



INFORMATION ON WORKING CONDITIONS

negotiated in collective agreements

2024

Copyright - MoLSA

Neither the publication nor any part thereof may be copied, distributed and included in information systems in any form (electronic, mechanical, optical, magnetic etc.) without written consent of the

Ministry of Labour and Social Affairs

Developed by: TREXIMA, spol. s r.o., třída Tomáše Bati 299, Louky, 763 02 Zlín

CONTENTS:

Introduction

| | |
|--|----|
| Basic informations about IPP | 9 |
| Description of published tables | 10 |
| Collective agreements in numbers for the year 2024 | 25 |

Table section A corporate area

Classification of tables by trade unions

| | | |
|------|---|----|
| A1a | Minimum wage and wage scales | 35 |
| A2a | Monthly wage scales – 12-scale tariff system | 36 |
| A3 | Monthly wage scales – other tariff systems | 37 |
| A4a | Hourly wage scales (40 hours/week) – 12-scale tariff system | 38 |
| A5 | Hourly wage scales (40 hours/week) – other tariff systems | 39 |
| A6a | Hourly wage scales (37.5 hours/week) – 12-scale tariff system | 40 |
| A7 | Hourly wage scales (37.5 hours/week) – other tariff systems | 41 |
| A8a | Wage supplementary charges according to LC | 42 |
| A9a | Other supplementary charges I | 43 |
| A10a | Other supplementary charges II | 44 |
| A11a | Other wage components – 13th and 14th pay | 45 |
| A12a | Remunerations at work anniversaries and assistance in natural disasters | 46 |
| A13a | Remuneration at life anniversaries I | 47 |
| A14a | Remuneration at life anniversaries II | 48 |
| A15a | Wage development | 49 |
| A16a | Remuneration of employees I | 50 |
| A17a | Remuneration of employees II | 51 |
| A18a | Remuneration of employees III | 52 |
| A19a | Conditions governing the activities of trade union organizations | 53 |
| A20a | Plurality of trade unions | 54 |
| A21a | Information and discussion | 55 |
| A22a | Compensation money | 56 |
| A23a | Working hours and holidays | 57 |
| A24a | Overtime, organization of working hours | 58 |
| A25a | Employment rate I | 59 |
| A26a | Employment rate II | 60 |
| A27a | Working conditions and benefits I | 61 |
| A28a | Working conditions and benefits II | 62 |
| A29a | Working conditions and benefits III | 63 |
| A30a | Social fund (FSCR, stimulation fund) – creation | 64 |
| A31a | Social fund (FSCR, stimulation fund) – use | 65 |
| A32a | Obstacles to work | 66 |
| A33a | Personnel development, fair treatment, ISHPW, general agreements of European social partners | 67 |

Classification of tables by higher territorial administration units – regions

| | | |
|------|---|----|
| A1b | Minimum wage and wage scales | 69 |
| A2b | Monthly wage scales – 12-scale tariff system | 70 |
| A4b | Hourly wage scales (40 hours/week) – 12-scale tariff system | 71 |
| A6b | Hourly wage scales (37.5 hours/week) – 12-scale tariff system | 72 |
| A8b | Wage supplementary charges according to LC | 73 |
| A9b | Other supplementary charges I | 74 |
| A10b | Other supplementary charges II | 75 |
| A11b | Other wage components – 13th and 14th pay | 76 |
| A12b | Remunerations at work anniversaries and assistance in natural disasters | 77 |
| A13b | Remuneration at life anniversaries I | 78 |
| A14b | Remuneration at life anniversaries II | 79 |
| A15b | Wage development | 80 |
| A16b | Remuneration of employees I | 81 |
| A17b | Remuneration of employees II | 82 |
| A18b | Remuneration of employees III | 83 |
| A19b | Conditions governing the activities of trade union organizations | 84 |
| A20b | Plurality of trade unions | 85 |
| A21b | Information and discussion | 86 |
| A22b | Compensation money | 87 |
| A23b | Working hours and holidays | 88 |
| A24b | Overtime, organization of working hours | 89 |
| A25b | Employment rate I | 90 |
| A26b | Employment rate II | 91 |
| A27b | Working conditions and benefits I | 92 |
| A28b | Working conditions and benefits II | 93 |
| A29b | Working conditions and benefits III | 94 |
| A30b | Social fund (FSCR, stimulation fund) – creation | 95 |
| A31b | Social fund (FSCR, stimulation fund) – use | 96 |
| A32b | Obstacles to work | 97 |
| A33b | Personnel development, fair treatment, ISHPW, general agreements of European social partners | 98 |

