



INFORMATION ON WORKING CONDITIONS

negotiated in collective agreements

2018

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Ministry of Labour and Social Affairs

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CONTENTS:

Introduction

Basic informations about IPP	9
Description of published tables	10
Collective agreements in numbers for the year 2018	24

Table section A corporate area

Classification of tables by trade unions

A1a	Minimum wage and wage scales	31
A2a	Monthly wage scales - 12-scale tariff system	32
A3	Monthly wage scales - other tariff systems	33
A4a	Hourly wage scales (40 hours/week) - 12-scale tariff system	34
A5	Hourly wage scales (40 hours/week) - other tariff systems	35
A6a	Hourly wage scales (37.5 hours/week) - 12-scale tariff system	36
A7	Hourly wage scales (37.5 hours/week) - other tariff systems	37
A8a	Wage supplementary charges according to LC	38
A9a	Other supplementary charges I	39
A10a	Other supplementary charges II	40
A11a	Other wage components - 13th and 14th pay	41
A12a	Remunerations at work anniversaries and assistance in natural disasters	42
A13a	Remuneration at life anniversaries I	43
A14a	Remuneration at life anniversaries II	44
A15a	Wage development	45
A16a	Remuneration of employees I	46
A17a	Remuneration of employees II	47
A18a	Remuneration of employees III	48
A19a	Conditions governing the activities of trade union organizations	49
A20a	Plurality of trade unions, providing information and discussing	50
A21a	Compensation money	51
A22a	Working hours and holidays	52
A23a	Overtime, organization of working hours	53
A24a	Employment rate I	54
A25a	Employment rate II	55
A26a	Working conditions and benefits I	56
A27a	Working conditions and benefits II	57
A28a	Social fund (FSCR, stimulation fund) - creation	58
A29a	Social fund (FSCR, stimulation fund) - use	59
A30a	Obstacles to work	60
A31a	Personnel development, fair treatment, ISHPW, general agreements of European social partners	61

Classification of tables by higher territorial administration units – regions

A1b	Minimum wage and wage scales	63
A2b	Monthly wage scales - 12-scale tariff system	64
A4b	Hourly wage scales (40 hours/week) - 12-scale tariff system	65
A6b	Hourly wage scales (37.5 hours/week) - 12-scale tariff system	66
A8b	Wage supplementary charges according to LC	67
A9b	Other supplementary charges I	68
A10b	Other supplementary charges II	69
A11b	Other wage components - 13th and 14th pay	70
A12b	Remunerations at work anniversaries and assistance in natural disasters	71
A13b	Remuneration at life anniversaries I	72
A14b	Remuneration at life anniversaries II	73
A15b	Wage development	74
A16b	Remuneration of employees I	75
A17b	Remuneration of employees II	76
A18b	Remuneration of employees III	77
A19b	Conditions governing the activities of trade union organizations	78
A20b	Plurality of trade unions, providing information and discussing	79
A21b	Compensation money	80
A22b	Working hours and holidays	81
A23b	Overtime, organization of working hours	82
A24b	Employment rate I	83
A25b	Employment rate II	84
A26b	Working conditions and benefits I	85
A27b	Working conditions and benefits II	86
A28b	Social fund (FSCR, stimulation fund) - creation	87
A29b	Social fund (FSCR, stimulation fund) - use	88
A30b	Obstacles to work	89
A31b	Personnel development, fair treatment, ISHPW, general agreements of European social partners	90

Evaluation of wage scales, wage supplementary charges and bonuses

A32	Character of monthly wage scales	91
A33	Character of hourly wage scales - 40 hours/week	92
A34	Character of hourly wage scales 37.5 hours/week	93
A35	Year-on-year comparison of monthly wage scales	94
A36	Year-on-year comparison of hourly wage scales - 40 hours/week	95
A37	Year-on-year comparison of hourly wage scales 37.5 hours/week	96
A38	Year-on-year comparison of wage supplementary charges and bonuses	97
A39	Graf - Monthly wage scales - 12-scale tariff system	98
A40	Graf - Hourly wage scales - 12-scale tariff system	99
A41	Graf - Wage supplementary charges (overtime work)	100
A42	Graf - Wage supplementary charges (work on public holidays, night work)	101
A43	Graf - Wage supplementary charges (work in difficult conditions, work on Saturdays and Sundays)	102

Table section B public service and administration

Classification of tables by trade unions

B1a	Employee Wages	105
B2a	Remuneration at life anniversaries I	106
B3a	Remuneration at life anniversaries II	107
B4a	Conditions governing the activities of trade union organizations	108
B5a	Plurality of trade unions, providing information and discussing	109
B6a	Employment rate	110
B7a	Fund for social and cultural requirements	111
B8a	Care for employees	112
B9a	Obstacles to work	113
B10a	Personnel development, fair treatment, ISHPW, general agreements of European social partners	114

Classification of tables by higher territorial administration units – regions

B1b	Employee Wages	115
B2b	Remuneration at life anniversaries I	116
B3a	Remuneration at life anniversaries II	117
B4a	Conditions governing the activities of trade union organizations	118
B5a	Plurality of trade unions, providing information and discussing	119
B6a	Employment rate	120
B7a	Fund for social and cultural requirements	121
B8a	Care for employees	122
B9a	Obstacles to work	123
B10a	Personnel development, fair treatment, ISHPW, general agreements of European social partners	124

Table section C municipalities and regions

Classification of tables by trade unions

C1a	Social fund - creation	127
C2a	Social fund - use	128
C3a	Care for employees I	129
C4a	Care for employees II	130

Classification of tables by higher territorial administration units – regions

C1b	Social fund - creation	131
C2b	Social fund - use	132
C3b	Care for employees I	133
C4b	Care for employees II	134



Introduction

Basic informations about IPP

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

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

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

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

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

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

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

Description of published tables

In 2018 selected data about wage and working conditions were analyzed from 1,705 collective agreements from 27 different trade unions, of which:

- 1,309 collective agreements agreed in the entrepreneurial area
- 396 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 12,200 CZK/month and 73.20 CZK/hour with a 40-hour working week
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the wage scales were negotiated

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The system follows:

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

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

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

The system follows:

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

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

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

The system follows:

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

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

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

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

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

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

The output is:

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

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

The output is:

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

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

The output is:

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

J - other use

K - balance of the fund

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

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

The output is:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (12/11, 13/12, 14/13, 15/14, 16/15, 17/16, 18/17) 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 (12/11, 13/12, 14/13, 15/14, 16/15, 17/16, 18/17) 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 (12/11, 13/12, 14/13, 15/14, 16/15, 17/16, 18/17) 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 (12/11, 13/12, 14/13, 15/14, 16/15, 17/16, 18/17) 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 for the first 3 days of temporary inability of an employee represented in % of average earnings or an absolute amount in CZK
- average amount of pay compensation provided to an employee from Day 4 of the temporary inability, above the amount stated in Section 192, Subsection 2 of the Labour Code, represented in % of average earnings
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the employer's requirements concerning time off with a wage compensation outside the framework given in the annex of Statutory Decree No. 590/2006, which stipulates the range and extent of other important personal impediments to work with specification of average days off with wage compensation provided to an employee, were increased:
 - A - for one's own wedding
 - B - in the case of the birth of a child to an employee's wife
 - C - in the case of the death of a direct relative
 - D - for escorting a disabled child to a health or social care provider
 - E - in the case of moving house
 - F - for searching for a new job before termination of employment by notice given by the employer or based on agreement due to reasons given in Section 52, Letters a) to e) of the Labour Code for the period corresponding to the notice period
 - G - to mothers, single women and single men, who care for a child aged up to 15 in the calendar year

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

I - due to sick days taking within the calendar year

J - in case of other impediments

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

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

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

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

C. TABLE SECTION FOR MUNICIPALITIES AND REGIONS

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

The output is:

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

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

The output is:

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

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

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

The output is:

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

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

The output is:

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

Collective agreements in numbers – agreed for the corporate area in the Czech Republic for the year 2018
(based on the sample of 1,309 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 12,200.00/month and CZK 73.20/hour with a working hour fund of 40 hours per week.

The average minimum monthly salary has been agreed in the amount of... CZK **14,605.00**/month

The average minimum hourly salary at a working hour fund of 40 hours per week has been agreed in the amount of CZK **78.26**/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 11,722.00
2 nd tariff scale.....	CZK 12,426.00
3 rd tariff scale	CZK 13,237.00
4 th tariff scale	CZK 14,255.00
5 th tariff scale	CZK 15,451.00
6 th tariff scale	CZK 16,827.00
7 th tariff scale	CZK 18,445.00
8 th tariff scale	CZK 20,186.00
9 th tariff scale	CZK 22,103.00
10 th tariff scale.....	CZK 24,269.00
11 th tariff scale.....	CZK 26,963.00
12 th tariff scale.....	CZK 30,203.00

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 69.61	CZK 68.08
2 nd tariff scale.....	CZK 72.95	CZK 72.20
3 rd tariff scale	CZK 76.68	CZK 77.57
4 th tariff scale	CZK 81.44	CZK 83.85
5 th tariff scale	CZK 88.62	CZK 91.21
6 th tariff scale	CZK 97.19	CZK 99.21
7 th tariff scale	CZK 107.69	CZK 108.72
8 th tariff scale	CZK 110.88	CZK 119.90
9 th tariff scale	CZK 112.43	CZK 126.26
10 th tariff scale.....	CZK 122.21	CZK 133.52
11 th tariff scale.....	CZK 132.86	CZK 146.98
12 th tariff scale.....	CZK 143.30	CZK 160.98

Wage development

Number of collective agreements regulating wage development ...**940** (i.e. 71.8% of the total amount of collective agreements in the file).

The wage increases is agreed in 71.3% collective agreements, of which:

- 38.6% collective agreements, offering a year-on-year increase of wage scales by... **5.7%**
- 27% collective agreements offering a year-on-year increase of the average nominal wage by **5.1%**
- 1.9% collective agreements offering an increase of the average real wage by **2.3%**

Supplementary charges, remunerations for standby duty:

overtime bonus for work on working day	26.3% AE
overtime bonus for work on Saturdays and Sundays	47.7% AE
overtime bonus for work undistinguished	26.6% AE
overtime bonus for work on public holidays	101.8% AE
bonus for night work	CZK 15.82 /hour
.....	11.6% AE
bonus for work in difficult conditions	CZK 8.15 /hour
.....	10.6% AE
.....	10.4% MM
bonus for work on Saturdays and Sundays	CZK 21.19 /hour
.....	22.9% AE
bonus for afternoon work	CZK 7.54 /hour
.....	8.4% AE
bonus for working in shift operation.....	CZK 102.43 /shift
.....	14.8% AE
bonus for team management	CZK 6.36 /hour
bonus for working at heights	CZK 6.30 /hour
bonus for working in hazardous conditions	CZK 26.80 /hour
bonus for the knowledge of foreign languages	CZK 493.75 /month
bonus for substitution	CZK 1,175.00 /month
.....	30.9% AE
bonus for training other people	CZK 846.44 /month
.....	10.0% AE
remuneration for standby duty.....	CZK 16.44 /hour
.....	16.9% AE

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

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

Refund of wages in the case of personal obstacles at work

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

one's own wedding.....	1.3 days
birth of a child to the wife of an employee.....	1.3 days
death of a direct relative	2.1 days
escorting a disabled child to a health or social care provider.....	6.3 days
moving house.....	1.2 days
looking for a new job	3.7 days
for mothers caring for a child (per year).....	3.8 days
care for a family member (per year).....	2.4 days
sick days (per year).....	3.2 days

3. Benefits and working conditions to employees

Company catering

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

costs.....	CZK 40.47	
.....		54.5% of the price of a meal
profit, social fund, FSCR.....	CZK 13.98	
.....		20.8% of the price of a meal
without distinguishing sources	CZK 45.02	
.....		56.1% 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 500.16 /month
maximum average value of the contribution	CZK 806.21 /month

Life insurance

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

minimum average value of the contribution	CZK 504.28 /month
maximum average value of the contribution	CZK 752.98 /month

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

Trade union	Number of collective agreements			
	Total	Corporate area	Public services and administration	
			total	from this municipalities
Total	1,705	1,309	396	134
Agriculture and Nutrition	34	30	4	
Banking and Insurance	14	14		
Catering, Hotels and Tourism	14	14		
Civilian Employees of the Army	6	4	2	
Commerce	15	14	1	
Culture and Nature Preservation	33		33	
Education	73		73	
ECHO	79	79		
Fire Fighters	13		13	
Food Industry and Allied Trade	66	65	1	
Glass, Ceramic & Porcelain	31	31		
Health Service and Social Care	101	25	76	
KOVO	540	536	4	
Mines, Geology and Oil Industry	29	27	2	
Postal, Telecom. and Newspaper Services	8	8		
Profess.and Trade Union of Orchestral Music.	15	3	12	
Railway Trade Unions	30	28	2	
Science and Research	32	32		
State Bodies and Organisations	135		135	132
STAVBA	122	109	13	
Textile, Clothing and Leather Industry	35	35		
Transport	28	28		
Transport, Road Economy and Repair Vehicles	11	11		
Union of Aviation Employees	4	4		
UNIOS	147	123	24	2
Universities Trade Union	21	21		
Wood.Industry, Forestry and Manag.of Water	69	68	1	

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	1,705	1,309	396	134
CZ010 Capital Prague	237	200	37	8
CZ020 Středočeský	129	79	50	27
CZ031 Jihočeský	115	95	20	8
CZ032 Plzeňský	105	75	30	12
CZ041 Karlovarský	58	42	16	7
CZ042 Ústecký	129	90	39	12
CZ051 Liberecký	65	51	14	4
CZ052 Královéhradecký	116	86	30	14
CZ053 Pardubický	83	62	21	6
CZ061 Vysočina	107	77	30	5
CZ062 Jihomoravský	146	118	28	7
CZ071 Olomoucký	129	103	26	11
CZ072 Zlínský	97	81	16	2
CZ080 Moravskoslezský	189	150	39	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	58	4.4	14,605	11	0.8	78.26	13	1.0	85.18	262	20.0	360	27.5	54	4.1	77	5.9	99	7.6	197	15.0
Agriculture and Nutrition										6	20.0	11	36.7	5	16.7	7	23.3	1	3.3	2	6.7
Banking and Insurance	2	14.3								1	7.1	1	7.1							1	7.1
Catering, Hotels and Tourism												5	35.7								
Civilian Employees of the Army												1	25.0								
Commerce												2	14.3			2	14.3				
ECHO	9	11.4	15,247				2	2.5		39	49.4	19	24.1	2	2.5			4	5.1	7	8.9
Food Industry and Allied Trade	1	1.5								3	4.6	15	23.1			4	6.2	2	3.1	11	16.9
Glass, Ceramic & Porcelain										13	41.9	9	29.0					11	35.5	8	25.8
Health Service and Social Care	1	4.0								8	32.0	6	24.0								
KOVO	22	4.1	15,861	4	0.7	79.25	4	0.7	84.05	95	17.7	167	31.2	10	1.9	25	4.7	48	9.0	113	21.1
Mines, Geology and Oil Industry							1	3.7		7	25.9	7	25.9	2	7.4			5	18.5	4	14.8
Postal, Telecom. and Newspaper Services	1	12.5		1	12.5					2	25.0										
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	2	7.1					1	3.6		2	7.1	10	35.7							1	3.6
Science and Research												2	6.3								
STAVBA	16	14.7	13,602	5	4.6	76.40	3	2.8	92.88	45	41.3	22	20.2	28	25.7	23	21.1	10	9.2	6	5.5
Textile, Clothing and Leather Industry										8	22.9	6	17.1	1	2.9			5	14.3	17	48.6
Transport												5	17.9							2	7.1
Transport, Road Economy and Repair Vehicles										3	27.3	5	45.5			1	9.1	2	18.2	4	36.4
Union of Aviation Employees												2	50.0			1	25.0				
UNIOS	1	0.8		1	0.8					11	8.9	38	30.9	3	2.4	10	8.1	5	4.1	9	7.3
Universities Trade Union										4	19.0	9	42.9	1	4.8	1	4.8	1	4.8		
Wood.Industry, Forestry and Manag.of Water	3	4.4	12,767				2	2.9		15	22.1	18	26.5	2	2.9	3	4.4	5	7.4	12	17.6

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 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	235	11,722	242	12,426	251	13,237	254	14,255	259	15,451	261	16,827	262	18,445	260	20,186	255	22,103	252	24,269	250	26,963	249	30,203
Agriculture and Nutrition	6	11,667	6	12,265	6	13,235	6	14,068	6	15,463	6	16,885	6	18,377	6	20,260	5	21,800	5	23,842	5	26,314	5	28,802
Banking and Insurance	1		1		1		1		1		1		1		1		1		1		1		1	
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	37	12,584	38	13,406	38	14,341	38	15,523	39	16,971	39	18,776	39	20,733	39	22,813	39	25,092	39	27,684	39	30,809	39	34,854
Food Industry and Allied Trade	3	12,300	3	12,967	3	13,667	3	14,500	3	16,333	3	17,900	3	19,600	3	22,267	2		2		2		2	
Glass, Ceramic & Porcelain	12	12,608	12	13,389	13	13,949	13	14,598	13	15,354	13	16,319	13	17,250	13	18,440	13	19,792	13	21,306	13	23,652	13	25,854
Health Service and Social Care	8	12,264	8	12,929	8	13,896	8	14,818	8	15,869	8	16,700	8	18,396	8	19,723	8	22,850	8	26,658	8	31,374	8	35,595
KOVO	85	10,942	89	11,714	89	12,605	91	13,670	93	14,830	94	16,094	95	17,600	93	19,139	90	20,725	89	22,536	87	24,683	86	27,139
Mines, Geology and Oil Industry	7	13,211	7	13,704	7	15,304	7	16,640	7	18,169	7	20,197	7	22,304	7	24,269	7	26,976	7	30,126	7	33,933	7	40,304
Postal, Telecom. and Newspaper Services	2		2		2		2		2		2		2		2		2		2		2		2	
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions	2		2		2		2		2		2		2		2		2		2		2		2	
Science and Research																								
STAVBA	42	12,230	44	12,827	44	13,598	44	14,753	45	16,193	45	17,743	45	19,797	45	21,869	45	23,996	45	26,657	45	29,636	45	32,893
Textile, Clothing and Leather Industry	8	10,738	8	11,350	8	12,106	8	12,781	8	13,694	8	14,838	8	16,069	8	17,488	8	19,513	8	21,700	8	24,613	8	28,006
Transport																								
Transport, Road Economy and Repair Vehicles	2		2		2		3	14,789	3	16,348	3	18,092	3	19,693	3	20,960	3	22,766	3	24,703	3	27,028	3	29,109
Union of Aviation Employees																								
UNIOS	8	11,159	8	11,973	10	11,877	10	12,710	10	13,508	11	14,740	11	15,908	11	17,412	11	19,415	11	22,090	11	24,523	11	28,225
Universities Trade Union	4	11,188	4	11,575	4	12,075	4	12,575	4	13,750	4	15,508	4	17,658	4	20,103	4	22,773	3	19,913	3	22,590	3	25,487
Wood.Industry, Forestry and Manag.of Water	8	11,948	8	12,755	14	13,374	14	14,315	15	14,991	15	16,121	15	17,287	15	19,078	15	20,891	14	21,817	14	23,659	14	26,352

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

Monthly wage scales - other tariff systems

SCALE SYSTEM	TARIFF SCALE																																								
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20		
	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m	NCA	CZK/m			
2 scale																																									
3 scale	8	11,489	8	13,778	8	20,374																																			
4 scale	12	14,479	12	16,060	12	19,984	12	23,114																																	
5 scale	11	13,121	11	15,501	11	17,881	11	20,473	11	24,727																															
6 scale	23	12,920	23	16,070	24	19,908	24	22,848	23	27,643	22	30,843																													
7 scale	26	13,557	26	15,283	27	17,094	27	19,265	27	22,154	26	25,025	20	27,271																											
8 scale	65	11,729	68	13,063	70	14,452	71	16,044	71	17,769	71	19,674	71	21,888	71	24,480																									
9 scale	26	11,582	29	12,568	30	13,928	33	15,452	33	17,413	33	19,543	33	22,261	30	24,417	30	27,573																							
10 scale	33	12,701	33	13,806	33	15,074	37	16,006	38	17,550	38	19,509	38	21,674	38	24,337	38	27,361	38	31,142																					
11 scale	22	11,619	23	12,435	23	13,549	23	14,688	24	16,194	24	17,907	25	19,823	25	22,233	25	25,417	25	29,832	22	33,150																			
13 scale	28	10,981	41	11,110	41	11,888	41	12,825	41	14,037	43	15,131	43	16,554	44	18,063	44	19,622	44	21,621	44	23,603	44	26,232	44	30,334															
14 scale	14	12,228	13	13,397	14	14,248	14	15,063	14	16,154	14	17,391	14	18,727	15	19,659	15	21,769	17	22,422	17	24,702	17	27,291	17	32,534	15	34,979													
15 scale	6	13,725	6	14,624	7	16,000	8	16,716	9	16,919	9	18,334	8	18,225	8	19,786	8	21,504	8	23,845	8	26,356	8	28,872	8	31,767	8	34,660	8	37,872											
16 scale	8	11,557	9	12,421	9	13,868	9	14,913	9	16,290	9	17,433	10	18,480	10	19,792	10	21,370	10	22,762	10	24,672	10	26,788	10	28,970	10	31,234	10	34,835	10	38,334									
17 scale	12	10,433	13	10,895	13	11,473	13	12,250	13	12,982	13	13,859	13	15,209	13	16,690	13	18,295	12	20,028	12	21,812	12	27,008	12	32,410	12	37,311	12	40,958	12	45,205	12	59,221							
18 scale																																									
19 scale	8	13,200	8	13,200	8	13,200	8	13,200	9	13,099	9	13,236	9	13,387	9	13,551	9	13,867	9	14,467	9	14,731	9	15,196	9	15,729	9	16,466	9	17,366	9	18,253	9	19,177	9	20,228	9	21,544			
20 scale	5	13,506	5	14,327	5	15,108	5	15,817	5	16,694	5	17,449	5	18,210	5	19,171	5	20,128	5	21,114	5	22,093	5	23,092	5	24,209	5	25,470	5	26,785	5	28,228	5	29,649	5	31,190	5	33,005	5	34,866	

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

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

Trade union	TARIFF SCALE																							
	1		2		3		4		5		6		7		8		9		10		11		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	53	69.61	52	72.95	52	76.68	53	81.44	53	88.62	53	97.19	53	107.69	17	110.88	10	112.43	10	122.21	10	132.86	9	143.30
Agriculture and Nutrition	5	72.12	5	74.42	5	79.82	5	84.52	5	92.94	5	101.16	5	110.26	2		1		1		1		1	
Banking and Insurance																								
Catering, Hotels and Tourism																								
Civilian Employees of the Army																								
Commerce																								
ECHO	2		2		2		2		2		2		2		2		2		2		2		2	
Food Industry and Allied Trade																								
Glass, Ceramic & Porcelain																								
Health Service and Social Care																								
KOVO	9	55.46	8	57.78	8	61.11	9	64.09	9	71.05	9	78.37	9	86.48	6	104.40	4	107.58	4	119.55	4	132.33	3	144.23
Mines, Geology and Oil Industry	2		2		2		2		2		2		2											
Postal, Telecom. and Newspaper Services																								
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions																								
Science and Research																								
STAVBA	28	73.28	28	75.94	28	79.06	28	84.11	28	91.40	28	99.70	28	110.50	3	134.57								
Textile, Clothing and Leather Industry	1		1		1		1		1		1		1		1		1		1		1		1	
Transport																								
Transport, Road Economy and Repair Vehicles																								
Union of Aviation Employees																								
UNIOS	3	65.40	3	74.37	3	77.90	3	87.97	3	97.43	3	114.97	3	132.83	1									
Universities Trade Union	1		1		1		1		1		1		1											
Wood.Industry, Forestry and Manag.of Water	2		2		2		2		2		2		2		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

**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	88	68.08	94	72.20	96	77.57	98	83.85	99	91.21	99	99.21	95	108.72	53	119.90	37	126.26	33	133.52	32	146.98	32	160.98	
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	76.48	4	84.74	4	90.29	4	98.04	4	107.92	4	118.47	4	129.02	3	140.40	1								
Food Industry and Allied Trade	2		2		2		2		2		2		2		1										
Glass, Ceramic & Porcelain	11	77.17	11	80.37	11	84.05	11	87.15	11	91.56	11	96.80	11	101.70	10	105.32	9	110.86	9	119.26	9	132.83	9	144.47	
Health Service and Social Care																									
KOVO	43	62.78	45	67.65	46	73.97	48	81.16	48	88.82	48	97.06	48	106.80	27	124.83	20	133.29	17	143.59	17	156.74	17	172.07	
Mines, Geology and Oil Industry	5	80.36	5	81.88	5	90.28	5	96.36	5	105.52	5	115.56	5	125.30	1										
Postal, Telecom. and Newspaper Services																									
Profess.and Trade Union of Orchestral Music.																									
Railway Trade Unions																									
Science and Research																									
STAVBA	7	78.11	9	80.51	9	85.06	9	92.31	10	100.47	10	110.29	10	122.22	1										
Textile, Clothing and Leather Industry	5	58.70	5	61.80	5	64.84	5	68.20	5	72.38	5	77.32	5	82.56	3	88.83	1		1		1		1		1
Transport																									
Transport, Road Economy and Repair Vehicles	1		2		2		2		2		2		2		2		1		1						
Union of Aviation Employees																									
UNIOS	4	63.13	5	62.72	5	66.71	5	71.75	5	77.02	5	82.57	2		1		1		1		1		1		1
Universities Trade Union	1		1		1		1		1		1		1												
Wood.Industry, Forestry and Manag.of Water	4	67.93	4	71.88	5	74.91	5	80.06	5	87.62	5	95.73	4	102.01	3	116.87	3	126.90	3	137.90	3	150.27	3	164.93	

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

Hourly wage scales (37.5 hours/week) - other tariff systems

SCALE SYSTEM	TARIFF SCALE																																																
	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		20										
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h											
2 scale	2		2																																														
3 scale	3	69.16	2		2																																												
4 scale	5	82.58	5	90.92	5	102.52	5	116.10																																									
5 scale	9	81.24	9	89.58	8	97.41	8	108.55	6	126.42																																							
6 scale	14	81.86	14	88.03	15	94.41	15	106.06	15	119.38	14	136.00																																					
7 scale	29	75.76	30	83.42	30	90.37	30	97.51	30	106.65	29	117.25	28	130.02																																			
8 scale	28	75.28	29	82.02	30	88.37	30	96.80	31	106.34	30	116.61	29	127.73	28	140.69																																	
9 scale	10	73.54	12	79.38	13	87.50	14	94.60	14	104.34	11	110.37	11	122.89	10	133.92	9	149.45																															
10 scale	19	75.78	20	79.70	21	85.63	21	93.73	21	103.11	21	112.60	19	123.03	11	136.07	9	146.20	8	163.21																													
11 scale	5	69.94	5	73.90	6	80.73	6	86.62	6	94.52	6	104.67	6	115.00	3	124.67	2		2		1																												
13 scale	7	68.14	8	72.39	9	73.82	9	77.32	11	79.38	11	85.94	11	95.09	10	104.98	7	111.91	5	119.23	3	121.73	3	132.50	3	145.74																							
14 scale	8	76.14	8	83.73	11	89.39	11	94.68	12	103.63	11	111.40	11	120.95	10	135.40	7	140.56	7	152.88	6	158.45	6	177.65	5	219.71	5	252.44																					
15 scale	3	71.59	3	78.22	4	87.88	4	93.78	4	103.50	3	109.46	3	120.08	2		2		1																														
16 scale	5	71.50	6	76.73	7	82.17	7	86.16	7	92.27	7	97.03	7	103.31	7	109.91	6	116.00	6	123.08	5	131.66	5	140.74	4	151.38	4	159.23	4	171.83	4	179.40																	
17 scale	8	66.60	9	67.65	9	72.01	9	76.17	9	82.67	9	90.39	9	99.56	8	109.12	6	120.58	2		2		2		2		2		2		2																		
18 scale																																																	
19 scale	8	90.50	8	90.50	8	90.50	8	90.50	8	90.50	8	93.50	8	101.00	8	109.00	8	117.50																															
20 scale	5	85.65	5	90.24	5	94.69	5	99.17	5	104.63	5	109.78	5	115.24	5	120.20	5	126.59	5	131.67	5	136.94	5	141.79	5	147.56	5	153.99	5	160.25	5	167.70	5	173.44	5	178.78	5	184.28	5	189.80									

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

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

Trade union	Supplementary charge																				
	for overtime work (Section 114 LC)					for working on public holidays (Section 115 LC)			for night work (Section 116 LC)				for work in difficult conditions (Section 117 LC)					for work on Saturdays and Sundays (Section 118 LC)			
	NCA	% CA	on working days	on Saturdays and Sundays	undistinguished	NCA	% CA	% AE	NCA	% CA	CZK/h	% AE	NCA	% CA	CZK/h	% AE	% MM	NCA	% CA	CZK/h	% AE
			% AE	% AE	% AE																
Total	1,108	84.6	26.3	47.7	26.6	998	76.2	101.8	1,077	82.3	15.82	11.6	772	59.0	8.15	10.6	10.4	1,028	78.5	21.19	22.9
Agriculture and Nutrition	22	73.3	25.0	45.6	25.0	25	83.3	100.0	24	80.0	12.93	13.6	24	80.0	8.51	10.0	11.7	25	83.3	34.00	19.4
Banking and Insurance	7	50.0	25.0	50.0	26.7	7	50.0	100.0	4	28.6	20.00	11.3	1	7.1				5	35.7		42.0
Catering, Hotels and Tourism	14	100.0			29.6	14	100.0	100.0	14	100.0		10.0	2	14.3				14	100.0	25.00	10.0
Civilian Employees of the Army	2	50.0				1	25.0		2	50.0			2	50.0				2	50.0		
Commerce	11	78.6	25.0	40.0	25.0	11	78.6	102.3	9	64.3	8.00	10.0	4	28.6	8.00	10.0	13.3	11	78.6	25.00	11.5
ECHO	74	93.7	27.7	47.5	28.8	70	88.6	104.3	70	88.6	19.97	12.9	55	69.6	8.42	10.0	10.0	69	87.3	23.57	23.1
Food Industry and Allied Trade	53	81.5	26.8	51.0	25.4	54	83.1	101.9	58	89.2	14.80	11.9	33	50.8	7.40	17.5	10.0	54	83.1	16.67	23.8
Glass, Ceramic & Porcelain	30	96.8	30.0	50.0	30.3	26	83.9	101.2	29	93.5	15.19	14.4	27	87.1	9.04		10.0	26	83.9	22.00	25.4
Health Service and Social Care	19	76.0	25.0	47.8	28.5	19	76.0	100.0	20	80.0	17.75	17.2	9	36.0	6.83	10.0	10.0	19	76.0	17.33	28.1
KOVO	471	87.9	26.5	48.4	26.0	428	79.9	102.2	466	86.9	16.53	11.2	314	58.6	7.74	10.5	10.2	432	80.6	23.81	25.5
Mines, Geology and Oil Industry	25	92.6	25.0	52.5	26.5	21	77.8	100.0	24	88.9	16.32	11.7	21	77.8	7.61			23	85.2	18.00	22.3
Postal, Telecom. and Newspaper Services	7	87.5	25.0	40.0	25.0	5	62.5	100.0	6	75.0	24.60	10.0	7	87.5	10.75		20.0	6	75.0	32.00	10.0
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	20	71.4	25.0	47.9	26.7	17	60.7	100.0	19	67.9	14.80	11.4	17	60.7	9.11	11.3	10.0	20	71.4	16.50	16.6
Science and Research	7	21.9			25.0	5	15.6	100.0	7	21.9		11.4	9	28.1		10.0	10.0	7	21.9		12.1
STAVBA	101	92.7	25.5	47.1	30.8	101	92.7	101.2	100	91.7	12.83	10.3	90	82.6	8.71	10.0	10.2	97	89.0	34.90	17.9
Textile, Clothing and Leather Industry	31	88.6	28.0	45.0	25.7	25	71.4	100.0	31	88.6	15.31	14.2	21	60.0	7.96	10.0	10.0	30	85.7	11.51	13.7
Transport	27	96.4	28.9	55.0	30.5	20	71.4	100.0	28	100.0	7.88	10.1	20	71.4	9.95	10.0	10.0	28	100.0		31.9
Transport, Road Economy and Repair Vehicles	11	100.0	26.7		25.0	11	100.0	100.0	11	100.0	9.67	10.3	9	81.8	6.84	10.0		11	100.0	35.00	31.5
Union of Aviation Employees	4	100.0	30.0		25.8	4	100.0	100.0	4	100.0	25.00	13.3	2	50.0				4	100.0		20.1
UNIOS	94	76.4	26.4	49.9	26.8	58	47.2	105.0	76	61.8	12.77	12.0	45	36.6	7.77	10.0	10.0	71	57.7	12.75	22.3
Universities Trade Union	19	90.5	25.0	50.0	25.0	18	85.7	100.0	19	90.5		13.4	15	71.4	15.45		10.0	18	85.7		19.4
Wood.Industry, Forestry and Manag.of Water	59	86.8	26.0	43.0	25.2	58	85.3	100.5	56	82.4	12.34	12.0	45	66.2	8.75	10.0	10.9	56	82.4	24.20	15.6

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % 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	25	8.4	589	7.54	7	9	14.8	37	102.43	141	4	9.5	143	6.36	42	1		179	6.30	2
Agriculture and Nutrition	2		5	5.24									4	20.25	1			1		
Banking and Insurance																				
Catering, Hotels and Tourism																				
Civilian Employees of the Army			1																	
Commerce			1																	
ECHO			40	8.05	1			2		37	1		5	6.00	2			19	9.67	1
Food Industry and Allied Trade	1		37	7.06	2	1		1		9			4	3.50						
Glass, Ceramic & Porcelain	2		28	7.72									3	4.33	1			2		
Health Service and Social Care	1		1							7										
KOVO	17	8.4	338	8.02	2	8	16.3	25	94.83	55	2		70	6.26	9	1		102	5.34	
Mines, Geology and Oil Industry			6	4.92						2			2		4			9	5.61	
Postal, Telecom. and Newspaper Services																		1		
Profess.and Trade Union of Orchestral Music.																				
Railway Trade Unions			7	7.14				2		7	1		4	4.50	2			4	10.50	
Science and Research															4					
STAVBA	1		45	5.40						11			24	5.55	9			24	5.88	
Textile, Clothing and Leather Industry			29	8.34	1			1		2			7	7.24	1					
Transport			3	5.50									1							
Transport, Road Economy and Repair Vehicles			3	2.43									6	4.08				1		
Union of Aviation Employees													2					1		
UNIOS	1		30	6.53	1			6	88.63	3			9	5.58	7			11	9.21	1
Universities Trade Union										8					2			1		
Wood.Industry, Forestry and Manag.of Water			15	7.13									2					3	4.00	

