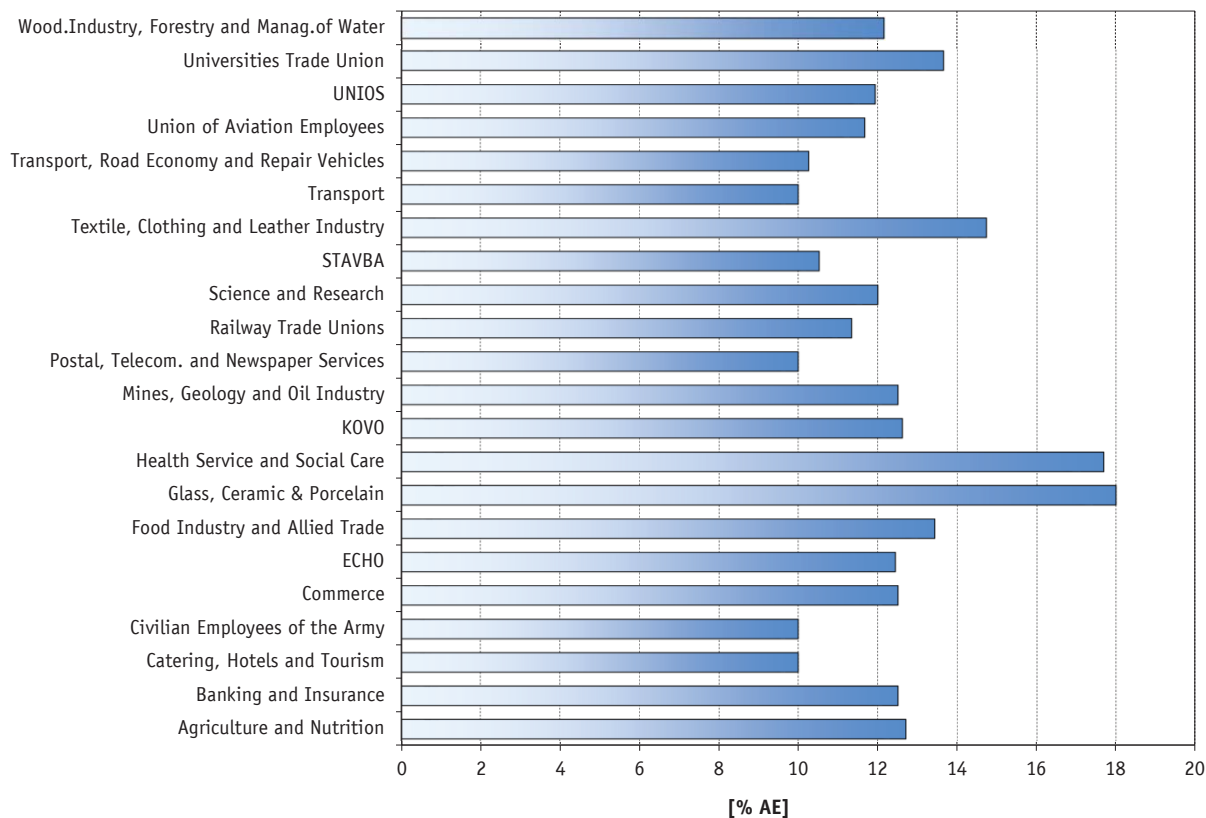


Wage supplementary charges

C - for working on public holidays

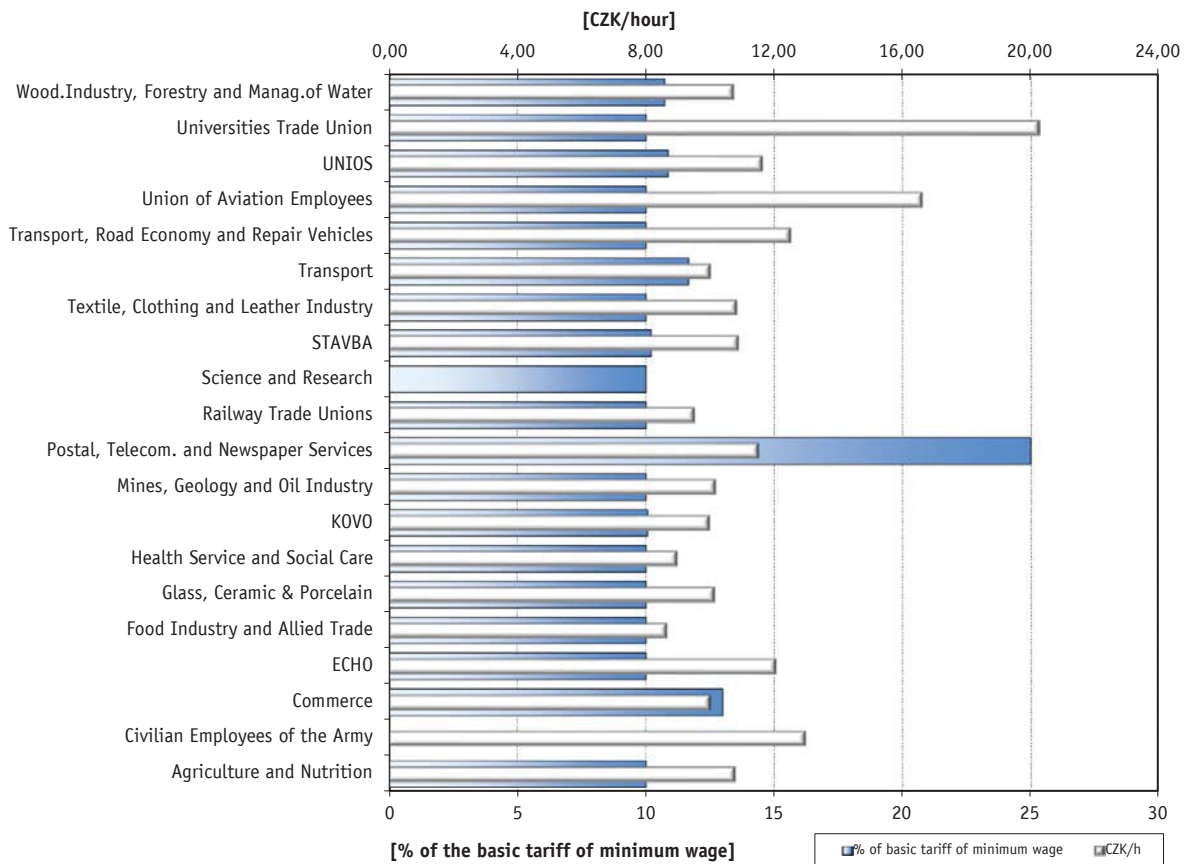


D - for night work



Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays

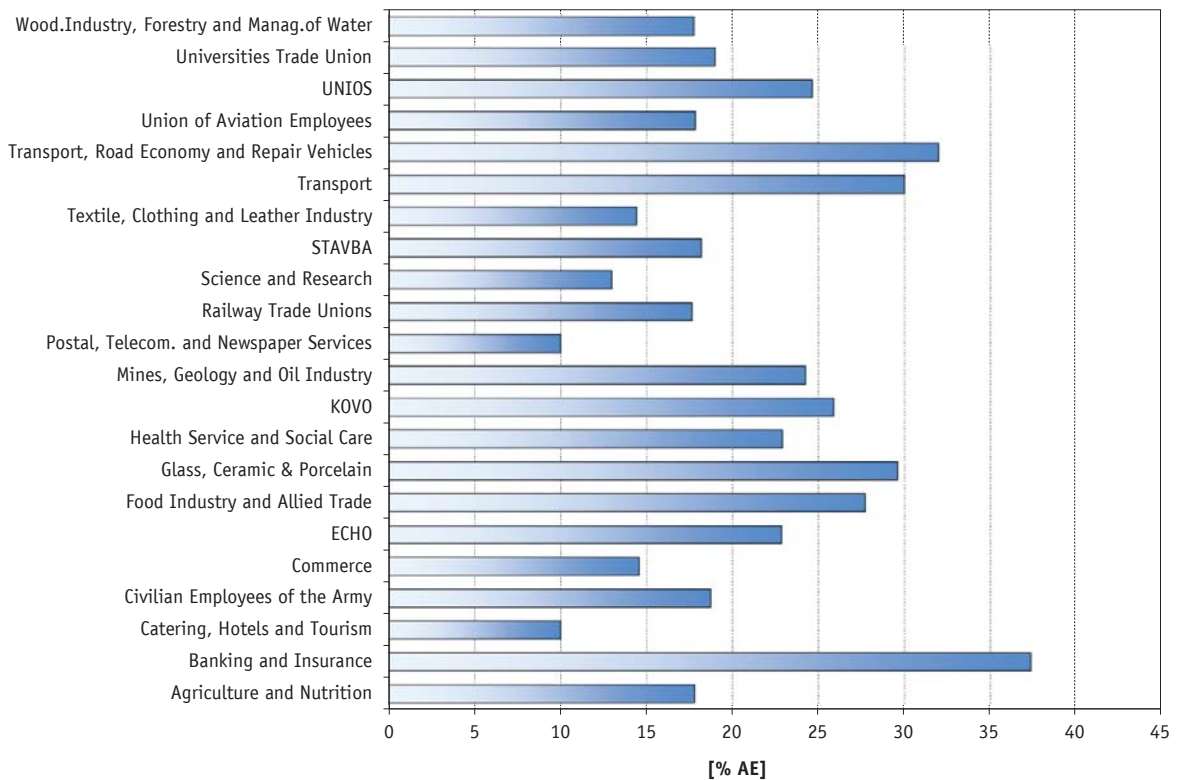




Table section B

Public service and administration

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

Trade union	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage				3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9	
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin											
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA										
Total	484	2		7	3.3	2	0.4	4	0.8	149	30.8	150	31.0	132	102	39	116	79	3	94	383	16	
Agriculture and Nutrition	5									1	20.0	1	20.0										5
Catering, Hotels and Tourism	2			1						1	50.0			1	1								2
Civilian Employees of the Army	4									1	25.0	1	25.0	1							1	2	
Culture and Nature Preservation	34			1						19	55.9	9	26.5	10	6	3					6	27	1
Education	158									27	17.1	74	46.8	40	24	21					43	131	
Fire Fighters	13											1	7.7			1					1	11	
Health Service and Social Care	66			2						42	63.6	25	37.9	35	21	1					20	62	1
KOVO	4													1	2	1							2
Mines, Geology and Oil Industry	2											1	50.0								1	1	
Profess.and Trade Union of Orchestral Music.	13									5	38.5	2	15.4	3	6	1					1	10	
Railway Trade Unions	2									1	50.0	1	50.0	2	2						1	2	
Science and Research	2			1								1	50.0										2
State Bodies and Organisations	132	1		2		2	1.5	4	3.0	34	25.8	26	19.7	29	31	11	116	79	2	15	93	13	
STAVBA	12									5	41.7	2	16.7	2							1	9	1
Textile, Clothing and Leather Industry	1											1	100.0										1
UNIOS	23	1								9	39.1	2	8.7	7	5					1	3	16	
Wood.Industry, Forestry and Manag.of Water	6									1	16.7	1	16.7		1						1	3	
Workers of Cultural Facilities	5									3	60.0	2	40.0	1	3								4

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

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

Trade union	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	172	48.9	147	3,790	167	4,099	172	4,454	172	4,605	172	4,823	172	4,874
Agriculture and Nutrition														
Catering, Hotels and Tourism	1	50.0	1		1		1		1		1		1	
Civilian Employees of the Army	1	25.0	1		1		1		1		1		1	
Culture and Nature Preservation	6	17.6	5	5,200	5	5,400	6	5,500	6	5,750	6	5,917	6	5,917
Education	85	53.8	80	4,028	82	4,172	85	4,399	85	4,531	85	4,721	85	4,756
Fire Fighters	9	69.2	8	3,531	9	3,806	9	4,500	9	4,639	9	5,111	9	5,250
Health Service and Social Care	29	43.9	19	3,395	29	4,345	29	5,138	29	5,345	29	5,603	29	5,655
KOVO	1	25.0	1		1		1		1		1		1	
Mines, Geology and Oil Industry	2	100.0			1		2		2		2		2	
Profess.and Trade Union of Orchestral Music.	3	23.1	3	4,833	3	4,833	3	4,833	3	4,833	3	4,833	3	4,833
Railway Trade Unions	2	100.0			2		2		2		2		2	
Science and Research														
State Bodies and Organisations														
STAVBA	11	91.7	11	2,364	11	3,182	11	3,636	11	3,818	11	4,136	11	4,318
Textile, Clothing and Leather Industry														
UNIOS	18	85.7	16	3,516	18	3,403	18	3,653	18	3,764	18	3,875	18	3,931
Wood.Industry, Forestry and Manag.of Water	1	16.7			1		1		1		1		1	