Evaluation of wage scales, wage supplementary charges and bonuses

| | | |
|-----|--|-----|
| A34 | Character of monthly wage scales | 99 |
| A35 | Character of hourly wage scales 40 hours/week | 100 |
| A36 | Character of hourly wage scales 37.5 hours/week | 101 |
| A37 | Year-on-year comparison of monthly wage scales | 102 |
| A38 | Year-on-year comparison of hourly wage scales 40 hours/week | 103 |
| A39 | Year-on-year comparison of hourly wage scales 37.5 hours/week | 104 |
| A40 | Year-on-year comparison of wage supplementary charges and bonuses | 105 |
| A41 | Graf – Monthly wage scales – 12-scale tariff system | 106 |
| A42 | Graf – Hourly wage scales – 12-scale tariff system | 107 |
| A43 | Graf – Wage supplementary charges (overtime work) | 108 |
| A44 | Graf – Wage supplementary charges (work on public holidays, night work) | 109 |
| A45 | Graf – Wage supplementary charges (work in difficult conditions, work on Saturdays and Sundays) | 110 |

Table section B public service and administration

Classification of tables by trade unions

| | | |
|------|---|-----|
| B1a | Employee Wages | 113 |
| B2a | Remuneration at life anniversaries I | 114 |
| B3a | Remuneration at life anniversaries II | 115 |
| B4a | Conditions governing the activities of trade union organizations | 116 |
| B5a | Plurality of trade unions, providing information and discussing | 117 |
| B6a | Employment rate | 118 |
| B7a | Fund for social and cultural requirements | 119 |
| B8a | Care for employees | 120 |
| B9a | Obstacles to work | 121 |
| B10a | Personnel development, fair treatment, ISHPW, general agreements of European social partners | 122 |

Classification of tables by higher territorial administration units – regions

| | | |
|------|---|-----|
| B1b | Employee Wages | 123 |
| B2b | Remuneration at life anniversaries I | 124 |
| B3a | Remuneration at life anniversaries II | 125 |
| B4a | Conditions governing the activities of trade union organizations | 126 |
| B5a | Plurality of trade unions, providing information and discussing | 127 |
| B6a | Employment rate | 128 |
| B7a | Fund for social and cultural requirements | 129 |
| B8a | Care for employees | 130 |
| B9a | Obstacles to work | 131 |
| B10a | Personnel development, fair treatment, ISHPW, general agreements of European social partners | 132 |

Table section C municipalities and regions

Classification of tables by trade unions

| | | |
|-----|------------------------------|-----|
| C1a | Social fund – creation | 135 |
| C2a | Social fund – use | 136 |
| C3a | Care for employees I | 137 |
| C4a | Care for employees II | 138 |

Classification of tables by higher territorial administration units – regions

| | | |
|-----|------------------------------|-----|
| C1b | Social fund – creation | 139 |
| C2b | Social fund – use | 140 |
| C3b | Care for employees I | 141 |
| C4b | Care for employees II | 142 |



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.kolektivnismlouv.cz/indexEN.html.

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

Description of published tables

In 2024 selected data about wage and working conditions were analyzed from 1,722 collective agreements from 28 different trade unions, of which:

- 1,265 collective agreements agreed in the entrepreneurial area
- 457 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 18,900 CZK/month and 112.50 CZK/hour with a 40-hour working week
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the wage scales were negotiated

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The system follows:

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

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

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

The system follows:

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

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

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

The system follows:

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

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

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

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

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

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

The output is:

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

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

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

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

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

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

The output is:

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

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

The output is:

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

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

The output is:

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

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

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

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

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

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

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

20. Plurality of trade unions (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 and the method for concluding a collective agreement in case 2 or more trade unions operate at the employer.

21. Information and discussion (Tables Nos. A21a, A21b)

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:

- method of informing and discussing with regard to the number of trade unions
- 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
- obligation to inform about wage growth by gender or individual wage components
- obligation to provide transnational information according by the Labour Code
- establishment of rules for cooperation with the European Works Council
- 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

22. Compensation money (Tables Nos. A22a, A22b)

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

23. Working hours and holidays (Tables Nos. A23a, A23b)

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

24. Overtime, organization of working hours (Tables Nos. A24a, A24b)

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

25. Employment rate I (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 in which the following was negotiated:

- limitations of the scope of agency employment that is established
 - average maximum share of agency employees in %
 - average maximum amount of hours worked per hour per year
- 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

26. Employment rate II (Tables Nos. A26a, A26b)

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
 - remote work
 - work with continuous work performance
 - shared jobs
 - work without a "fixed desk"
 - other forms of work and modes of work