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

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

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

Trade union	Supplementary charge																				
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge
	% of aver. earnings		paid by the hour	other form	% of aver. earnings		paid by the month	other form	% of aver. earnings		paid by the month	other form	% of aver. earnings		paid by the month	other form	NCA		CZK/month	NCA	
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA
Total	2		177	26.80	5	1		8	494	3	33	30.9	8	1,175	102	13	10.0	32	846	56	520
Agriculture and Nutrition								1			1				2						9
Banking and Insurance										1					1						4
Catering, Hotels and Tourism											2							1			2
Civilian Employees of the Army																					2
Commerce															1						7
ECHO			15	53.54							1		1		8			12	1,048	6	35
Food Industry and Allied Trade			3	9.00							2				12			3	500		18
Glass, Ceramic & Porcelain			1								1									1	19
Health Service and Social Care					1		1		1						2						14
KOVO	1		98	13.22	1		5	490	1	8	50.6	3	1,333	24	3	10.0	11	641	28	198	
Mines, Geology and Oil Industry			6	47.17							1				6					8	13
Postal, Telecom. and Newspaper Services																					6
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	1		8	62.75			1			1		1		3	5	9.6	1			3	10
Science and Research															1						6
STAVBA			34	44.12							1			4	1		1			1	41
Textile, Clothing and Leather Industry			1								1		1		6	2		2		2	19
Transport																1					21
Transport, Road Economy and Repair Vehicles			2		1	1							1							3	10
Union of Aviation Employees			1								1				1						2
UNIOS			1		1						12	28.3	1		18	1		1		3	44
Universities Trade Union					1										9						20
Wood.Industry, Forestry and Manag.of Water			7	30.57							1				4						20

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	572	43.7	205	15.7	335	25.6	219	16.7	55	4.2	116	8.9	136	10.4	109	8.3	714	54.5
Agriculture and Nutrition	4	13.3	1	3.3	3	10.0	1	3.3			1	3.3	1	3.3	2	6.7	19	63.3
Banking and Insurance	5	35.7	1	7.1	2	14.3	1	7.1	2	14.3					2	14.3	5	35.7
Catering, Hotels and Tourism	6	42.9	1	7.1	4	28.6			2	14.3	1	7.1	3	21.4	1	7.1	11	78.6
Civilian Employees of the Army	1	25.0	1	25.0	1	25.0											2	50.0
Commerce	3	21.4	1	7.1	2	14.3	2	14.3	1	7.1					1	7.1	7	50.0
ECHO	51	64.6	16	20.3	37	46.8	25	31.6	9	11.4	4	5.1	28	35.4	7	8.9	50	63.3
Food Industry and Allied Trade	58	89.2	17	26.2	21	32.3	14	21.5	5	7.7	26	40.0	8	12.3	8	12.3	52	80.0
Glass, Ceramic & Porcelain	3	9.7	2	6.5	1	3.2	1	3.2	1	3.2			2	6.5			6	19.4
Health Service and Social Care	2	8.0	1	4.0	2	8.0	1	4.0							1	4.0	21	84.0
KOVO	243	45.3	95	17.7	140	26.1	77	14.4	9	1.7	33	6.2	42	7.8	53	9.9	274	51.1
Mines, Geology and Oil Industry	15	55.6	2	7.4	5	18.5	12	44.4	3	11.1	4	14.8	5	18.5	4	14.8	22	81.5
Postal, Telecom. and Newspaper Services	2	25.0			2	25.0	2	25.0									5	62.5
Profess.and Trade Union of Orchestral Music.																	2	66.7
Railway Trade Unions	8	28.6			6	21.4			1	3.6	2	7.1	1	3.6			17	60.7
Science and Research																	2	6.3
STAVBA	47	43.1	10	9.2	36	33.0	16	14.7	17	15.6	9	8.3	13	11.9	10	9.2	33	30.3
Textile, Clothing and Leather Industry	13	37.1	3	8.6	10	28.6	7	20.0	1	2.9	1	2.9	3	8.6	3	8.6	12	34.3
Transport	3	10.7	2	7.1	2	7.1	1	3.6					2	7.1			23	82.1
Transport, Road Economy and Repair Vehicles	6	54.5			1	9.1	2	18.2			1	9.1	1	9.1	1	9.1	9	81.8
Union of Aviation Employees																	3	75.0
UNIOS	63	51.2	29	23.6	38	30.9	36	29.3	2	1.6	28	22.8	14	11.4	6	4.9	83	67.5
Universities Trade Union	7	33.3	7	33.3	1	4.8	5	23.8	1	4.8	1	4.8	1	4.8	3	14.3	13	61.9
Wood.Industry, Forestry and Manag.of Water	32	47.1	16	23.5	21	30.9	16	23.5	1	1.5	5	7.4	12	17.6	7	10.3	43	63.2

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

**Remunerations at work anniversaries and assistance in natural disasters
classification based on 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	716	54.7	68	3,181	265	3,088	513	4,777	576	6,188	677	7,664	712	8,794	715	10,212	715	11,368	716	12,779	14	1.1	10,214	
Agriculture and Nutrition	10	33.3	3	1,000	5	1,200	8	2,125	10	3,140	10	4,270	10	5,440	10	6,520	10	7,340	10	8,120				
Banking and Insurance	8	57.1	2		3	2,500	8	5,000	8	6,875	8	8,500	8	9,125	8	10,375	8	12,625	8	13,875	1	7.1		
Catering, Hotels and Tourism	9	64.3	3	12,000	5	10,600	9	10,333	9	12,444	9	16,111	9	18,333	9	18,889	9	19,444	9	20,000				
Civilian Employees of the Army																								
Commerce	9	64.3			5	2,400	8	4,813	9	6,167	9	8,222	9	9,500	9	9,944	9	10,056	9	10,167				
ECHO	26	32.9	5	2,800	11	3,364	18	4,311	21	5,745	23	7,826	26	8,798	26	10,219	26	11,552	26	13,385	5	6.3	12,000	
Food Industry and Allied Trade	42	64.6			11	2,500	33	4,400	38	5,563	38	7,532	42	8,460	42	10,069	42	11,179	42	12,869				
Glass, Ceramic & Porcelain	16	51.6			2		7	7,357	10	8,570	12	10,608	14	12,336	16	13,706	16	16,475	16	19,106				
Health Service and Social Care	9	36.0	1		2		4	5,000	4	5,625	8	5,500	9	6,222	9	7,667	9	8,444	9	9,889	2	8.0		
KOVO	331	61.8	36	2,806	136	3,111	249	4,933	274	6,600	316	7,994	330	9,289	330	10,734	330	11,995	331	13,668	2	0.4		
Mines, Geology and Oil Industry	11	40.7			5	4,560	8	6,413	8	8,800	11	10,655	11	12,518	11	14,373	11	16,227	11	18,182				
Postal, Telecom. and Newspaper Services	2	25.0			2		2		2		2		2		2		2		2					
Profess.and Trade Union of Orchestral Music.																								
Railway Trade Unions	10	35.7	2		5	3,200	9	3,889	9	5,111	10	6,800	10	8,250	10	10,200	10	12,050	10	14,100	1	3.6		
Science and Research	3	9.4			1		1		1		3	5,000	3	5,000	3	5,000	3	5,000	3	5,000	2	6.3		
STAVBA	78	71.6	4	3,125	16	3,619	57	5,121	65	6,400	75	8,613	78	9,597	78	11,496	78	12,260	78	13,069				
Textile, Clothing and Leather Industry	21	60.0	1		9	3,139	14	4,054	14	5,532	19	6,174	21	6,790	21	7,505	21	8,814	21	9,719				
Transport	13	46.4	2		2		3	2,233	6	4,350	12	4,567	13	5,315	13	6,092	13	6,823	13	7,400				
Transport, Road Economy and Repair Vehicles	8	72.7			2		3	3,500	6	3,917	8	4,281	8	5,125	8	6,063	8	6,438	8	6,938				
Union of Aviation Employees	3	75.0			1		1		1		3	6,667	3	7,333	3	15,333	3	16,000	3	16,667				
UNIOS	66	53.7	5	2,660	21	2,186	44	3,284	49	3,980	61	5,569	65	6,215	66	7,156	66	7,971	66	9,080				
Universities Trade Union	7	33.3	1		2		4	5,125	5	4,300	7	4,143	7	4,500	7	4,857	7	5,214	7	5,571	1	4.8		
Wood.Industry, Forestry and Manag.of Water	34	50.0	3	3,400	19	2,256	23	4,205	27	5,614	33	6,812	34	8,104	34	9,465	34	10,715	34	11,804				

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	722	55.2	306	3,475	653	4,143	700	5,159	707	6,015	721	6,924	722	7,446
Agriculture and Nutrition	20	66.7	9	2,467	18	3,983	20	4,460	20	5,060	20	5,460	20	5,660
Banking and Insurance	6	42.9	2		5	7,800	6	7,750	6	7,750	6	7,750	6	7,750
Catering, Hotels and Tourism	11	78.6	11	3,682	11	5,318	11	5,500	11	5,682	11	5,955	11	5,955
Civilian Employees of the Army	1	25.0	1		1		1		1		1		1	
Commerce	6	42.9	1		6	2,583	6	3,250	6	3,750	6	4,250	6	4,417
ECHO	39	49.4	13	3,731	37	6,392	39	10,138	39	14,200	39	18,690	39	19,256
Food Industry and Allied Trade	39	60.0	14	2,464	29	3,186	37	4,338	39	5,077	39	5,972	39	6,690
Glass, Ceramic & Porcelain	19	61.3	10	3,670	19	5,063	19	5,253	19	5,495	19	5,684	19	5,900
Health Service and Social Care	8	32.0	5	3,600	8	4,750	8	4,813	8	4,875	8	4,938	8	4,938
KOVO	268	50.0	90	3,103	229	3,636	250	4,590	255	5,502	267	6,481	268	7,341
Mines, Geology and Oil Industry	22	81.5	9	4,833	20	4,125	22	4,877	22	5,905	22	7,159	22	8,227
Postal, Telecom. and Newspaper Services	4	50.0			4	8,750	4	10,000	4	10,000	4	10,000	4	10,000
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	50.0	6	3,283	13	5,146	14	7,679	14	8,250	14	8,929	14	9,000
Science and Research	11	34.4	7	5,286	11	5,836	11	6,655	11	6,682	11	7,409	11	7,409
STAVBA	71	65.1	35	4,300	64	4,556	71	5,720	71	6,666	71	7,434	71	7,793
Textile, Clothing and Leather Industry	27	77.1	8	2,500	27	3,213	27	4,217	27	4,787	27	5,302	27	5,702
Transport	19	67.9	10	2,280	19	2,763	19	3,253	19	3,679	19	3,968	19	4,195
Transport, Road Economy and Repair Vehicles	7	63.6	3	1,500	7	2,500	7	2,714	7	3,071	7	3,500	7	3,786
Union of Aviation Employees	2	50.0	1		1		2		2		2		2	
UNIOS	81	65.9	48	3,808	79	4,215	79	4,541	79	4,665	81	4,766	81	4,852
Universities Trade Union	13	61.9	6	4,583	12	4,675	13	5,738	13	5,892	13	6,046	13	6,200
Wood.Industry, Forestry and Manag.of Water	31	45.6	15	2,833	31	3,865	31	5,256	31	6,281	31	7,553	31	7,937

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:																	
	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	853	65.2	339	4,823	747	6,216	825	8,188	844	9,907	851	11,707	851	12,910	852	14,067	852	14,941	853	15,612
Agriculture and Nutrition	18	60.0	7	4,600	16	5,325	18	5,678	18	6,233	18	6,594	18	6,733	18	6,761	18	6,789	18	6,817
Banking and Insurance	9	64.3	4	4,000	8	12,063	9	13,444	9	13,722	9	14,000	9	14,000	9	14,000	9	14,000	9	14,000
Catering, Hotels and Tourism	13	92.9	13	4,846	13	7,077	13	7,308	13	7,462	13	7,692	13	7,692	13	7,692	13	7,692	13	7,692
Civilian Employees of the Army	1	25.0	1		1		1		1		1		1		1		1		1	
Commerce	9	64.3	2		8	4,625	9	4,778	9	5,111	9	5,444	9	5,556	9	5,556	9	5,556	9	5,556
ECHO	50	63.3	19	6,247	49	10,824	50	16,980	50	20,912	50	25,838	50	29,810	50	34,714	50	37,891	50	40,490
Food Industry and Allied Trade	41	63.1	14	3,879	31	4,419	39	6,123	41	7,263	41	8,810	41	10,039	41	10,805	41	11,410	41	11,934
Glass, Ceramic & Porcelain	19	61.3	7	4,357	16	6,438	19	8,447	19	10,158	19	11,895	19	14,158	19	16,474	19	17,842	19	19,326
Health Service and Social Care	13	52.0	3	2,667	10	6,650	10	8,150	12	9,792	13	10,192	13	10,538	13	10,731	13	10,769	13	10,808
KOVO	337	62.9	107	3,739	273	4,857	319	6,441	332	8,799	335	10,399	335	11,809	336	13,119	336	14,144	337	14,978
Mines, Geology and Oil Industry	22	81.5	8	9,500	20	8,025	22	9,264	22	11,655	22	13,159	22	14,909	22	16,205	22	17,227	22	17,500
Postal, Telecom. and Newspaper Services	4	50.0	3	10,000	4	51,250	4	51,250	4	51,250	4	51,250	4	51,250	4	51,250	4	51,250	4	51,250
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	21	75.0	8	5,250	18	9,806	20	15,050	21	18,000	21	22,786	21	24,500	21	26,286	21	27,905	21	29,429
Science and Research	11	34.4	7	6,000	11	6,318	11	7,045	11	7,182	11	7,818	11	7,818	11	7,818	11	7,818	11	7,818
STAVBA	87	79.8	40	8,738	83	9,012	86	12,436	87	13,575	87	17,552	87	18,279	87	19,132	87	19,605	87	19,903
Textile, Clothing and Leather Industry	27	77.1	9	1,856	26	2,958	27	4,196	27	4,898	27	5,439	27	5,926	27	6,278	27	6,870	27	7,019
Transport	20	71.4	9	1,867	19	2,832	20	3,700	20	4,400	20	4,950	20	5,375	20	5,425	20	5,475	20	5,525
Transport, Road Economy and Repair Vehicles	9	81.8	3	3,667	8	5,125	9	9,389	9	11,111	9	12,444	9	14,056	9	15,056	9	16,056	9	17,056
Union of Aviation Employees	4	100.0	1		3	8,000	4	14,500	4	15,000	4	15,750	4	16,250	4	17,500	4	18,750	4	20,000
UNIOS	79	64.2	45	4,616	75	5,160	76	6,022	76	6,726	79	7,211	79	7,749	79	7,965	79	8,395	79	8,484
Universities Trade Union	15	71.4	8	5,000	14	4,893	15	5,767	15	5,967	15	6,200	15	6,333	15	6,467	15	6,467	15	6,467
Wood.Industry, Forestry and Manag.of Water	41	60.3	19	2,716	39	3,638	41	6,176	41	7,380	41	9,168	41	9,937	41	10,900	41	11,546	41	12,071

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

**Wage development
classification based on trade unions**

Trade union	Wage development contracted																																Wage development is bound to economic indicators											
	NCA	% CA	of this																																									
			by maintaining the aver. wage		by increasing wage scales				by incr. total volume of wage funds				by increasing the average nominal wage						by increasing the average real wage				by keeping real wage				by combination of given issues																	
			NCA	% CA	NCA	% CA	fixed amount	by incr. in %	NCA	% CA	without manag.	NCA	% CA	by incr. in %	by abs. amount	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	by incr. in %	without manag.	NCA	% CA	without manag.	NCA	% CA	NCA	% CA													
Total	940	71.8	7	0.5	505	38.6	58	982	447	5.7	121	9.2	19	1.5	353	27.0	329	5.1	24	1,011	12	5.4	25	1.9	25	2.3	3	2.0	169	12.9	9	0.7	220	16.8	168	12.8								
Agriculture and Nutrition	5	16.7									1	3.3			1	3.3	1																		3	10.0			3	10.0				
Banking and Insurance	10	71.4			5	35.7	1		4	5.1	3	21.4			3	21.4	3	2.3																		3	21.4			4	28.6			
Catering, Hotels and Tourism	8	57.1													7	50.0	7	2.9																						4	28.6			
Civilian Employees of the Army	1	25.0																		1																								
Commerce	4	28.6			1	7.1			1																																			
ECHO	70	88.6			52	65.8	10	1,360	42	5.6	15	19.0	5	6.3	5	6.3	4	4.3	1		1			6	7.6	6	4.3	1																
Food Industry and Allied Trade	38	58.5			21	32.3	2		19	4.7	13	20.0	5	7.7	11	16.9	11	4.1			1			3	4.6	3	1.7																	
Glass, Ceramic & Porcelain	14	45.2			5	16.1			5	6.1					9	29.0	9	6.9			1																							
Health Service and Social Care	15	60.0			11	44.0			11	8.2	4	16.0																																
KOVO	433	80.8	4	0.7	228	42.5	29	874	199	5.3	38	7.1	8	1.5	198	36.9	182	5.3	16	1,148				6	1.1	6	2.1	1																
Mines, Geology and Oil Industry	22	81.5			7	25.9	2		5	3.8	4	14.8			8	29.6	7	8.0	1		3	7.7																						
Postal, Telecom. and Newspaper Services	3	37.5									2	25.0			2	25.0	1		1																									
Profess.and Trade Union of Orchestral Music.																																												
Railway Trade Unions	24	85.7			13	46.4			13	5.0	3	10.7			9	32.1	9	3.3																										
Science and Research	4	12.5	1	3.1																																								
STAVBA	94	86.2			74	67.9	5	1,236	69	7.2	7	6.4			23	21.1	22	5.0	1					2	1.8	2																		
Textile, Clothing and Leather Industry	23	65.7			6	17.1			6	6.2	4	11.4			14	40.0	14	4.9																										
Transport	9	32.1			6	21.4			6	5.8																																		
Transport, Road Economy and Repair Vehicles	8	72.7			6	54.5			6	5.1					1	9.1	1																											
Union of Aviation Employees	2	50.0			1	25.0			1		2	50.0	1	25.0																														
UNIOS	89	72.4	1	0.8	43	35.0	5	860	38	5.0	16	13.0			35	28.5	33	4.9	2		1																							
Universities Trade Union	2	9.5			1	4.8			1																																			
Wood,Industry, Forestry and Manag.of Water	62	91.2	1	1.5	25	36.8	4	650	21	5.7	9	13.2			26	38.2	25	5.2	1		4	4.0	7	10.3	7	1.1	1																	

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

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

Trade union	Inclusion of working activities in functions, positions and tariff scales								Refund of wage to an employee who was not transferred to another position						Remuneration for standby duty (Section 140 LC)			
	agreed		for classification, the following are used						at idle time			under unfavourable climatic influences			NCA	% CA	% AE	CZK/h
	NCA	% CA	unified catalogue	occupational catalogue	own catalogue		NCA	% CA	% AE	NCA	% CA	% AE						
Total	765	58.4	123	9.4	36	2.8	653	49.9	266	20.3	96.6	232	17.7	85.9	356	27.2	16.9	16.44
Agriculture and Nutrition	13	43.3	1	3.3	2	6.7	12	40.0	6	20.0	100.0	6	20.0	100.0	5	16.7	15.0	7.00
Banking and Insurance	8	57.1	1	7.1			8	57.1				6	42.9	97.5	1	7.1		
Catering, Hotels and Tourism	8	57.1					8	57.1	10	71.4	100.0	9	64.3	100.0	6	42.9	15.0	
Civilian Employees of the Army												1	25.0					
Commerce	7	50.0	1	7.1			6	42.9	5	35.7	100.0	4	28.6	85.0	2	14.3		
ECHO	58	73.4	14	17.7			45	57.0	45	57.0	91.3	45	57.0	76.0	25	31.6	15.8	14.16
Food Industry and Allied Trade	31	47.7					31	47.7	6	9.2	100.0	7	10.8	87.9	11	16.9	18.3	12.67
Glass, Ceramic & Porcelain	23	74.2	2	6.5			21	67.7	1	3.2		3	9.7	80.0	5	16.1	18.6	
Health Service and Social Care	18	72.0					18	72.0	1	4.0		2	8.0		9	36.0	17.1	20.00
KOVO	302	56.3	36	6.7	11	2.1	264	49.3	95	17.7	96.2	70	13.1	85.7	108	20.1	18.5	17.18
Mines, Geology and Oil Industry	19	70.4	4	14.8	1	3.7	14	51.9	13	48.1	100.0	13	48.1	98.1	12	44.4	15.0	15.27
Postal, Telecom. and Newspaper Services	5	62.5					5	62.5	1	12.5		3	37.5	73.3				
Profess.and Trade Union of Orchestral Music.																		
Railway Trade Unions	13	46.4	1	3.6	3	10.7	9	32.1	7	25.0	91.4	9	32.1	81.7	9	32.1	15.3	17.00
Science and Research	7	21.9					7	21.9	3	9.4	100.0	3	9.4	100.0	1	3.1		
STAVBA	72	66.1	43	39.4	11	10.1	39	35.8	29	26.6	100.0	3	2.8	76.7	84	77.1	15.8	16.00
Textile, Clothing and Leather Industry	21	60.0	9	25.7	4	11.4	16	45.7	3	8.6	95.0	3	8.6	93.3	6	17.1	17.3	12.50
Transport	27	96.4					27	96.4	12	42.9	99.2	10	35.7	94.0	15	53.6	18.5	25.60
Transport, Road Economy and Repair Vehicles	11	100.0					11	100.0	3	27.3	96.7	2	18.2		3	27.3	15.0	10.00
Union of Aviation Employees	2	50.0					2	50.0				1	25.0					
UNIOS	57	46.3	4	3.3			54	43.9	11	8.9	95.0	18	14.6	83.9	26	21.1	17.7	14.09
Universities Trade Union	20	95.2	2	9.5			19	90.5	1	4.8		2	9.5		7	33.3	15.7	
Wood.Industry, Forestry and Manag.of Water	43	63.2	5	7.4	4	5.9	37	54.4	14	20.6	100.0	12	17.6	89.2	21	30.9	15.8	18.00

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

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

Trade union	Applying the working hours account under Section 86 LC									Applying the working hours account in overtime under Subsec. 4, LC			Use of wage by the task			
	agreed in CA		compensatory period weeks	The amount of fixed wages beyond the scope of Section 120, subsec. 1, LC			agreed in CA			extent hours	agreed in CA		procedures for the implementation of labour consumption standards (Section 300 LC)			
	NCA	% CA		NCA	% CA	% AE	other form		NCA		% CA	NCA	% CA	NCA	% CA	
			NCA				% CA	NCA		% CA						
Total	95	7.3	47.7	22	1.7	96.9	4	0.3	9	0.7	79.3	187	14.3	92	7.0	
Agriculture and Nutrition	4	13.3	52.0									10	33.3			
Banking and Insurance																
Catering, Hotels and Tourism												1	7.1	1	7.1	
Civilian Employees of the Army	1	25.0										2	50.0	2	50.0	
Commerce	2	14.3		1	7.1											
ECHO	7	8.9	46.6	2	2.5		1	1.3				13	16.5	3	3.8	
Food Industry and Allied Trade	5	7.7	36.4	3	4.6	100.0						11	16.9	4	6.2	
Glass, Ceramic & Porcelain	1	3.2										8	25.8	3	9.7	
Health Service and Social Care	1	4.0										1	4.0	1	4.0	
KOVO	50	9.3	48.3	14	2.6	96.7	2	0.4	4	0.7	80.0	79	14.7	46	8.6	
Mines, Geology and Oil Industry	4	14.8	52.0									4	14.8	3	11.1	
Postal, Telecom. and Newspaper Services	1	12.5										2	25.0	2	25.0	
Profess.and Trade Union of Orchestral Music.																
Railway Trade Unions	5	17.9	52.0	1	3.6				3	10.7	74.0	5	17.9	4	14.3	
Science and Research												1	3.1	1	3.1	
STAVBA	8	7.3	52.0						1	0.9		16	14.7	12	11.0	
Textile, Clothing and Leather Industry	3	8.6	43.3	1	2.9		1	2.9	1	2.9		6	17.1	3	8.6	
Transport												4	14.3	1	3.6	
Transport, Road Economy and Repair Vehicles												4	36.4	1	9.1	
Union of Aviation Employees																
UNIOS	2	1.6										2	1.6			
Universities Trade Union												3	14.3	2	9.5	
Wood.Industry, Forestry and Manag.of Water	1	1.5										15	22.1	3	4.4	

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 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	1,257	96.0	1,107	84.6	715	54.6	681	52.0	907	69.3
Agriculture and Nutrition	29	96.7	23	76.7	21	70.0	7	23.3	18	60.0
Banking and Insurance	14	100.0	11	78.6	14	100.0	5	35.7	12	85.7
Catering, Hotels and Tourism	13	92.9	13	92.9	2	14.3	8	57.1	9	64.3
Civilian Employees of the Army	3	75.0	2	50.0	3	75.0	1	25.0	3	75.0
Commerce	14	100.0	10	71.4	11	78.6	7	50.0	10	71.4
ECHO	76	96.2	70	88.6	37	46.8	52	65.8	60	75.9
Food Industry and Allied Trade	62	95.4	54	83.1	15	23.1	25	38.5	29	44.6
Glass, Ceramic & Porcelain	31	100.0	31	100.0	27	87.1	30	96.8	30	96.8
Health Service and Social Care	25	100.0	24	96.0	11	44.0	15	60.0	19	76.0
KOVO	509	95.0	461	86.0	323	60.3	290	54.1	401	74.8
Mines, Geology and Oil Industry	27	100.0	24	88.9	17	63.0	20	74.1	22	81.5
Postal, Telecom. and Newspaper Services	8	100.0	6	75.0	7	87.5	2	25.0	5	62.5
Profess.and Trade Union of Orchestral Music.	2	66.7			2	66.7				
Railway Trade Unions	26	92.9	19	67.9	14	50.0	2	7.1	9	32.1
Science and Research	27	84.4	5	15.6	27	84.4	1	3.1	6	18.8
STAVBA	108	99.1	97	89.0	52	47.7	42	38.5	61	56.0
Textile, Clothing and Leather Industry	33	94.3	31	88.6	13	37.1	13	37.1	22	62.9
Transport	28	100.0	28	100.0	1	3.6			1	3.6
Transport, Road Economy and Repair Vehicles	11	100.0	10	90.9	1	9.1	9	81.8	9	81.8
Union of Aviation Employees	4	100.0	2	50.0	3	75.0	2	50.0	2	50.0
UNIOS	119	96.7	117	95.1	58	47.2	90	73.2	105	85.4
Universities Trade Union	21	100.0	9	42.9	21	100.0	16	76.2	17	81.0
Wood.Industry, Forestry and Manag.of Water	67	98.5	60	88.2	35	51.5	44	64.7	57	83.8

Explanatory notes: NCA
% CA
*

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
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	1,149	87.8	262	20.0	715	54.6	1,153	88.1	1,042	444	781	509	238	429	32.8
Agriculture and Nutrition	25	83.3	3	10.0	2	6.7	24	80.0	21	7	13	7	6	5	16.7
Banking and Insurance	14	100.0	1	7.1	7	50.0	13	92.9	13	7	13	6	7		
Catering, Hotels and Tourism	13	92.9					13	92.9	12	10	9	11			
Civilian Employees of the Army	4	100.0	1	25.0	3	75.0	4	100.0	4	1	4	1		1	25.0
Commerce	14	100.0			10	71.4	13	92.9	12	8	9	10	10	9	64.3
ECHO	75	94.9	18	22.8	57	72.2	74	93.7	70	53	61	31	22	26	32.9
Food Industry and Allied Trade	56	86.2	2	3.1	52	80.0	56	86.2	52	12	18	32	12	6	9.2
Glass, Ceramic & Porcelain	29	93.5			20	64.5	19	61.3	17		11	1	2	17	54.8
Health Service and Social Care	21	84.0			16	64.0	22	88.0	21	5	18	6	9	1	4.0
KOVO	473	88.2	172	32.1	284	53.0	481	89.7	410	210	327	257	51	290	54.1
Mines, Geology and Oil Industry	20	74.1	9	33.3	15	55.6	23	85.2	22	5	22	11	9	13	48.1
Postal, Telecom. and Newspaper Services	5	62.5	3	37.5	7	87.5	7	87.5	7	4	7	2	6	1	12.5
Profess.and Trade Union of Orchestral Music.	2	66.7					2	66.7	2		2				
Railway Trade Unions	24	85.7	11	39.3	15	53.6	26	92.9	25	15	21	11	10		
Science and Research	30	93.8			13	40.6	27	84.4	25	4	22	3	13	5	15.6
STAVBA	91	83.5	18	16.5	42	38.5	100	91.7	91	38	56	59	12	9	8.3
Textile, Clothing and Leather Industry	28	80.0	6	17.1	9	25.7	27	77.1	26	7	17	7		12	34.3
Transport	23	82.1	8	28.6			22	78.6	22	6	13	21		3	10.7
Transport, Road Economy and Repair Vehicles	8	72.7	4	36.4	6	54.5	10	90.9	10	3	4	6	1	6	54.5
Union of Aviation Employees	4	100.0			1	25.0	3	75.0	2		3			3	75.0
UNIOS	110	89.4	5	4.1	100	81.3	104	84.6	97	23	62	22	17	8	6.5
Universities Trade Union	19	90.5	1	4.8	8	38.1	20	95.2	20	1	19	2	6	6	28.6
Wood.Industry, Forestry and Manag.of Water	61	89.7			48	70.6	63	92.6	61	25	50	3	45	8	11.8

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 A use of 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	1,016	77.6	142	10.8	57	4.4	28	2.1	66	5.0	279	95.2	14	4.8	1,039	79.4	371	28.3	909	69.4	305	23.3
Agriculture and Nutrition	29	96.7	1	3.3							1	100.0			11	36.7	1	3.3	6	20.0		
Banking and Insurance	9	64.3	2	14.3					3	21.4	3	60.0	2	40.0	13	92.9	5	35.7	12	85.7	4	28.6
Catering, Hotels and Tourism	11	78.6							3	21.4	3	100.0			11	78.6	2	14.3	11	78.6	2	14.3
Civilian Employees of the Army	1	25.0	1	25.0	1	25.0			1	25.0	2	66.7	1	33.3	4	100.0	3	75.0	4	100.0	3	75.0
Commerce	8	57.1	1	7.1	1	7.1	2	14.3	2	14.3	6	100.0			11	78.6	1	7.1	9	64.3	4	28.6
ECHO	49	62.0	16	20.3	2	2.5	4	5.1	8	10.1	30	100.0			67	84.8	31	39.2	51	64.6	39	49.4
Food Industry and Allied Trade	42	64.6	11	16.9	8	12.3	1	1.5	3	4.6	23	100.0			49	75.4	33	50.8	30	46.2	4	6.2
Glass, Ceramic & Porcelain	22	71.0	5	16.1	2	6.5	2	6.5			8	88.9	1	11.1	27	87.1	25	80.6	11	35.5	22	71.0
Health Service and Social Care	12	48.0	5	20.0	3	12.0	2	8.0	3	12.0	13	100.0			20	80.0	3	12.0	16	64.0	2	8.0
KOVO	465	86.8	46	8.6	12	2.2	8	1.5	5	0.9	68	95.8	3	4.2	424	79.1	194	36.2	410	76.5	141	26.3
Mines, Geology and Oil Industry	21	77.8	1	3.7	2	7.4	1	3.7	2	7.4	6	100.0			21	77.8	14	51.9	21	77.8	15	55.6
Postal, Telecom. and Newspaper Services	6	75.0	1	12.5					1	12.5	2	100.0			7	87.5	4	50.0	5	62.5	1	12.5
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	14	50.0	6	21.4	2	7.1	1	3.6	5	17.9	13	92.9	1	7.1	26	92.9	3	10.7	22	78.6	3	10.7
Science and Research	31	96.9	1	3.1									1	100.0	25	78.1	11	34.4	17	53.1	16	50.0
STAVBA	73	67.0	15	13.8	5	4.6	2	1.8	14	12.8	36	100.0			80	73.4	12	11.0	71	65.1	8	7.3
Textile, Clothing and Leather Industry	32	91.4	2	5.7	1	2.9					3	100.0			11	31.4	5	14.3	9	25.7	5	14.3
Transport	22	78.6	1	3.6	2	7.1	1	3.6	2	7.1	6	100.0			21	75.0			21	75.0		
Transport, Road Economy and Repair Vehicles	5	45.5	4	36.4	1	9.1			1	9.1	6	100.0			9	81.8	1	9.1	10	90.9	7	63.6
Union of Aviation Employees			1	25.0	1	25.0	1	25.0	1	25.0	4	100.0			4	100.0	1	25.0	3	75.0	1	25.0
UNIOS	102	82.9	7	5.7	12	9.8			2	1.6	21	100.0			123	100.0	4	3.3	123	100.0	6	4.9
Universities Trade Union	12	57.1			2	9.5	1	4.8	6	28.6	4	44.4	5	55.6	19	90.5	2	9.5	17	81.0	6	28.6
Wood.Industry, Forestry and Manag.of Water	47	69.1	15	22.1			2	2.9	4	5.9	21	100.0			53	77.9	15	22.1	29	42.6	14	20.6