Workers of Cultural Facilities	3	60.0	2		3	2,500	3	2,500	3	2,500	3	2,500	3	2,500

Explanatory notes: NCA
% CA
CZK

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

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

Trade union	agreed in CA		length of employment in the organization:																	
	NCA	% CA	less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	166	47.2	136	4,640	159	4,708	163	5,345	164	5,723	166	5,933	166	5,984	166	6,079	166	6,164	166	6,197
Agriculture and Nutrition																				
Catering, Hotels and Tourism	1	50.0	1		1		1		1		1		1		1		1		1	
Civilian Employees of the Army	1	25.0	1		1		1		1		1		1		1		1		1	
Culture and Nature Preservation	9	26.5	6	7,167	7	7,000	9	7,222	9	7,389	9	7,500	9	7,500	9	7,500	9	7,500	9	7,500
Education	82	51.9	77	4,974	80	5,080	81	5,246	82	5,416	82	5,516	82	5,565	82	5,613	82	5,613	82	5,613
Fire Fighters	4	30.8	4	4,250	4	4,250	4	4,500	4	4,500	4	4,750	4	4,750	4	4,750	4	4,750	4	4,750
Health Service and Social Care	30	45.5	20	4,050	30	4,520	30	6,293	30	7,317	30	7,950	30	8,000	30	8,050	30	8,100	30	8,117
KOVO																				
Mines, Geology and Oil Industry	1	50.0			1		1		1		1		1		1		1		1	
Profess.and Trade Union of Orchestral Music.	3	23.1	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167
Railway Trade Unions	2	100.0	1		2		2		2		2		2		2		2		2	
Science and Research																				
State Bodies and Organisations																				
STAVBA	11	91.7	10	3,100	11	3,273	11	3,682	11	3,818	11	4,136	11	4,318	11	4,500	11	4,500	11	4,500
Textile, Clothing and Leather Industry																				
UNIOS	18	85.7	11	3,636	15	3,400	16	4,250	16	4,375	18	4,500	18	4,556	18	4,881	18	5,436	18	5,436
Wood.Industry, Forestry and Manag.of Water	1	16.7			1		1		1		1		1		1		1		1	
Workers of Cultural Facilities	3	60.0	2		3	2,333	3	2,333	3	2,333	3	2,333	3	2,333	3	2,333	3	2,333	3	2,333

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

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

Trade union	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
Total	365	75.4	18	3.7	165	34.1	439	90.7	413	118	380	86	68
Agriculture and Nutrition	3	60.0					4	80.0	4		3		1
Catering, Hotels and Tourism	2	100.0			2	100.0	2	100.0	2	1	2	1	
Civilian Employees of the Army	3	75.0	1	25.0			4	100.0	4	2	1		1
Culture and Nature Preservation	26	76.5	1	2.9	19	55.9	29	85.3	28	3	26	8	3
Education	97	61.4	1	0.6	23	14.6	153	96.8	149	36	145	3	9
Fire Fighters	12	92.3			2	15.4	12	92.3	9	3	9		9
Health Service and Social Care	51	77.3	1	1.5	34	51.5	62	93.9	59	26	46	17	23
KOVO	2	50.0	1	25.0	2	50.0	3	75.0	3				2
Mines, Geology and Oil Industry	2	100.0					2	100.0	2	1	2		
Profess.and Trade Union of Orchestral Music.	11	84.6			3	23.1	12	92.3	10		12		2
Railway Trade Unions	2	100.0			1	50.0	1	50.0	1	1	1	1	
Science and Research	2	100.0			1	50.0	1	50.0	1	1	1		1
State Bodies and Organisations	111	84.1	13	9.8	55	41.7	111	84.1	99	41	94	43	16
STAVBA	9	75.0			2	16.7	11	91.7	10	1	10	5	1
Textile, Clothing and Leather Industry	1	100.0					1	100.0	1		1		
UNIOS	23	100.0			15	65.2	22	95.7	22		19	6	2
Wood.Industry, Forestry and Manag.of Water	4	66.7			3	50.0	5	83.3	5	1	4		
Workers of Cultural Facilities	4	80.0			3	60.0	4	80.0	4	1	4		