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 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	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	429	32.8	1.4	2.3	440	33.6	1.2	2.1	679	51.9	1.3	4.3	94	7.2	1.3	2.4	658	50.3	479	36.6	428	32.7	89	6.8	93	7.1	
Agriculture and Nutrition	9	30.0	2.0	2.1	9	30.0	1.1	1.2	4	13.3	1.0	1.8					3	10.0	2	6.7	1	3.3					
Banking and Insurance	8	57.1	1.3	2.5	8	57.1	1.1	2.4	13	92.9	1.2	4.7					13	92.9	11	78.6	9	64.3	2	14.3	1	7.1	
Catering, Hotels and Tourism	7	50.0	1.0	1.9	7	50.0	1.1	2.0	7	50.0	1.3	2.1					7	50.0	1	7.1	6	42.9					
Civilian Employees of the Army	2	50.0			2	50.0			4	100.0	1.0	2.8	1	25.0			4	100.0	4	100.0	2	50.0			1	25.0	
Commerce	4	28.6	1.8	2.5	4	28.6	1.3	2.0	4	28.6	1.0	2.0					4	28.6	1	7.1	1	7.1			2	14.3	
ECHO	56	70.9	1.2	2.3	57	72.2	1.2	2.3	68	86.1	1.5	7.8	9	11.4	1.2	2.1	68	86.1	63	79.7	56	70.9	15	19.0	3	3.8	
Food Industry and Allied Trade	7	10.8	1.2	2.3	8	12.3	1.2	2.1	28	43.1	1.4	4.6					28	43.1	23	35.4	11	16.9	5	7.7	9	13.8	
Glass, Ceramic & Porcelain	9	29.0	2.0	2.0	8	25.8	1.0	1.0	29	93.5	1.0	3.5	2	6.5			30	96.8	29	93.5	10	32.3	1	3.2	2	6.5	
Health Service and Social Care	5	20.0	1.8	2.2	5	20.0	1.3	1.8	5	20.0	1.5	2.0	1	4.0			4	16.0	1	4.0	2	8.0			1	4.0	
KOVO	131	24.4	1.6	2.2	134	25.0	1.3	1.9	225	42.0	1.4	3.4	17	3.2	1.9	3.6	223	41.6	152	28.4	145	27.1	27	5.0	53	9.9	
Mines, Geology and Oil Industry	19	70.4	1.5	2.7	19	70.4	1.4	2.6	22	81.5	1.2	5.2	1	3.7			22	81.5	16	59.3	16	59.3			1	3.7	
Postal, Telecom. and Newspaper Services	7	87.5	1.1	1.9	7	87.5	1.3	2.0	8	100.0	1.3	4.9					8	100.0	6	75.0	5	62.5	2	25.0	1	12.5	
Profess.and Trade Union of Orchestral Music.																											
Railway Trade Unions	13	46.4	1.3	2.5	14	50.0	1.1	2.3	18	64.3	1.2	3.5	3	10.7	2.3	3.7	20	71.4	14	50.0	15	53.6	5	17.9	7	25.0	
Science and Research	5	15.6	2.3	2.6	5	15.6	2.3	3.0	9	28.1	1.9	2.8					6	18.8	3	9.4	2	6.3	1	3.1	3	9.4	
STAVBA	82	75.2	1.2	2.4	82	75.2	1.1	2.2	92	84.4	1.1	4.0	53	48.6	1.0	2.0	89	81.7	46	42.2	83	76.1	7	6.4	4	3.7	
Textile, Clothing and Leather Industry	2	5.7			4	11.4	1.3	1.3	7	20.0	2.3	2.7	1	2.9			8	22.9	6	17.1	2	5.7	4	11.4	1	2.9	
Transport									11	39.3	1.5						6	21.4	6	21.4							
Transport, Road Economy and Repair Vehicles	3	27.3	2.0	4.0	3	27.3	1.0	3.0	3	27.3		4.3	2	18.2			4	36.4	1	9.1	4	36.4					
Union of Aviation Employees									2	50.0							2	50.0	2	50.0							
UNIOS	26	21.1	1.3	1.9	30	24.4	1.2	1.9	59	48.0	1.8	6.2	3	2.4	1.7	2.0	50	40.7	42	34.1	29	23.6	7	5.7	2	1.6	
Universities Trade Union	7	33.3	1.3	1.9	7	33.3	1.0	1.6	13	61.9	1.0	2.9	1	4.8			12	57.1	8	38.1	7	33.3	2	9.5			
Wood.Industry, Forestry and Manag.of Water	27	39.7	1.4	2.3	27	39.7	1.2	2.1	48	70.6	1.3	4.2					47	69.1	42	61.8	22	32.4	11	16.2	2	2.9	

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

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

Trade union	Length of working hours												Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished				in working modes								agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift hours/week	2 shift hours/week	3 shift hours/week	uninterrupted hours/week	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA	
Total	1,210	92.4	828	63.3	38.0	382	29.2	39.7	38.35	37.4	37.3	361	27.6	1,144	87.4	8.3	4.1	76.7	2.4		
Agriculture and Nutrition	29	96.7	18	60.0	39.2	11	36.7	40.0	38.38	37.5	37.5	7	23.3	23	76.7	10.0	4.7	66.7			
Banking and Insurance	14	100.0	9	64.3	39.7	5	35.7	40.0	38.13	37.5	37.5	10	71.4	13	92.9			85.7	7.1		
Catering, Hotels and Tourism	14	100.0				14	100.0	40.0	38.75	37.5	37.5	1	7.1	4	28.6			28.6			
Civilian Employees of the Army	4	100.0	3	75.0	37.5	1	25.0					2	50.0	4	100.0	50.0	5.0	50.0			
Commerce	11	78.6	4	28.6	38.8	7	50.0	40.0	38.75	37.5	37.5	2	14.3	7	50.0			50.0			
ECHO	76	96.2	63	79.7	37.7	13	16.5	38.5	37.84	37.3	36.8	35	44.3	76	96.2	2.5	4.0	92.4	1.3		
Food Industry and Allied Trade	65	100.0	36	55.4	38.1	29	44.6	39.9	38.62	37.5	37.5	13	20.0	56	86.2	13.8	4.4	72.3			
Glass, Ceramic & Porcelain	31	100.0	25	80.6	37.5	6	19.4	39.6	38.43	37.5	37.5	6	19.4	27	87.1			87.1			
Health Service and Social Care	21	84.0	4	16.0	38.1	17	68.0	40.0	38.75	37.5	37.5	9	36.0	25	100.0			100.0			
KOVO	489	91.2	351	65.5	37.8	138	25.7	39.7	38.25	37.4	37.3	120	22.4	471	87.9	11.6	3.8	75.9	0.4		
Mines, Geology and Oil Industry	25	92.6	21	77.8	37.7	4	14.8	39.4	38.33	37.5	37.5	18	66.7	25	92.6			74.1	18.5		
Postal, Telecom. and Newspaper Services	8	100.0				8	100.0	39.1	37.21	36.8	37.2	5	62.5	8	100.0			100.0			
Profess.and Trade Union of Orchestral Music.														2	66.7			66.7			
Railway Trade Unions	27	96.4	14	50.0	38.0	13	46.4	39.1	38.44	37.5	36.9	17	60.7	26	92.9	14.3	4.5	64.3	14.3		
Science and Research	15	46.9	14	43.8	40.0	1	3.1					15	46.9	26	81.3	6.3	5.0	71.9	3.1		
STAVBA	104	95.4	46	42.2	38.5	58	53.2	40.0	38.42	37.5	37.5	22	20.2	92	84.4	2.8	2.3	81.7			
Textile, Clothing and Leather Industry	34	97.1	32	91.4	37.5	2	5.7					8	22.9	23	65.7	5.7	5.0	60.0			
Transport	26	92.9	23	82.1	38.8	3	10.7	40.0	38.75	37.5		2	7.1	19	67.9	3.6	3.0	64.3			
Transport, Road Economy and Repair Vehicles	8	72.7	2	18.2		6	54.5	37.5	37.50	37.5		5	45.5	11	100.0			100.0			
Union of Aviation Employees	4	100.0	3	75.0	38.3	1	25.0					2	50.0	4	100.0	25.0	5.0	75.0			
UNIOS	122	99.2	98	79.7	38.4	24	19.5	39.9	38.61	37.5	36.9	18	14.6	118	95.9	8.1	4.6	86.2	1.6		
Universities Trade Union	18	85.7	7	33.3	39.6	11	52.4	40.0	38.75	37.5	37.5	13	61.9	21	100.0			38.1	61.9		
Wood.Industry, Forestry and Manag.of Water	65	95.6	55	80.9	38.0	10	14.7	39.0	38.19	37.5	37.1	31	45.6	63	92.6	11.8	5.3	77.9	2.9		

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 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	81	905	69.1	49.9	570	43.5	48.1
Agriculture and Nutrition				20	66.7	52.0	12	40.0	45.5
Banking and Insurance				7	50.0	46.3	2	14.3	
Catering, Hotels and Tourism				13	92.9	26.0	13	92.9	44.0
Civilian Employees of the Army				4	100.0	45.8	2	50.0	
Commerce				9	64.3	40.4	9	64.3	40.4
ECHO				53	67.1	50.5	49	62.0	51.5
Food Industry and Allied Trade	1	1.5		53	81.5	48.6	24	36.9	46.0
Glass, Ceramic & Porcelain				26	83.9	50.0	22	71.0	50.4
Health Service and Social Care	1	4.0		18	72.0	52.0	18	72.0	46.7
KOVO	1	0.2		359	67.0	51.1	190	35.4	49.4
Mines, Geology and Oil Industry				27	100.0	49.6	21	77.8	47.0
Postal, Telecom. and Newspaper Services				7	87.5	52.0	7	87.5	52.0
Profess.and Trade Union of Orchestral Music.									
Railway Trade Unions				23	82.1	48.6	18	64.3	45.7
Science and Research				4	12.5	45.5	5	15.6	42.4
STAVBA	1	0.9		95	87.2	49.3	77	70.6	50.0
Textile, Clothing and Leather Industry				17	48.6	44.4	9	25.7	52.0
Transport				20	71.4	52.0	12	42.9	49.8
Transport, Road Economy and Repair Vehicles				8	72.7	52.0	8	72.7	18.9
Union of Aviation Employees				3	75.0	50.7	3	75.0	50.7
UNIOS				69	56.1	51.2	31	25.2	45.6
Universities Trade Union				15	71.4	50.3	9	42.9	42.2
Wood.Industry, Forestry and Manag.of Water				55	80.9	49.6	29	42.6	48.4

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	34	2.6	41	3.1	36	2.8	77	5.9
Agriculture and Nutrition								
Banking and Insurance			1	7.1			2	14.3
Catering, Hotels and Tourism							7	50.0
Civilian Employees of the Army			1	25.0				
Commerce			1	7.1	1	7.1	2	14.3
ECHO			1	1.3	1	1.3	2	2.5
Food Industry and Allied Trade	1	1.5	1	1.5			9	13.8
Glass, Ceramic & Porcelain	3	9.7						
Health Service and Social Care							2	8.0
KOVO	30	5.6	21	3.9	7	1.3	22	4.1
Mines, Geology and Oil Industry					4	14.8	5	18.5
Postal, Telecom. and Newspaper Services								
Profess.and Trade Union of Orchestral Music.								
Railway Trade Unions			2	7.1	3	10.7	4	14.3
Science and Research					1	3.1	2	6.3
STAVBA			7	6.4	6	5.5	6	5.5
Textile, Clothing and Leather Industry			1	2.9				
Transport								
Transport, Road Economy and Repair Vehicles			1	9.1	1	9.1	6	54.5
Union of Aviation Employees								
UNIOS			2	1.6	10	8.1	2	1.6
Universities Trade Union			1	4.8	2	9.5	3	14.3
Wood.Industry, Forestry and Manag.of Water			1	1.5			3	4.4

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

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

Trade union	Conditions of employment rate development		Conditions of the employment rate development are accompanied by						Conditions of specific forms and modes of work		Possibilities of specific forms and modes of work							
			career plans		methodology of filling in vacancies		ensuring conditions of work outside the company's premises				home work		work with. permanent working performance		shared jobs		work without a "fixed desk"	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	445	34.0	16	1.2	437	33.4	7	0.5	15	1.1	14	1.1					1	0.1
Agriculture and Nutrition	13	43.3			13	43.3												
Banking and Insurance	12	85.7			12	85.7												
Catering, Hotels and Tourism	6	42.9			5	35.7	1	7.1										
Civilian Employees of the Army	3	75.0			3	75.0												
Commerce	8	57.1			8	57.1												
ECHO	37	46.8	4	5.1	37	46.8			3	3.8	3	3.8						
Food Industry and Allied Trade	41	63.1	2	3.1	40	61.5			1	1.5	1	1.5						
Glass, Ceramic & Porcelain									1	3.2	1	3.2						
Health Service and Social Care	3	12.0			3	12.0			1	4.0	1	4.0						
KOVO	137	25.6	5	0.9	134	25.0			2	0.4	2	0.4						
Mines, Geology and Oil Industry	14	51.9			14	51.9			1	3.7	1	3.7						
Postal, Telecom. and Newspaper Services	6	75.0			6	75.0			1	12.5	1	12.5						
Profess.and Trade Union of Orchestral Music.																		
Railway Trade Unions	21	75.0	4	14.3	19	67.9	1	3.6										
Science and Research	2	6.3			2	6.3			1	3.1	1	3.1						
STAVBA	22	20.2			22	20.2	1	0.9										
Textile, Clothing and Leather Industry	1	2.9	1	2.9	1	2.9			1	2.9	1	2.9						
Transport	1	3.6			1	3.6												
Transport, Road Economy and Repair Vehicles	5	45.5			5	45.5	2	18.2										
Union of Aviation Employees	1	25.0			1	25.0	1	25.0	1	25.0							1	25.0
UNIOS	55	44.7			54	43.9	1	0.8	1	0.8	1	0.8						
Universities Trade Union	14	66.7			14	66.7												
Wood.Industry, Forestry and Manag.of Water	43	63.2			43	63.2			1	1.5	1	1.5						

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

**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	1,257	96.0	40.47	54.5	13.98	20.8	45.02	56.1		333	196	15.0	33	2.5	30	2.3
Agriculture and Nutrition	29	96.7	35.14	55.0	7.20	20.0	50.20	60.0		5	3	10.0				
Banking and Insurance	13	92.9	47.67	55.0	24.08		73.75			6	1	7.1				
Catering, Hotels and Tourism	14	100.0		55.0	10.00			100.0			2	14.3	1	7.1		
Civilian Employees of the Army	4	100.0		54.4	8.00	18.1				2	2	50.0				
Commerce	13	92.9	24.00	55.0	4.00		45.50	55.0								
ECHO	78	98.7	43.52	55.0	19.69	15.2	48.98	55.1		29	29	36.7	2	2.5	2	2.5
Food Industry and Allied Trade	62	95.4	22.67	55.0	16.88		82.00			26	7	10.8				
Glass, Ceramic & Porcelain	30	96.8		55.0	17.00		33.00	55.0		15	12	38.7				
Health Service and Social Care	22	88.0	25.00	55.0	7.25		35.00	50.0		13	5	20.0	2	8.0	4	16.0
KOVO	518	96.6	36.19	54.5	9.78		37.62	56.3		181	75	14.0	15	2.8	12	2.2
Mines, Geology and Oil Industry	26	96.3		55.0	7.50		41.20	55.0		2	2	7.4	1	3.7	1	3.7
Postal, Telecom. and Newspaper Services	8	100.0	45.20	55.0	15.00		53.67				2	25.0				
Profess.and Trade Union of Orchestral Music.	2	66.7														
Railway Trade Unions	28	100.0	49.00	53.0	12.00		75.00	57.1		3	6	21.4	2	7.1	1	3.6
Science and Research	30	93.8	33.93	45.1	24.33	38.2				6	5	15.6				
STAVBA	103	94.5	42.49	54.9	10.46	19.9	49.31	56.0		6	10	9.2	4	3.7	4	3.7
Textile, Clothing and Leather Industry	29	82.9	41.67	52.1	4.00		36.46	53.5		7	3	8.6				
Transport	27	96.4	24.83	54.9	11.64	13.0										
Transport, Road Economy and Repair Vehicles	9	81.8	48.00	55.0	22.33					1	8	72.7	2	18.2	2	18.2
Union of Aviation Employees	4	100.0		55.0				60.0		1	1	25.0				
UNIOS	123	100.0	46.13	54.7	14.41	17.7		55.0		11	6	4.9	3	2.4	3	2.4
Universities Trade Union	18	85.7		55.0			41.80	55.0		7	3	14.3				
Wood.Industry, Forestry and Manag.of Water	67	98.5	50.61	54.9	10.99	27.8	59.51	54.3		12	14	20.6	1	1.5	1	1.5

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

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

Trade union	Temporary accommodation allowance		Allowance for transport to and from work				Providing products and services for prices that are lower than the standard prices		Contribution to pension insurance					Contribution to life insurance							
			agreed in CA		amount allowed				agreed in CA		amount allowed			conditions for his provision		agreed in CA		amount allowed		conditions for his provision	
	NCA	% CA	NCA	% CA	CZK/month	aver. % of price	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	average % MBA	NCA	% CA	NCA	% CA	min. CZK/month	max. CZK/month	NCA	% CA
Total	22	1.7	83	6.3	667	63.2	305	23.3	816	62.3	500	806	3.0	622	47.5	328	25.1	504	753	268	20.5
Agriculture and Nutrition							15	50.0	16	53.3	419	567	5.7	11	36.7	6	20.0	567	567	5	16.7
Banking and Insurance	1	7.1					8	57.1	10	71.4	500	989	3.3	7	50.0	8	57.1	676	970	7	50.0
Catering, Hotels and Tourism							11	78.6	11	78.6	440	500	3.0	11	78.6	8	57.1	425	500	8	57.1
Civilian Employees of the Army	1	25.0					2	50.0	2	50.0				2	50.0	1	25.0			1	25.0
Commerce			1	7.1			5	35.7	7	50.0	380	450	3.0	6	42.9	3	21.4	567	687	3	21.4
ECHO	1	1.3	4	5.1	775		22	27.8	68	86.1	717	1,107	3.0	58	73.4	30	38.0	573	828	26	32.9
Food Industry and Allied Trade	1	1.5	4	6.2	1,090		23	35.4	37	56.9	469	768	3.0	31	47.7	11	16.9	500	1,038	10	15.4
Glass, Ceramic & Porcelain			2	6.5			3	9.7	26	83.9	498	677	3.5	26	83.9	7	22.6	300	457	5	16.1
Health Service and Social Care			1	4.0			14	56.0	19	76.0	380	750	3.0	15	60.0	8	32.0	640	988	5	20.0
KOVO	4	0.7	53	9.9	615	62.7	68	12.7	310	57.8	480	703	3.0	230	42.9	115	21.5	533	734	92	17.2
Mines, Geology and Oil Industry	2	7.4	1	3.7			5	18.5	23	85.2	532	732	3.2	22	81.5	8	29.6	673	916	8	29.6
Postal, Telecom. and Newspaper Services							1	12.5	4	50.0	400	500		4	50.0	3	37.5	367	500	3	37.5
Profess.and Trade Union of Orchestral Music.																1	33.3				
Railway Trade Unions	2	7.1					14	50.0	24	85.7	600	1,136	3.0	20	71.4	17	60.7	582	1,023	14	50.0
Science and Research							6	18.8	15	46.9	363	383		8	25.0	4	12.5	239	329	2	6.3
STAVBA	7	6.4	2	1.8			33	30.3	70	64.2	397	1,059	2.5	58	53.2	23	21.1	265	809	21	19.3
Textile, Clothing and Leather Industry			1	2.9			4	11.4	14	40.0	417	528	3.2	3	8.6	3	8.6	325	533	2	5.7
Transport									19	67.9	350	406	2.8	3	10.7	3	10.7	400	400		
Transport, Road Economy and Repair Vehicles									7	63.6	700	900	3.0	7	63.6	2	18.2			1	9.1
Union of Aviation Employees	1	25.0	1	25.0			3	75.0	4	100.0	300	1,334	2.4	3	75.0						
UNIOS			6	4.9	604	50.0	30	24.4	81	65.9	518	803	3.1	54	43.9	44	35.8	447	622	34	27.6
Universities Trade Union							13	61.9	5	23.8	325	1,100	2.4	3	14.3						
Wood.Industry, Forestry and Manag.of Water	2	2.9	7	10.3	1,018	40.0	25	36.8	44	64.7	603	1,005	2.9	40	58.8	23	33.8	605	900	21	30.9

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	446	34.1	51	2.3	32	2,185	82	1.9	262	135	2,354	212	16.2	41	6,709	14	2.0	109	99	2,543	
Agriculture and Nutrition	14	46.7	3	2.3	1		2		8	1		2	6.7					1	2		
Banking and Insurance	11	78.6	6	2.4			3	2.2	1	1		1	7.1					1			
Catering, Hotels and Tourism	4	28.6							1	4	18	4	28.6	1				2	3	101	
Civilian Employees of the Army	4	100.0	1				2		1	3	7,397										
Commerce	4	28.6					1		3	1											
ECHO	37	46.8			5	2,572	2		23	17	2,783	22	27.8	16	11,805			4	7	3,698	
Food Industry and Allied Trade	27	41.5	1		3	2,417	3	1.8	20	2		5	7.7	3	5,167			2			
Glass, Ceramic & Porcelain	12	38.7	9	2.8					3	3	2,595	16	51.6			6	2.5	10	8	4,016	
Health Service and Social Care	11	44.0					2		9	1		1	4.0					1			
KOVO	99	18.5	4	3.9	10	2,320	12	2.5	69	28	1,835	77	14.4	10	1,670			57	32	1,926	
Mines, Geology and Oil Industry	11	40.7					3	1.5	7	5	8,142	3	11.1			1		1	1		
Postal, Telecom. and Newspaper Services	4	50.0	1				1		2	3	6,217										
Profess.and Trade Union of Orchestral Music.																					
Railway Trade Unions	17	60.7	1		3	1,000	4	1.9	8	7	2,003	1	3.6			1			1		
Science and Research	29	90.6	4	2.0			22	2.0	3	21	3,064										
STAVBA	27	24.8	2		1		14	1.1	8	14	508	40	36.7	6	5,117			6	34	2,539	
Textile, Clothing and Leather Industry	9	25.7			6	1,483	1		2	1		4	11.4	1				2	2		
Transport	9	32.1	5	2.0	1				3	1		1	3.6	1							
Transport, Road Economy and Repair Vehicles	3	27.3	1				1		1												
Union of Aviation Employees																					
UNIOS	64	52.0	9	1.9	1				54	16	643	23	18.7	3	4,767			20			
Universities Trade Union	13	61.9	1				4	1.5	8												
Wood.Industry, Forestry and Manag.of Water	37	54.4	3	2.3	1		5	2.2	28	6	2,232	12	17.6			6	1.6	2	9	4,075	

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 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	10.18	6.60	2.08	22.25	2.18	4.51	0.29	10.61	3.34	31.02	6.94	395	30.2	129	9.9
Agriculture and Nutrition	4.60	0.65	22.02	11.01	0.49	2.59		4.37	3.24	3.40	47.64	7	23.3	1	3.3
Banking and Insurance												12	85.7	6	42.9
Catering, Hotels and Tourism									100.00			3	21.4		
Civilian Employees of the Army	28.04			27.55	3.02	3.35		18.33	0.61	9.99	9.11	4	100.0		
Commerce												2	14.3	1	7.1
ECHO	11.99	12.69	3.39	24.44	2.13	4.49	0.61	10.38	2.86	23.71	3.31	40	50.6	21	26.6
Food Industry and Allied Trade												10	15.4	11	16.9
Glass, Ceramic & Porcelain	7.56	8.75		18.01	0.45	8.80	0.25	3.24		52.40	0.53	13	41.9	4	12.9
Health Service and Social Care												8	32.0		
KOVO	6.65	2.51	2.65	27.79	1.78	5.95	0.98	7.33	2.79	39.92	1.65	111	20.7	18	3.4
Mines, Geology and Oil Industry	9.07	20.56	0.14	1.30	1.07	1.05		22.35	0.48	34.72	9.26	8	29.6	6	22.2
Postal, Telecom. and Newspaper Services	8.04							61.93	27.35	2.68		2	25.0		
Profess.and Trade Union of Orchestral Music.															
Railway Trade Unions	10.10	33.81	0.27	9.04	2.77	7.86		13.39	2.96	12.14	7.68	19	67.9	1	3.6
Science and Research	4.18	0.30	4.85	31.99	9.53	3.94		4.02	0.09	27.14	13.96	22	68.8	10	31.3
STAVBA	20.12	0.87	1.12	12.94	0.12	2.74		0.58	5.25	47.05	9.20	27	24.8	16	14.7
Textile, Clothing and Leather Industry	4.91	9.32			27.60	5.89		0.98	15.70	4.91	30.71	10	28.6	2	5.7
Transport												1	3.6		
Transport, Road Economy and Repair Vehicles												4	36.4		
Union of Aviation Employees															
UNIOS	7.38	0.45	5.25	31.47	1.18	6.12		8.98	0.47	24.44	14.27	65	52.8	23	18.7
Universities Trade Union												9	42.9		
Wood.Industry, Forestry and Manag.of Water	4.17	5.11	1.60	38.77	0.38	3.34		18.34	4.23	15.60	8.47	18	26.5	9	13.2

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

Obstacles to work classification based on trade unions

Trade union	Employee's inability to work									Average number of days of leave with compensation for wage above the requirement of the LC																														
	wage compensation for the first 3 days of the inability						wage compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																														
	agreed in CA		compensation amount		other form of compensation		agreed in CA		compensation amount	A		B			C			D			E			F			G			H			I			J				
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA					
Total	79	6.0	57.8	249	32	2.4	9	0.7	77.2	542	41.4	1.3	480	36.7	1.3	683	52.2	2.1	264	20.2	6.3	326	24.9	1.2	125	9.5	3.7	235	18.0	3.8	107	8.2	2.4	127	9.7	3.2	528	40.3		
Agriculture and Nutrition										6	20.0	1.3	9	30.0	1.1	6	20.0	1.3	3	10.0	7.0	7	23.3	1.1	4	13.3	4.0	4	13.3	7.5				2	6.7		7	23.3		
Banking and Insurance	1	7.1			1	7.1				1	7.1		1	7.1														7	50.0	4.0	2	14.3			8	57.1	5.1	9	64.3	
Catering, Hotels and Tourism	2	14.3								1	7.1		12	85.7	1.0	12	85.7	1.8	6	42.9	6.7										6	42.9	1.0		2	14.3		5	35.7	
Civilian Employees of the Army										1	25.0		2	50.0		2	50.0					1	25.0					1	25.0						1	25.0		2	50.0	
Commerce	1	7.1			1	7.1				4	28.6	1.8	11	78.6	1.1	9	64.3	1.2	4	28.6	6.5	1	7.1											1	7.1		11	78.6		
ECHO	17	21.5	57.5	223	2	2.5	1	1.3		49	62.0	1.5	45	57.0	1.8	49	62.0	1.9	28	35.4	6.6	15	19.0	1.7	20	25.3	4.6	19	24.1	3.0	4	5.1	4.8	10	12.7	3.3	30	38.0		
Food Industry and Allied Trade	5	7.7	65.0		5	7.7	1	1.5		12	18.5	1.4	21	32.3	1.3	15	23.1	1.5	6	9.2	10.8	12	18.5	1.2	1	1.5		1	1.5									34	52.3	
Glass, Ceramic & Porcelain	1	3.2								26	83.9	2.0	2	6.5		29	93.5	2.1	26	83.9	14.0	3	9.7	1.3				4	12.9	2.5	28	90.3	1.1	2	6.5			25	80.6	
Health Service and Social Care										3	12.0	1.0	2	8.0		6	24.0	1.5	2	8.0		1	4.0			2	8.0		2	8.0					5	20.0	2.4	5	20.0	
KOVO	16	3.0	55.3	300	9	1.7	1	0.2		262	48.9	1.3	237	44.2	1.2	315	58.8	2.6	23	4.3	4.5	187	34.9	1.1	13	2.4	2.1	92	17.2	2.7	19	3.5	3.2	13	2.4	3.1	205	38.2		
Mines, Geology and Oil Industry										17	63.0	1.3	16	59.3	1.1	20	74.1	1.4	6	22.2	9.2	10	37.0	1.5	14	51.9	3.9	18	66.7	4.4	12	44.4	3.8	1	3.7			22	81.5	
Postal, Telecom. and Newspaper Services	1	12.5								4	50.0	1.0	5	62.5	1.2	5	62.5	1.4	4	50.0	3.0	1	12.5			3	37.5	4.0	5	62.5	3.6	4	50.0	3.0	5	62.5	2.2	7	87.5	
Profess.and Trade Union of Orchestral Music.																																						2	66.7	
Railway Trade Unions	3	10.7	37.5		1	3.6				6	21.4	1.0	10	35.7	1.5	10	35.7	1.6	4	14.3	7.8	6	21.4	1.2	4	14.3	2.3	1	3.6						2	7.1		12	42.9	
Science and Research	3	9.4	42.5	500						2	6.3		3	9.4	1.7							2	6.3			1	3.1				2	6.3			1	3.1		10	31.3	
STAVBA	7	6.4	42.5	166	3	2.8	5	4.6	75.0	74	67.9	1.0	35	32.1	1.5	90	82.6	1.2	86	78.9	3.3	26	23.9	1.0	59	54.1	3.9	21	19.3	7.8	1	0.9			13	11.9	2.5	30	27.5	
Textile, Clothing and Leather Industry										3	8.6	1.3	2	5.7		7	20.0	1.9	1	2.9		1	2.9				1	2.9							3	8.6	4.0	2	5.7	
Transport													16	57.1	1.1	8	28.6	1.9	15	53.6	7.5	13	46.4	1.1	1	3.6				1	3.6									
Transport, Road Economy and Repair Vehicles	3	27.3	60.0		2	18.2				2	18.2		1	9.1		8	72.7	1.3	7	63.6	9.0	1	9.1					3	27.3	5.7					1	9.1		4	36.4	
Union of Aviation Employees										1	25.0		2	50.0		1	25.0					1	25.0					1	25.0										1	25.0
UNIOS	16	13.0	70.9	350	7	5.7	1	0.8		34	27.6	1.7	19	15.4	1.4	64	52.0	2.1	41	33.3	6.6	26	21.1	1.3	3	2.4	4.7	35	28.5	2.6	27	22.0	2.0	31	25.2	3.2	58	47.2		
Universities Trade Union	1	4.8			1	4.8				1	4.8		1	4.8																					3	14.3	4.0	8	38.1	
Wood,Industry, Forestry and Manag.of Water	2	2.9								33	48.5	1.2	28	41.2	1.1	27	39.7	1.1	1	1.5		12	17.6	1.0				20	29.4	5.9	1	1.5			23	33.8	3.2	39	57.4	

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

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

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	456	34.8	22	1.7	420	32.1	1085	82.9	701	53.6	3	0.2	15	1.1
Agriculture and Nutrition	9	30.0			18	60.0	30	100.0	7	23.3				
Banking and Insurance	13	92.9			13	92.9	14	100.0	5	35.7				
Catering, Hotels and Tourism	10	71.4			9	64.3	14	100.0	11	78.6				
Civilian Employees of the Army	3	75.0			2	50.0	4	100.0	2	50.0				
Commerce	4	28.6			10	71.4	14	100.0	6	42.9	2	14.3		
ECHO	46	58.2	1	1.3	31	39.2	70	88.6	38	48.1				
Food Industry and Allied Trade	33	50.8			3	4.6	62	95.4	44	67.7				
Glass, Ceramic & Porcelain					2	6.5	30	96.8	25	80.6				
Health Service and Social Care	16	64.0			11	44.0	22	88.0	3	12.0				
KOVO	126	23.5	4	0.7	146	27.2	390	72.8	318	59.3			10	1.9
Mines, Geology and Oil Industry	11	40.7			6	22.2	25	92.6	6	22.2				
Postal, Telecom. and Newspaper Services	4	50.0			2	25.0	8	100.0	2	25.0				
Profess.and Trade Union of Orchestral Music.	1	33.3					1	33.3						
Railway Trade Unions	19	67.9	2	7.1	14	50.0	26	92.9	22	78.6	1	3.6	4	14.3
Science and Research	20	62.5	2	6.3	4	12.5	24	75.0	8	25.0				
STAVBA	27	24.8			70	64.2	91	83.5	48	44.0			1	0.9
Textile, Clothing and Leather Industry					1	2.9	32	91.4	19	54.3				
Transport	1	3.6					13	46.4	15	53.6				
Transport, Road Economy and Repair Vehicles	4	36.4					8	72.7	7	63.6				
Union of Aviation Employees	4	100.0			4	100.0	4	100.0						
UNIOS	47	38.2	12	9.8	27	22.0	117	95.1	97	78.9				
Universities Trade Union	17	81.0	1	4.8	10	47.6	19	90.5	7	33.3				
Wood.Industry, Forestry and Manag.of Water	41	60.3			37	54.4	67	98.5	11	16.2				

Explanatory notes: NCA
% CA

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

**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		
Total	58	4.4	14,605	11	0.8	78.26	13	1.0	85.18	262	20.0	360	27.5	54	4.1	77	5.9	99	7.6	197	15.0	
CZ010 Capital Prague	12	6.0	13,141	6	3.0	78.30	1	0.5		26	13.0	47	23.5	10	5.0	11	5.5	3	1.5	13	6.5	
CZ020 Středočeský	2	2.5					1	1.3		10	12.7	20	25.3	3	3.8	5	6.3	4	5.1	14	17.7	
CZ031 Jihočeský	3	3.2	14,000	1	1.1					15	15.8	26	27.4	5	5.3	2	2.1	7	7.4	11	11.6	
CZ032 Plzeňský	11	14.7	15,465				3	4.0	84.57	19	25.3	23	30.7	3	4.0	4	5.3	12	16.0	14	18.7	
CZ041 Karlovarský	1	2.4								7	16.7	6	14.3			1	2.4	7	16.7	5	11.9	
CZ042 Ústecký	4	4.4	13,005				1	1.1		31	34.4	34	37.8	2	2.2	2	2.2	9	10.0	8	8.9	
CZ051 Liberecký	3	5.9	13,890							13	25.5	13	25.5	3	5.9	3	5.9	5	9.8	14	27.5	
CZ052 Královéhradecký	2	2.3								18	20.9	23	26.7	2	2.3	6	7.0	4	4.7	16	18.6	
CZ053 Pardubický	1	1.6					1	1.6		8	12.9	20	32.3	4	6.5	9	14.5	4	6.5	11	17.7	
CZ061 Vysočina	7	9.1	15,250	2	2.6					13	16.9	15	19.5	6	7.8	9	11.7	6	7.8	13	16.9	
CZ062 Jihomoravský	1	0.8								23	19.5	36	30.5	5	4.2	5	4.2	10	8.5	12	10.2	
CZ071 Olomoucký	3	2.9	14,033				3	2.9	84.37	19	18.4	41	39.8	2	1.9	9	8.7	9	8.7	35	34.0	
CZ072 Zlínský	6	7.4	14,486	2	2.5		1	1.2		13	16.0	15	18.5	4	4.9	7	8.6	5	6.2	5	6.2	
CZ080 Moravskoslezský	2	1.3					2	1.3		47	31.3	41	27.3	5	3.3	4	2.7	14	9.3	26	17.3	

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	235	11,722	242	12,426	251	13,237	254	14,255	259	15,451	261	16,827	262	18,445	260	20,186	255	22,103	252	24,269	250	26,963	249	30,203
CZ010 Capital Prague	26	12,108	26	12,618	26	13,358	26	14,323	26	15,546	26	16,963	26	18,647	26	20,774	26	23,054	25	25,430	25	28,558	24	33,451
CZ020 Středočeský	10	12,221	10	12,701	10	13,514	10	14,522	10	15,600	10	16,947	10	18,502	10	19,982	10	22,334	10	24,844	10	27,119	10	29,766
CZ031 Jihočeský	11	10,282	12	10,875	14	11,349	14	12,359	15	13,518	15	14,899	15	16,486	15	18,118	15	19,711	15	21,527	15	24,000	15	26,896
CZ032 Plzeňský	15	11,084	17	12,360	18	13,459	18	14,856	19	16,201	19	17,904	19	19,954	19	22,263	18	24,818	17	26,900	17	29,887	17	33,337
CZ041 Karlovarský	7	11,873	7	12,479	7	13,143	7	13,861	7	14,773	7	15,719	7	16,881	7	18,251	7	19,961	7	21,910	7	24,794	7	27,989
CZ042 Ústecký	30	11,883	31	12,601	31	13,357	31	14,424	31	15,701	31	17,181	31	18,736	31	20,408	31	22,262	31	24,477	31	27,007	31	30,182
CZ051 Liberecký	11	10,954	12	11,500	13	12,390	13	13,341	13	14,532	13	15,937	13	17,531	13	19,213	13	21,442	13	24,392	13	27,711	13	31,917
CZ052 Královéhradecký	13	11,738	14	12,553	18	13,200	18	14,134	18	15,097	18	16,211	18	17,633	17	19,108	17	21,162	17	23,822	17	26,688	17	29,556
CZ053 Pardubický	8	12,208	8	12,740	8	13,523	8	14,389	8	15,510	8	16,752	8	18,341	8	19,850	7	21,422	7	23,341	7	25,644	7	28,065
CZ061 Vysočina	11	11,034	11	11,640	11	12,608	12	13,262	13	14,583	13	15,804	13	17,285	13	18,727	13	20,235	13	21,914	13	23,838	13	26,120
CZ062 Jihomoravský	22	11,487	22	12,280	22	13,164	22	14,221	22	15,640	22	17,185	23	18,694	23	20,672	21	22,509	20	23,720	20	25,955	20	28,426
CZ071 Olomoucký	17	12,370	17	13,066	17	13,922	17	14,870	18	16,124	19	17,277	19	18,909	19	20,711	18	22,403	18	24,822	18	27,781	18	31,597
CZ072 Zlínský	10	11,741	11	12,220	12	13,381	12	14,419	13	15,225	13	16,388	13	17,860	13	19,287	13	21,005	13	23,087	13	26,243	13	29,100
CZ080 Moravskoslezský	44	11,959	44	12,794	44	13,646	46	14,735	46	15,961	47	17,388	47	19,130	46	20,801	46	22,627	46	24,945	44	27,572	44	30,667

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	53	69.61	52	72.95	52	76.68	53	81.44	53	88.62	53	97.19	53	107.69	17	110.88	10	112.43	10	122.21	10	132.86	9	143.30	
CZ010 Capital Prague	10	73.66	10	77.39	10	81.08	10	86.19	10	92.86	10	101.90	10	113.47	1		1		1		1				
CZ020 Středočeský	3	63.23	3	64.20	3	67.97	3	73.00	3	76.97	3	83.73	3	91.43	1		1		1		1			1	
CZ031 Jihočeský	5	68.52	4	73.58	4	76.08	4	80.75	4	87.38	4	94.63	4	104.15	1		1		1		1			1	
CZ032 Plzeňský	3	44.53	3	47.57	3	51.33	3	55.40	3	60.67	3	66.97	3	74.73	1		1		1		1			1	
CZ041 Karlovarský																									
CZ042 Ústecký	2		2		2		2		2		2		2												
CZ051 Liberecký	3	65.43	3	69.70	3	74.07	3	79.13	3	84.10	3	91.47	3	101.00	2		1		1		1			1	
CZ052 Královéhradecký	2		2		2		2		2		2		2		1		1		1		1			1	
CZ053 Pardubický	4	75.85	4	77.30	4	79.75	4	84.50	4	91.25	4	98.50	4	106.25	2		1		1		1			1	
CZ061 Vysočina	5	65.56	5	68.26	5	72.04	6	72.71	6	82.51	6	90.02	6	99.20	2		1		1		1			1	
CZ062 Jihomoravský	5	71.76	5	75.18	5	79.98	5	84.70	5	93.42	5	101.18	5	110.82	3	133.73	1		1		1			1	
CZ071 Olomoucký	2		2		2		2		2		2		2		1										
CZ072 Zlínský	4	66.93	4	68.78	4	72.38	4	77.15	4	83.08	4	90.00	4	97.60	1		1		1		1			1	
CZ080 Moravskoslezský	5	78.86	5	82.46	5	87.82	5	95.32	5	102.82	5	112.38	5	124.78	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	88	68.08	94	72.20	96	77.57	98	83.85	99	91.21	99	99.21	95	108.72	53	119.90	37	126.26	33	133.52	32	146.98	32	160.98
CZ010 Capital Prague	3	70.40	3	73.03	3	76.37	3	81.20	3	88.13	3	96.57	3	105.57	1		1		1		1		1	
CZ020 Středočeský	4	69.28	4	71.25	4	73.98	4	77.98	4	82.68	4	89.00	4	96.20	1		1		1		1		1	
CZ031 Jihočeský	6	50.47	7	53.77	7	58.53	7	64.03	7	70.87	7	78.64	6	88.17	2		2		2		2		2	
CZ032 Plzeňský	9	70.00	11	77.18	12	82.49	12	90.79	12	100.10	12	109.72	12	120.69	7	129.44	5	140.08	5	156.74	5	171.26	5	190.90
CZ041 Karlovarský	7	74.89	7	77.43	7	81.30	7	85.43	7	90.10	7	95.19	7	101.39	6	118.63	4	106.48	4	115.95	4	128.10	4	141.35
CZ042 Ústecký	9	64.84	9	68.08	9	71.64	9	77.16	9	83.29	9	90.79	9	98.62	6	101.28	5	111.64	5	120.02	5	130.58	5	141.94
CZ051 Liberecký	5	67.26	5	69.60	5	76.05	5	81.06	5	89.57	5	99.27	5	107.01	3	115.87	2		2		2		2	
CZ052 Královéhradecký	3	55.03	4	63.17	4	70.49	4	78.14	4	85.46	4	93.36	4	102.71	2		1		1		1		1	
CZ053 Pardubický	4	79.13	4	81.73	4	85.23	4	89.35	4	95.83	4	101.90	4	109.35	3	117.17	3	122.87	2		1		1	
CZ061 Vysočina	6	61.63	6	64.27	6	70.62	6	76.42	6	83.43	6	91.02	6	98.78	3	117.33	2		2		2		2	
CZ062 Jihomoravský	10	67.62	10	73.79	10	79.32	10	86.31	10	93.99	10	102.65	10	113.31	6	122.38	3	145.80	3	160.27	3	175.80	3	194.43
CZ071 Olomoucký	7	79.07	7	84.85	7	91.46	8	99.88	9	106.68	9	115.63	9	128.30	5	130.22	3	139.43	2		2		2	
CZ072 Zlínský	4	64.75	5	68.66	5	73.02	5	78.98	5	86.74	5	94.60	5	102.76	2		2		2		2		2	
CZ080 Moravskoslezský	11	71.45	12	76.19	13	83.32	14	88.66	14	96.44	14	104.44	11	115.86	6	138.60	3	160.77	1		1		1	

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

**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	1,108	84.6	26.3	47.7	26.6	998	76.2	101.8	1,077	82.3	15.82	11.6	772	59.0	8.15	10.6	10.4	1,028	78.5	21.19	22.9
CZ010 Capital Prague	142	71.0	26.0	48.5	26.8	122	61.0	100.5	140	70.0	14.97	10.8	106	53.0	8.31	10.6	11.2	138	69.0	25.84	22.3
CZ020 Středočeský	63	79.7	26.5	47.9	26.5	53	67.1	102.6	61	77.2	14.45	12.1	43	54.4	7.98	10.0	10.0	59	74.7	15.75	19.7
CZ031 Jihočeský	85	89.5	26.9	52.0	25.6	75	78.9	102.9	84	88.4	14.95	12.4	60	63.2	7.73	11.7	10.0	80	84.2	18.36	25.4
CZ032 Plzeňský	65	86.7	26.2	46.0	25.2	66	88.0	102.8	60	80.0	18.02	12.3	47	62.7	8.50		10.0	64	85.3	16.75	23.6
CZ041 Karlovarský	36	85.7	27.0	45.0	27.0	28	66.7	100.0	32	76.2	13.14	11.7	22	52.4	7.90	10.0	10.0	32	76.2	28.17	19.9
CZ042 Ústecký	79	87.8	27.2	48.1	27.1	69	76.7	101.9	78	86.7	16.68	12.7	56	62.2	8.17	10.0	10.5	73	81.1	20.77	17.5
CZ051 Liberecký	49	96.1	26.9	50.3	28.4	42	82.4	103.0	45	88.2	17.25	11.2	32	62.7	9.01	10.0	11.4	43	84.3	12.50	25.2
CZ052 Královéhradecký	74	86.0	25.1	44.8	26.3	65	75.6	100.9	70	81.4	14.82	12.6	38	44.2	8.66	10.0	10.0	63	73.3	19.97	20.5
CZ053 Pardubický	51	82.3	26.5	43.2	26.6	46	74.2	102.8	52	83.9	17.37	11.0	34	54.8	7.64	10.0	10.0	51	82.3	18.63	16.8
CZ061 Vysočina	64	83.1	25.5	47.1	25.6	63	81.8	101.7	64	83.1	14.95	10.6	51	66.2	8.33	10.0	10.3	64	83.1	16.22	26.3
CZ062 Jihomoravský	100	84.7	25.7	47.1	28.0	89	75.4	100.9	102	86.4	13.04	12.1	70	59.3	7.70	10.0	10.5	92	78.0	16.28	22.5
CZ071 Olomoucký	93	90.3	25.4	48.0	26.1	86	83.5	102.0	91	88.3	16.49	10.5	61	59.2	8.90	13.3	10.6	81	78.6	18.13	24.1
CZ072 Zlínský	76	93.8	26.0	47.3	26.9	73	90.1	100.7	73	90.1	18.11	11.6	59	72.8	7.17	10.0	10.0	68	84.0	23.27	28.3
CZ080 Moravskoslezský	131	87.3	28.3	48.6	27.0	121	80.7	103.2	125	83.3	16.01	11.4	93	62.0	8.25	10.0	10.7	120	80.0	27.86	24.0

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 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	25	8.4	589	7.54	7	9	14.8	37	102.43	141	4	9.5	143	6.36	42	1		179	6.30	2
CZ010 Capital Prague	1		43	6.60		1		3	112.33	13			17	6.39	10			23	7.82	
CZ020 Středočeský	1		27	7.25	1	1		5	88.00	10			5	8.64	5			3	8.23	
CZ031 Jihočeský	4	10.0	60	7.41		2		13	106.71	14			11	6.16	1			14	7.24	
CZ032 Plzeňský	1		39	7.61	1	1		1		11			4	5.78	1			14	7.48	
CZ041 Karlovarský			20	5.43				2		5			5	3.70	1			4	5.00	
CZ042 Ústecký	3	8.0	29	7.11				1		12	1		5	9.60	1			11	5.92	
CZ051 Liberecký			38	8.37		1		1		3			6	5.12	3			2		
CZ052 Královéhradecký	4	10.3	44	7.86	1			1		8			8	14.43	2			4	6.28	1
CZ053 Pardubický			33	7.76				1		8	1		10	4.70	1			7	4.69	
CZ061 Vysočina	2		43	8.70				4	56.25	4			16	6.44	2			9	5.23	
CZ062 Jihomoravský	2		39	6.67	2					7	2		7	5.51	5			16	4.98	
CZ071 Olomoucký	2		68	9.42	1			1		23			27	5.80	3			27	4.60	
CZ072 Zlínský	4	6.9	44	7.65		1		3	34.00	12			5	4.50	1	1		4	4.50	
CZ080 Moravskoslezský	1		62	6.04	1	2		1		11			17	5.12	6			41	7.17	1

Explanatory notes: NCA

% AE

CZK/h

CZK/shift

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

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

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per shift

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

Region NUTS 3	Supplementary charge																					
	for working in hazardous conditions (where respirat. or other protective equip. is necessary)					for the knowledge of foreign languages					for substitution					for training other people					Other supplementary charge	
	% of aver. earnings		paid by the hour		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form	% of aver. earnings		paid by the month		other form		
	NCA	% AE	NCA	CZK/h	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	% AE	NCA	CZK/month	NCA	NCA	
Total	2		177	26.80	5	1		8	494	3	33	30.9	8	1,175	102	13	10.0	32	846	56	520	
CZ010 Capital Prague	1		22	42.78	2		1			1	10	29.5	2		8	3	9.7	6	1,060	2	75	
CZ020 Středočeský			3	23.00			1				1				8	1				3	18	
CZ031 Jihočeský			17	11.75			1								12					3	48	
CZ032 Plzeňský			9	12.22	1		1				2				2	1					19	
CZ041 Karlovarský			4	23.50						1					2					2	13	
CZ042 Ústecký			16	31.69	1		2				6	35.8			11	1		9	1,056	9	50	
CZ051 Liberecký			3	8.93		1					1				4	1				2	26	
CZ052 Královéhradecký	1		11	19.29									1		6	1		2		4	39	
CZ053 Pardubický			5	32.40											7			1		5	32	
CZ061 Vysočina			10	26.13			1			1	3	23.3			9			1			28	
CZ062 Jihomoravský			10	38.93							6	30.8			8	4	11.8	2			53	
CZ071 Olomoucký			15	7.20											6	1		2		8	33	
CZ072 Zlínský			13	28.19			1				1		2		6			4	350	4	39	
CZ080 Moravskoslezský			39	33.25	1						3	26.7	3	1,500	13			5	694	14	47	

Explanatory notes: NCA

% AE

CZK/h

CZK/month

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

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

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per month

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

Region NUTS 3	Provision of the 13th pay		Provision of the 14th pay		Conditions (criteria) describing the right to claim an additional pay						Conditions (criteria) describing the amount of additional pay						Rules governing the provision of incentives*	
					by the profit achieved		by the number of days at work		other conditions		% of the tariff wage		% of the average earnings		other conditions			
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	572	43.7	205	15.7	335	25.6	219	16.7	55	4.2	116	8.9	136	10.4	109	8.3	714	54.5
CZ010 Capital Prague	62	31.0	18	9.0	38	19.0	22	11.0	11	5.5	12	6.0	17	8.5	14	7.0	88	44.0
CZ020 Středočeský	26	32.9	12	15.2	17	21.5	10	12.7			5	6.3	6	7.6	10	12.7	34	43.0
CZ031 Jihočeský	63	66.3	26	27.4	35	36.8	32	33.7	10	10.5	23	24.2	17	17.9	16	16.8	75	78.9
CZ032 Plzeňský	38	50.7	9	12.0	26	34.7	19	25.3	5	6.7			21	28.0	7	9.3	51	68.0
CZ041 Karlovarský	11	26.2	2	4.8	6	14.3	3	7.1	2	4.8	5	11.9	1	2.4			23	54.8
CZ042 Ústecký	48	53.3	10	11.1	28	31.1	28	31.1	6	6.7	10	11.1	18	20.0	6	6.7	49	54.4
CZ051 Liberecký	24	47.1	9	17.6	11	21.6	5	9.8	5	9.8	7	13.7	3	5.9	6	11.8	27	52.9
CZ052 Královéhradecký	39	45.3	16	18.6	26	30.2	14	16.3	3	3.5	9	10.5	9	10.5	7	8.1	50	58.1
CZ053 Pardubický	29	46.8	5	8.1	17	27.4	10	16.1	3	4.8	5	8.1	7	11.3	6	9.7	25	40.3
CZ061 Vysočina	25	32.5	11	14.3	16	20.8	7	9.1	2	2.6	7	9.1	4	5.2	4	5.2	40	51.9
CZ062 Jihomoravský	46	39.0	14	11.9	26	22.0	22	18.6	2	1.7	7	5.9	11	9.3	9	7.6	61	51.7
CZ071 Olomoucký	24	23.3	8	7.8	8	7.8	11	10.7	1	1.0	7	6.8	2	1.9	5	4.9	56	54.4
CZ072 Zlínský	50	61.7	16	19.8	42	51.9	8	9.9	3	3.7	6	7.4	10	12.3	9	11.1	47	58.0
CZ080 Moravskoslezský	87	58.0	49	32.7	39	26.0	28	18.7	2	1.3	13	8.7	10	6.7	10	6.7	88	58.7

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:																		Remuneration for assistance in natural disasters		
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years		more than 30 years		more than 35 years		more than 40 years				
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	% CA	CZK
Total	716	54.7	68	3,181	265	3,088	513	4,777	576	6,188	677	7,664	712	8,794	715	10,212	715	11,368	716	12,779	14	1.1	10,214
CZ010 Capital Prague	106	53.0	8	7,100	28	4,625	77	5,976	83	7,738	100	9,553	105	10,763	105	12,897	105	14,466	106	15,796	2	1.0	
CZ020 Středočeský	43	54.4	9	2,133	19	3,232	34	4,974	37	6,457	41	8,232	43	9,352	43	10,933	43	11,757	43	13,186	2	2.5	
CZ031 Jihočeský	58	61.1	4	2,775	24	2,782	34	4,448	39	5,705	58	7,459	58	9,191	58	10,885	58	12,234	58	14,784	1	1.1	
CZ032 Plzeňský	33	44.0	4	2,500	13	3,231	29	5,245	32	6,653	33	8,485	33	9,761	33	10,918	33	11,755	33	12,970	2	2.7	
CZ041 Karlovarský	18	42.9	4	1,875	6	1,600	9	3,211	11	4,036	17	5,600	18	6,681	18	8,556	18	9,689	18	11,317	1	2.4	
CZ042 Ústecký	48	53.3	3	4,333	16	3,607	38	5,015	40	6,457	48	7,854	48	9,270	48	10,821	48	12,351	48	14,463			
CZ051 Liberecký	36	70.6	2		15	3,405	27	5,509	29	7,231	32	9,060	35	9,895	36	11,142	36	12,268	36	13,701			
CZ052 Královéhradecký	49	57.0	6	2,783	22	2,177	34	3,834	37	4,835	48	5,891	49	6,842	49	7,950	49	8,734	49	9,811			
CZ053 Pardubický	31	50.0	3	3,167	9	3,389	23	5,174	27	6,400	30	7,717	31	8,435	31	9,613	31	10,435	31	11,548			
CZ061 Vysočina	43	55.8	7	1,429	22	3,016	33	4,650	40	6,363	42	7,790	42	9,299	43	10,434	43	11,134	43	12,229			
CZ062 Jihomoravský	68	57.6	3	4,333	23	2,624	43	4,525	49	6,219	57	7,859	67	8,688	68	10,191	68	11,742	68	13,385	2	1.7	
CZ071 Olomoucký	71	68.9	4	2,950	24	2,177	45	4,063	55	5,743	66	7,321	71	8,682	71	10,006	71	11,337	71	12,597	1	1.0	
CZ072 Zlínský	28	34.6	3	5,167	7	4,171	21	4,552	23	5,348	24	6,188	28	6,946	28	7,964	28	9,161	28	10,714	2	2.5	
CZ080 Moravskoslezský	84	56.0	8	2,338	37	3,073	66	4,148	74	5,208	81	6,175	84	6,930	84	7,721	84	8,421	84	9,075	1	0.7	

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

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

Region NUTS 3	agreed in CA		length of employment in the organization:											
			less than 5 years		more than 5 years		more than 10 years		more than 15 years		more than 20 years		more than 25 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	722	55.2	306	3,475	653	4,143	700	5,159	707	6,015	721	6,924	722	7,446
CZ010 Capital Prague	95	47.5	48	4,594	90	5,943	94	7,337	95	8,277	95	9,193	95	9,467
CZ020 Středočeský	30	38.0	12	2,475	25	3,264	29	4,207	29	5,038	30	5,577	30	6,162
CZ031 Jihočeský	66	69.5	30	3,007	64	3,521	65	3,945	66	4,364	66	4,639	66	5,388
CZ032 Plzeňský	42	56.0	16	2,728	35	3,851	39	5,731	42	7,411	42	8,393	42	9,577
CZ041 Karlovarský	20	47.6	6	4,650	18	4,617	20	4,870	20	5,520	20	6,295	20	6,420
CZ042 Ústecký	48	53.3	13	4,000	45	5,039	48	6,432	48	7,920	48	9,425	48	9,780
CZ051 Liberecký	28	54.9	8	2,888	25	3,931	27	4,864	27	5,838	27	7,030	28	7,506
CZ052 Královéhradecký	51	59.3	23	2,652	49	3,672	51	4,834	51	5,470	51	6,202	51	6,365
CZ053 Pardubický	36	58.1	14	2,750	34	3,512	36	4,514	36	5,042	36	5,539	36	5,800
CZ061 Vysočina	50	64.9	27	2,348	45	3,282	50	4,246	50	5,119	50	6,148	50	6,905
CZ062 Jihomoravský	68	57.6	34	3,670	62	3,710	67	4,383	67	5,034	68	5,790	68	6,532
CZ071 Olomoucký	51	49.5	19	2,497	45	3,253	51	4,227	51	5,143	51	6,945	51	7,801
CZ072 Zlínský	46	56.8	29	3,734	45	4,054	46	5,136	46	5,630	46	6,690	46	7,315
CZ080 Moravskoslezský	91	60.7	27	4,926	71	4,432	77	5,397	79	6,300	91	7,097	91	7,352

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	853	65.2	339	4,823	747	6,216	825	8,188	844	9,907	851	11,707	851	12,910	852	14,067	852	14,941	853	15,612
CZ010 Capital Prague	125	62.5	52	5,577	110	8,797	122	11,825	123	12,905	124	15,860	124	16,900	124	17,848	124	18,699	125	19,353
CZ020 Středočeský	41	51.9	14	3,000	34	5,956	37	9,000	39	11,997	41	14,576	41	16,355	41	19,110	41	19,884	41	20,963
CZ031 Jihočeský	71	74.7	29	5,190	66	7,213	69	8,779	70	10,245	71	11,968	71	13,931	71	15,159	71	16,134	71	16,750
CZ032 Plzeňský	48	64.0	15	3,827	39	5,365	41	7,632	47	13,110	48	14,517	48	15,325	48	16,113	48	16,600	48	16,788
CZ041 Karlovarský	20	47.6	5	13,800	18	7,111	20	8,725	20	9,800	20	11,350	20	11,838	20	12,250	20	12,413	20	12,475
CZ042 Ústecký	60	66.7	17	6,235	54	8,106	59	11,606	60	14,180	60	16,493	60	18,748	60	20,815	60	22,748	60	24,402
CZ051 Liberecký	30	58.8	8	4,313	25	4,836	29	6,730	29	8,529	30	11,139	30	12,806	30	14,008	30	14,954	30	16,021
CZ052 Královéhradecký	68	79.1	29	3,872	60	4,558	65	6,033	67	7,275	67	8,415	67	9,052	68	10,228	68	10,766	68	11,259
CZ053 Pardubický	43	69.4	17	4,294	39	4,612	43	5,902	43	6,847	43	7,767	43	8,484	43	9,553	43	10,166	43	10,719
CZ061 Vysočina	58	75.3	27	2,878	52	4,241	58	5,590	58	6,626	58	7,934	58	9,157	58	10,021	58	10,700	58	11,083
CZ062 Jihomoravský	77	65.3	36	5,486	73	7,502	76	9,411	76	11,386	77	13,349	77	15,091	77	16,546	77	17,844	77	18,448
CZ071 Olomoucký	73	70.9	31	3,132	62	3,960	70	5,709	73	8,086	73	10,032	73	11,497	73	12,869	73	14,375	73	15,634
CZ072 Zlínský	47	58.0	28	5,386	46	5,257	47	6,449	47	7,357	47	8,460	47	9,236	47	10,066	47	10,566	47	10,853
CZ080 Moravskoslezský	92	61.3	31	5,719	69	5,683	89	6,943	92	7,734	92	8,535	92	8,828	92	9,248	92	9,584	92	9,867

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	without manag.	NCA	% CA	without manag.	NCA	% CA	NCA	% CA						
Total	940	71.8	7	0.5	505	38.6	58	982	447	5.7	121	9.2	19	1.5	353	27.0	329	5.1	24	1,011	12	5.4	25	1.9	25	2.3	3	2.0	169	12.9	9	0.7	220	16.8	168	12.8
CZ010 Capital Prague	131	65.5	1	0.5	72	36.0	5	1,000	67	5.3	22	11.0	4	2.0	38	19.0	35	3.9	3	543	2		4	2.0	4	1.7			23	11.5			29	14.5	21	10.5
CZ020 Středočeský	57	72.2			32	40.5	5	1,520	27	5.3	8	10.1	2	2.5	19	24.1	18	4.9	1		1		2	2.5	2			9	11.4			12	15.2	2	2.5	
CZ031 Jihočeský	68	71.6			51	53.7	2		49	4.9	18	18.9	1	1.1	10	10.5	10	2.7			1		4	4.2	4	2.9			9	9.5			23	24.2	23	24.2
CZ032 Plzeňský	65	86.7			39	52.0	2		37	5.3	6	8.0	1	1.3	22	29.3	20	5.1	2				1	1.3	1			21	28.0	4	5.3	23	30.7	22	29.3	
CZ041 Karlovarský	31	73.8	1	2.4	10	23.8	1		9	5.4	4	9.5	2	4.8	15	35.7	14	5.6	1				3	7.1	3	2.3	1	8	19.0			10	23.8	11	26.2	
CZ042 Ústecký	66	73.3			37	41.1	4	975	33	6.1	7	7.8	3	3.3	20	22.2	20	5.6			3	7.7		3	3.3	3	4.0	14	15.6	4	4.4	13	14.4	8	8.9	
CZ051 Liberecký	36	70.6			23	45.1	4	925	19	6.4	2	3.9			15	29.4	14	5.3	1		1						2	3.9			6	11.8	3	5.9		
CZ052 Královéhradecký	64	74.4			32	37.2	2		30	6.3	5	5.8			28	32.6	26	5.1	2		2		1	1.2	1		1	8	9.3			9	10.5	10	11.6	
CZ053 Pardubický	46	74.2			19	30.6	4	813	15	6.2	9	14.5	1	1.6	23	37.1	21	5.2	2				1	1.6	1			5	8.1			11	17.7	5	8.1	
CZ061 Vysočina	45	58.4	2	2.6	20	26.0	4	775	16	5.9	3	3.9			19	24.7	15	5.9	4	1,305			1	1.3	1			8	10.4			8	10.4	6	7.8	
CZ062 Jihomoravský	83	70.3	1	0.8	40	33.9	7	993	33	5.4	8	6.8	2	1.7	30	25.4	30	4.9					3	2.5	3	2.6		15	12.7			13	11.0	15	12.7	
CZ071 Olomoucký	83	80.6	2	1.9	31	30.1	3	993	28	5.7	6	5.8			37	35.9	35	4.6	2								20	19.4			13	12.6	4	3.9		
CZ072 Zlínský	64	79.0			44	54.3	9	978	35	7.5	11	13.6	1	1.2	37	45.7	37	6.2					2	2.5	2		1	19	23.5	1	1.2	39	48.1	22	27.2	
CZ080 Moravskoslezský	101	67.3			55	36.7	6	997	49	5.1	12	8.0	2	1.3	40	26.7	34	5.5	6	967	2							8	5.3			11	7.3	16	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
 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	765	58.4	123	9.4	36	2.8	653	49.9	266	20.3	96.6	232	17.7	85.9	356	27.2	16.9	16.44
CZ010 Capital Prague	101	50.5	12	6.0	2	1.0	91	45.5	46	23.0	96.5	45	22.5	86.7	55	27.5	16.2	16.91
CZ020 Středočeský	37	46.8	5	6.3	2	2.5	33	41.8	9	11.4	98.9	4	5.1	95.0	17	21.5	16.3	18.00
CZ031 Jihočeský	64	67.4	7	7.4			60	63.2	26	27.4	96.7	26	27.4	89.2	34	35.8	18.0	16.93
CZ032 Plzeňský	48	64.0	6	8.0	10	13.3	34	45.3	13	17.3	94.6	15	20.0	86.0	22	29.3	17.5	16.48
CZ041 Karlovarský	22	52.4	3	7.1	2	4.8	17	40.5	11	26.2	97.3	9	21.4	92.2	14	33.3	20.2	20.83
CZ042 Ústecký	51	56.7	17	18.9			35	38.9	27	30.0	94.4	29	32.2	78.4	30	33.3	20.1	13.01
CZ051 Liberecký	27	52.9	4	7.8	1	2.0	24	47.1	9	17.6	97.2	9	17.6	86.7	12	23.5	15.3	25.75
CZ052 Královéhradecký	50	58.1	8	9.3	2	2.3	41	47.7	20	23.3	98.5	10	11.6	82.5	23	26.7	17.2	16.00
CZ053 Pardubický	35	56.5	9	14.5	2	3.2	28	45.2	12	19.4	96.3	6	9.7	80.8	15	24.2	15.8	17.08
CZ061 Vysočina	49	63.6	7	9.1	5	6.5	45	58.4	18	23.4	96.1	17	22.1	87.1	20	26.0	17.0	19.75
CZ062 Jihomoravský	70	59.3	11	9.3	2	1.7	62	52.5	18	15.3	98.6	15	12.7	88.0	31	26.3	16.3	17.15
CZ071 Olomoucký	61	59.2	14	13.6	2	1.9	47	45.6	15	14.6	96.0	14	13.6	85.4	30	29.1	15.5	16.50
CZ072 Zlínský	50	61.7	8	9.9	2	2.5	44	54.3	15	18.5	98.0	11	13.6	84.5	23	28.4	16.9	14.00
CZ080 Moravskoslezský	100	66.7	12	8.0	4	2.7	92	61.3	27	18.0	95.6	22	14.7	87.7	30	20.0	15.8	12.36

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	agreed in CA		% of average earnings	other form		NCA		% CA	NCA	% CA	hours	NCA	% CA
			NCA		% CA	NCA		% CA	NCA		% CA						
Total	95	7.3	47.7	22	1.7	96.9	4	0.3	9	0.7	79.3	187	14.3	92	7.0		
CZ010 Capital Prague	11	5.5	49.6	2	1.0				1	0.5		21	10.5	15	7.5		
CZ020 Středočeský	4	5.1	52.0	1	1.3							4	5.1	1	1.3		
CZ031 Jihočeský	16	16.8	50.4	1	1.1		1	1.1	2	2.1		16	16.8	3	3.2		
CZ032 Plzeňský	8	10.7	42.0	4	5.3	100.0	2	2.7				26	34.7	21	28.0		
CZ041 Karlovarský	4	9.5	52.0									12	28.6	10	23.8		
CZ042 Ústecký	7	7.8	52.0						1	1.1		12	13.3	4	4.4		
CZ051 Liberecký	5	9.8	44.2	2	3.9				1	2.0		6	11.8	2	3.9		
CZ052 Královéhradecký	4	4.7	45.5	1	1.2				1	1.2		16	18.6	2	2.3		
CZ053 Pardubický	6	9.7	39.0	4	6.5	96.7	1	1.6				4	6.5	3	4.8		
CZ061 Vysočina	3	3.9	52.0	1	1.3							9	11.7	3	3.9		
CZ062 Jihomoravský	1	0.8		1	0.8							10	8.5	3	2.5		
CZ071 Olomoucký	15	14.6	45.1	4	3.9	97.5			1	1.0		9	8.7	3	2.9		
CZ072 Zlínský	3	3.7	52.0						1	1.2		27	33.3	14	17.3		
CZ080 Moravskoslezský	8	5.3	48.8	1	0.7				1	0.7		15	10.0	8	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
 % 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	1,257	96.0	1,107	84.6	715	54.6	681	52.0	907	69.3
CZ010 Capital Prague	185	92.5	143	71.5	116	58.0	85	42.5	116	58.0
CZ020 Středočeský	69	87.3	62	78.5	36	45.6	26	32.9	47	59.5
CZ031 Jihočeský	92	96.8	86	90.5	37	38.9	60	63.2	70	73.7
CZ032 Plzeňský	74	98.7	68	90.7	60	80.0	19	25.3	66	88.0
CZ041 Karlovarský	40	95.2	37	88.1	24	57.1	15	35.7	29	69.0
CZ042 Ústecký	89	98.9	83	92.2	46	51.1	58	64.4	68	75.6
CZ051 Liberecký	47	92.2	46	90.2	20	39.2	22	43.1	29	56.9
CZ052 Královéhradecký	86	100.0	70	81.4	48	55.8	45	52.3	59	68.6
CZ053 Pardubický	57	91.9	52	83.9	32	51.6	30	48.4	43	69.4
CZ061 Vysočina	73	94.8	67	87.0	31	40.3	18	23.4	41	53.2
CZ062 Jihomoravský	114	96.6	104	88.1	75	63.6	80	67.8	90	76.3
CZ071 Olomoucký	100	97.1	75	72.8	46	44.7	59	57.3	60	58.3
CZ072 Zlínský	81	100.0	73	90.1	35	43.2	47	58.0	58	71.6
CZ080 Moravskoslezský	150	100.0	141	94.0	109	72.7	117	78.0	131	87.3