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

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

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		NCA		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	399	82.4	51	10.5	19	3.9	5	1.0	10	2.1	76	89.4	9	10.6	371	76.7	66	13.6	225	46.5	156	32.2
Agriculture and Nutrition	3	60.0	2	40.0							2	100.0			2	40.0			3	60.0	4	80.0
Catering, Hotels and Tourism	1	50.0	1	50.0							1	100.0			2	100.0	1	50.0	2	100.0		
Civilian Employees of the Army	4	100.0													4	100.0			2	50.0	1	25.0
Culture and Nature Preservation	30	88.2	2	5.9					2	5.9	4	100.0			29	85.3	10	29.4	13	38.2	10	29.4
Education	146	92.4	8	5.1	4	2.5					12	100.0			130	82.3	11	7.0	77	48.7	96	60.8
Fire Fighters	1	7.7	5	38.5	1	7.7	1	7.7	5	38.5	6	50.0	6	50.0	5	38.5	2	15.4	5	38.5	6	46.2
Health Service and Social Care	45	68.2	10	15.2	8	12.1	3	4.5			21	100.0			58	87.9	13	19.7	35	53.0	9	13.6
KOVO	2	50.0	2	50.0							2	100.0			3	75.0	1	25.0	3	75.0	2	50.0
Mines, Geology and Oil Industry			2	100.0							1	50.0	1	50.0	1	50.0	1	50.0	1	50.0	1	50.0
Profess.and Trade Union of Orchestral Music.	7	53.8	2	15.4	2	15.4	1	7.7	1	7.7	6	100.0			11	84.6	6	46.2	8	61.5	7	53.8
Railway Trade Unions	1	50.0	1	50.0							1	100.0			2	100.0			1	50.0		
Science and Research	2	100.0													2	100.0	2	100.0	2	100.0	2	100.0
State Bodies and Organisations	119	90.2	10	7.6	2	1.5			1	0.8	11	84.6	2	15.4	79	59.8	17	12.9	37	28.0	14	10.6
STAVBA	6	50.0	4	33.3	2	16.7					6	100.0			12	100.0			9	75.0		
Textile, Clothing and Leather Industry	1	100.0													1	100.0			1	100.0		
UNIOS	22	95.7	1	4.3							1	100.0			22	95.7	1	4.3	22	95.7	1	4.3
Wood.Industry, Forestry and Manag.of Water	4	66.7	1	16.7					1	16.7	2	100.0			3	50.0			1	16.7	3	50.0
Workers of Cultural Facilities	5	100.0													5	100.0	1	20.0	3	60.0		

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

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

Trade union	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																				
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money								
	NCA	% CA	NCA	% CA	NCA	% CA	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		
							NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA
Total	2	0.4	1	0.2	32	6.6	35	7.2	1.6	2.0	33	6.8	1.3	1.8	68	14.0	1.6	2.9	58	12.0	47	9.7	11	2.3	5	1.0	
Agriculture and Nutrition																											
Catering, Hotels and Tourism															1	50.0			1	50.0	1	50.0					
Civilian Employees of the Army					1	25.0	2	50.0			2	50.0			4	100.0	1.0	2.8	4	100.0	4	100.0					
Culture and Nature Preservation					9	26.5	3	8.8	1.3	1.7	3	8.8	1.0	1.3	13	38.2	1.1	2.6	12	35.3	11	32.4	1	2.9	1	2.9	
Education					5	3.2	7	4.4	1.7	2.0	7	4.4	1.1	1.4	6	3.8	1.3	1.8	6	3.8	2	1.3	4	2.5			
Fire Fighters							1	7.7			1	7.7			1	7.7			1	7.7	1	7.7			1	7.7	
Health Service and Social Care	1	1.5					4	6.1	1.8	2.0	4	6.1	1.3	1.5	8	12.1	2.0	2.1	8	12.1	7	10.6	1	1.5	1	1.5	
KOVO																											
Mines, Geology and Oil Industry					1	50.0																					
Profess.and Trade Union of Orchestral Music.					1	7.7	1	7.7			1	7.7			3	23.1	1.7	3.7	2	15.4	2	15.4					
Railway Trade Unions					1	50.0	1	50.0			1	50.0			1	50.0			1	50.0	1	50.0					
Science and Research																											
State Bodies and Organisations	1	0.8	1	0.8	14	10.6	11	8.3	1.4	2.0	9	6.8	1.9	2.6	17	12.9	2.3	4.0	14	10.6	11	8.3	3	2.3	2	1.5	
STAVBA							2	16.7			2	16.7			1	8.3			1	8.3			1	8.3			
Textile, Clothing and Leather Industry																											
UNIOS							2	8.7			2	8.7			12	52.2	1.5	2.7	8	34.8	7	30.4	1	4.3			
Wood.Industry, Forestry and Manag.of Water							1	16.7			1	16.7			1	16.7											
Workers of Cultural Facilities																											

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

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

Trade union	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund																
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
						aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	308	87.5	158	44.9	5,164	0.91	0.97	0.08	12.44	0.49	0.37	1.64	17.61	15.81	0.89	17.08	0.60	0.20	6.69	5.30	18.92	
Agriculture and Nutrition	5	100.0	2	40.0																		
Catering, Hotels and Tourism	2	100.0	1	50.0																		
Civilian Employees of the Army	2	50.0	1	25.0																		
Culture and Nature Preservation	28	82.4	22	64.7	1,916	1.11	0.12	0.14	6.51	2.37	0.04	2.68	41.07	4.73	1.22	7.60		0.01	3.69	1.63	27.11	
Education	152	96.2	59	37.3	892	0.55	1.67	0.06	17.68	0.13	2.62	4.32	17.99	20.30	2.14	12.29	0.26	0.31	5.31	4.47	9.90	
Fire Fighters	12	92.3	8	61.5	11,471	4.66	3.49	0.21	7.12		0.57	0.87	48.57	2.02	0.51	14.08	0.29		5.41	0.23	11.97	
Health Service and Social Care	55	83.3	35	53.0	11,419	0.28	0.65	0.07	18.38	0.22	0.09	2.09	10.91	16.72	0.73	23.31	0.97	0.13	9.89	2.42	13.13	
KOVO	3	75.0	2	50.0																		
Mines, Geology and Oil Industry	2	100.0	2	100.0																		
Profess.and Trade Union of Orchestral Music.	5	38.5																				
Railway Trade Unions	2	100.0																				
Science and Research	1	50.0	1	50.0																		
State Bodies and Organisations	2	100.0	2	100.0																		
STAVBA	11	91.7	10	83.3	2,345	1.22	1.45	0.02	4.33	0.09	0.34	1.92	23.96	12.96	0.81	22.60	0.34	0.04	2.96	2.42	24.54	
Textile, Clothing and Leather Industry																						
UNIOS	18	85.7	6	28.6	1,203	0.62			3.33				46.18	0.14	0.42	19.29			3.35	2.56	24.11	
Wood.Industry, Forestry and Manag.of Water	4	66.7	3	50.0	1,012				8.10	0.20	0.99	8.23	5.14	2.63	6.92	16.14			8.60	12.19	30.87	
Workers of Cultural Facilities	4	80.0	4	80.0	343		5.32		18.16				50.33		2.99				2.77		20.42	

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

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

Trade union	Employer's contribution to corporate catering							There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance						Contribution to life insurance						
	arranged in CA		amount of contribution				without specification of the amount of allowance		agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision		
	NCA	% CA	of budget		of FSCR				NCA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA
			aver. CZK	aver.% of price	aver. CZK	aver.% of price															
Total	298	84.7	42.14	50.3	22.51	44.0	99	85	24.1	130	36.9	302	507	95	27.0	16	4.5	329	506	14	4.0
Agriculture and Nutrition	5	100.0	63.25	55.0	14.32		2	3	60.0	4	80.0	413	588	2	40.0	2	40.0			2	40.0
Catering, Hotels and Tourism	2	100.0								2	100.0			2	100.0	1	50.0			1	50.0
Civilian Employees of the Army	3	75.0					2	2	50.0	3	75.0	150	900	3	75.0						
Culture and Nature Preservation	32	94.1	47.06	52.5	26.74	20.0	12			11	32.4	250	377	10	29.4	1	2.9			1	2.9
Education	122	77.2	27.64		17.09	31.0	42	46	29.1	47	29.7	283	375	25	15.8	6	3.8	320	437	4	2.5
Fire Fighters	13	100.0	40.67		44.10		2			9	69.2	249	394	8	61.5	2	15.4			2	15.4
Health Service and Social Care	60	90.9	37.80		22.70	60.7	20	21	31.8	34	51.5	321	695	31	47.0	2	3.0			2	3.0
KOVO	4	100.0			45.00		3	1	25.0												
Mines, Geology and Oil Industry	2	100.0						1	50.0	1	50.0			1	50.0	1	50.0			1	50.0
Profess.and Trade Union of Orchestral Music.	7	53.8	23.50		21.00		5			1	7.7			1	7.7						
Railway Trade Unions	1	50.0																			
Science and Research	1	50.0																			
State Bodies and Organisations	2	100.0					1			1	50.0			1	50.0						
STAVBA	12	100.0	38.25		17.37		2	9	75.0	7	58.3	450	674	6	50.0	1	8.3			1	8.3
Textile, Clothing and Leather Industry	1	100.0					1														
UNIOS	20	95.2	62.85	55.0	27.39		5	2	9.5	7	33.3	401	411	2	9.5						
Wood.Industry, Forestry and Manag.of Water	6	100.0			20.92		2			3	50.0	300	467	3	50.0						
Workers of Cultural Facilities	5	100.0	43.25		32.20																

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

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

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

Trade union	Pay compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC			Average number of days of leave without compensation of pay above the requirement of the LC																								Activity of guides in children's and youth camps						
	agreed in CA		compensation amount	Type of personal obstacle																														
	NCA	% CA	% AE	A			B			C			D			E			F			G			H					I			J	
				NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days			NCA	% CA	days	NCA	% CA
Total	9	1.9	86.7	31	6.4	1.2	70	14.5	1.7	55	11.4	1.6	20	4.1	5.0	72	14.9	1.3	21	4.3	3.2	43	8.9	6.9	69	14.3	2.8	168	34.7	3.6	142	29.3	22	12.7
Agriculture and Nutrition							1	20.0																										
Catering, Hotels and Tourism							1	50.0		1	50.0		1	50.0												1	50.0		2	100.0		1	50.0	
Civilian Employees of the Army																												3	75.0	4.3	3	75.0		
Culture and Nature Preservation				3	8.8	1.3	2	5.9		1	2.9					1	2.9		1	2.9		7	20.6	8.1	5	14.7	8.2	21	61.8	3.9	7	20.6	1	
Education				8	5.1	1.0	51	32.3	1.8	7	4.4	1.1	6	3.8	6.5	57	36.1	1.3	2	1.3						52	32.9	1.9	18	11.4	2.4	62	39.2	
Fire Fighters				1	7.7		1	7.7		2	15.4					1	7.7											12	92.3	5.0	1	7.7		
Health Service and Social Care				1	1.5		3	4.5	1.0	18	27.3	2.2							4	6.1	4.0	7	10.6	4.3				32	48.5	3.2	20	30.3	7	12.9
KOVO				1	25.0		1	25.0		1	25.0					1	25.0																	
Mines, Geology and Oil Industry																												1	50.0					
Profess.and Trade Union of Orchestral Music.																															3	23.1		
Railway Trade Unions										1	50.0		1	50.0									1	50.0				1	50.0		1	50.0		
Science and Research																1	50.0		1	50.0								1	50.0		1	50.0		
State Bodies and Organisations	9	6.8	86.7	12	9.1	1.4	9	6.8	1.8	15	11.4	1.3	6	4.5	1.7	7	5.3	1.4	9	6.8	2.6	22	16.7	7.4	7	5.3	6.1	61	46.2	4.0	33	25.0	14	12.4
STAVBA				1	8.3					2	16.7		2	16.7		1	8.3		3	25.0	4.0					1	8.3		1	8.3		2	16.7	
Textile, Clothing and Leather Industry																																		
UNIOS				2	8.7					6	26.1	1.3	2	8.7		3	13.0	1.0	1	4.3		1	4.3		3	13.0	2.7	12	52.2	3.0	6	26.1		
Wood.Industry, Forestry and Manag.of Water				1	16.7		1	16.7														2	33.3				2	33.3						
Workers of Cultural Facilities				1	20.0					1	20.0		1	20.0								1	20.0				1	20.0		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
 % AE average value of compensation, defined by the percentage from the average earnings
 days average extent of time off (in days)
A one's own wedding
B birth of a child to the wife of an employee
C death of a direct relative
D escorting a disabled child to a health or social care provider
E moving house
F looking for a new job
G for mothers caring for a child (per year)
H care for a family member (per year)
I sick days (per year)
J other obstacles

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

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	286	59.1	10	2.1	89	18.4	445	91.9	252	52.1	3	0.6	4	0.8
Agriculture and Nutrition	3	60.0			2	40.0	5	100.0	3	60.0				
Catering, Hotels and Tourism	2	100.0			2	100.0	2	100.0	1	50.0				
Civilian Employees of the Army	2	50.0			1	25.0	4	100.0	2	50.0				
Culture and Nature Preservation	25	73.5			3	8.8	33	97.1	17	50.0				
Education	110	69.6	2	1.3	14	8.9	153	96.8	117	74.1				
Fire Fighters	5	38.5			3	23.1	10	76.9	8	61.5				
Health Service and Social Care	30	45.5	2	3.0	18	27.3	66	100.0	34	51.5				
KOVO							4	100.0	2	50.0				
Mines, Geology and Oil Industry	1	50.0			2	100.0	2	100.0						
Profess.and Trade Union of Orchestral Music.	4	30.8			3	23.1	12	92.3	1	7.7				
Railway Trade Unions	2	100.0			1	50.0	2	100.0	2	100.0				
Science and Research							1	50.0						
State Bodies and Organisations	85	64.4	4	3.0	32	24.2	108	81.8	36	27.3	3	2.3	4	3.0
STAVBA	3	25.0	1	8.3	5	41.7	11	91.7	7	58.3				
Textile, Clothing and Leather Industry	1	100.0												
UNIOS	7	30.4	1	4.3	2	8.7	23	100.0	20	87.0				
Wood.Industry, Forestry and Manag.of Water	4	66.7					6	100.0	1	16.7				
Workers of Cultural Facilities	2	40.0			1	20.0	3	60.0	1	20.0				

Explanatory notes: NCA
% CA

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

Employee Wages
classification based on regions - public service and administration

Region NUTS 3	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage				3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin										
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA									
Total	484	2		7	3.3	2	0.4	4	0.8	149	30.8	150	31.0	132	102	39	116	79	3	94	383	16
CZ010 Capital Prague	39			2						14	35.9	9	23.1	16	8	2	4	4		7	28	
CZ020 Středočeský	46									9	19.6	13	28.3	16	15	7	13	4	2	8	38	3
CZ031 Jihočeský	25					1	4.0	1	4.0	13	52.0	10	40.0	7	3	2	6	5		3	22	1
CZ032 Plzeňský	33			1						10	30.3	4	12.1	11	9	2	11	9		4	24	
CZ041 Karlovarský	15			1						5	33.3	3	20.0	4	3	2	8	5		2	12	2
CZ042 Ústecký	41					1	2.4	1	2.4	16	39.0	16	39.0	7	12	3	16	9		7	29	2
CZ051 Liberecký	22									5	22.7	6	27.3	2		1	8	6		3	16	1
CZ052 Královéhradecký	30	1								6	20.0	6	20.0	5	5	1	12	10		3	21	
CZ053 Pardubický	18	1								10	55.6	4	22.2	4	4		3	3		3	17	
CZ061 Vysočina	25									6	24.0	6	24.0	5	3	2	6	4		4	20	2
CZ062 Jihomoravský	44							1	2.3	20	45.5	14	31.8	13	8	7	5	1	1	9	35	
CZ071 Olomoucký	35			2				1	2.9	11	31.4	9	25.7	11	10	1	11	10		7	28	1
CZ072 Zlínský	19									6	31.6	9	47.4	5	4	3	2	2		8	16	1
CZ080 Moravskoslezský	92			1						18	19.6	41	44.6	26	18	6	11	7		26	77	3