Explanatory notes: NCA
% CA
*

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

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

Region NUTS 3	Collection of membership fees via wage deductions		Coverage of insurance by the employer for released officials		Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC)		Detailed conditions enabling trade unions to function properly							Establishment of commission for the interpretation and fulfilment of obligations entailed in CA	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	A	B	C	D	E	NCA	% CA
									NCA	NCA	NCA	NCA	NCA		
Total	1,149	87.8	262	20.0	715	54.6	1,153	88.1	1,042	444	781	509	238	429	32.8
CZ010 Capital Prague	175	87.5	33	16.5	95	47.5	181	90.5	162	82	134	70	51	53	26.5
CZ020 Středočeský	68	86.1	11	13.9	34	43.0	65	82.3	60	20	53	23	15	13	16.5
CZ031 Jihočeský	84	88.4	24	25.3	65	68.4	86	90.5	74	31	53	50	18	35	36.8
CZ032 Plzeňský	65	86.7	15	20.0	46	61.3	64	85.3	57	21	44	37	14	33	44.0
CZ041 Karlovarský	38	90.5	7	16.7	23	54.8	35	83.3	32	9	20	19	3	14	33.3
CZ042 Ústecký	79	87.8	18	20.0	51	56.7	76	84.4	76	33	52	37	18	27	30.0
CZ051 Liberecký	45	88.2	10	19.6	19	37.3	44	86.3	39	11	35	16	4	22	43.1
CZ052 Královéhradecký	72	83.7	12	14.0	36	41.9	82	95.3	80	30	58	23	25	29	33.7
CZ053 Pardubický	55	88.7	15	24.2	29	46.8	57	91.9	53	16	36	24	14	25	40.3
CZ061 Vysočina	70	90.9	12	15.6	45	58.4	68	88.3	67	20	46	40	4	7	9.1
CZ062 Jihomoravský	89	75.4	17	14.4	51	43.2	103	87.3	92	35	68	56	21	15	12.7
CZ071 Olomoucký	94	91.3	30	29.1	44	42.7	87	84.5	70	35	35	14	8	38	36.9
CZ072 Zlínský	71	87.7	19	23.5	57	70.4	68	84.0	49	32	34	22	22	35	43.2
CZ080 Moravskoslezský	144	96.0	39	26.0	120	80.0	137	91.3	131	69	113	78	21	83	55.3

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 regions**

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC		governing the provision of information to TU		provided to TU beyond the scope of LC stipulated		the procedures for discussing materials with TU		beyond the scope of LC stipulated	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1,016	77.6	142	10.8	57	4.4	28	2.1	66	5.0	279	95.2	14	4.8	1,039	79.4	371	28.3	909	69.4	305	23.3
CZ010 Capital Prague	132	66.0	29	14.5	12	6.0	3	1.5	24	12.0	61	89.7	7	10.3	161	80.5	50	25.0	130	65.0	51	25.5
CZ020 Středočeský	63	79.7	8	10.1	4	5.1	2	2.5	2	2.5	16	100.0			55	69.6	15	19.0	44	55.7	16	20.3
CZ031 Jihočeský	72	75.8	10	10.5	8	8.4	1	1.1	4	4.2	19	82.6	4	17.4	76	80.0	26	27.4	61	64.2	25	26.3
CZ032 Plzeňský	57	76.0	8	10.7	3	4.0	2	2.7	5	6.7	18	100.0			63	84.0	38	50.7	57	76.0	34	45.3
CZ041 Karlovarský	38	90.5	2	4.8	1	2.4	1	2.4			4	100.0			35	83.3	16	38.1	27	64.3	14	33.3
CZ042 Ústecký	65	72.2	13	14.4	3	3.3	5	5.6	4	4.4	25	100.0			65	72.2	24	26.7	55	61.1	33	36.7
CZ051 Liberecký	45	88.2	3	5.9	1	2.0			2	3.9	6	100.0			35	68.6	12	23.5	30	58.8	9	17.6
CZ052 Královéhradecký	66	76.7	11	12.8	3	3.5	1	1.2	5	5.8	20	100.0			72	83.7	14	16.3	59	68.6	12	14.0
CZ053 Pardubický	49	79.0	10	16.1			1	1.6	2	3.2	13	100.0			47	75.8	11	17.7	43	69.4	8	12.9
CZ061 Vysočina	70	90.9	3	3.9	2	2.6	1	1.3	1	1.3	7	100.0			29	37.7	13	16.9	22	28.6	5	6.5
CZ062 Jihomoravský	88	74.6	12	10.2	7	5.9	3	2.5	8	6.8	29	96.7	1	3.3	97	82.2	45	38.1	94	79.7	22	18.6
CZ071 Olomoucký	90	87.4	7	6.8	2	1.9	1	1.0	3	2.9	12	92.3	1	7.7	88	85.4	44	42.7	83	80.6	21	20.4
CZ072 Zlínský	70	86.4	8	9.9	1	1.2	2	2.5			11	100.0			73	90.1	24	29.6	68	84.0	15	18.5
CZ080 Moravskoslezský	111	74.0	18	12.0	10	6.7	5	3.3	6	4.0	38	97.4	1	2.6	143	95.3	39	26.0	136	90.7	40	26.7

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 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	429	32.8	1.4	2.3	440	33.6	1.2	2.1	679	51.9	1.3	4.3	94	7.2	1.3	2.4	658	50.3	479	36.6	428	32.7	89	6.8	93	7.1
CZ010 Capital Prague	77	38.5	1.4	2.4	78	39.0	1.2	2.3	125	62.5	1.4	4.5	14	7.0	1.1	2.5	118	59.0	95	47.5	76	38.0	18	9.0	18	9.0
CZ020 Středočeský	18	22.8	1.5	2.2	19	24.1	1.4	2.2	32	40.5	1.5	4.3	8	10.1	1.1	2.3	31	39.2	28	35.4	13	16.5	4	5.1	6	7.6
CZ031 Jihočeský	28	29.5	1.4	2.1	31	32.6	1.1	1.8	41	43.2	1.7	8.0	6	6.3	1.7	3.7	44	46.3	30	31.6	25	26.3	6	6.3	10	10.5
CZ032 Plzeňský	25	33.3	1.2	2.1	26	34.7	1.0	2.0	43	57.3	1.2	3.5	7	9.3	1.1	3.0	39	52.0	28	37.3	31	41.3	8	10.7	1	1.3
CZ041 Karlovarský	10	23.8	2.3	3.0	10	23.8	2.2	2.8	22	52.4	1.8	4.5	2	4.8			19	45.2	16	38.1	10	23.8	4	9.5	4	9.5
CZ042 Ústecký	45	50.0	1.3	2.4	47	52.2	1.2	2.2	66	73.3	1.3	4.8	5	5.6	1.0	1.8	63	70.0	48	53.3	42	46.7	7	7.8	2	2.2
CZ051 Liberecký	6	11.8	1.3	1.7	5	9.8	1.3	1.8	22	43.1	1.4	3.9	4	7.8	1.8	2.5	24	47.1	22	43.1	11	21.6	2	3.9	2	3.9
CZ052 Královéhradecký	20	23.3	1.5	2.6	19	22.1	1.4	2.6	45	52.3	1.3	3.8	4	4.7	1.0	1.8	46	53.5	33	38.4	23	26.7	11	12.8	12	14.0
CZ053 Pardubický	15	24.2	1.1	2.1	16	25.8	1.1	1.9	22	35.5	1.3	4.2	4	6.5	1.0	2.0	22	35.5	13	21.0	18	29.0	4	6.5	3	4.8
CZ061 Vysočina	20	26.0	1.4	2.1	21	27.3	1.1	1.7	30	39.0	1.2	2.3	3	3.9	1.0	2.0	28	36.4	16	20.8	20	26.0	2	2.6	7	9.1
CZ062 Jihomoravský	41	34.7	1.5	2.1	42	35.6	1.0	1.7	48	40.7	1.2	3.9	11	9.3	1.5	2.6	46	39.0	36	30.5	25	21.2	3	2.5	3	2.5
CZ071 Olomoucký	47	45.6	1.5	2.1	46	44.7	1.1	1.8	60	58.3	1.1	2.6	9	8.7	1.3	2.0	60	58.3	32	31.1	45	43.7	5	4.9	5	4.9
CZ072 Zlínský	31	38.3	1.4	2.3	32	39.5	1.0	2.0	33	40.7	1.2	3.4	5	6.2	1.0	2.0	34	42.0	16	19.8	28	34.6	4	4.9	4	4.9
CZ080 Moravskoslezský	46	30.7	1.5	2.3	48	32.0	1.3	2.1	90	60.0	1.5	5.0	12	8.0	1.3	2.3	84	56.0	66	44.0	61	40.7	11	7.3	16	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
 min. average minimum multiple of the increased compensation money
 max. average maximum multiple of the increased compensation money
 AE average earning

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

Region NUTS 3	Length of working hours												Flexible organization of working hours		Increase of holiday entitlement						
	agreed in CA		generally undistinguished			in working modes									agreed in CA		by days		by 1 week	by 2 weeks	by 3 and more weeks
	NCA	% CA	NCA	% CA	hours/week	NCA	% CA	1 shift	2 shift	3 shift	uninterrupted	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA	
								hours/week	hours/week	hours/week	hours/week										
Total	1,210	92.4	828	63.3	38.0	382	29.2	39.7	38.35	37.4	37.3	361	27.6	1,144	87.4	8.3	4.1	76.7	2.4		
CZ010 Capital Prague	173	86.5	93	46.5	38.5	80	40.0	39.6	38.28	37.3	37.3	76	38.0	179	89.5	7.0	5.0	78.5	4.0		
CZ020 Středočeský	68	86.1	50	63.3	38.2	18	22.8	39.8	38.46	37.5	37.4	13	16.5	65	82.3	2.5	5.0	79.7			
CZ031 Jihočeský	90	94.7	55	57.9	38.3	35	36.8	39.3	38.20	37.2	37.0	21	22.1	83	87.4	6.3	4.0	80.0	1.1		
CZ032 Plzeňský	70	93.3	50	66.7	37.8	20	26.7	39.8	38.09	37.4	37.4	24	32.0	69	92.0	12.0	4.6	78.7	1.3		
CZ041 Karlovarský	37	88.1	25	59.5	38.3	12	28.6	39.6	38.61	37.5	37.3	7	16.7	34	81.0	7.1	2.3	73.8			
CZ042 Ústecký	87	96.7	72	80.0	37.6	15	16.7	39.8	38.65	37.5	37.5	27	30.0	80	88.9	7.8	3.7	74.4	6.7		
CZ051 Liberecký	47	92.2	38	74.5	38.0	9	17.6	38.9	37.50	37.5	37.4	9	17.6	44	86.3	3.9	3.5	78.4	3.9		
CZ052 Královéhradecký	82	95.3	57	66.3	38.0	25	29.1	40.0	38.52	37.5	37.5	22	25.6	74	86.0	3.5	3.0	81.4	1.2		
CZ053 Pardubický	58	93.5	30	48.4	38.0	28	45.2	40.0	38.51	37.5	37.5	11	17.7	52	83.9	9.7	4.5	72.6	1.6		
CZ061 Vysočina	72	93.5	44	57.1	38.4	28	36.4	39.7	38.44	37.5	37.5	15	19.5	62	80.5	15.6	4.0	61.0	3.9		
CZ062 Jihomoravský	108	91.5	75	63.6	38.1	33	28.0	39.9	38.32	37.5	37.5	23	19.5	102	86.4	11.9	3.0	70.3	4.2		
CZ071 Olomoucký	101	98.1	84	81.6	37.8	17	16.5	39.7	38.33	37.5	37.4	24	23.3	88	85.4	6.8	3.9	78.6			
CZ072 Zlínský	80	98.8	45	55.6	38.1	35	43.2	39.8	38.54	37.5	37.3	18	22.2	75	92.6	7.4	5.0	84.0	1.2		
CZ080 Moravskoslezský	137	91.3	110	73.3	37.8	27	18.0	39.6	38.39	37.5	37.0	71	47.3	137	91.3	12.0	4.4	78.0	1.3		

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

**Overtime, organization of working hours
classification based on 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	81	905	69.1	49.9	570	43.5	48.1
CZ010 Capital Prague				127	63.5	47.1	91	45.5	46.3
CZ020 Středočeský				45	57.0	50.3	29	36.7	50.2
CZ031 Jihočeský				68	71.6	50.0	50	52.6	43.6
CZ032 Plzeňský	1	1.3		64	85.3	51.6	27	36.0	48.5
CZ041 Karlovarský				31	73.8	49.5	17	40.5	48.4
CZ042 Ústecký				63	70.0	51.0	59	65.6	50.9
CZ051 Liberecký				29	56.9	47.9	16	31.4	52.0
CZ052 Královéhradecký				62	72.1	51.6	27	31.4	48.6
CZ053 Pardubický	1	1.6		41	66.1	48.2	23	37.1	45.2
CZ061 Vysočina	1	1.3		57	74.0	48.6	24	31.2	44.4
CZ062 Jihomoravský				62	52.5	50.3	31	26.3	52.0
CZ071 Olomoucký	1	1.0		83	80.6	50.7	49	47.6	49.2
CZ072 Zlínský				60	74.1	51.6	26	32.1	50.0
CZ080 Moravskoslezský				113	75.3	50.5	101	67.3	48.2

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 hours/year average value of the stipulated decrease of overtime limit
 weeks 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	34	2.6	41	3.1	36	2.8	77	5.9
CZ010 Capital Prague	1	0.5	9	4.5	12	6.0	22	11.0
CZ020 Středočeský	2	2.5	2	2.5	1	1.3	3	3.8
CZ031 Jihočeský	2	2.1	5	5.3	1	1.1	12	12.6
CZ032 Plzeňský	5	6.7	7	9.3	2	2.7	2	2.7
CZ041 Karlovarský	1	2.4	1	2.4			1	2.4
CZ042 Ústecký	1	1.1	1	1.1	7	7.8	9	10.0
CZ051 Liberecký	4	7.8	2	3.9	1	2.0	3	5.9
CZ052 Královéhradecký	1	1.2	2	2.3	2	2.3	5	5.8
CZ053 Pardubický			2	3.2	2	3.2	3	4.8
CZ061 Vysočina	5	6.5	1	1.3			1	1.3
CZ062 Jihomoravský			1	0.8	2	1.7	3	2.5
CZ071 Olomoucký	5	4.9	2	1.9	2	1.9	5	4.9
CZ072 Zlínský	2	2.5	2	2.5	1	1.2	3	3.7
CZ080 Moravskoslezský	5	3.3	4	2.7	3	2.0	5	3.3

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

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	445	34.0	16	1.2	437	33.4	7	0.5	15	1.1	14	1.1					1	0.1		
CZ010 Capital Prague	76	38.0	3	1.5	75	37.5	3	1.5	4	2.0	3	1.5					1	0.5		
CZ020 Středočeský	21	26.6	3	3.8	20	25.3			1	1.3	1	1.3								
CZ031 Jihočeský	40	42.1	2	2.1	40	42.1														
CZ032 Plzeňský	28	37.3			28	37.3			1	1.3	1	1.3								
CZ041 Karlovarský	10	23.8			10	23.8														
CZ042 Ústecký	33	36.7	3	3.3	31	34.4	1	1.1	3	3.3	3	3.3								
CZ051 Liberecký	2	3.9			2	3.9			1	2.0	1	2.0								
CZ052 Královéhradecký	26	30.2	1	1.2	25	29.1			1	1.2	1	1.2								
CZ053 Pardubický	18	29.0	1	1.6	18	29.0			1	1.6	1	1.6								
CZ061 Vysočina	27	35.1			27	35.1														
CZ062 Jihomoravský	25	21.2			25	21.2	1	0.8	1	0.8	1	0.8								
CZ071 Olomoucký	43	41.7			43	41.7														
CZ072 Zlínský	28	34.6			28	34.6														
CZ080 Moravskoslezský	68	45.3	3	2.0	65	43.3	2	1.3	2	1.3	2	1.3								

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

Working conditions and benefits I classification based on 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	1,257	96.0	40.47	54.5	13.98	20.8	45.02	56.1	333	196	15.0	33	2.5	30	2.3
CZ010 Capital Prague	192	96.0	42.54	54.0	19.38	22.2	54.72	58.4	32	23	11.5	2	1.0	3	1.5
CZ020 Středočeský	74	93.7	33.93	54.5	13.33	38.3	47.50	55.0	21	12	15.2	1	1.3	2	2.5
CZ031 Jihočeský	94	98.9	38.30	54.7	11.49	22.5	37.20	54.8	23	23	24.2	5	5.3	8	8.4
CZ032 Plzeňský	72	96.0	33.40	55.0	18.67	15.2	41.75	55.0	38	7	9.3				
CZ041 Karlovarský	35	83.3	44.84	54.6	8.75		34.48	55.5	11	9	21.4	3	7.1	4	9.5
CZ042 Ústecký	87	96.7	44.76	54.7	13.35	18.5	56.30	55.0	22	23	25.6	3	3.3	2	2.2
CZ051 Liberecký	50	98.0	44.33	54.6	17.00	14.5	45.68	62.8	13	11	21.6	3	5.9	2	3.9
CZ052 Královéhradecký	84	97.7	42.34	54.9	13.36	20.0	45.86	56.0	20	15	17.4	1	1.2	1	1.2
CZ053 Pardubický	57	91.9	42.50	54.3	7.28		31.85	55.0	17	16	25.8				
CZ061 Vysočina	72	93.5	30.88	54.5	13.05		42.36	54.6	15	9	11.7	1	1.3	1	1.3
CZ062 Jihomoravský	115	97.5	33.54	54.6	10.65		41.73	58.1	16	15	12.7	2	1.7	2	1.7
CZ071 Olomoucký	101	98.1	35.00	53.9	8.00		44.78	55.1	53	7	6.8	1	1.0	1	1.0
CZ072 Zlínský	80	98.8	45.81	54.6	12.90		40.78	54.8	9	12	14.8	10	12.3	2	2.5
CZ080 Moravskoslezský	144	96.0	43.21	54.9	11.55		37.17	55.0	43	14	9.3	1	0.7	2	1.3

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 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	22	1.7	83	6.3	667	63.2	305	23.3	816	62.3	500	806	3.0	622	47.5	328	25.1	504	753	268	20.5
CZ010 Capital Prague	14	7.0	6	3.0	1,250	63.3	59	29.5	135	67.5	475	904	3.2	105	52.5	53	26.5	512	736	44	22.0
CZ020 Středočeský			2	2.5			21	26.6	48	60.8	569	862	3.2	37	46.8	21	26.6	617	985	19	24.1
CZ031 Jihočeský			18	18.9	619	50.0	25	26.3	68	71.6	464	707	3.0	56	58.9	27	28.4	508	639	25	26.3
CZ032 Plzeňský			7	9.3	1,357	50.0	23	30.7	46	61.3	472	714	3.3	39	52.0	23	30.7	408	718	20	26.7
CZ041 Karlovarský			3	7.1	700	100.0	6	14.3	25	59.5	460	669	2.6	20	47.6	8	19.0	443	788	6	14.3
CZ042 Ústecký	1	1.1	4	4.4	553		20	22.2	70	77.8	552	898	2.8	58	64.4	25	27.8	422	816	20	22.2
CZ051 Liberecký	1	2.0	2	3.9			8	15.7	32	62.7	478	800	2.9	24	47.1	11	21.6	450	632	7	13.7
CZ052 Královéhradecký	1	1.2	6	7.0	243	65.0	19	22.1	53	61.6	529	739	3.2	39	45.3	20	23.3	452	493	17	19.8
CZ053 Pardubický	1	1.6	4	6.5	475	50.0	13	21.0	36	58.1	505	825	3.0	27	43.5	11	17.7	435	949	9	14.5
CZ061 Vysočina	1	1.3	6	7.8	1,336	50.0	14	18.2	41	53.2	540	741	3.1	32	41.6	18	23.4	516	693	12	15.6
CZ062 Jihomoravský	1	0.8	6	5.1	496	50.0	23	19.5	61	51.7	472	636	2.7	37	31.4	23	19.5	451	583	16	13.6
CZ071 Olomoucký			5	4.9	180		17	16.5	53	51.5	472	752	2.8	43	41.7	27	26.2	808	947	25	24.3
CZ072 Zlínský	2	2.5	7	8.6	492	50.0	13	16.0	50	61.7	662	1,093	3.1	31	38.3	15	18.5	380	786	11	13.6
CZ080 Moravskoslezský			7	4.7	117	62.5	44	29.3	98	65.3	460	789	2.9	74	49.3	46	30.7	471	766	37	24.7

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 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	446	34.1	51	2.3	32	2,185	82	1.9	262	135	2,354	212	16.2	41	6,709	14	2.0	109	99	2,543	
CZ010 Capital Prague	94	47.0	19	2.3	4	1,675	36	1.9	34	32	3,019	32	16.0	12	6,267	3	1.7	10	15	2,845	
CZ020 Středočeský	22	27.8	2		3	2,167	4	2.6	12	9	1,410	10	12.7	3	6,167	1		4	3	1,160	
CZ031 Jihočeský	41	43.2	2		4	2,250	11	1.7	23	15	1,533	20	21.1	4	3,500			16	2		
CZ032 Plzeňský	26	34.7	1		3	2,167	2		19	2		6	8.0	1		1			5	3,385	
CZ041 Karlovarský	12	28.6	5	3.7					7	6	4,766	8	19.0			1		6	3	3,540	
CZ042 Ústecký	45	50.0	6	2.5	4	2,240			31	13	2,922	19	21.1	6	6,164	2		6	10	2,457	
CZ051 Liberecký	14	27.5			2		1		10	5	884	12	23.5	1		1		9	5	5,774	
CZ052 Královéhradecký	35	40.7	1		2		6	1.8	24	7	451	13	15.1	2		2		3	8	2,334	
CZ053 Pardubický	23	37.1	4	2.1	3	3,200	1		13	6	4,582	6	9.7					2	4	5,456	
CZ061 Vysočina	20	26.0	1		2		1		14	3	4,183	8	10.4					5	3	1,710	
CZ062 Jihomoravský	32	27.1	5	2.0	1		7	1.5	19	11	1,165	20	16.9			3	2.4	12	16	1,587	
CZ071 Olomoucký	17	16.5	2				4	1.5	11	7	1,829	12	11.7					7	8	1,639	
CZ072 Zlínský	21	25.9	2		4	3,600	4	1.8	9	9	2,829	28	34.6	7	871			19	9	1,444	
CZ080 Moravskoslezský	44	29.3	1				5	2.3	36	10	1,869	18	12.0	5	16,980			10	8	3,256	

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	10.18	6.60	2.08	22.25	2.18	4.51	0.29	10.61	3.34	31.02	6.94	395	30.2	129	9.9
CZ010 Capital Prague	10.74	0.26	2.22	21.57	2.97	3.37	0.07	14.39	5.99	28.11	10.31	97	48.5	38	19.0
CZ020 Středočeský	13.19	0.93	6.93	19.32	16.67	7.91		4.65	5.41	20.34	4.66	16	20.3	8	10.1
CZ031 Jihočeský	10.96	1.26	1.88	20.55	2.25	5.75		14.83	6.42	21.92	14.17	47	49.5	10	10.5
CZ032 Plzeňský	77.44	2.20		9.02	0.27	0.38	2.17	7.42	0.11	0.99		17	22.7	7	9.3
CZ041 Karlovarský	8.59	8.65	0.38	6.68	1.47	1.15		24.06	0.92	44.50	3.60	15	35.7	2	4.8
CZ042 Ústecký	7.10	28.48	0.37	21.94	1.61	3.02	0.72	9.31	2.70	20.11	4.65	42	46.7	14	15.6
CZ051 Liberecký	3.78	1.50		19.96	2.22	1.14		5.18	2.97	63.21	0.02	17	33.3	3	5.9
CZ052 Královéhradecký	2.67	3.44		33.03	1.54	1.31	3.02	17.04	4.34	30.45	3.16	18	20.9	3	3.5
CZ053 Pardubický	3.30	0.15	0.69	22.57	0.66	4.25		0.43	0.46	57.18	10.32	15	24.2	6	9.7
CZ061 Vysočina	3.11	14.99	25.17	33.94	0.68	11.60		6.50	1.98	2.04		14	18.2	1	1.3
CZ062 Jihomoravský	6.51	1.61	1.74	14.94	0.59	11.55	0.13	6.47	3.37	39.16	13.93	34	28.8	10	8.5
CZ071 Olomoucký	6.14	2.76	3.36	37.59	3.87	7.02		9.55	5.80	14.74	9.17	19	18.4	7	6.8
CZ072 Zlínský	6.97	13.92	0.13	27.50	1.28	1.98		12.30	1.00	27.42	7.48	15	18.5	7	8.6
CZ080 Moravskoslezský	11.99	10.05	1.01	30.14	0.31	9.19		6.45	1.04	29.21	0.61	29	19.3	13	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
aver. %	average percentage of use for this purpose of the total creation of the fund
A	recreation - contribution to employees and family members
B	medical services - spas, rehabilitation
C	loans to employees to cover their housing needs
D	contribution to corporate catering
E	social assistance, social loans
F	remunerations for work and life anniversaries
G	contribution to transport to and from work
H	contributions to sporting and cultural events
I	contribution to trade union organization
J	other use
K	balance

Obstacles to work classification based on regions

Region NUTS 3	Employee's inability to work									Average number of days of leave with compensation for wage above the requirement of the LC																												
	wage compensation for the first 3 days of the inability						wage compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																												
	agreed in CA		compensation amount		other form of compensation		agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I			J	
	NCA	% CA	% AE	aver.CZK	NCA	% CA	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA			
Total	79	6.0	57.8	249	32	2.4	9	0.7	77.2	542	41.4	1.3	480	36.7	1.3	683	52.2	2.1	264	20.2	6.3	326	24.9	1.2	125	9.5	3.7	235	18.0	3.8	107	8.2	2.4	127	9.7	3.2	528	40.3
CZ010 Capital Prague	20	10.0	49.0	250	5	2.5	2	1.0		74	37.0	1.4	75	37.5	1.4	98	49.0	1.9	53	26.5	5.4	53	26.5	1.2	26	13.0	3.5	39	19.5	4.6	21	10.5	2.2	44	22.0	3.3	90	45.0
CZ020 Středočeský	2	2.5			2	2.5	1	1.3		27	34.2	1.3	21	26.6	1.2	33	41.8	2.0	8	10.1	8.8	13	16.5	1.3	4	5.1	4.0	15	19.0	3.0	5	6.3	1.6	10	12.7	3.6	19	24.1
CZ031 Jihočeský	10	10.5	60.0	296	2	2.1	1	1.1		55	57.9	1.4	48	50.5	1.3	63	66.3	2.0	26	27.4	5.3	34	35.8	1.3	7	7.4	4.1	30	31.6	3.2	8	8.4	3.4	7	7.4	3.3	40	42.1
CZ032 Plzeňský	5	6.7	60.0	200	4	5.3				37	49.3	1.1	39	52.0	1.1	43	57.3	2.2	10	13.3	5.5	26	34.7	1.1	8	10.7	3.5	9	12.0	5.8	2	2.7		3	4.0	2.7	34	45.3
CZ041 Karlovarský	2	4.8								12	28.6	1.4	13	31.0	1.5	19	45.2	2.0	11	26.2	9.2	8	19.0	1.1	3	7.1	4.3	8	19.0	5.1	6	14.3	1.5	3	7.1	3.0	14	33.3
CZ042 Ústecký	9	10.0	58.3	250	4	4.4	1	1.1		50	55.6	1.6	43	47.8	1.4	53	58.9	1.9	35	38.9	8.3	29	32.2	1.3	18	20.0	3.8	15	16.7	3.3	17	18.9	2.3	14	15.6	3.0	43	47.8
CZ051 Liberecký	3	5.9	80.0		3	5.9				15	29.4	1.5	13	25.5	1.3	25	49.0	2.6	14	27.5	9.9	9	17.6	1.1	2	3.9		7	13.7	4.4	8	15.7	1.8	1	2.0		15	29.4
CZ052 Královéhradecký	6	7.0	55.0	180	2	2.3				21	24.4	1.2	24	27.9	1.2	28	32.6	1.5	12	14.0	6.1	10	11.6	1.0	3	3.5	3.7	11	12.8	4.0	3	3.5	1.0	10	11.6	3.6	30	34.9
CZ053 Pardubický	2	3.2			1	1.6	2	3.2		22	35.5	1.1	20	32.3	1.2	32	51.6	2.1	12	19.4	6.5	14	22.6	1.0	4	6.5	4.0	7	11.3	3.7	1	1.6		4	6.5	3.0	18	29.0
CZ061 Vysočina	3	3.9	66.5	200	1	1.3				30	39.0	1.5	28	36.4	1.5	35	45.5	2.2	11	14.3	4.5	23	29.9	1.2	6	7.8	3.7	10	13.0	5.5	3	3.9	2.0	3	3.9	2.7	19	24.7
CZ062 Jihomoravský	1	0.8								40	33.9	1.5	35	29.7	1.3	58	49.2	1.8	24	20.3	5.8	23	19.5	1.3	12	10.2	3.7	17	14.4	2.9	10	8.5	3.1	9	7.6	3.0	34	28.8
CZ071 Olomoucký	5	4.9	63.3	200	4	3.9				55	53.4	1.3	39	37.9	1.4	65	63.1	2.5	9	8.7	4.0	38	36.9	1.1	6	5.8	4.0	5	4.9	5.6	1	1.0		7	6.8	2.9	61	59.2
CZ072 Zlínský	2	2.5					2	2.5		45	55.6	1.2	37	45.7	1.2	45	55.6	2.7	11	13.6	5.5	18	22.2	1.0	9	11.1	3.3	4	4.9	3.0	3	3.7	2.3	5	6.2	3.2	46	56.8
CZ080 Moravskoslezský	9	6.0	68.0	200	4	2.7				59	39.3	1.2	45	30.0	1.2	86	57.3	2.0	28	18.7	5.4	28	18.7	1.3	17	11.3	3.8	58	38.7	3.1	19	12.7	2.7	7	4.7	3.6	65	43.3

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

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

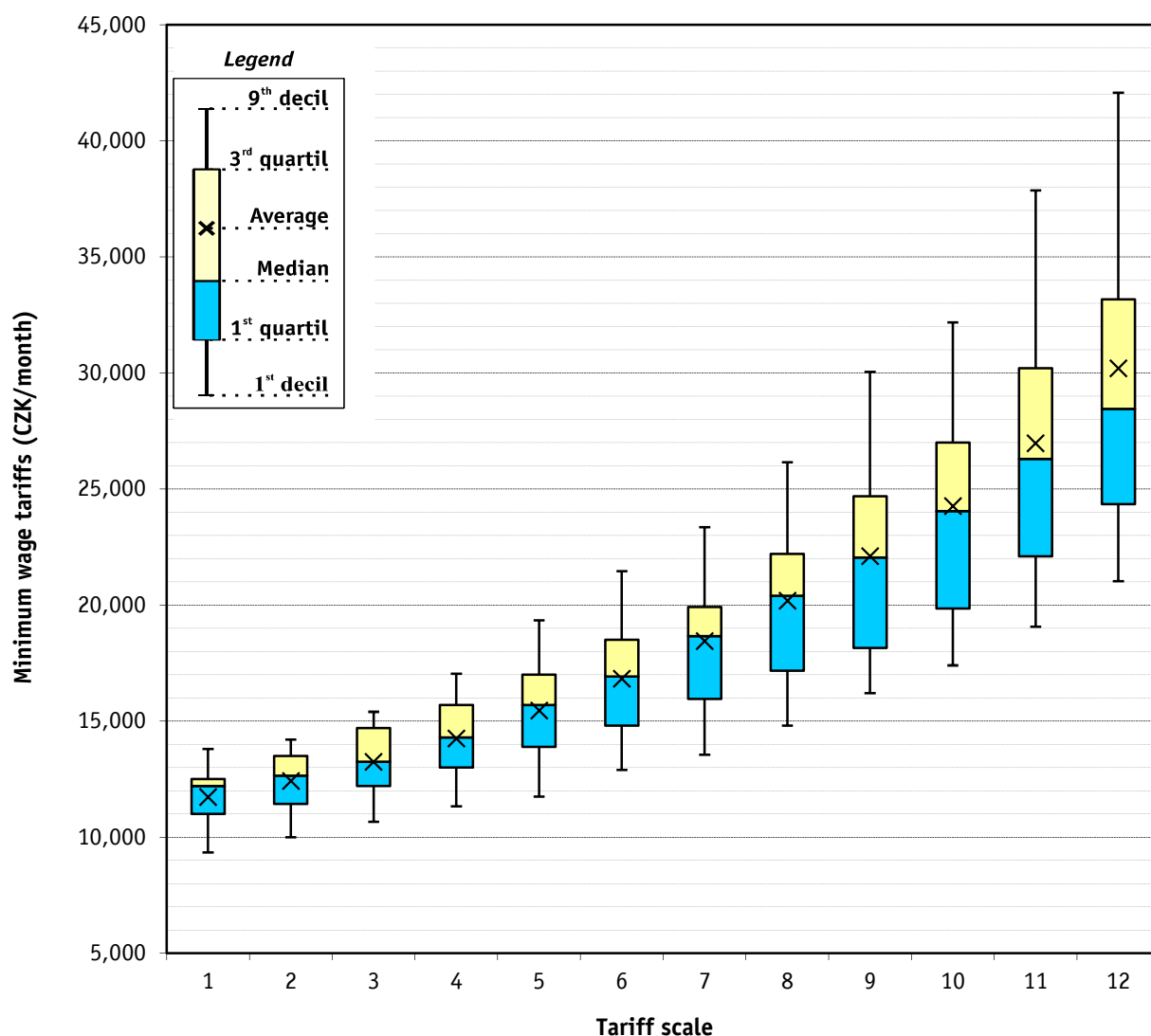
Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular 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	456	34.8	22	1.7	420	32.1	1085	82.9	701	53.6	3	0.2	15	1.1
CZ010 Capital Prague	96	48.0	8	4.0	77	38.5	163	81.5	95	47.5	1	0.5	2	1.0
CZ020 Středočeský	21	26.6	1	1.3	14	17.7	58	73.4	26	32.9				
CZ031 Jihočeský	37	38.9	3	3.2	21	22.1	85	89.5	74	77.9			1	1.1
CZ032 Plzeňský	18	24.0			26	34.7	70	93.3	35	46.7			2	2.7
CZ041 Karlovarský	13	31.0			9	21.4	36	85.7	21	50.0				
CZ042 Ústecký	41	45.6	3	3.3	24	26.7	82	91.1	52	57.8				
CZ051 Liberecký	5	9.8			11	21.6	39	76.5	31	60.8				
CZ052 Královéhradecký	24	27.9	1	1.2	27	31.4	57	66.3	40	46.5	1	1.2	1	1.2
CZ053 Pardubický	12	19.4	1	1.6	12	19.4	40	64.5	30	48.4				
CZ061 Vysočina	14	18.2	1	1.3	17	22.1	47	61.0	47	61.0				
CZ062 Jihomoravský	32	27.1	1	0.8	29	24.6	94	79.7	60	50.8	1	0.8	1	0.8
CZ071 Olomoucký	33	32.0	1	1.0	14	13.6	94	91.3	48	46.6				
CZ072 Zlínský	39	48.1	1	1.2	52	64.2	73	90.1	41	50.6			8	9.9
CZ080 Moravskoslezský	71	47.3	1	0.7	87	58.0	147	98.0	101	67.3				

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

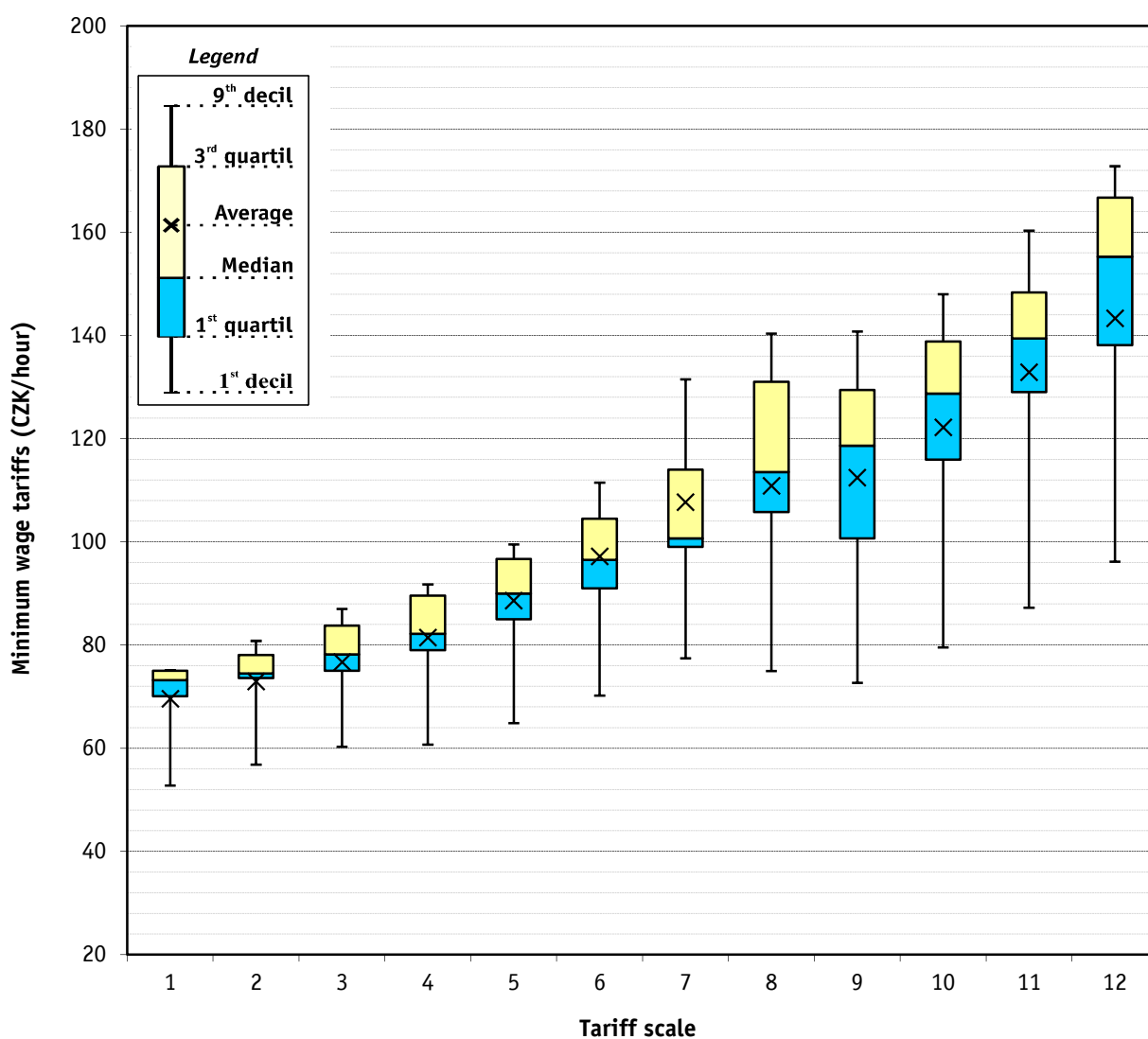
Comprehensive characteristics - minimum wage and monthly wage scales

	Number of organizations	Average [CZK/month]	D1 [CZK/month]	Q1 [CZK/month]	Median [CZK/month]	Q3 [CZK/month]	D9 [CZK/month]
Minimum wage	58	14,605	12,600	13,000	13,957	15,000	18,841
Tariff scale 1	235	11,722	9,343	11,000	12,200	12,500	13,800
Tariff scale 2	242	12,426	10,000	11,434	12,650	13,500	14,200
Tariff scale 3	251	13,237	10,665	12,200	13,250	14,700	15,400
Tariff scale 4	254	14,255	11,325	13,000	14,300	15,700	17,040
Tariff scale 5	259	15,451	11,750	13,890	15,700	17,000	19,340
Tariff scale 6	261	16,827	12,895	14,800	16,918	18,500	21,465
Tariff scale 7	262	18,445	13,550	15,950	18,662	19,920	23,350
Tariff scale 8	260	20,186	14,800	17,171	20,400	22,200	26,150
Tariff scale 9	255	22,103	16,200	18,150	22,050	24,686	30,045
Tariff scale 10	252	24,269	17,400	19,850	24,050	27,000	32,180
Tariff scale 11	250	26,963	19,062	22,100	26,300	30,200	37,870
Tariff scale 12	249	30,203	21,025	24,350	28,450	33,174	42,075



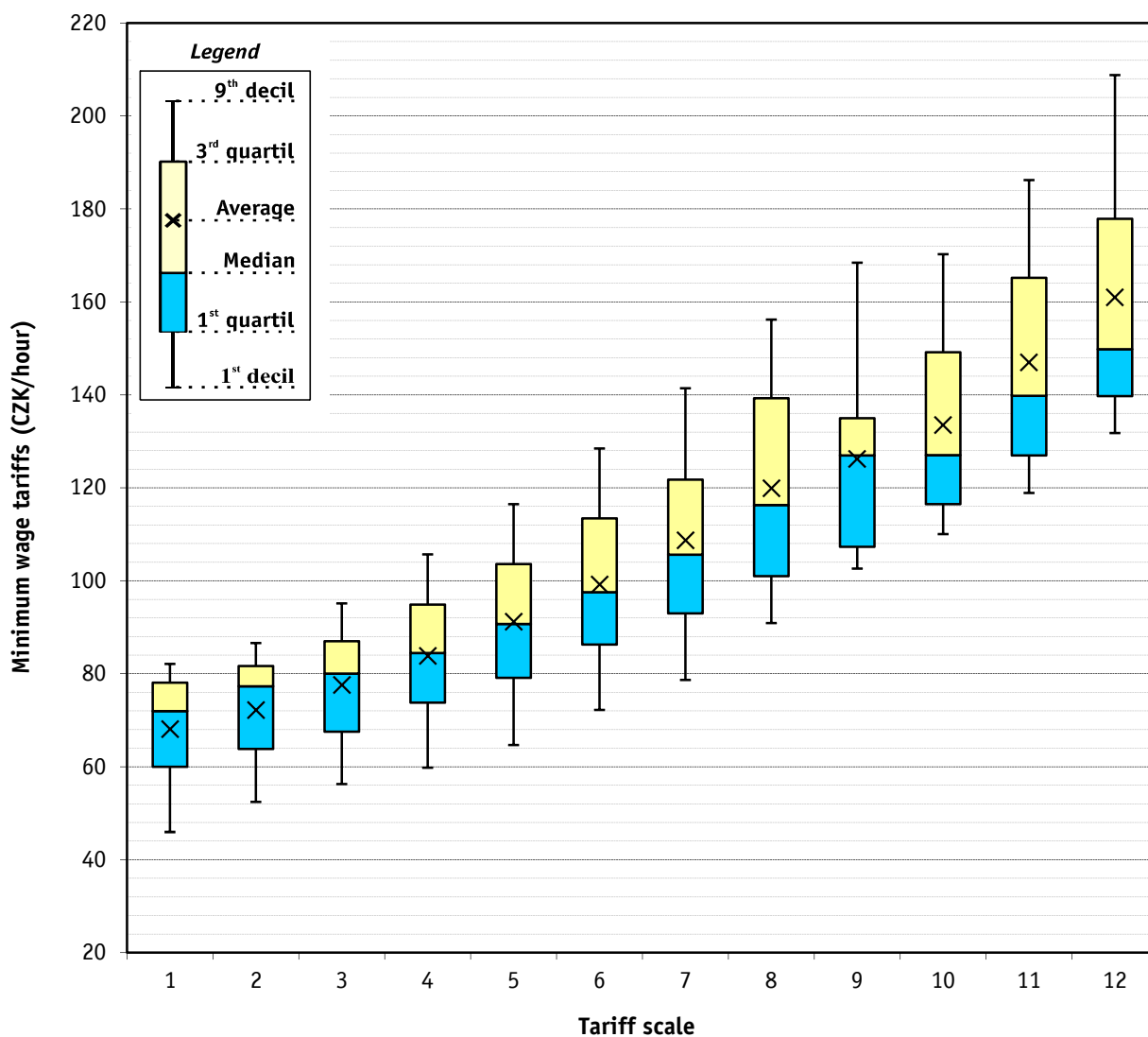
Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

	Number of organizations	Average [CZK/hour]	D1 [CZK/hour]	Q1 [CZK/hour]	Median [CZK/hour]	Q3 [CZK/hour]	D9 [CZK/hour]
Minimum wage	11	78.26	74.00	75.00	78.00	79.00	86.80
Tariff scale 1	53	69.61	52.75	70.10	73.20	75.00	75.00
Tariff scale 2	52	72.95	56.80	73.60	74.50	78.05	80.80
Tariff scale 3	52	76.68	60.30	75.00	78.20	83.75	87.00
Tariff scale 4	53	81.44	60.70	79.00	82.20	89.60	91.75
Tariff scale 5	53	88.62	64.85	85.00	90.00	96.70	99.50
Tariff scale 6	53	97.19	70.20	91.00	96.50	104.50	111.50
Tariff scale 7	53	107.69	77.41	99.00	100.65	114.00	131.50
Tariff scale 8	17	110.88	74.95	105.80	113.55	131.00	140.35
Tariff scale 9	10	112.43	72.65	100.65	118.65	129.45	140.75
Tariff scale 10	10	122.21	79.55	115.95	128.75	138.80	148.00
Tariff scale 11	10	132.86	87.25	129.00	139.40	148.35	160.30
Tariff scale 12	9	143.30	96.15	138.15	155.25	166.70	172.80



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	13	85.18	79.50	81.60	82.50	90.40	91.85
Tariff scale 1	88	68.08	45.95	60.00	71.95	78.10	82.10
Tariff scale 2	94	72.20	52.45	63.80	77.30	81.65	86.60
Tariff scale 3	96	77.57	56.25	67.55	80.00	87.00	95.15
Tariff scale 4	98	83.85	59.80	73.80	84.45	94.90	105.67
Tariff scale 5	99	91.21	64.68	79.10	90.70	103.60	116.48
Tariff scale 6	99	99.21	72.25	86.25	97.55	113.45	128.50
Tariff scale 7	95	108.72	78.65	92.97	105.60	121.75	141.45
Tariff scale 8	53	119.90	90.90	101.00	116.30	139.30	156.20
Tariff scale 9	37	126.26	102.65	107.30	127.00	135.00	168.45
Tariff scale 10	33	133.52	110.05	116.50	127.05	149.15	170.25
Tariff scale 11	32	146.98	118.90	126.95	139.80	165.20	186.25
Tariff scale 12	32	160.98	131.80	139.70	149.80	177.85	208.80



Year-on-year comparison - monthly wage scales

Tariff scale	nominal index							real index after deduction of the inflation rate						
	12/11	13/12	14/13	15/14	16/15	17/16	18/17	12/11	13/12	14/13	15/14	16/15	17/16	18/17
Tariff scale 1	102.6	100.8	102.3	104.0	105.7	108.4	108.0	99.2	99.4	101.9	103.7	105.0	105.7	105.4
Tariff scale 2	102.6	100.7	102.2	103.8	105.8	108.4	107.1	99.2	99.3	101.8	103.5	105.1	105.7	104.6
Tariff scale 3	102.9	100.5	101.9	103.9	105.5	108.4	106.6	99.5	99.1	101.5	103.6	104.8	105.7	104.0
Tariff scale 4	102.9	100.5	102.0	103.9	105.8	108.0	106.2	99.5	99.1	101.6	103.6	105.0	105.3	103.6
Tariff scale 5	103.2	100.4	102.1	104.1	105.7	107.3	105.4	99.8	99.0	101.7	103.8	104.9	104.6	102.9
Tariff scale 6	103.0	100.9	102.4	104.1	105.6	106.8	105.3	99.6	99.4	102.0	103.8	104.8	104.1	102.8
Tariff scale 7	103.0	101.0	102.4	104.6	105.1	106.4	104.8	99.6	99.6	102.0	104.3	104.4	103.8	102.3
Tariff scale 8	102.9	101.2	102.1	104.8	105.0	106.2	104.3	99.5	99.8	101.7	104.5	104.3	103.6	101.8
Tariff scale 9	103.1	101.1	101.8	104.4	104.1	106.1	104.0	99.7	99.7	101.3	104.1	103.4	103.4	101.5
Tariff scale 10	103.0	101.1	101.5	103.8	103.5	105.9	104.0	99.6	99.7	101.1	103.5	102.8	103.2	101.5
Tariff scale 11	103.5	100.5	101.7	103.0	103.2	105.6	104.3	100.1	99.1	101.3	102.6	102.5	103.0	101.8
Tariff scale 12	102.8	101.1	100.9	103.6	102.7	105.6	104.4	99.4	99.7	100.5	103.3	102.0	103.0	101.9

Inflation rate per individual year	2011	2012	2013	2014	2015	2016	2017	2018
	1.9	3.3	1.4	0.4	0.3	0.7	2.5	2.4*

* Year-on-year inflation rate - data from January 2018

source: CZSO

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

Tariff scale	nominal index							real index after deduction of the inflation rate						
	12/11	13/12	14/13	15/14	16/15	17/16	18/17	12/11	13/12	14/13	15/14	16/15	17/16	18/17
Tariff scale 1	100.3	100.8	100.5	103.7	102.5	110.1	113.1	97.0	99.4	100.1	103.3	101.8	107.4	110.4
Tariff scale 2	100.3	100.9	100.8	102.2	103.1	109.5	113.6	97.0	99.4	100.4	101.9	102.4	106.8	110.9
Tariff scale 3	100.2	100.6	100.4	102.2	102.1	109.0	112.5	96.9	99.2	100.0	101.9	101.4	106.3	109.8
Tariff scale 4	100.1	100.5	100.6	102.5	101.0	107.6	111.5	96.8	99.1	100.2	102.2	100.2	104.9	108.8
Tariff scale 5	100.5	100.3	100.9	102.5	101.8	106.5	111.2	97.2	98.9	100.5	102.2	101.1	103.9	108.5
Tariff scale 6	100.6	100.0	101.1	102.4	102.4	106.2	111.2	97.3	98.6	100.7	102.1	101.7	103.6	108.5
Tariff scale 7	100.5	99.7	101.5	102.7	101.5	106.2	111.1	97.2	98.3	101.1	102.4	100.8	103.5	108.4
Tariff scale 8	101.7	98.1	100.3	104.7	106.7	103.1	114.2	98.3	96.7	99.9	104.4	106.0	100.5	111.4
Tariff scale 9	101.5	98.7	104.2	105.4	101.3	100.8	114.9	98.1	97.3	103.8	105.1	100.6	98.3	112.1
Tariff scale 10	101.1	98.8	104.7	104.8	102.0	96.4	117.6	97.8	97.4	104.3	104.4	101.3	94.0	114.8
Tariff scale 11	101.3	96.7	109.4	105.0	97.5	102.0	116.6	97.9	95.4	108.9	104.7	96.9	99.5	113.8
Tariff scale 12	100.8	97.1	109.8	105.2	96.4	101.2	115.2	97.4	95.8	109.3	104.9	95.7	98.7	112.4

Inflation rate per individual year	2011	2012	2013	2014	2015	2016	2017	2018
	1.9	3.3	1.4	0.4	0.3	0.7	2.5	2.4*

* Year-on-year inflation rate - data from January 2018

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						
	12/11	13/12	14/13	15/14	16/15	17/16	18/17	12/11	13/12	14/13	15/14	16/15	17/16	18/17
Tariff scale 1	102.1	100.3	101.2	103.4	106.2	105.3	107.3	98.7	98.9	100.8	103.1	105.4	102.7	104.7
Tariff scale 2	102.1	100.0	101.6	104.0	105.4	105.6	106.3	98.7	98.6	101.2	103.6	104.7	102.9	103.7
Tariff scale 3	102.6	100.3	101.5	103.9	104.9	106.0	105.9	99.2	98.9	101.1	103.5	104.1	103.4	103.4
Tariff scale 4	102.2	100.6	101.7	104.5	104.2	106.4	105.6	98.8	99.2	101.3	104.1	103.5	103.7	103.1
Tariff scale 5	102.3	100.9	101.6	104.5	103.9	106.1	105.8	98.9	99.4	101.2	104.2	103.1	103.4	103.2
Tariff scale 6	102.3	101.0	102.1	104.2	103.8	105.6	105.4	98.9	99.6	101.7	103.9	103.1	103.0	102.9
Tariff scale 7	102.3	101.1	102.1	104.5	103.8	105.1	105.3	98.9	99.7	101.7	104.2	103.0	102.4	102.8
Tariff scale 8	99.9	102.4	100.2	106.7	102.1	106.7	107.5	96.6	101.0	99.8	106.4	101.4	104.1	104.9
Tariff scale 9	100.2	101.9	98.4	106.4	105.9	104.6	108.1	96.9	100.4	98.0	106.1	105.2	102.0	105.5
Tariff scale 10	99.9	103.3	97.9	104.8	106.1	101.9	107.1	96.6	101.8	97.5	104.4	105.3	99.4	104.5
Tariff scale 11	100.0	104.2	96.8	106.1	106.0	100.9	106.9	96.7	102.8	96.4	105.8	105.3	98.4	104.3
Tariff scale 12	98.9	105.1	95.5	107.5	105.3	100.0	107.0	95.7	103.7	95.1	107.2	104.6	97.5	104.5

Inflation rate per individual year	2011	2012	2013	2014	2015	2016	2017	2018
	1.9	3.3	1.4	0.4	0.3	0.7	2.5	2.4*

* Year-on-year inflation rate - data from January 2018

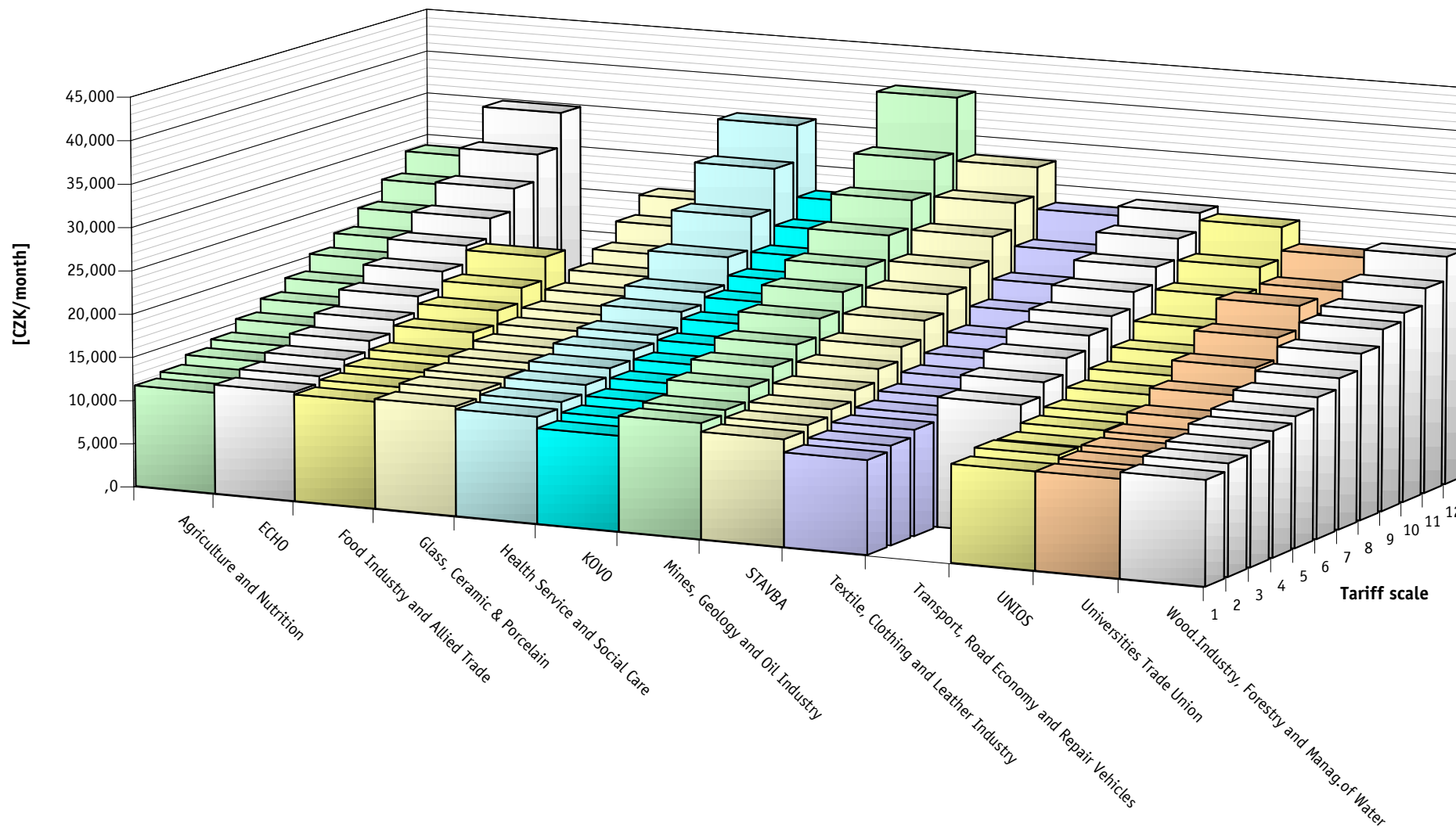
source: CZSO

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

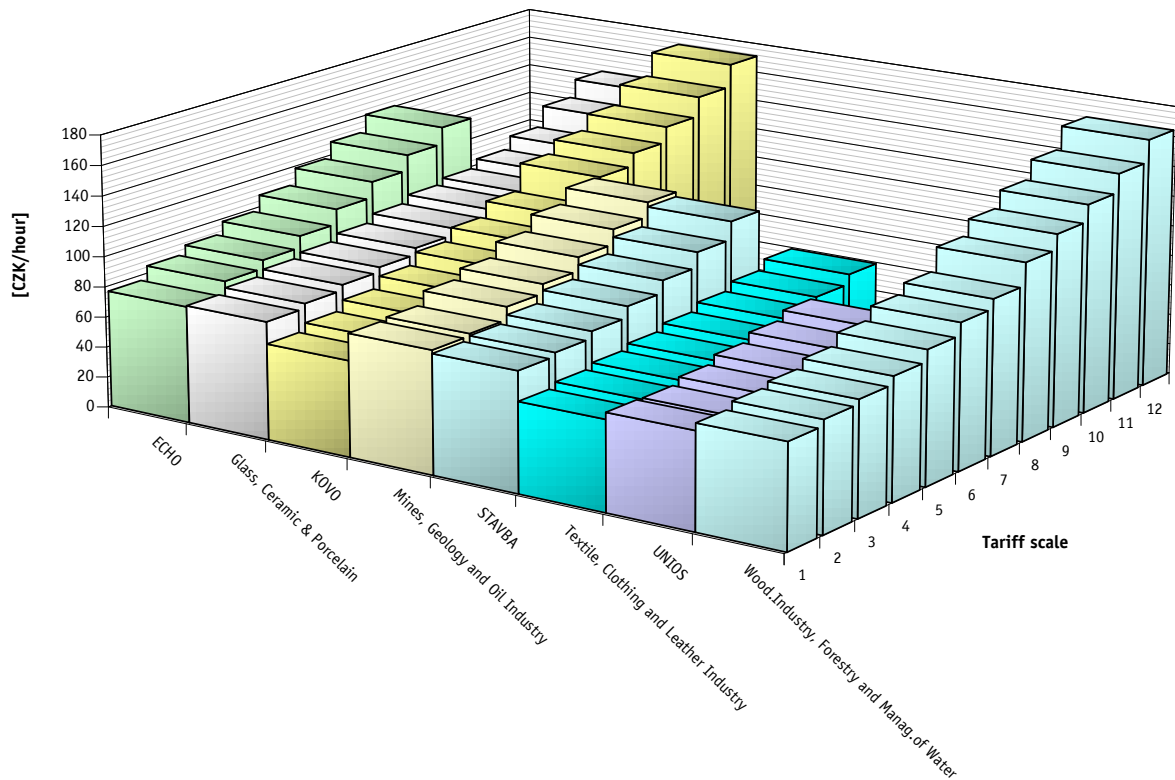
	unit of measure	2011	2012	2013	2014	2015	2016	2017	2018	index 12/11	index 13/12	index 14/13	index 15/14	index 16/15	index 17/16	index 18/17
For overtime work on working days	% AE	25.9	26.0	25.9	26.1	26.2	26.1	26.2	26.3	100.3	99.7	100.6	100.3	99.6	100.4	100.7
For overtime work on Saturdays and Sundays	% AE	48.2	48.2	48.3	48.4	48.0	48.3	47.8	47.7	99.9	100.1	100.4	99.1	100.6	99.0	99.7
For overtime work undistinguished	% AE	26.7	26.7	26.5	26.5	26.5	26.5	26.6	26.6	99.8	99.4	99.9	100.1	100.2	100.2	100.1
For working on public holidays	% AE	102.0	101.9	101.7	101.5	101.8	101.7	101.8	101.8	99.9	99.9	99.7	100.4	99.8	100.1	100.1
For night work	CZK/hour	13.26	13.54	13.43	14.11	14.25	14.59	15.14	15.82	102.1	99.2	105.1	101.0	102.4	103.8	104.5
	% AE	11.3	11.6	11.5	11.4	11.4	11.2	11.3	11.6	102.3	99.0	99.8	99.9	98.4	100.8	102.1
For work on Saturdays and Sundays	% AE	22.4	22.2	23.4	23.2	23.3	23.6	23.6	22.9	98.8	105.6	98.9	100.7	101.2	100.1	97.1
For work in difficult conditions	CZK/hour	7.29	7.46	7.51	7.51	7.56	7.67	7.87	8.15	102.3	100.7	100.1	100.7	101.4	102.6	103.6
	% MM	10.6	10.5	10.5	10.8	10.7	10.6	10.5	10.4	99.1	100.7	102.5	99.2	98.7	99.1	99.7
For afternoon work	CZK/hour	6.33	6.40	6.73	6.95	6.86	7.05	7.23	7.54	101.1	105.1	103.3	98.6	102.8	102.6	104.3
For standby duty	CZK/hour	14.86	15.13	15.09	14.79	15.81	15.36	15.57	16.44	101.8	99.7	98.0	106.9	97.2	101.3	105.6
	% AE	17.7	17.3	17.3	17.4	16.8	16.7	16.6	16.9	97.9	99.7	100.8	96.4	99.7	99.5	101.6

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

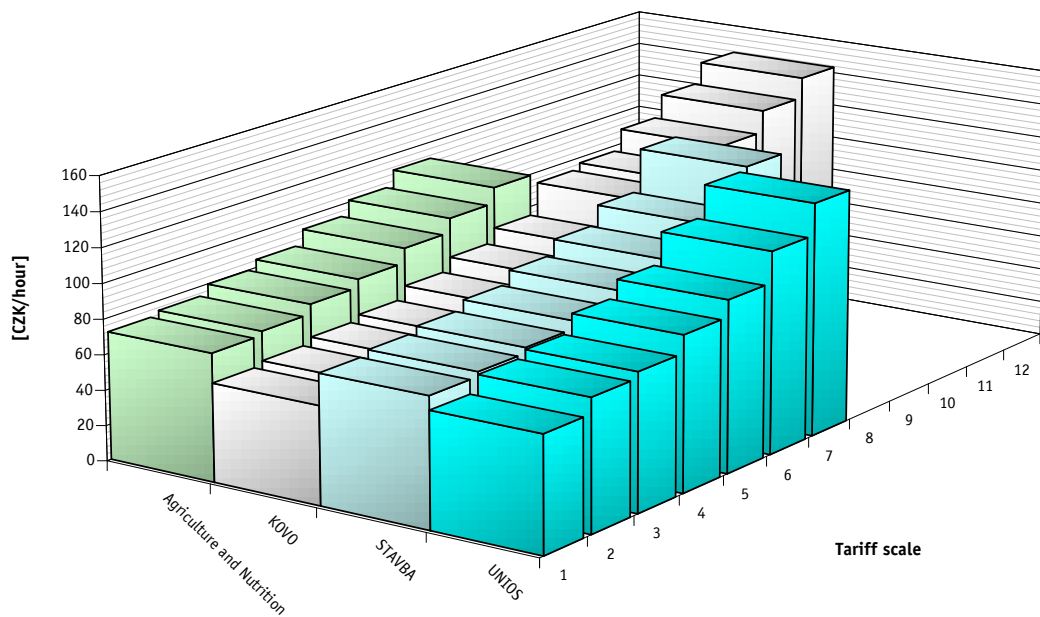
Monthly wage scales - 12-scale tariff system