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	172	48.9	147	3,790	167	4,099	172	4,454	172	4,605	172	4,823	172	4,874
CZ010 Capital Prague	9	27.3	4	2,500	9	4,944	9	5,278	9	5,278	9	5,556	9	5,556
CZ020 Středočeský	17	60.7	17	3,382	17	3,618	17	3,618	17	3,618	17	3,618	17	3,618
CZ031 Jihočeský	6	40.0	5	2,200	6	2,333	6	2,667	6	2,667	6	3,000	6	3,000
CZ032 Plzeňský	7	31.8	7	4,571	7	4,857	7	5,143	7	5,429	7	5,429	7	5,429
CZ041 Karlovarský	3	42.9	2		3	4,333	3	5,000	3	5,000	3	5,333	3	5,333
CZ042 Ústecký	11	50.0	9	3,389	11	4,455	11	5,273	11	5,273	11	6,091	11	6,091
CZ051 Liberecký	7	53.8	5	3,700	7	3,500	7	3,571	7	3,643	7	3,643	7	3,643
CZ052 Královéhradecký	10	58.8	8	2,531	9	3,083	10	3,975	10	4,275	10	4,725	10	4,725
CZ053 Pardubický	8	53.3	6	2,167	8	1,938	8	2,125	8	2,250	8	2,563	8	2,750
CZ061 Vysočina	9	47.4	9	3,917	9	4,472	9	4,722	9	4,861	9	5,111	9	5,250
CZ062 Jihomoravský	13	33.3	12	5,375	13	5,769	13	6,538	13	6,731	13	6,923	13	7,077
CZ071 Olomoucký	8	33.3	5	5,400	8	5,625	8	6,250	8	6,250	8	6,250	8	6,250
CZ072 Zlínský	10	58.8	9	3,833	10	3,750	10	3,850	10	4,050	10	4,150	10	4,550
CZ080 Moravskoslezský	54	66.7	49	4,024	50	4,062	54	4,341	54	4,594	54	4,783	54	4,783

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:																	
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	166	47.2	136	4,640	159	4,708	163	5,345	164	5,723	166	5,933	166	5,984	166	6,079	166	6,164	166	6,197
CZ010 Capital Prague	11	33.3	5	3,200	11	4,273	11	6,545	11	8,591	11	9,045	11	9,045	11	9,273	11	9,500	11	9,955
CZ020 Středočeský	16	57.1	14	4,500	15	4,400	15	4,400	15	4,400	16	4,281	16	4,281	16	4,313	16	4,313	16	4,313
CZ031 Jihočeský	6	40.0	4	2,625	6	2,750	6	3,083	6	3,083	6	3,417	6	3,417	6	3,417	6	3,417	6	3,417
CZ032 Plzeňský	6	27.3	6	4,333	6	4,667	6	5,000	6	5,333	6	5,333	6	5,333	6	5,333	6	5,333	6	5,333
CZ041 Karlovarský	2	28.6	1		2		2		2		2		2		2		2		2	
CZ042 Ústecký	11	50.0	8	2,688	10	3,400	11	5,500	11	6,409	11	6,955	11	6,955	11	7,500	11	7,500	11	7,500
CZ051 Liberecký	6	46.2	4	6,750	6	5,167	6	5,167	6	5,167	6	5,167	6	5,167	6	5,167	6	5,167	6	5,167
CZ052 Královéhradecký	11	64.7	7	4,071	8	4,250	10	5,450	10	5,600	11	5,545	11	5,545	11	5,577	11	6,486	11	6,486
CZ053 Pardubický	7	46.7	5	3,000	7	2,500	7	2,714	7	2,857	7	3,214	7	3,429	7	3,643	7	3,857	7	3,929
CZ061 Vysočina	9	47.4	8	5,000	9	5,611	9	5,833	9	5,944	9	6,111	9	6,222	9	6,222	9	6,222	9	6,222
CZ062 Jihomoravský	13	33.3	12	6,417	13	6,731	13	7,500	13	7,692	13	7,885	13	8,038	13	8,038	13	8,038	13	8,038
CZ071 Olomoucký	9	37.5	7	5,786	9	5,833	9	6,944	9	7,500	9	7,500	9	7,500	9	7,500	9	7,500	9	7,500
CZ072 Zlínský	9	52.9	8	4,813	9	4,611	9	5,056	9	5,278	9	5,944	9	6,389	9	6,944	9	6,944	9	6,944
CZ080 Moravskoslezský	50	61.7	47	4,798	48	4,823	49	5,116	50	5,412	50	5,656	50	5,656	50	5,656	50	5,656	50	5,656

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly						
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E
									NCA	NCA	NCA	NCA	NCA
Total	365	75.4	18	3.7	165	34.1	439	90.7	413	118	380	86	68
CZ010 Capital Prague	30	76.9	2	5.1	18	46.2	38	97.4	34	13	32	6	6
CZ020 Středočeský	31	67.4	2	4.3	19	41.3	40	87.0	37	8	35	14	5
CZ031 Jihočeský	20	80.0	3	12.0	5	20.0	19	76.0	17	7	15	4	5
CZ032 Plzeňský	22	66.7	2	6.1	13	39.4	28	84.8	27	7	26	9	2
CZ041 Karlovarský	13	86.7			4	26.7	11	73.3	9	4	9	3	2
CZ042 Ústecký	31	75.6	1	2.4	18	43.9	36	87.8	34	13	32	10	3
CZ051 Liberecký	18	81.8			8	36.4	19	86.4	19	4	12	3	5
CZ052 Královéhradecký	24	80.0	2	6.7	12	40.0	26	86.7	25	9	23	8	6
CZ053 Pardubický	15	83.3	2	11.1	9	50.0	18	100.0	17	3	12	1	6
CZ061 Vysočina	21	84.0			9	36.0	23	92.0	20	7	21	2	2
CZ062 Jihomoravský	34	77.3	1	2.3	17	38.6	41	93.2	41	6	38	8	9
CZ071 Olomoucký	24	68.6	1	2.9	12	34.3	34	97.1	30	11	28	7	9
CZ072 Zlínský	15	78.9			4	21.1	18	94.7	18	5	17	3	1
CZ080 Moravskoslezský	67	72.8	2	2.2	17	18.5	88	95.7	85	21	80	8	7