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

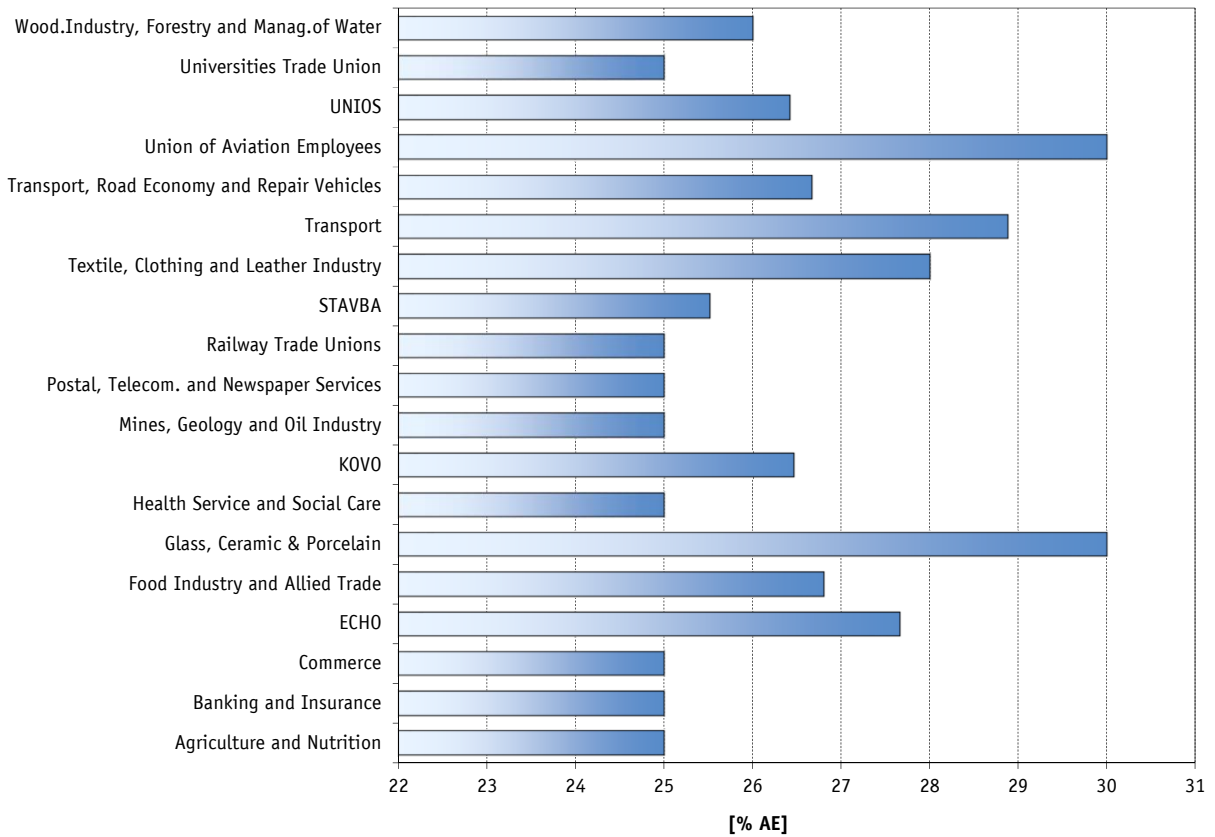


Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

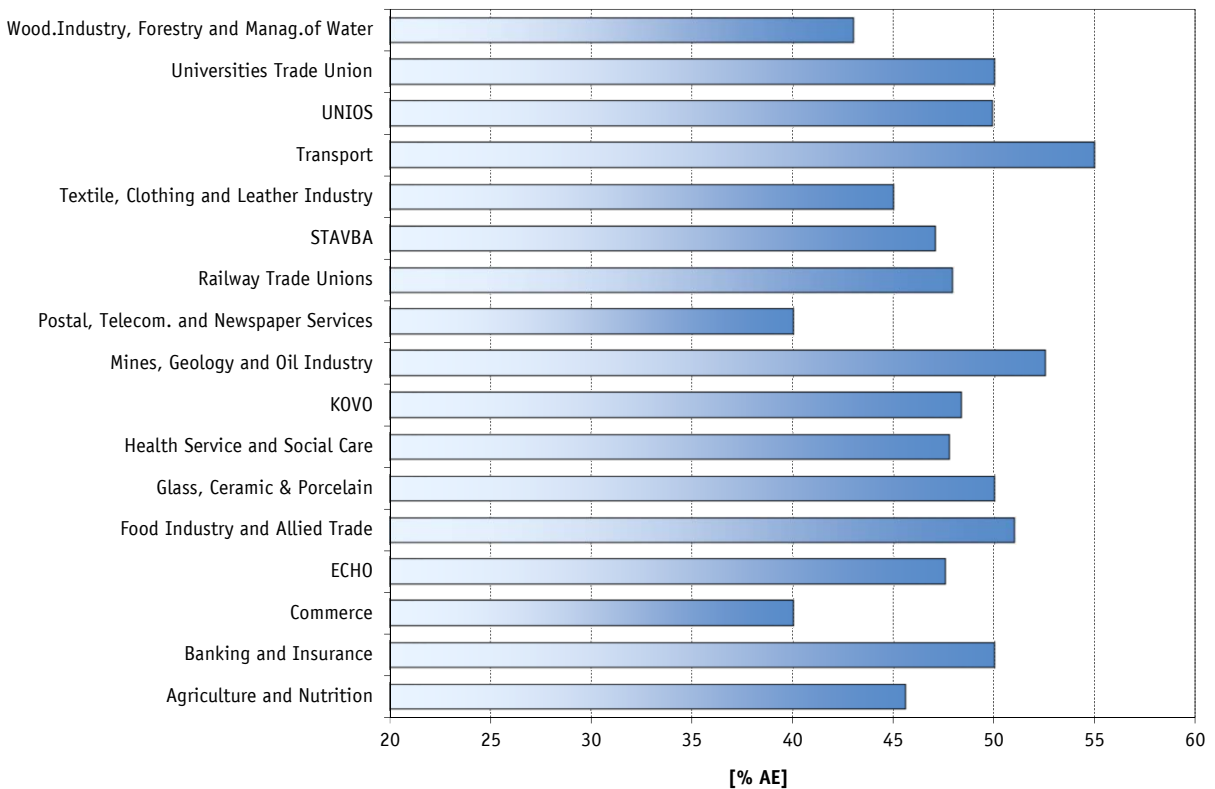


Wage supplementary charges

A - for overtime work on working day

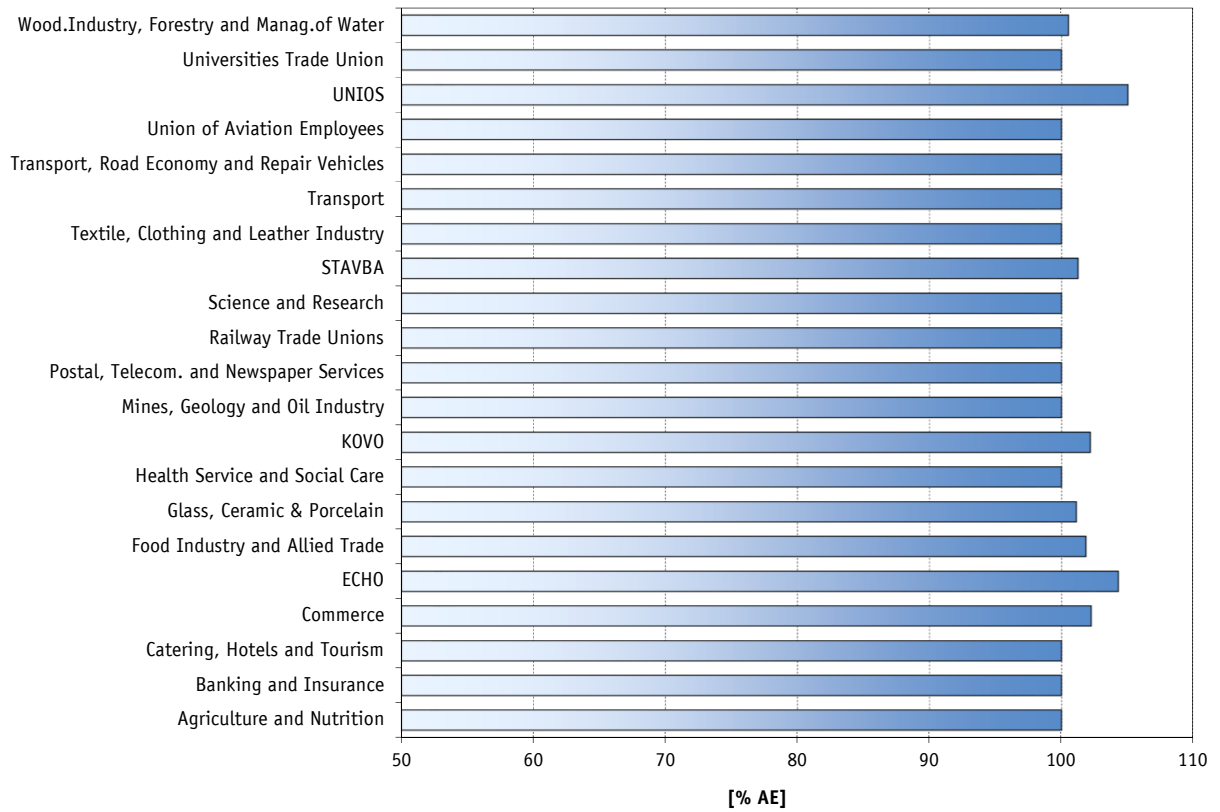


B - for overtime work on Saturdays and Sundays

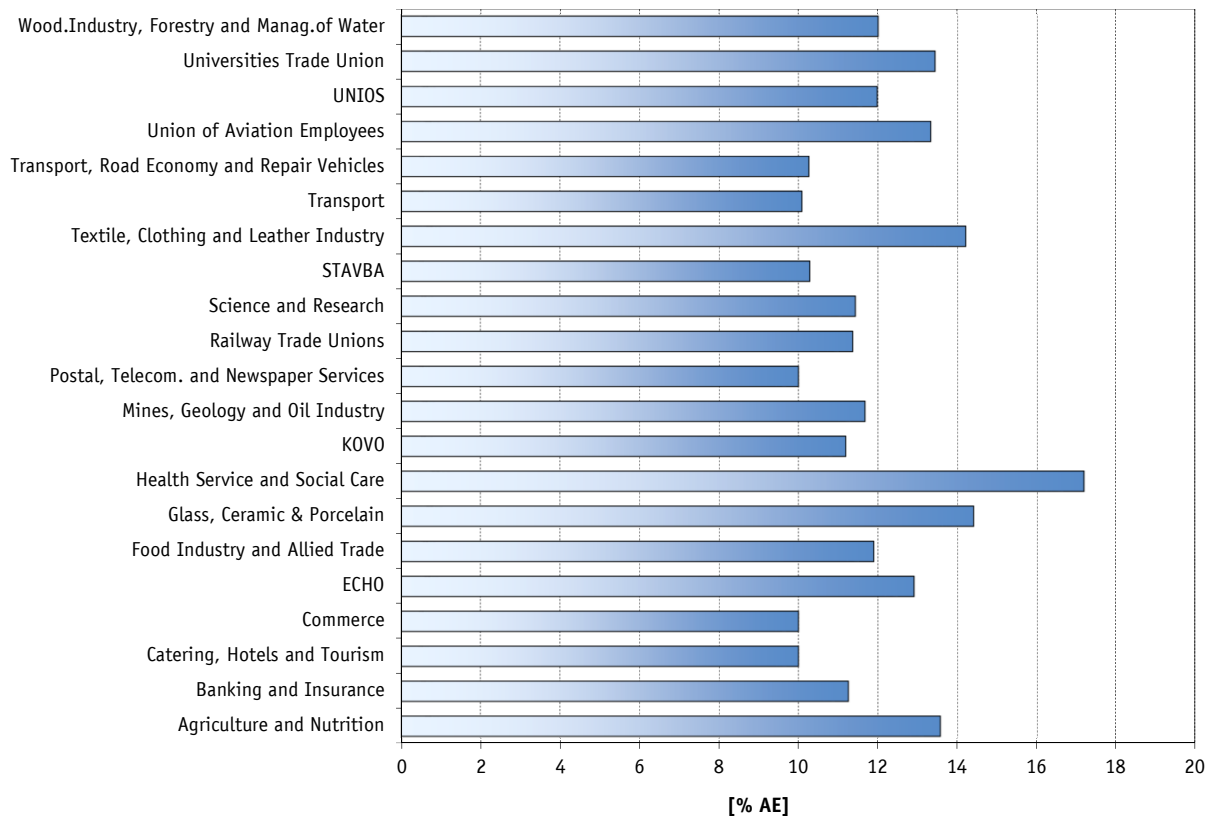


Wage supplementary charges

C - for working on public holidays

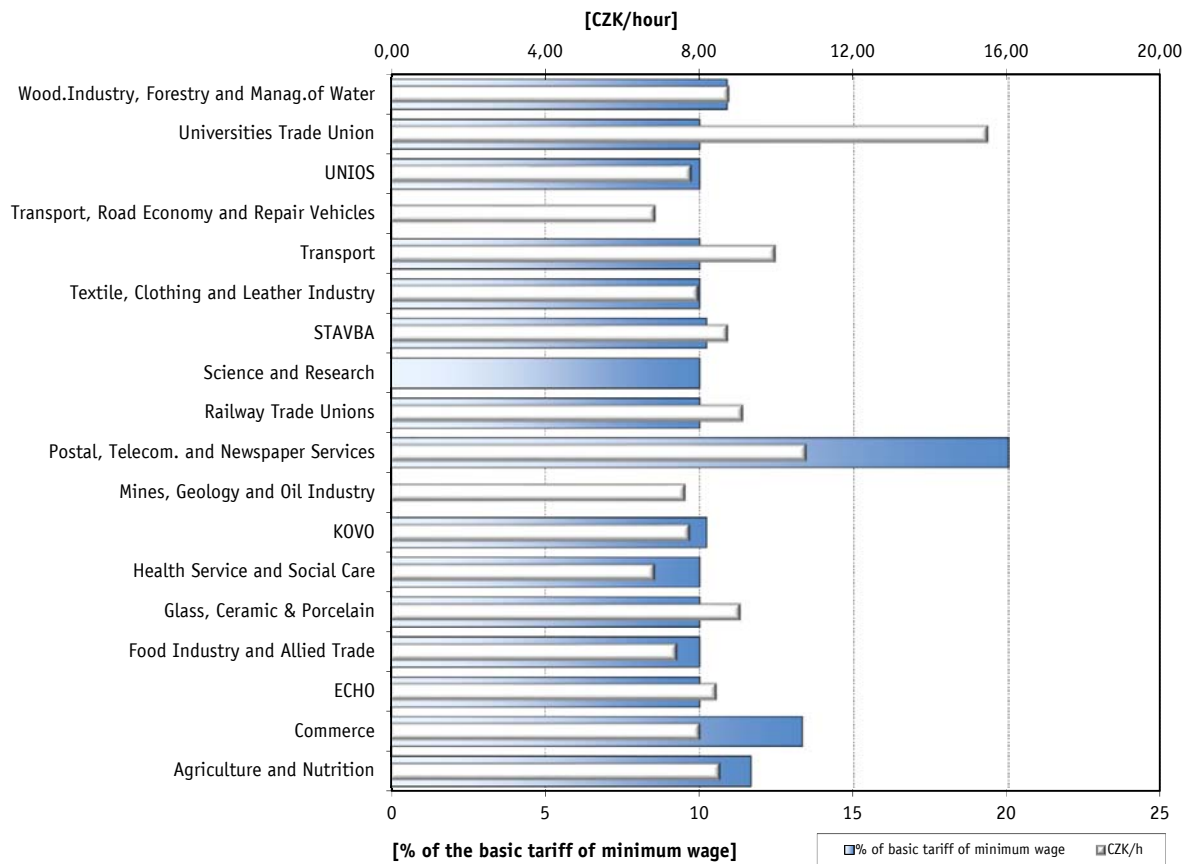


D - for night work



Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays

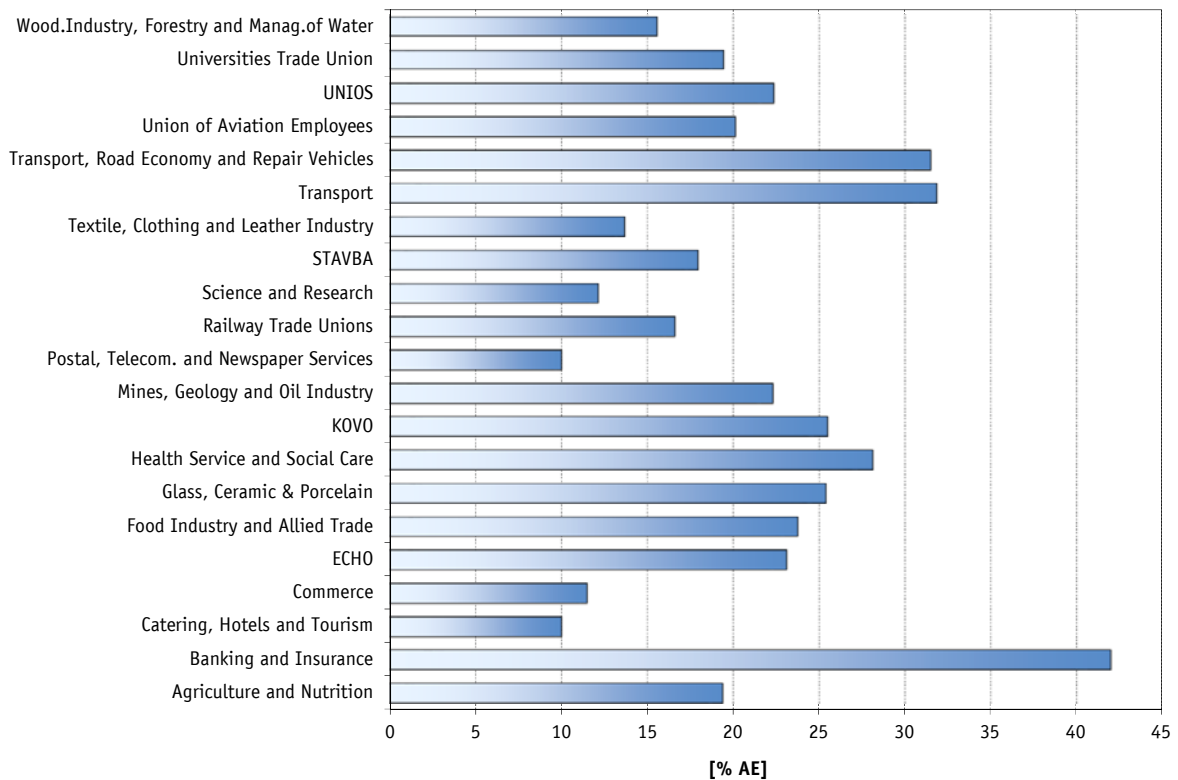




Table section B

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	396	1		7	5.8	2	0.5	5	1.3	155	39.1	115	29.0	125	86	34	120	86	4	86	323	19	
Agriculture and Nutrition	4									3	75.0	3	75.0	2	1						2	4	
Civilian Employees of the Army	2									1	50.0												
Commerce	1																						
Culture and Nature Preservation	33			1						18	54.5	7	21.2	10	6	2					3	25	
Education	73									24	32.9	38	52.1	21	17	15					19	64	
Fire Fighters	13											1	7.7			1					1	11	
Food Industry and Allied Trade	1																						
Health Service and Social Care	76			3	7.7					50	65.8	37	48.7	50	12						28	73	
KOVO	4																					2	
Mines, Geology and Oil Industry	2																					2	
Profess.and Trade Union of Orchestral Music.	12									5	41.7	2	16.7	2	6	1					1	9	
Railway Trade Unions	2									1	50.0	1	50.0	2	2	1					1	2	
State Bodies and Organisations	135	1		3	2.0	2	1.5	5	3.7	38	28.1	20	14.8	29	35	14	120	86	3	26	104	18	
STAVBA	13									4	30.8	3	23.1	1							1	9	1
UNIOS	24									11	45.8	3	12.5	8	7						1	4	18
Wood.Industry, Forestry and Manag.of Water	1																						

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver. %	average increase in percentage
TAPF	total amount of payroll funds
3.1	Does the CA agree on more detailed conditions for provision of personal bonuses?
3.2	Does the CA agree on more detailed conditions for the provision of remunerations?
3.3	Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?
3.4	Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?
3.5	Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?
3.6	Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?
3.7	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 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	120	45.8	102	3,086	117	3,404	120	3,678	120	3,905	120	4,172	120	4,311
Agriculture and Nutrition	2	50.0	2		2		2		2		2		2	
Civilian Employees of the Army	1	50.0			1		1		1		1		1	
Commerce	1	100.0	1		1		1		1		1		1	
Culture and Nature Preservation	3	9.1	3	5,333	3	5,333	3	5,333	3	5,500	3	5,833	3	5,833
Education	39	53.4	38	3,349	39	3,494	39	3,550	39	3,609	39	3,665	39	3,724
Fire Fighters	9	69.2	8	3,531	9	3,806	9	4,500	9	4,639	9	5,111	9	5,250
Food Industry and Allied Trade														
Health Service and Social Care	33	43.4	23	2,739	33	3,288	33	3,939	33	4,348	33	4,773	33	4,970
KOVO	1	25.0	1		1		1		1		1		1	
Mines, Geology and Oil Industry	1	50.0					1		1		1		1	
Profess.and Trade Union of Orchestral Music.	3	25.0	3	4,833	3	4,833	3	4,833	3	4,833	3	4,833	3	4,833
Railway Trade Unions	2	100.0					2		2		2		2	
State Bodies and Organisations														
STAVBA	11	84.6	11	1,886	11	2,568	11	2,750	11	2,841	11	3,068	11	3,114
UNIOS	14	63.6	12	3,125	14	3,393	14	3,571	14	3,679	14	3,821	14	3,893
Wood.Industry, Forestry and Manag.of Water														

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

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

Trade union	agreed in CA		length of employment in the organization:																	
			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	117	44.7	94	4,048	110	4,208	116	4,927	117	5,426	117	5,715	117	5,833	117	5,962	117	6,034	117	6,107
Agriculture and Nutrition	2	50.0	2		2		2		2		2		2		2		2		2	
Civilian Employees of the Army	1	50.0			1		1		1		1		1		1		1		1	
Commerce	1	100.0	1		1		1		1		1		1		1		1		1	
Culture and Nature Preservation	6	18.2	4	5,750	4	5,750	6	5,250	6	5,333	6	5,500	6	5,500	6	5,500	6	5,500	6	5,500
Education	39	53.4	37	4,223	38	4,428	39	4,742	39	4,942	39	5,178	39	5,404	39	5,545	39	5,673	39	5,801
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
Food Industry and Allied Trade																				
Health Service and Social Care	34	44.7	20	4,550	31	4,610	34	6,024	34	7,024	34	7,382	34	7,485	34	7,588	34	7,691	34	7,794
KOVO	1	25.0	1		1		1		1		1		1		1		1		1	
Mines, Geology and Oil Industry	1	50.0							1		1		1		1		1		1	
Profess.and Trade Union of Orchestral Music.	3	25.0	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167	3	6,167
Railway Trade Unions	1	50.0			1		1		1		1		1		1		1		1	
State Bodies and Organisations																				
STAVBA	11	84.6	10	2,775	11	2,886	11	3,068	11	3,114	11	3,250	11	3,295	11	3,386	11	3,386	11	3,386
UNIOS	13	59.1	12	3,250	13	3,308	13	3,885	13	4,000	13	4,538	13	4,615	13	5,000	13	5,000	13	5,000
Wood.Industry, Forestry and Manag.of Water																				

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 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	311	78.5	6	1.5	155	39.1	345	87.1	319	95	276	68	69
Agriculture and Nutrition	3	75.0					3	75.0	3	1	2		1
Civilian Employees of the Army	2	100.0	1	50.0			2	100.0	2	1	1		
Commerce							1	100.0	1				
Culture and Nature Preservation	23	69.7			14	42.4	27	81.8	25	3	21	5	2
Education	45	61.6			10	13.7	70	95.9	66	15	68	1	4
Fire Fighters	12	92.3			2	15.4	12	92.3	9	3	9		9
Food Industry and Allied Trade	1	100.0	1	100.0									
Health Service and Social Care	60	78.9			46	60.5	70	92.1	68	28	49	16	30
KOVO	4	100.0			1	25.0	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.	10	83.3			3	25.0	11	91.7	9		10		2
Railway Trade Unions	2	100.0			1	50.0	1	50.0	1	1	1	1	
State Bodies and Organisations	112	83.0	4	3.0	59	43.7	108	80.0	96	41	83	32	18
STAVBA	10	76.9			2	15.4	12	92.3	11	1	11	6	1
UNIOS	24	100.0			17	70.8	22	91.7	22		18	5	1
Wood.Industry, Forestry and Manag.of Water	1	100.0					1	100.0	1		1		1

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

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

Trade union	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	327	82.6	45	11.4	11	2.8	2	0.5	11	2.8	61	88.4	8	11.6	287	72.5	50	12.6	181	45.7	98	24.7
Agriculture and Nutrition	3	75.0	1	25.0							1	100.0			2	50.0	1	25.0	1	25.0	2	50.0
Civilian Employees of the Army	1	50.0	1	50.0							1	100.0			2	100.0			1	50.0		
Commerce	1	100.0																				
Culture and Nature Preservation	29	87.9	2	6.1					2	6.1	4	100.0			29	87.9	6	18.2	15	45.5	6	18.2
Education	67	91.8	5	6.8	1	1.4					6	100.0			55	75.3	5	6.8	41	56.2	45	61.6
Fire Fighters	4	30.8	2	15.4	1	7.7	1	7.7	5	38.5	2	22.2	7	77.8	5	38.5	1	7.7	6	46.2	4	30.8
Food Industry and Allied Trade	1	100.0																				
Health Service and Social Care	54	71.1	16	21.1	4	5.3			2	2.6	22	100.0			63	82.9	17	22.4	32	42.1	15	19.7
KOVO	2	50.0	1	25.0	1	25.0					2	100.0			3	75.0			2	50.0		
Mines, Geology and Oil Industry	1	50.0	1	50.0							1	100.0			2	100.0	1	50.0	1	50.0	1	50.0
Profess.and Trade Union of Orchestral Music.	7	58.3	3	25.0	1	8.3	1	8.3			5	100.0			10	83.3	5	41.7	7	58.3	6	50.0
Railway Trade Unions	1	50.0	1	50.0							1	100.0			2	100.0			1	50.0		
State Bodies and Organisations	124	91.9	8	5.9	1	0.7			2	1.5	10	90.9	1	9.1	77	57.0	12	8.9	41	30.4	17	12.6
STAVBA	8	61.5	3	23.1	2	15.4					5	100.0			13	100.0	1	7.7	10	76.9		
UNIOS	24	100.0													23	95.8	1	4.2	23	95.8	1	4.2
Wood.Industry, Forestry and Manag.of Water			1	100.0							1	100.0			1	100.0					1	100.0

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

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

Trade union	CA contains specific conditions (programmes)						Increase of compensation money beyond the framework of Section 67 of the LC																				
	employment of people over 50		employment of people with disabilities		return to work after parental leave		employment up to 1 year				employment up to 2 years				employment over 2 years				conditions for provision of the compensation money								
	NCA	% CA	NCA	% CA	NCA	% CA	agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		increase in multiples of AE		agreed in CA		depending on the length of the working relation		depending on shortening a notice period		depending on the employee's age		
							NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	min.	max.	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	
Total	2	0.5	2	0.5	32	8.1	38	9.6	1.8	2.1	39	9.8	1.4	1.7	64	16.2	1.8	3.2	54	13.6	45	11.4	11	2.8	3	0.8	
Agriculture and Nutrition																											
Civilian Employees of the Army							1	50.0			1	50.0			2	100.0			2	100.0	2	100.0					
Commerce																											
Culture and Nature Preservation					7	21.2	5	15.2	1.8	2.4	5	15.2	1.4	2.0	14	42.4	1.2	2.4	12	36.4	11	33.3	1	3.0			
Education					3	4.1	5	6.8	1.8	2.2	5	6.8	1.0	1.4	3	4.1	1.0	4.0	3	4.1	1	1.4	2	2.7			
Fire Fighters							2	15.4			2	15.4			1	7.7			1	7.7	1	7.7			1	7.7	
Food Industry and Allied Trade																											
Health Service and Social Care					1	1.3	13	17.1	1.8	1.9	13	17.1	1.2	1.3	12	15.8	1.6	2.3	12	15.8	9	11.8	3	3.9	1	1.3	
KOVO																											
Mines, Geology and Oil Industry					1	50.0																					
Profess.and Trade Union of Orchestral Music.							1	8.3			1	8.3			2	16.7			1	8.3	1	8.3					
Railway Trade Unions					1	50.0	1	50.0			1	50.0			1	50.0			1	50.0	1	50.0					
State Bodies and Organisations	2	1.5	2	1.5	19	14.1	6	4.4	2.2	2.4	7	5.2	2.6	2.7	15	11.1	3.1	5.2	11	8.1	10	7.4	3	2.2	1	0.7	
STAVBA							2	15.4			2	15.4			1	7.7			1	7.7			1	7.7			
UNIOS							2	8.3			2	8.3			12	50.0	1.8	3.1	9	37.5	8	33.3	1	4.2			
Wood.Industry, Forestry and Manag.of Water															1	100.0			1	100.0	1	100.0					

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 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	235	89.7	123	46.9	3,374	0.90	0.63	0.01	13.98	0.93	0.22	1.03	17.35	13.97	1.09	20.65	0.57	0.24	6.00	3.83	18.59	
Agriculture and Nutrition	4	100.0	3	75.0	522	3.11			26.48	0.64	0.64	5.42	24.31	5.23	1.28	11.30				7.53		14.05
Civilian Employees of the Army	2	100.0																				
Commerce	1	100.0																				
Culture and Nature Preservation	29	87.9	23	69.7	1,228	0.92	0.14	0.16	5.20	0.05	0.05	3.18	41.65	1.83	2.06	3.27	1.24	0.01	4.18	1.47	34.57	
Education	71	97.3	37	50.7	604	0.77	1.07	0.01	18.87	0.27	2.12	5.82	15.13	16.68	2.57	7.93		0.17	8.12	6.17	14.31	
Fire Fighters	12	92.3	6	46.2	7,218	4.39	0.35		13.37		0.27	2.08	43.64	3.09	0.48	16.88	0.42	0.05	6.59		8.41	
Food Industry and Allied Trade																						
Health Service and Social Care	72	94.7	32	42.1	9,371	0.33	0.73		14.89	1.25	0.06	0.28	11.00	16.96	0.92	24.34	0.50	0.31	6.08	4.45	17.89	
KOVO	2	50.0																				
Mines, Geology and Oil Industry	2	100.0	2	100.0																		
Profess.and Trade Union of Orchestral Music.	5	41.7																				
Railway Trade Unions	2	100.0	2	100.0																		
State Bodies and Organisations	1	33.3	1	33.3																		
STAVBA	12	92.3	8	61.5	1,186	2.00		0.05	7.67	0.11	0.64	2.48	18.27	8.68	2.16	14.67	3.29	0.26	3.16	0.63	35.92	
UNIOS	19	86.4	9	40.9	681	2.78			2.11		0.49		34.14	0.39	0.33	14.77	0.59		3.95	2.07	38.38	
Wood.Industry, Forestry and Manag.of Water	1	100.0																				

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

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

Trade union	Employer's contribution to corporate catering						without specification of the amount of allowance	There is an agreed contribution to corporate catering for pensioners		Contribution to pension insurance				Contribution to life insurance								
	arranged in CA		amount of contribution					agreed in CA		amount of contribution of FSCR		conditions for his provision		agreed in CA		amount of contribution of FSCR		conditions for his provision				
			of budget		of FSCR																	
	NCA	% CA	aver. CZK	aver.% of price	aver. CZK	aver.% of price		NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	NCA	% CA	min. CZK	max. CZK	NCA	% CA	
Total	227	86.6	30.68	51.3	14.82	26.5	51	64	24.4	96	36.6	256	330	63	24.0	21	8.0	265	355	15	5.7	
Agriculture and Nutrition	4	100.0			11.68			4	100.0	2	50.0			2	50.0	1	25.0			1	25.0	
Civilian Employees of the Army	1	50.0					1	1	50.0	1	50.0					1	50.0					
Commerce	1	100.0								1	100.0			1	100.0	1	100.0				1	100.0
Culture and Nature Preservation	30	90.9	32.40	49.0	21.33	23.5	5			7	21.2	210	214	6	18.2	2	6.1				2	6.1
Education	56	76.7	23.76		10.58		15	26	35.6	24	32.9	197	236	10	13.7	4	5.5	113	158		2	2.7
Fire Fighters	13	100.0	12.50		28.30		3			9	69.2	234	306	7	53.8	2	15.4				2	15.4
Food Industry and Allied Trade	1	100.0					1															
Health Service and Social Care	72	94.7	32.85	35.0	14.81	50.0	14	18	23.7	33	43.4	311	443	25	32.9	6	7.9	338	413		5	6.6
KOVO	2	50.0					2	2	50.0	1	25.0											
Mines, Geology and Oil Industry	2	100.0					1	1	50.0													
Profess.and Trade Union of Orchestral Music.	6	50.0	23.50		14.50		4			1	8.3			1	8.3							
Railway Trade Unions	2	100.0								1	50.0											
State Bodies and Organisations	3	100.0	42.00	55.0	23.50					1	33.3			1	33.3	1	33.3					
STAVBA	12	92.3	31.83		9.12		1	9	69.2	7	53.8	277	386	5	38.5	2	15.4				1	7.7
UNIOS	21	95.5	34.42	55.0	12.57	9.0	4	3	13.6	7	31.8	279	284	4	18.2	1	4.5				1	4.5
Wood.Industry, Forestry and Manag.of Water	1	100.0								1	100.0			1	100.0							

Explanatory notes: NCA

% CA

aver. CZK

aver. % of price

CZK

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

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

average contribution in CZK

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

average contribution in CZK per month

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

Trade union	Employee's inability to work							Average number of days of leave without compensation of pay above the requirement of the LC																								Activity of guides in children's and youth camps								
	pay compensation for the first 3 days of the inability				pay compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																																
	agreed in CA		compensation amount		agreed in CA		compensation amount	A			B			C			D			E			F			G			H					I			J			
	NCA	% CA	% AE	aver.CZK	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days			NCA	% CA	days				
Total	32	8.1	59.2	200	4	1.0	81.3	25	6.3	1.4	42	10.6	1.7	45	11.4	2.0	14	3.5	4.4	40	10.1	1.5	17	4.3	3.2	47	11.9	7.8	40	10.1	3.6	104	26.3	3.5	92	23.2	27	12.7		
Agriculture and Nutrition																																								
Civilian Employees of the Army																																								
Commerce																																								
Culture and Nature Preservation																																								
Education																																								
Fire Fighters																																								
Food Industry and Allied Trade																																								
Health Service and Social Care	2	2.6																																						
KOVO																																								
Mines, Geology and Oil Industry																																								
Profess.and Trade Union of Orchestral Music.																																								
Railway Trade Unions																																								
State Bodies and Organisations	28	20.7	59.0	200	4	3.0	81.3	10	7.4	1.7	8	5.9	1.8	12	8.9	1.8	3	2.2	1.0	8	5.9	2.0	5	3.7	2.4	23	17.0	9.1	6	4.4	7.3	40	29.6	3.6	27	20.0	15	12.7		
STAVBA																																								
UNI0S	2	8.3																																						
Wood,Industry, Forestry and Manag.of Water																																								

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

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

Trade union	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	223	56.3	14	3.5	75	18.9	364	91.9	182	46.0	1	0.3	3	0.8
Agriculture and Nutrition	1	25.0			3	75.0	4	100.0	1	25.0				
Civilian Employees of the Army	1	50.0			1	50.0	2	100.0	1	50.0				
Commerce	1	100.0			1	100.0	1	100.0						
Culture and Nature Preservation	17	51.5			4	12.1	32	97.0	14	42.4				
Education	48	65.8	2	2.7	9	12.3	70	95.9	54	74.0				
Fire Fighters	5	38.5			3	23.1	10	76.9	8	61.5				
Food Industry and Allied Trade							1	100.0	1	100.0				
Health Service and Social Care	40	52.6	3	3.9	13	17.1	75	98.7	23	30.3			1	1.3
KOVO							3	75.0	2	50.0				
Mines, Geology and Oil Industry	2	100.0	1	50.0	1	50.0	2	100.0						
Profess.and Trade Union of Orchestral Music.	3	25.0			3	25.0	11	91.7						
Railway Trade Unions	2	100.0					2	100.0	2	100.0				
State Bodies and Organisations	92	68.1	5	3.7	28	20.7	114	84.4	49	36.3	1	0.7	2	1.5
STAVBA	4	30.8	2	15.4	6	46.2	12	92.3	6	46.2				
UNIOS	6	25.0	1	4.2	2	8.3	24	100.0	21	87.5				
Wood.Industry, Forestry and Manag.of Water	1	100.0			1	100.0	1	100.0						