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

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

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		governing the provision of information to TU		provided to TU beyond the scope of LC stipulated		governing the procedures for discussing materials with TU		beyond the scope of LC stipulated	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	399	82.4	51	10.5	19	3.9	5	1.0	10	2.1	76	89.4	9	10.6	371	76.7	66	13.6	225	46.5	156	32.2
CZ010 Capital Prague	30	76.9	4	10.3	1	2.6			4	10.3	8	88.9	1	11.1	36	92.3	11	28.2	21	53.8	8	20.5
CZ020 Středočeský	42	91.3	2	4.3	1	2.2			1	2.2	2	50.0	2	50.0	30	65.2	4	8.7	23	50.0	10	21.7
CZ031 Jihočeský	24	96.0							1	4.0			1	100.0	10	40.0	3	12.0	13	52.0	7	28.0
CZ032 Plzeňský	26	78.8	3	9.1	3	9.1	1	3.0			7	100.0			28	84.8	7	21.2	13	39.4	6	18.2
CZ041 Karlovarský	13	86.7	2	13.3							2	100.0			9	60.0	1	6.7	6	40.0	3	20.0
CZ042 Ústecký	35	85.4	6	14.6							6	100.0			32	78.0	6	14.6	16	39.0	10	24.4
CZ051 Liberecký	17	77.3	3	13.6	1	4.5	1	4.5			4	80.0	1	20.0	19	86.4	3	13.6	10	45.5	4	18.2
CZ052 Královéhradecký	26	86.7	3	10.0					1	3.3	3	75.0	1	25.0	22	73.3	6	20.0	14	46.7	7	23.3
CZ053 Pardubický	14	77.8	4	22.2							4	100.0			14	77.8	2	11.1	8	44.4	5	27.8
CZ061 Vysočina	20	80.0			4	16.0			1	4.0	4	80.0	1	20.0	16	64.0	1	4.0	7	28.0	6	24.0
CZ062 Jihomoravský	33	75.0	9	20.5	1	2.3			1	2.3	10	90.9	1	9.1	35	79.5	7	15.9	20	45.5	15	34.1
CZ071 Olomoucký	29	82.9	3	8.6	2	5.7	1	2.9			5	83.3	1	16.7	29	82.9	3	8.6	19	54.3	15	42.9
CZ072 Zlínský	14	73.7	3	15.8	2	10.5					5	100.0			15	78.9	2	10.5	13	68.4	10	52.6
CZ080 Moravskoslezský	76	82.6	9	9.8	4	4.3	2	2.2	1	1.1	16	100.0			76	82.6	10	10.9	42	45.7	50	54.3

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

Employment rate
classification based on regions - public service and administration

Region NUTS 3	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																					
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money									
	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age					
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA		
Total	2	0.4	1	0.2	32	6.6	35	7.2	1.6	2.0	33	6.8	1.3	1.8	68	14.0	1.6	2.9	58	12.0	47	9.7	11	2.3	5	1.0		
CZ010 Capital Prague			1	2.6	6	15.4	6	15.4	1.5	2.0	6	15.4	1.3	1.8	13	33.3	1.6	3.3	12	30.8	11	28.2	1	2.6				
CZ020 Středočeský					2	4.3	3	6.5	1.7	2.0	4	8.7	1.5	2.0	9	19.6	1.6	3.4	8	17.4	7	15.2	2	4.3	2	4.3		
CZ031 Jihočeský					1	4.0									3	12.0	1.0	2.7	3	12.0	3	12.0						
CZ032 Plzeňský	1	3.0			2	6.1	1	3.0			1	3.0			4	12.1	2.7	3.5	3	9.1	3	9.1						
CZ041 Karlovarský					2	13.3	2	13.3			1	6.7			1	6.7			1	6.7	1	6.7						
CZ042 Ústecký					2	4.9	5	12.2	1.8	1.8	5	12.2	1.0	1.0	6	14.6	1.5	2.7	4	9.8	3	7.3			2	4.9		
CZ051 Liberecký					1	4.5	1	4.5			1	4.5			1	4.5			1	4.5	1	4.5						
CZ052 Královéhradecký	1	3.3			3	10.0	3	10.0	1.0	2.0	2	6.7			6	20.0	1.2	2.2	6	20.0	5	16.7	1	3.3	1	3.3		
CZ053 Pardubický					1	5.6									2	11.1			2	11.1	2	11.1						
CZ061 Vysočina							3	12.0	1.5	2.3	3	12.0	1.0	2.0	2	8.0			2	8.0			1	4.0				
CZ062 Jihomoravský					4	9.1	3	6.8	2.3	2.3	3	6.8	1.3	1.3	4	9.1	1.5	2.8	2	4.5	2	4.5						
CZ071 Olomoucký					3	8.6									2	5.7			2	5.7	2	5.7						
CZ072 Zlínský					1	5.3	1	5.3			1	5.3			1	5.3			1	5.3			1	5.3				
CZ080 Moravskoslezský					4	4.3	7	7.6	1.4	1.8	6	6.5	1.8	2.4	14	15.2	1.7	2.4	11	12.0	7	7.6	5	5.4				

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

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

Region NUTS 3	rules of drawing in CA		budget parts of CA		average creation including balances in thousands CZK	Structure of planned use of the fund															
	NCA	% CA	NCA	% CA		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%
Total	308	87.5	158	44.9	5,164	0.91	0.97	0.08	12.44	0.49	0.37	1.64	17.61	15.81	0.89	17.08	0.60	0.20	6.69	5.30	18.92
CZ010 Capital Prague	24	72.7	15	45.5	15,287	0.79	0.45		3.82	0.88	0.30	0.71	15.11	18.77	0.19	12.14	0.22	0.40	2.67	13.44	30.11
CZ020 Středočeský	26	92.9	12	42.9	3,724	0.45	0.96	0.16	2.62	0.12		0.67	42.53	7.40	4.13	13.65	0.43	0.03	4.28	1.60	20.98
CZ031 Jihočeský	11	73.3	5	33.3	1,488	0.94			7.28			2.29	28.36	4.60	0.54	26.49		0.05	3.06	4.51	21.88
CZ032 Plzeňský	19	86.4	12	54.5	2,764		0.64	0.20	8.35		2.04	1.03	39.62	6.77	1.58	13.01		0.03	5.74	1.71	19.28
CZ041 Karlovarský	6	85.7	3	42.9	2,413	3.34			11.61		0.83		44.87		0.41	27.65	0.97	0.03	5.03		5.26
CZ042 Ústecký	20	90.9	13	59.1	1,769	0.52	1.03		7.56	0.05	1.25	1.17	16.47	11.29	0.87	30.48	0.13	0.35	4.40	8.24	16.19
CZ051 Liberecký	11	84.6	4	30.8	4,506	2.02	15.26	1.08	18.11		0.67	4.99	14.29	3.77	2.44	15.26	1.11	0.05	5.19	0.03	15.73
CZ052 Královéhradecký	13	76.5	8	47.1	2,977	12.56			4.22	4.20	1.90	0.84	32.41	3.95	0.27	8.57			3.16	1.05	26.86
CZ053 Pardubický	14	93.3	9	60.0	2,630	0.08	2.03		2.65			1.27	33.75	5.47	3.02	20.38			3.11	3.04	25.19
CZ061 Vysočina	17	89.5	8	42.1	4,119	2.38	0.06		14.89			2.43	22.48	14.97	1.17	14.92		0.15	8.93	1.02	16.60
CZ062 Jihomoravský	36	92.3	19	48.7	2,267	1.34	0.08	0.64	10.93	0.91	0.84	1.08	28.68	24.06	0.70	9.60	0.10	0.01	4.32	1.99	14.72
CZ071 Olomoucký	21	87.5	11	45.8	12,202		0.02		17.28		0.09	0.81	9.29	14.85	0.52	14.80		0.18	21.08	0.94	20.12
CZ072 Zlínský	17	100.0	8	47.1	4,029	0.31	0.57	0.03	3.60		0.56	20.29	18.98	6.10	1.54	37.38		0.02	6.38	0.48	3.76
CZ080 Moravskoslezský	73	90.1	31	38.3	5,260	0.10	1.56	0.01	28.71	0.32	0.05	0.22	6.83	22.90	0.68	24.25	2.35	0.16	3.36	3.26	5.26

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

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

Region NUTS 3	Employer's contribution to corporate catering						There is an agreed contribution to corporate catering for pensioners	Contribution to pension insurance				Contribution to life insurance									
	arranged in CA		amount of contribution					without specification of the amount of allowance		agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price		NCA	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA
Total	298	84.7	42.14	50.3	22.51	44.0	99	85	24.1	130	36.9	302	507	95	27.0	16	4.5	329	506	14	4.0
CZ010 Capital Prague	27	81.8	51.51	44.0	26.87	26.0	12	4	12.1	12	36.4	223	671	12	36.4	4	12.1	233	413	4	12.1
CZ020 Středočeský	19	67.9	36.50	50.0	23.95		3	6	21.4	10	35.7	320	448	7	25.0	3	10.7	367	433	2	7.1
CZ031 Jihočeský	11	73.3	50.75	55.0	21.33		2	2	13.3	8	53.3	330	387	4	26.7	1	6.7				
CZ032 Plzeňský	19	86.4	36.26		26.18		9	8	36.4	8	36.4	313	452	7	31.8						
CZ041 Karlovarský	6	85.7	36.60		34.75		1			2	28.6			2	28.6	1	14.3			1	14.3
CZ042 Ústecký	21	95.5	33.00		17.53		6	7	31.8	11	50.0	334	500	7	31.8	1	4.5			1	4.5
CZ051 Liberecký	12	92.3	41.00		26.00	50.0	6	2	15.4	4	30.8	333	675	4	30.8	1	7.7			1	7.7
CZ052 Královéhradecký	17	100.0	56.90		22.25	50.0	6	3	17.6	7	41.2	286	410	4	23.5						
CZ053 Pardubický	15	100.0	46.45	55.0	23.89		4	7	46.7	5	33.3	283	510	3	20.0	1	6.7			1	6.7
CZ061 Vysočina	18	94.7	41.00		14.36		7	8	42.1	9	47.4	353	408	6	31.6						
CZ062 Jihomoravský	34	87.2	46.78	55.0	24.81		13	5	12.8	15	38.5	373	501	13	33.3	2	5.1			2	5.1
CZ071 Olomoucký	22	91.7	28.40		27.60		4	6	25.0	11	45.8	200	563	8	33.3	1	4.2			1	4.2
CZ072 Zlínský	15	88.2	42.50	55.0	17.32		4	7	41.2	3	17.6	250	833	1	5.9						
CZ080 Moravskoslezský	62	76.5	33.76		19.98		22	20	24.7	25	30.9	311	474	17	21.0	1	1.2			1	1.2

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

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

Region NUTS 3	Pay compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC		Average number of days of leave without compensation of pay above the requirement of the LC																												Activity of guides in children's and youth camps				
			Type of personal obstacle																																
	agreed in CA		compensation amount		A			B			C			D			E			F			G			H			I				J		
	NCA	% 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	NCA
Total	9	1.9	86.7	31	6.4	1.2	70	14.5	1.7	55	11.4	1.6	20	4.1	5.0	72	14.9	1.3	21	4.3	3.2	43	8.9	6.9	69	14.3	2.8	168	34.7	3.6	142	29.3	22	12.7	
CZ010 Capital Prague	1	2.6		3	7.7	1.3	5	12.8	1.6	7	17.9	1.3	4	10.3	4.5	2	5.1		4	10.3	4.3	4	10.3	8.0	3	7.7	7.0	25	64.1	4.0	21	53.8	4	16.5	
CZ020 Středočeský	2	4.3		3	6.5	1.3	4	8.7	2.3	6	13.0	2.2	2	4.3		6	13.0	1.3	3	6.5	3.0	5	10.9	10.0	9	19.6	4.9	18	39.1	3.3	12	26.1	4	6.5	
CZ031 Jihočeský							2	8.0								1	4.0								2	8.0		3	12.0	5.0	3	12.0	1		
CZ032 Plzeňský	1	3.0		4	12.1	1.5	4	12.1	2.3	3	9.1	1.0	3	9.1	2.7	5	15.2	1.8	2	6.1		3	9.1	3.7	3	9.1	3.3	9	27.3	3.7	11	33.3	1		
CZ041 Karlovarský				1	6.7					1	6.7		1	6.7								2	13.3		1	6.7		5	33.3	4.0	3	20.0	1		
CZ042 Ústecký	1	2.4		5	12.2	1.2	5	12.2	1.6	9	22.0	1.3	3	7.3	2.3	5	12.2	1.6	4	9.8	4.5	5	12.2	6.8	3	7.3	2.0	19	46.3	4.1	11	26.8			
CZ051 Liberecký				1	4.5		5	22.7	1.6	2	9.1					4	18.2	1.3				3	13.6	7.7	5	22.7	3.4	5	22.7	4.4	6	27.3	1		
CZ052 Královéhradecký	1	3.3		1	3.3		1	3.3		4	13.3	3.3	1	3.3		1	3.3		1	3.3		5	16.7	4.6	3	10.0	5.0	14	46.7	3.6	2	6.7	2		
CZ053 Pardubický				2	11.1		3	16.7	1.0	6	33.3	1.7				2	11.1		1	5.6		2	11.1					8	44.4	3.8	2	11.1	1		
CZ061 Vysočina							1	4.0		1	4.0		1	4.0		1	4.0		1	4.0					3	12.0	1.0	2	8.0		7	28.0	1		
CZ062 Jihomoravský				3	6.8	1.0	5	11.4	1.6	2	4.5		1	2.3		6	13.6	1.3	1	2.3		6	13.6	6.8	5	11.4	4.0	17	38.6	3.4	11	25.0	2		
CZ071 Olomoucký	1	2.9		1	2.9		5	14.3	3.0	3	8.6	2.3				5	14.3	1.2	2	5.7		5	14.3	9.4	5	14.3	1.8	15	42.9	3.6	11	31.4	4	12.8	
CZ072 Zlínský							2	10.5		1	5.3					3	15.8	1.3							3	15.8	1.0	6	31.6	2.7	3	15.8			
CZ080 Moravskoslezský	2	2.2		7	7.6	1.0	28	30.4	1.4	10	10.9	1.4	4	4.3	7.3	31	33.7	1.2	2	2.2		3	3.3	6.7	24	26.1	1.6	22	23.9	3.2	39	42.4			

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

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

Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	286	59.1	10	2.1	89	18.4	445	91.9	252	52.1	3	0.6	4	0.8
CZ010 Capital Prague	24	61.5			12	30.8	38	97.4	21	53.8			1	2.6
CZ020 Středočeský	28	60.9	1	2.2	10	21.7	40	87.0	24	52.2				
CZ031 Jihočeský	16	64.0			4	16.0	24	96.0	5	20.0	1	4.0	1	4.0
CZ032 Plzeňský	20	60.6	1	3.0	4	12.1	30	90.9	15	45.5	1	3.0	1	3.0
CZ041 Karlovarský	7	46.7			4	26.7	14	93.3	4	26.7				
CZ042 Ústecký	24	58.5	2	4.9	7	17.1	35	85.4	15	36.6				
CZ051 Liberecký	14	63.6	2	9.1	1	4.5	21	95.5	8	36.4				
CZ052 Královéhradecký	14	46.7	1	3.3	7	23.3	26	86.7	12	40.0	1	3.3	1	3.3
CZ053 Pardubický	7	38.9			4	22.2	17	94.4	9	50.0				
CZ061 Vysočina	16	64.0	2	8.0	3	12.0	23	92.0	15	60.0				
CZ062 Jihomoravský	28	63.6			12	27.3	42	95.5	27	61.4				
CZ071 Olomoucký	18	51.4	1	2.9	6	17.1	33	94.3	17	48.6				
CZ072 Zlínský	12	63.2			1	5.3	17	89.5	15	78.9				
CZ080 Moravskoslezský	58	63.0			14	15.2	85	92.4	65	70.7				

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

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

Trade union	Social fund creation											Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA	
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK					
Total	122	92.4	66	3.9	4	17,825	33	3.9	16	3,174	70	53.0	64	48.5	
State Bodies and Organisations	120	92.3	65	3.9	4	17,825	33	3.9	15	3,174	70	53.8	64	49.2	
UNIOS	2	100.0	1						1						

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

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

Trade union	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
Total	0.03	0.32	7.32	0.03	2.38	0.96	1.40	29.99	11.44	0.54	16.47	1.07	0.47	3.90	9.45	14.23	82	62.1
State Bodies and Organisations	0.03	0.32	7.32	0.03	2.38	0.96	1.40	29.99	11.44	0.54	16.47	1.07	0.47	3.90	9.45	14.23	81	62.3
UNIOS																	1	50.0

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

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

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

Trade union	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	124	93.9	51.03	47.6	33.08	36.8	81.00	65.0	8	13	9.8	12	9.1	10	7.6
State Bodies and Organisations	122	93.8	51.03	47.8	33.08	34.6	81.00	65.0	8	13	10.0	12	9.2	10	7.7
UNIOS	2	100.0													

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

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

Trade union	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	92	69.7	431	525	4.9	70	53.0	32	24.2	434	532	25	18.9
State Bodies and Organisations	91	70.0	432	525	4.9	69	53.1	32	24.6	434	532	25	19.2
UNIOS	1	50.0				1	50.0						