Explanatory notes: NCA
% CA

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

Employee Wages
classification based on regions - public service and administration

Region NUTS 3	NCA total	Year-on-year growth of the average pay				Year-on-year wage reduction				Method of determination or arrangement of wage				3.1	3.2	3.3	3.4*	3.5*	3.6**	3.7	3.8	3.9	
		increase of TAPF		increase in %		reduction of TAPF		reduction of a wage component		according to the tenure		by a tariff with margin											
		NCA	aver. %	NCA	aver. %	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA										
Total	396	1		7	5.8	2	0.5	5	1.3	155	39.1	115	29.0	125	86	34	120	86	4	86	323	19	
CZ010 Capital Prague	37			1						14	37.8	12	32.4	13	8	3	3	4			6	28	
CZ020 Středočeský	50	1						1	2.0	14	28.0	15	30.0	20	11	3	25	14	2	11	38	6	
CZ031 Jihočeský	20									8	40.0	5	25.0	5	2	2	6	3			3	16	1
CZ032 Plzeňský	30			1						11	36.7	6	20.0	8	10	2	12	7			6	25	1
CZ041 Karlovarský	16			1						5	31.3	2	12.5	4		4	7	6			2	14	
CZ042 Ústecký	39									19	48.7	18	46.2	14	9	5	10	9			8	32	1
CZ051 Liberecký	14									5	35.7	2	14.3	4	1		4	3			2	11	1
CZ052 Královéhradecký	30							1	3.3	11	36.7	6	20.0	5	8	2	14	11			4	22	
CZ053 Pardubický	21									12	57.1	8	38.1	6	6	1	6	5	1	7	21	1	
CZ061 Vysočina	30					1	3.3			17	56.7	16	53.3	13	4	6	4	2			12	27	4
CZ062 Jihomoravský	28							1	3.6	12	42.9	6	21.4	12	7	2	7	5	1	7	24		
CZ071 Olomoucký	26			2						10	38.5	5	19.2	7	7	2	10	10			4	22	2
CZ072 Zlínský	16									6	37.5	4	25.0	4	4	1	2	2			4	15	1
CZ080 Moravskoslezský	39			2		1	2.6	2	5.1	11	28.2	10	25.6	10	9	1	10	5			10	28	1

Explanatory notes: NCA	number of collective agreements, in which the appropriate indicator has been agreed
% CA	share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
aver. %	average increase in percentage
TAPF	total amount of payroll funds
3.1	Does the CA agree on more detailed conditions for provision of personal bonuses?
3.2	Does the CA agree on more detailed conditions for the provision of remunerations?
3.3	Does the CA agree on a specified share of provided unclaimable issues of wage (personal bonuses, remuneration)?
3.4	Does the municipality or region create a social fund (i.e. monetary fund under Section 5 of law No. 250/2000 Coll.)?
3.5	Does the CA stipulate rules governing the allotment of resources to the reward funds and rules of granting rewards from the reward fund?
3.6	Does the CA agree on more detailed conditions for the allotment of means for funds of the remuneration fund from the increased operating results?
3.7	Does the CA stipulate rules determining wage tariff within the scope of wage tariff limits set for the lowest and highest level of a certain wage class (Section 6 of the Government Decree No. 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	120	45.8	102	3,086	117	3,404	120	3,678	120	3,905	120	4,172	120	4,311
CZ010 Capital Prague	11	37.9	8	2,500	10	3,350	11	3,682	11	4,318	11	4,864	11	5,409
CZ020 Středočeský	14	60.9	13	2,731	14	3,214	14	3,607	14	3,893	14	4,250	14	4,250
CZ031 Jihočeský	7	58.3	7	2,786	7	2,786	7	2,929	7	2,929	7	3,071	7	3,071
CZ032 Plzeňský	6	33.3	4	4,250	6	4,167	6	5,000	6	5,333	6	5,667	6	6,000
CZ041 Karlovarský	5	55.6	4	3,500	5	3,600	5	4,140	5	4,300	5	4,540	5	4,800
CZ042 Ústecký	13	48.1	12	2,708	13	3,154	13	3,500	13	3,769	13	4,115	13	4,308
CZ051 Liberecký	5	50.0	3	1,833	5	2,600	5	3,200	5	3,300	5	3,300	5	3,300
CZ052 Královéhradecký	6	37.5	5	2,600	6	3,250	6	3,667	6	3,917	6	4,167	6	4,167
CZ053 Pardubický	9	60.0	7	2,714	9	2,333	9	2,444	9	2,611	9	2,833	9	2,944
CZ061 Vysočina	13	52.0	13	3,173	13	3,250	13	3,423	13	3,519	13	3,692	13	3,788
CZ062 Jihomoravský	7	33.3	6	4,083	7	4,429	7	4,571	7	4,714	7	4,929	7	5,000
CZ071 Olomoucký	5	33.3	4	4,750	4	4,750	5	3,920	5	3,960	5	3,980	5	4,020
CZ072 Zlínský	7	50.0	6	3,750	7	4,357	7	4,643	7	4,929	7	5,071	7	5,357
CZ080 Moravskoslezský	12	42.9	10	3,150	11	3,636	12	3,750	12	3,917	12	4,250	12	4,250

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	117	44.7	94	4,048	110	4,208	116	4,927	117	5,426	117	5,715	117	5,833	117	5,962	117	6,034	117	6,107
CZ010 Capital Prague	10	34.5	7	3,071	10	3,650	10	5,250	10	6,850	10	6,850	10	6,850	10	6,850	10	6,850	10	6,850
CZ020 Středočeský	14	60.9	11	5,636	12	5,583	14	5,357	14	6,000	14	6,357	14	6,357	14	6,357	14	6,357	14	6,357
CZ031 Jihočeský	7	58.3	6	3,250	6	3,250	7	4,357	7	4,357	7	4,500	7	4,500	7	4,500	7	4,500	7	4,500
CZ032 Plzeňský	7	38.9	5	4,300	7	4,214	7	4,643	7	5,000	7	5,143	7	5,214	7	5,286	7	5,286	7	5,286
CZ041 Karlovarský	4	44.4	3	3,667	4	4,000	4	4,175	4	4,375	4	4,675	4	5,000	4	5,000	4	5,000	4	5,000
CZ042 Ústecký	13	48.1	12	2,958	13	3,423	13	4,269	13	4,923	13	5,346	13	5,538	13	5,808	13	6,000	13	6,192
CZ051 Liberecký	4	40.0	2		4	3,125	4	3,750	4	3,750	4	3,750	4	3,750	4	3,750	4	3,750	4	3,750
CZ052 Královéhradecký	8	50.0	5	3,700	6	4,583	8	4,750	8	5,000	8	5,125	8	5,125	8	5,125	8	5,125	8	5,125
CZ053 Pardubický	8	53.3	6	3,333	8	2,750	8	2,875	8	3,063	8	3,313	8	3,438	8	3,563	8	3,688	8	3,813
CZ061 Vysočina	13	52.0	12	3,917	13	4,408	13	4,885	13	5,331	13	5,769	13	6,231	13	6,615	13	7,000	13	7,385
CZ062 Jihomoravský	7	33.3	6	4,500	7	4,643	7	5,071	7	5,214	7	5,429	7	5,500	7	5,500	7	5,500	7	5,500
CZ071 Olomoucký	5	33.3	4	6,375	4	6,375	5	10,100	5	10,100	5	10,100	5	10,100	5	10,100	5	10,100	5	10,100
CZ072 Zlínský	7	50.0	6	5,417	7	5,500	7	6,786	7	7,786	7	8,643	7	8,929	7	9,643	7	9,643	7	9,643
CZ080 Moravskoslezský	10	35.7	9	3,500	9	3,789	9	3,978	10	4,500	10	4,900	10	4,900	10	4,900	10	4,900	10	4,900

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	311	78.5	6	1.5	155	39.1	345	87.1	319	95	276	68	69
CZ010 Capital Prague	25	67.6	2	5.4	11	29.7	36	97.3	33	8	28	7	5
CZ020 Středočeský	37	74.0	2	4.0	22	44.0	39	78.0	36	11	30	10	8
CZ031 Jihočeský	16	80.0			5	25.0	13	65.0	10	3	10		5
CZ032 Plzeňský	23	76.7	1	3.3	11	36.7	23	76.7	21	7	17	7	5
CZ041 Karlovarský	13	81.3			4	25.0	14	87.5	13	3	9	1	2
CZ042 Ústecký	34	87.2			21	53.8	36	92.3	34	14	31	11	5
CZ051 Liberecký	11	78.6	1	7.1	7	50.0	12	85.7	12	2	10	4	2
CZ052 Královéhradecký	22	73.3			13	43.3	26	86.7	24	5	21	2	5
CZ053 Pardubický	18	85.7			8	38.1	20	95.2	19	6	14	1	3
CZ061 Vysočina	24	80.0			13	43.3	29	96.7	27	7	27	6	6
CZ062 Jihomoravský	24	85.7			11	39.3	26	92.9	26	8	22	7	8
CZ071 Olomoucký	18	69.2			14	53.8	23	88.5	22	5	20	4	7
CZ072 Zlínský	14	87.5			2	12.5	15	93.8	14	4	14	4	1
CZ080 Moravskoslezský	32	82.1			13	33.3	33	84.6	28	12	23	4	7

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

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

Region NUTS 3	Number of trade unions active in the company										if there are several TU in the company				Detailed conditions governing the provision of information to TU		Extent of information provided to TU beyond the scope of LC stipulated		Detailed conditions governing the procedures for discussing materials with TU		Extent of discussions beyond the scope of LC stipulated	
	1 TU		2 TU		3 TU		4 TU		5 and more TU		CA is concluded jointly		other procedures according to Section 24, subsection 2 of LC									
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA*	NCA	% CA*	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	327	82.6	45	11.4	11	2.8	2	0.5	11	2.8	61	88.4	8	11.6	287	72.5	50	12.6	181	45.7	98	24.7
CZ010 Capital Prague	27	73.0	7	18.9					3	8.1	10	100.0			33	89.2	9	24.3	19	51.4	10	27.0
CZ020 Středočeský	45	90.0	4	8.0					1	2.0	4	80.0	1	20.0	28	56.0	4	8.0	23	46.0	6	12.0
CZ031 Jihočeský	19	95.0							1	5.0			1	100.0	11	55.0	2	10.0	10	50.0	7	35.0
CZ032 Plzeňský	25	83.3	2	6.7	2	6.7	1	3.3			5	100.0			21	70.0	5	16.7	13	43.3	7	23.3
CZ041 Karlovarský	12	75.0	3	18.8	1	6.3					3	75.0	1	25.0	9	56.3			4	25.0	4	25.0
CZ042 Ústecký	35	89.7	4	10.3							4	100.0			34	87.2	9	23.1	17	43.6	15	38.5
CZ051 Liberecký	9	64.3	3	21.4	1	7.1	1	7.1			4	80.0	1	20.0	11	78.6	2	14.3	7	50.0	1	7.1
CZ052 Královéhradecký	28	93.3	1	3.3					1	3.3	1	50.0	1	50.0	16	53.3	2	6.7	10	33.3	4	13.3
CZ053 Pardubický	19	90.5	2	9.5							2	100.0			18	85.7	3	14.3	6	28.6	6	28.6
CZ061 Vysočina	24	80.0	2	6.7	3	10.0			1	3.3	5	83.3	1	16.7	22	73.3	1	3.3	15	50.0	10	33.3
CZ062 Jihomoravský	19	67.9	7	25.0	1	3.6			1	3.6	8	88.9	1	11.1	22	78.6	6	21.4	15	53.6	5	17.9
CZ071 Olomoucký	23	88.5	2	7.7	1	3.8					3	100.0			18	69.2	3	11.5	12	46.2	5	19.2
CZ072 Zlínský	13	81.3	2	12.5	1	6.3					3	100.0			10	62.5	1	6.3	9	56.3	7	43.8
CZ080 Moravskoslezský	29	74.4	6	15.4	1	2.6			3	7.7	9	90.0	1	10.0	34	87.2	3	7.7	21	53.8	11	28.2

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		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	0.5	2	0.5	32	8.1	38	9.6	1.8	2.1	39	9.8	1.4	1.7	64	16.2	1.8	3.2	54	13.6	45	11.4	11	2.8	3	0.8		
CZ010 Capital Prague					3	8.1	11	29.7	1.6	2.1	11	29.7	1.5	2.0	15	40.5	1.7	3.0	14	37.8	11	29.7	5	13.5	1	2.7		
CZ020 Středočeský					4	8.0	3	6.0	2.3	2.3	3	6.0	1.0	1.7	7	14.0	1.7	3.7	7	14.0	7	14.0					1	2.0
CZ031 Jihočeský					3	15.0									3	15.0	1.0	4.3	3	15.0	3	15.0						
CZ032 Plzeňský					2	6.7									8	26.7	2.5	3.0	6	20.0	6	20.0	1	3.3				
CZ041 Karlovarský					2	12.5																						
CZ042 Ústecký					3	7.7	5	12.8	1.8	2.0	5	12.8	1.0	1.2	5	12.8	1.5	3.0	4	10.3	3	7.7	1	2.6	1	2.6	1	2.6
CZ051 Liberecký					1	7.1	2	14.3			2	14.3			3	21.4	2.0	2.3	2	14.3	2	14.3	1	7.1				
CZ052 Královéhradecký					4	13.3	1	3.3			2	6.7			4	13.3	1.3	2.3	4	13.3	4	13.3						
CZ053 Pardubický															1	4.8			1	4.8	1	4.8						
CZ061 Vysočina	1	3.3	1	3.3			3	10.0	2.0	2.0	3	10.0	1.3	1.3	2	6.7			1	3.3			1	3.3				
CZ062 Jihomoravský	1	3.6			3	10.7	5	17.9	2.2	2.2	5	17.9	1.6	1.6	5	17.9	2.2	3.2	3	10.7	3	10.7						
CZ071 Olomoucký					3	11.5	3	11.5	2.0	2.7	3	11.5	2.0	2.7	3	11.5	2.3	2.7	3	11.5	1	3.8	1	3.8				
CZ072 Zlínský					2	12.5	2	12.5			2	12.5			1	6.3			1	6.3			1	6.3				
CZ080 Moravskoslezský			1	2.6	2	5.1	3	7.7	1.3	1.5	3	7.7	1.0	1.3	7	17.9	1.7	2.7	5	12.8	4	10.3						

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

Fund for social and cultural requirements
classification based on 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	235	89.7	123	46.9	3,374	0.90	0.63	0.01	13.98	0.93	0.22	1.03	17.35	13.97	1.09	20.65	0.57	0.24	6.00	3.83	18.59
CZ010 Capital Prague	26	89.7	16	55.2	3,501	2.21	3.59		5.18	2.70	0.04	1.18	23.82	7.01	1.49	8.63	2.68	0.01	5.35	5.14	30.96
CZ020 Středočeský	21	91.3	6	26.1	3,927	0.85	0.38		23.93	0.08		0.11	26.55	0.25	1.02	22.92		0.86	7.74	1.09	14.23
CZ031 Jihočeský	11	91.7	4	33.3	541				21.73	0.09		6.01	28.01	8.88	0.46	5.96			5.08	7.78	15.99
CZ032 Plzeňský	16	88.9	10	55.6	7,524		0.01	0.07	25.05	0.05	0.22	0.66	12.87	31.12	0.97	10.63		0.68	10.68	5.57	1.41
CZ041 Karlovarský	9	100.0	2	22.2																	
CZ042 Ústecký	24	88.9	13	48.1	956	0.43	0.60		7.97		0.49		16.93	12.53	0.76	32.90	2.51	0.47	3.32	4.28	16.80
CZ051 Liberecký	9	90.0	3	30.0	4,265	0.94			4.38	0.08		1.17	7.65	24.23	0.86	46.89		0.14	3.13		10.54
CZ052 Královéhradecký	11	68.8	5	31.3	1,580				3.10		1.14		25.59	2.96	1.27	11.98	4.43		1.24	0.48	47.81
CZ053 Pardubický	14	93.3	11	73.3	1,967	0.22	0.88	0.01	1.37			2.40	41.24	4.68	1.85	22.28		0.06	2.75	4.87	17.39
CZ061 Vysočina	24	96.0	15	60.0	2,527	3.71	0.09		11.61		0.08	2.45	19.13	10.89	1.15	10.05	0.09	0.05	6.34	12.45	21.89
CZ062 Jihomoravský	19	90.5	10	47.6	1,274	0.70			11.34	2.03	1.45	4.59	29.63	23.78	2.12	4.62			5.77	2.50	11.47
CZ071 Olomoucký	13	86.7	8	53.3	7,426	0.08	0.08		3.65		0.49	0.03	7.52	1.36	0.85	27.06		0.01	5.90	0.32	52.63
CZ072 Zlínský	14	100.0	6	42.9	1,925		0.56		8.67			4.33	44.75	5.10	2.25	17.31		0.43	8.11	1.82	6.66
CZ080 Moravskoslezský	24	85.7	14	50.0	5,498	0.03	0.14		24.53	2.60	0.06	0.32	7.07	20.70	0.66	35.81		0.18	3.42	1.72	2.76

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 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	227	86.6	30.68	51.3	14.82	26.5	51	64	24.4	96	36.6	256	330	63	24.0	21	8.0	265	355	15	5.7
CZ010 Capital Prague	24	82.8	38.42	42.5	16.39	20.0	3	5	17.2	10	34.5	231	317	6	20.7	4	13.8	250	317	3	10.3
CZ020 Středočeský	22	95.7	38.32	55.0	15.12	9.0	6	2	8.7	2	8.7			2	8.7	1	4.3				
CZ031 Jihočeský	10	83.3	22.50	55.0	14.13			4	33.3	4	33.3	225	225	1	8.3	1	8.3				
CZ032 Plzeňský	14	77.8	24.13		11.06		7	7	38.9	8	44.4	270	357	5	27.8	2	11.1			1	5.6
CZ041 Karlovarský	6	66.7	23.00		16.20		1	2	22.2	3	33.3	263	400	2	22.2	1	11.1			1	11.1
CZ042 Ústecký	23	85.2	24.90		14.21		5	5	18.5	10	37.0	271	321	6	22.2	2	7.4			1	3.7
CZ051 Liberecký	10	100.0	27.19		15.10		3	2	20.0	4	40.0	200	381	4	40.0	2	20.0			2	20.0
CZ052 Královéhradecký	14	87.5	38.42	36.0	18.91	27.0	5	3	18.8	7	43.8	224	273	5	31.3	2	12.5			2	12.5
CZ053 Pardubický	15	100.0	30.63	55.0	17.72		4	4	26.7	3	20.0	333	367	1	6.7						
CZ061 Vysočina	22	88.0	29.75		11.51		1	9	36.0	14	56.0	226	265	8	32.0	2	8.0			1	4.0
CZ062 Jihomoravský	19	90.5	30.72	55.0	16.68	50.0	3	5	23.8	8	38.1	390	415	7	33.3	2	9.5			2	9.5
CZ071 Olomoucký	12	80.0	25.67		16.06		2	5	33.3	6	40.0	324	381	3	20.0	1	6.7			1	6.7
CZ072 Zlínský	12	85.7	27.50	55.0	20.31		4	4	28.6	3	21.4	250	278	2	14.3						
CZ080 Moravskoslezský	24	85.7	23.50	55.0	9.96		7	7	25.0	14	50.0	224	359	11	39.3	1	3.6			1	3.6

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

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

Region NUTS 3	Employee's inability to work							Average number of days of leave without compensation of pay above the requirement of the LC																												Activity of guides in children's and youth camps		
	pay compensation for the first 3 days of the inability				pay compensation from the fourth day of inability exceeding the level stated in LC			Type of personal obstacle																														
	agreed in CA		compensation amount		agreed in CA		compensation amount	A			B			C			D			E			F			G			H			I			J			
	NCA	% CA	% AE	aver.CZK	NCA	% CA	% AE	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days	NCA	% CA	days				
Total	32	8.1	59.2	200	4	1.0	81.3	25	6.3	1.4	42	10.6	1.7	45	11.4	2.0	14	3.5	4.4	40	10.1	1.5	17	4.3	3.2	47	11.9	7.8	40	10.1	3.6	104	26.3	3.5	92	23.2	27	12.7
CZ010 Capital Prague	5	13.5	50.0		1	2.7		2	5.4		5	13.5	2.2	3	8.1	1.3	3	8.1	4.3	3	8.1	1.3	2	5.4		8	21.6	9.6	4	10.8	5.5	13	35.1	3.5	13	35.1	5	14.8
CZ020 Středočeský	7	14.0	57.5		3	6.0	85.0	1	2.0		2	4.0		4	8.0	2.5	2	4.0		3	6.0	1.3	1	2.0		6	12.0	10.2	5	10.0	7.8	13	26.0	3.3	5	10.0	5	9.0
CZ031 Jihočeský	1	5.0						2	10.0		2	10.0		1	5.0					3	15.0	2.3	2	10.0		2	10.0		3	15.0	2.7	3	15.0	3.7	1	5.0	1	
CZ032 Plzeňský	1	3.3						3	10.0	1.7	4	13.3	2.0	5	16.7	3.4	2	6.7		3	10.0	2.3	2	6.7		4	13.3	5.5	2	6.7		8	26.7	3.3	12	40.0	1	
CZ041 Karlovarský											2	12.5		2	12.5		1	6.3		1	6.3		1	6.3		2	12.5		2	12.5		2	12.5		4	25.0		
CZ042 Ústecký	4	10.3	73.3	200				3	7.7	1.3	6	15.4	1.3	5	12.8	1.6	1	2.6		6	15.4	1.5	1	2.6		3	7.7	6.7	5	12.8	1.4	17	43.6	3.2	11	28.2	1	
CZ051 Liberecký								1	7.1																	1	7.1					3	21.4	4.3	3	21.4		
CZ052 Královéhradecký	1	3.3						2	6.7		3	10.0	1.3	4	13.3	1.3				3	10.0	1.3				6	20.0	8.5	3	10.0	6.0	7	23.3	3.3	4	13.3	5	15.0
CZ053 Pardubický	2	9.5						1	4.8		4	19.0	2.3	5	23.8	2.0				3	14.3	1.7				4	19.0	3.5	3	14.3	1.7	7	33.3	3.9	7	33.3	1	
CZ061 Vysočina											3	10.0	1.3	5	16.7	1.4	2	6.7		4	13.3	1.3	2	6.7		1	3.3		6	20.0	1.3	2	6.7		9	30.0	1	
CZ062 Jihomoravský	2	7.1						3	10.7	1.0	1	3.6		2	7.1		1	3.6		2	7.1		1	3.6		3	10.7	7.0	2	7.1		7	25.0	3.7	3	10.7	3	7.3
CZ071 Olomoucký	5	19.2	53.8					2	7.7		3	11.5	3.0	3	11.5	2.3				1	3.8		1	3.8		2	7.7		1	3.8		9	34.6	3.6	9	34.6	2	
CZ072 Zlínský														1	6.3															3	18.8	4.7	1	6.3				
CZ080 Moravskoslezský	4	10.3	52.5					5	12.8	1.4	7	17.9	1.4	5	12.8	1.6	2	5.1		8	20.5	1.3	4	10.3	2.3	5	12.8	8.4	4	10.3	4.0	10	25.6	3.0	10	25.6	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
 - % AE average value of compensation, defined by the percentage from the average earnings
 - aver.CZK average value of compensation, defined by an absolute amount in CZK per day
 - days average extent of time off (in days)
 - A one's own wedding
 - B birth of a child to the wife of an employee
 - C death of a direct relative
 - D escorting a disabled child to a health or social care provider
 - E moving house
 - F looking for a new job
 - G for mothers caring for a child (per year)
 - H care for a family member (per year)
 - I sick days (per year)
 - J other obstacles

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

Region NUTS 3	Employees' professional development				CA detail fair treatment and prohibition of any discrimination		Collective agreement stipulate				Concrete form of implementation of the general agreement dealing with			
	CA stipulate conditions of employees' professional development		CA detail particular programmes and numbers of employees involved				measures (technical and organizational) to ensure ISHPW		written evaluation of ISHPW status		work-related stress		harassment and violence at the workplace	
	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	223	56.3	14	3.5	75	18.9	364	91.9	182	46.0	1	0.3	3	0.8
CZ010 Capital Prague	17	45.9	2	5.4	10	27.0	34	91.9	17	45.9			1	2.7
CZ020 Středočeský	32	64.0	1	2.0	12	24.0	44	88.0	20	40.0				
CZ031 Jihočeský	8	40.0			6	30.0	19	95.0	3	15.0				
CZ032 Plzeňský	19	63.3	2	6.7	5	16.7	27	90.0	14	46.7			1	3.3
CZ041 Karlovarský	6	37.5			1	6.3	14	87.5	5	31.3				
CZ042 Ústecký	24	61.5	2	5.1	7	17.9	35	89.7	17	43.6	1	2.6	1	2.6
CZ051 Liberecký	6	42.9	2	14.3	1	7.1	13	92.9	8	57.1				
CZ052 Královéhradecký	16	53.3	2	6.7	4	13.3	26	86.7	10	33.3				
CZ053 Pardubický	13	61.9			4	19.0	20	95.2	10	47.6				
CZ061 Vysočina	19	63.3	1	3.3	5	16.7	30	100.0	20	66.7				
CZ062 Jihomoravský	15	53.6	1	3.6	7	25.0	25	89.3	15	53.6				
CZ071 Olomoucký	18	69.2	1	3.8	4	15.4	25	96.2	10	38.5				
CZ072 Zlínský	11	68.8			3	18.8	16	100.0	11	68.8				
CZ080 Moravskoslezský	19	48.7			6	15.4	36	92.3	22	56.4				

Explanatory notes: NCA
% CA

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



Table section C

Municipalities and regions

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

Trade union	Social fund creation										Conditions for pooling the social fund resources are part of the CA		Rules for use of the pooled social fund are part of the CA	
	agreed in CA		contribution of the planned volume of resources allotted of pay		allotment via abs. amount per employee		contributions from AVPRC and compensations for pays		otherwise	average creation including balances	NCA	% CA	NCA	% CA
	NCA	% CA	NCA	aver.%	NCA	aver.CZK	NCA	aver.%	NCA	in thous.CZK				
Total	126	94.0	59	3.7	6	6,767	39	3.6	19	1,957	78	58.2	75	56.0
State Bodies and Organisations	124	93.9	58	3.7	6	6,767	39	3.6	18	1,957	78	59.1	75	56.8
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	0.01	0.51	5.28	0.08	3.42	0.64	2.19	31.59	12.86	0.71	16.28	2.08	0.67	4.22	9.95	9.51	87	64.9
State Bodies and Organisations	0.01	0.51	5.28	0.08	3.42	0.64	2.19	31.59	12.86	0.71	16.28	2.08	0.67	4.22	9.95	9.51	86	65.2
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			
	NCA	% CA	aver. CZK	aver. % price	aver. CZK	aver. % price		aver. CZK	aver. % price	NCA	% CA	NCA	% CA	NCA	% CA
Total	123	91.8	32.15	48.2	23.92	38.4	59.00		4	21	15.7	16	11.9	17	12.7
State Bodies and Organisations	121	91.7	32.36	47.8	23.74	38.4	59.00		4	21	15.9	16	12.1	17	12.9
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	84	62.7	343	440	3.6	60	44.8	34	25.4	394	506	18	13.4
State Bodies and Organisations	83	62.9	344	442	3.6	59	44.7	34	25.8	394	506	18	13.6
UNIÓS	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	126	94.0	59	3.7	6	6,767	39	3.6	19	1,957	78	58.2	75	56.0
CZ010 Capital Prague	6	75.0	3	4.3					3	2,987	1	12.5	1	12.5
CZ020 Středočeský	26	96.3	9	3.9	4	5,050	10	3.3	3	1,815	18	66.7	17	63.0
CZ031 Jihočeský	7	87.5	6	2.9					1	1,713	5	62.5	5	62.5
CZ032 Plzeňský	12	100.0	5	3.9			7	4.0		1,539	9	75.0	8	66.7
CZ041 Karlovarský	7	100.0	2		2		1		2	1,047	5	71.4	4	57.1
CZ042 Ústecký	11	91.7	6	3.3			2		2	984	6	50.0	6	50.0
CZ051 Liberecký	4	100.0	3	3.4					1	1,554	2	50.0	2	50.0
CZ052 Královéhradecký	14	100.0	7	3.4			7	3.9		2,178	5	35.7	5	35.7
CZ053 Pardubický	6	100.0	4	3.3			1			709	4	66.7	4	66.7
CZ061 Vysočina	5	100.0	2				3	3.0		938	5	100.0	5	100.0
CZ062 Jihomoravský	5	71.4	1				2		1	2,302	5	71.4	5	71.4
CZ071 Olomoucký	11	100.0	5	3.3			3	3.3	3	2,830	8	72.7	8	72.7
CZ072 Zlínský	2	100.0	1						1		2	100.0	2	100.0
CZ080 Moravskoslezský	10	90.9	5	4.8			3	4.0	2	3,521	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	0.01	0.51	5.28	0.08	3.42	0.64	2.19	31.59	12.86	0.71	16.28	2.08	0.67	4.22	9.95	9.51	87	64.9	
CZ010 Capital Prague			2.86		0.02	9.99	2.76	34.45	25.39		5.86	5.86		4.44	6.65	1.72	2	25.0	
CZ020 Středočeský		2.35	4.09	0.08	3.57		1.89	26.62	16.61	0.43	16.43	3.10	1.25	4.73	9.89	8.97	19	70.4	
CZ031 Jihočeský			4.50		0.58		3.97	25.11	8.19	0.37	32.15		0.18	1.86	19.50	3.59	5	62.5	
CZ032 Plzeňský		0.06	2.63		15.51		3.60	33.28	16.03	0.30	16.48	0.14	0.53	2.15	3.48	5.84	9	75.0	
CZ041 Karlovarský		0.08	12.89		3.87			43.83	10.19	1.66	3.66		1.03	5.14	6.89	10.76	6	85.7	
CZ042 Ústecký	0.09	0.36	4.98		3.32		0.51	32.68	22.50	0.62	8.47	0.46	0.03	4.48	8.93	12.58	8	66.7	
CZ051 Liberecký			4.33		1.48			9.65	39.97	3.22	1.77	11.66		0.16	9.10	14.40	4	100.0	
CZ052 Královéhradecký		0.00	6.77	0.50	0.23	0.30	0.97	30.31	6.56	1.50	20.85	3.31	0.43	5.35	14.37	8.56	10	71.4	
CZ053 Pardubický			4.37	0.14	0.94			38.42	3.06	0.19	18.70	0.99	1.96	2.12	8.28	20.84	3	50.0	
CZ061 Vysočina			4.57		1.60			1.07	42.94	18.25	0.27	19.95		4.51	3.41	3.44	2	40.0	
CZ062 Jihomoravský			9.41		2.50	1.17		22.66	29.13	0.13	8.53		0.17	3.89	2.02	20.38	4	57.1	
CZ071 Olomoucký	0.08		3.37		4.59			3.50	29.67	12.45	0.51	17.06	4.02	0.43	3.30	8.28	12.74	9	81.8
CZ072 Zlínský																		2	100.0
CZ080 Moravskoslezský		0.04	8.60		3.10			2.09	30.51	6.46	1.26	16.29	0.78	0.82	4.11	11.94	14.00	4	36.4

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	123	91.8	32.15	48.2	23.92	38.4	59.00		4	21	15.7	16	11.9	17	12.7
CZ010 Capital Prague	6	75.0	56.50	65.0	28.67		88.00								
CZ020 Středočeský	26	96.3	37.32	52.5	27.33		30.00		1	4	14.8	6	22.2	6	22.2
CZ031 Jihočeský	7	87.5	22.50	50.0	24.80	15.0				2	25.0				
CZ032 Plzeňský	12	100.0	29.43	45.0	25.13	43.3			1	1	8.3	1	8.3	1	8.3
CZ041 Karlovarský	6	85.7	26.80		25.92	58.0						1	14.3	1	14.3
CZ042 Ústecký	10	83.3	34.41	47.0	23.59	31.0			1	2	16.7				
CZ051 Liberecký	4	100.0	28.25		25.25										
CZ052 Královéhradecký	13	92.9	34.10	38.8	20.36	35.0			1	4	28.6	3	21.4	3	21.4
CZ053 Pardubický	6	100.0	21.58		24.42					1	16.7	1	16.7	2	33.3
CZ061 Vysočina	4	80.0	22.00		21.75					2	40.0	2	40.0	2	40.0
CZ062 Jihomoravský	7	100.0	32.00		21.67					3	42.9				
CZ071 Olomoucký	11	100.0	35.33	51.7	18.60					2	18.2	1	9.1	2	18.2
CZ072 Zlínský	2	100.0													
CZ080 Moravskoslezský	9	81.8	39.14	43.5	22.00	38.5						1	9.1		

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	84	62.7	343	440	3.6	60	44.8	34	25.4	394	506	18	13.4
CZ010 Capital Prague	5	62.5	500	590		2	25.0	3	37.5	500	700	1	12.5
CZ020 Středočeský	15	55.6	290	404	3.3	11	40.7	4	14.8	417	438	1	3.7
CZ031 Jihočeský	2	25.0				2	25.0						
CZ032 Plzeňský	9	75.0	328	384		7	58.3	4	33.3	325	433	3	25.0
CZ041 Karlovarský	3	42.9	533	533		2	28.6	1	14.3				
CZ042 Ústecký	7	58.3	300	357		4	33.3	3	25.0	300	450		
CZ051 Liberecký	3	75.0	300	450		2	50.0						
CZ052 Královéhradecký	11	78.6	380	542		8	57.1	7	50.0	250	538	4	28.6
CZ053 Pardubický	4	66.7	367	425	5.0	3	50.0	2	33.3				
CZ061 Vysočina	2	40.0				2	40.0	2	40.0			2	40.0
CZ062 Jihomoravský	4	57.1	250	361	3.0	3	42.9	2	28.6			2	28.6
CZ071 Olomoucký	8	72.7	275	406		6	54.5	2	18.2			2	18.2
CZ072 Zlínský	2	100.0				2	100.0	1	50.0			1	50.0
CZ080 Moravskoslezský	9	81.8	329	438		6	54.5	3	27.3	300	500	2	18.2

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