Explanatory notes: NCA

% CA

CZK/month

aver. % MBA

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

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

average contribution in CZK per month

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

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

Region NUTS 3	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
Total	122	92.4	66	3.9	4	17,825	33	3.9	16	3,174	70	53.0	64	48.5
CZ010 Capital Prague	5	83.3	3	4.7					2	5,660	3	50.0	3	50.0
CZ020 Středočeský	18	100.0	10	4.6	2		5	3.5		2,031	10	55.6	9	50.0
CZ031 Jihočeský	9	90.0	7	3.5			1			2,542	6	60.0	6	60.0
CZ032 Plzeňský	11	100.0	6	3.8			4	5.6	1	2,101	9	81.8	6	54.5
CZ041 Karlovarský	8	100.0	3	3.9			2		3	2,140	5	62.5	5	62.5
CZ042 Ústecký	15	78.9	9	3.8	1		1		3	2,938	7	36.8	6	31.6
CZ051 Liberecký	7	77.8	4	2.7			2		1	1,620	3	33.3	3	33.3
CZ052 Královéhradecký	12	92.3	9	3.6			3	4.0		3,538	6	46.2	5	38.5
CZ053 Pardubický	3	100.0	1				2			3,615	2	66.7	2	66.7
CZ061 Vysočina	6	100.0	4	3.8			2			3,267	3	50.0	3	50.0
CZ062 Jihomoravský	5	100.0	2				3	4.0		3,616	3	60.0	3	60.0
CZ071 Olomoucký	11	100.0	4	3.9	1		3	3.8	3	5,184	8	72.7	8	72.7
CZ072 Zlínský	2	100.0	1						1		2	100.0	2	100.0
CZ080 Moravskoslezský	10	90.9	3	4.0			5	4.2	2	3,679	3	27.3	3	27.3

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

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

Region NUTS 3	Structure of planned use of the fund																Right of co-decision of BO TU for use of the fund	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	NCA	% CA
	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%	aver.%		
Total	0.03	0.32	7.32	0.03	2.38	0.96	1.40	29.99	11.44	0.54	16.47	1.07	0.47	3.90	9.45	14.23	82	62.1
CZ010 Capital Prague		0.09	2.57		2.65	13.33	0.88	42.67	14.98	0.13	11.05			4.55	4.80	2.30	3	50.0
CZ020 Středočeský		2.90	6.38	0.04	4.46		2.39	25.72	12.11	0.25	15.47	3.10	1.01	2.85	14.88	8.45	12	66.7
CZ031 Jihočeský			3.55		2.60		3.00	31.59	12.44	0.42	28.62	1.34	0.10	1.60	7.18	7.54	6	60.0
CZ032 Plzeňský			4.43	0.35	8.99		3.76	30.94	11.44	0.36	21.85	0.18	0.83	3.54	2.56	10.78	8	72.7
CZ041 Karlovarský		0.05	0.47		0.06	1.65		12.62	15.80	0.88	14.11		0.47	12.16	16.61	25.14	4	50.0
CZ042 Ústecký	0.18	0.18	30.77	0.01	1.37		0.09	28.56	4.57	0.81	8.94	0.37	0.24	2.02	4.87	17.02	9	47.4
CZ051 Liberecký	0.02		2.27		0.32		3.70	34.40	10.38	1.06	19.63	0.53	0.64	6.03	11.46	9.57	6	66.7
CZ052 Královéhradecký			7.65		0.14	0.35	0.59	28.52	8.22	0.57	14.70	1.63	0.28	7.02	10.64	19.68	9	69.2
CZ053 Pardubický			3.10				4.61	33.95		2.31	5.09	8.10	0.11	4.84	24.55	13.34	2	66.7
CZ061 Vysočina			1.22		0.95		0.24	31.81	31.32	1.04	14.27		1.30	4.16	6.13	7.55	4	66.7
CZ062 Jihomoravský			10.24		1.59	0.13		32.09	34.66	0.91	7.53		0.53	5.11	0.63	6.57	3	60.0
CZ071 Olomoucký	0.08		4.32		3.80		0.93	28.13	10.26	0.31	17.53	0.56	0.32	2.69	7.76	23.32	7	63.6
CZ072 Zlínský																	2	100.0
CZ080 Moravskoslezský	0.04	0.08	6.06		2.09		1.94	28.18	6.79	0.23	20.69	0.85	0.83	3.31	11.07	17.82	7	63.6

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

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

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

Region NUTS 3	Employer contribution to corporate catering								Provision of supported catering services						
	agreed in CA		amount of contribution						without specification of the amount of allowance	to ex-employees		to employees on holiday		to employees temporarily out of work	
			from the budget		from the soc. fund		without distinguishing resources								
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price	aver. CZK	aver. % price	NCA	NCA	% CA	NCA	% CA	NCA	% CA
Total	124	93.9	51.03	47.6	33.08	36.8	81.00	65.0	8	13	9.8	12	9.1	10	7.6
CZ010 Capital Prague	6	100.0	75.60	55.0	35.60	30.0	100.00	65.0							
CZ020 Středočeský	17	94.4	56.78	52.5	32.32		20.00		1	2	11.1	2	11.1	3	16.7
CZ031 Jihočeský	10	100.0	52.10		38.04		71.00			1	10.0	1	10.0	1	10.0
CZ032 Plzeňský	11	100.0	49.44	55.0	36.40	40.0				1	9.1	1	9.1		
CZ041 Karlovarský	7	87.5	37.75	51.5	25.10	27.0						1	12.5	1	12.5
CZ042 Ústecký	16	84.2	54.34	46.5	25.66	52.0	105.00		2	2	10.5	2	10.5	1	5.3
CZ051 Liberecký	8	88.9	53.50		30.75				1	1	11.1				
CZ052 Královéhradecký	13	100.0	46.33		32.80		100.00		2	4	30.8	2	15.4	2	15.4
CZ053 Pardubický	3	100.0	61.67		37.67										
CZ061 Vysočina	5	83.3	39.00		30.20							1	16.7	1	16.7
CZ062 Jihomoravský	5	100.0	47.60		35.40					1	20.0				
CZ071 Olomoucký	11	100.0	59.79	45.0	33.94	30.0			1	1	9.1	2	18.2	1	9.1
CZ072 Zlínský	2	100.0													
CZ080 Moravskoslezský	10	90.9	43.04	39.2	44.47	38.3			1						

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

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

Region NUTS 3	Contribution to pension insurance						Contribution to life insurance						
	agreed in CA		amount of contribution			conditions for his provision		agreed in CA		amount of contribution		conditions for his provision	
	NCA	% CA	min. CZK/month	max. CZK/month	aver. % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	92	69.7	431	525	4.9	70	53.0	32	24.2	434	532	25	18.9
CZ010 Capital Prague	4	66.7	550	550		2	33.3	2	33.3			1	16.7
CZ020 Středočeský	13	72.2	415	617	4.9	11	61.1	3	16.7	500	733	2	11.1
CZ031 Jihočeský	5	50.0	450	580		3	30.0	2	20.0			2	20.0
CZ032 Plzeňský	9	81.8	472	506		7	63.6	4	36.4	600	600	3	27.3
CZ041 Karlovarský	5	62.5	505	587		3	37.5	1	12.5				
CZ042 Ústecký	12	63.2	370	463		9	47.4	3	15.8	317	333	2	10.5
CZ051 Liberecký	7	77.8	392	529		7	77.8	2	22.2			1	11.1
CZ052 Královéhradecký	7	53.8	560	614		6	46.2	4	30.8	250	500	3	23.1
CZ053 Pardubický	2	66.7				2	66.7	2	66.7			2	66.7
CZ061 Vysočina	3	50.0	600	633		2	33.3	1	16.7			1	16.7
CZ062 Jihomoravský	4	80.0	400	446		3	60.0	3	60.0	200	561	3	60.0
CZ071 Olomoucký	9	81.8	369	433		4	36.4	2	18.2			2	18.2
CZ072 Zlínský	2	100.0				2	100.0						
CZ080 Moravskoslezský	10	90.9	400	478		9	81.8	3	27.3	400	400	3	27.3

Explanatory notes: NCA

% CA

CZK/month

aver. % MBA

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

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

average contribution in CZK per month

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