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

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

28. Working conditions and benefits II (Tables Nos. A28a, A28b)

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 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

29. Working conditions and benefits III (Tables Nos. A29a, A29b)

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 average amount of allowance for temporary accommodation 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 establishment of childcare facilities 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 childcare allowance was negotiated
- the average amount of childcare allowance 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 an allowance for the care of another dependent person in CZK per month was negotiated

30. Social fund (FSCR, stimulation fund) – creation (Tables Nos. A30a, A30b)

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

31. Social fund (FSCR, stimulation fund) – use (Tables Nos. A31a, A31b)

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

32. Obstacles to work (Tables Nos. A32a, A32b)

The output is:

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

- F - for searching for a new job before termination of employment by notice given by the employer or based on agreement due to reasons given in Section 52, Letters a) to e) of the Labour Code for the period corresponding to the notice period
- G - to mothers, single women and single men, who care for a child aged up to 15 in the calendar year
- H - due to care for a sick family member within the calendar year
- I - due to sick days taking within the calendar year
- J - in case of other impediments

33. Personnel development, fair treatment, ISHPW, general agreements of European social partners (Tables Nos. A33a, A33b)

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"

34. Character of monthly wage scales (Tables Nos. A34)

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.

35. Character of hourly wage scales – 40 hours/week (Tables Nos. A35)

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.

36. Character of hourly wage scales – 37.5 hours/week (Tables Nos. A36)

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. A34, A35 and A36:

- 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

37. Year-on-year comparison of monthly wage scales (Tables Nos. A37)

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (18/17, 19/18, 20/19, 21/20, 22/21, 23/22, 24/23) of the negotiated monthly wage scales.

38. Year-on-year comparison of hourly wage scales – 40 hours/week (Tables Nos. A38)

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (18/17, 19/18, 20/19, 21/20, 22/21, 23/22, 24/23) of the negotiated hourly wage scales in the fund of working hours of 40 hours/week.

39. Year-on-year comparison of hourly wage scales – 37.5 hours/week (Tables Nos. A39)

The output is the nominal and real (after deduction of the inflation rate) year-on-year comparison (18/17, 19/18, 20/19, 21/20, 22/21, 23/22, 24/23) of the negotiated hourly wage scales in the fund of working hours of 37,5 hours/week.

40. Year-on-year comparison of wage supplementary charges and bonuses (Tables Nos. A40)

The output is the year-on-year comparison (18/17, 19/18, 20/19, 21/20, 22/21, 23/22, 24/23) of negotiated wage supplementary charges and bonuses.

B. TABLE SECTION OF PUBLIC SERVICES AND ADMINISTRATION**1. Employee Wages** (Tables Nos. B1a, B1b)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The output is:

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

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

The output is:

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

- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements of which the contribution to life insurance was agreed
- the average amount of the contribution to life insurance in CZK per month covered from the FSCR
- the number of organizations in which the conditions for provision of the contribution to life insurance were agreed

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

The output is:

- average amount of pay compensation provided to an employee for the first 14 days of the temporary incapacity, above the amount stated in Section 192, Subsection 2 of the Labour Code, represented in % of average earnings
- the number of organizations and their share in the overall number of collective agreements in the file, in the collective agreements in which the employer's requirements concerning time off with a wage compensation outside the framework given in the annex of Statutory Decree No. 590/2006, which stipulates the range and extent of other important personal impediments to work with specification of average days off with wage compensation provided to an employee, were increased:
 - A - for one's own wedding
 - B - in the case of the birth of a child to an employee's wife
 - C - in the case of the death of a direct relative
 - D - for escorting a disabled child to a health or social care provider
 - E - in the case of moving house
 - F - for searching for a new job before termination of employment by notice given by the employer or based on agreement due to reasons given in Section 52, Letters a) to e) of the Labour Code for the period corresponding to the notice period
 - G - to mothers, single women and single men, who care for a child aged up to 15 in the calendar year
 - H - due to care for a sick family member within the calendar year
 - I - due to sick days taking within the calendar year
 - J - in case of other impediments
- the number of organizations and their share in the overall number of the collective agreements in the file, in the collective agreements of which were increased or specified requirements on time off without compensation of wage for activities of guides in children's and youth camps

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

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

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

C. TABLE SECTION FOR MUNICIPALITIES AND REGIONS

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

The output is:

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

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

The output is:

- the structure of planned use of the social fund giving the average % of use for the followed areas:
 - A - contribution for equipment to improve working environment
 - B - contribution for physical education and sport equipment
 - C - contributions to sporting and cultural events
 - D - contribution for the procurement of working clothes, footwear or uniforms
 - E - clothing allowance
 - F - contribution to transport to and from work
 - G - loans to cover housing needs (procurement of a housing, procurement of interior equipment)
 - H - contribution to corporate catering
 - I - contribution to recreation (domestic, foreign, children's)
 - J - social assistance and social loans
 - K - contribution to contributory pension scheme
 - L - contribution to life insurance
 - M - contribution to trade union organization
 - N - gifts (for extraordinary activity, at working anniversaries, at life anniversaries, upon retirement or disability pension)
 - O - other uses
 - P - fund balance
- the number of municipalities, in the collective agreements of which the right of co-decision of the trade union concerning use of the fund was agreed

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

The output is:

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

- the number of municipalities and their share in the overall number of collective agreements in the file, in the collective agreements of which the provision of supported catering services was agreed
 - to ex-employees
 - to employees on holiday
 - to employees temporarily out of work

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

The output is:

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

**Collective agreements in numbers – agreed for the corporate
area in the Czech Republic for the year 2024**
(based on the sample of 1,265 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 18,900.00/month and CZK 112.50/hour with a working hour fund of 40 hours per week.

The average minimum monthly salary has been agreed in the amount of...CZK **21,437.00**/month

The average minimum hourly salary at a working hour fund
of 40 hours per week has been agreed in the amount of CZK **119.99**/hour

Wage scales

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

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

| | |
|------------------------------------|----------------------|
| 1 st tariff scale..... | CZK 18,008.00 |
| 2 nd tariff scale | CZK 18,956.00 |
| 3 rd tariff scale | CZK 20,039.00 |
| 4 th tariff scale | CZK 21,305.00 |
| 5 th tariff scale | CZK 22,865.00 |
| 6 th tariff scale | CZK 24,749.00 |
| 7 th tariff scale | CZK 26,929.00 |
| 8 th tariff scale | CZK 29,350.00 |
| 9 th tariff scale | CZK 31,943.00 |
| 10 th tariff scale..... | CZK 34,633.00 |
| 11 th tariff scale..... | CZK 38,242.00 |
| 12 th tariff scale..... | CZK 42,746.00 |

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 107.32 | CZK 106.26 |
| 2 nd tariff scale | CZK 111.47 | CZK 111.43 |
| 3 rd tariff scale | CZK 116.69 | CZK 116.99 |
| 4 th tariff scale | CZK 122.98 | CZK 124.35 |
| 5 th tariff scale | CZK 131.35 | CZK 133.00 |
| 6 th tariff scale | CZK 141.22 | CZK 143.05 |
| 7 th tariff scale | CZK 156.23 | CZK 154.68 |
| 8 th tariff scale | CZK 157.26 | CZK 154.81 |
| 9 th tariff scale | CZK 158.63 | CZK 160.97 |
| 10 th tariff scale..... | CZK 170.02 | CZK 171.16 |
| 11 th tariff scale..... | CZK 177.42 | CZK 181.13 |
| 12 th tariff scale..... | CZK 185.97 | CZK 197.97 |

Wage development

Number of collective agreements regulating wage development ...**957** (i.e. 75.7% of the total amount of collective agreements in the file).

The wage increases is agreed in 74.8% collective agreements, of which:

| | | |
|-------|---|-------------|
| 50.0% | collective agreements, offering a year-on-year increase of wage scales by.... | 6.0% |
| 20.0% | collective agreements offering a year-on-year increase of the average nominal wage by | 5.7% |
| 0.5% | collective agreements offering an increase of the average real wage by | 2.6% |

Wage development for women and men

Wage development for women and men is directly agreed in 6 collective agreements. In the health and social care sector, gender pay progression is not directly agreed in any collective agreement.

Supplementary charges, remunerations for standby duty:

| | | | |
|--|-----|-----------------|--------|
| overtime bonus for work on working day | | 26.3% | AE |
| overtime bonus for work on Saturdays and Sundays | | 47.3% | AE |
| overtime bonus for work undistinguished | | 27.3% | AE |
| overtime bonus for work on public holidays | | 102.6% | AE |
| bonus for night work | CZK | 22.54 | /hour |
| ..... |  | 12.6% | AE |
| bonus for work in difficult conditions | CZK | 11.40 | /hour |
| ..... |  | 10.7% | AE |
| ..... |  | 10.5% | MM |
| bonus for work on Saturdays and Sundays | CZK | 27.53 | /hour |
| ..... |  | 23.6% | AE |
| bonus for afternoon work | CZK | 9.50 | /hour |
| ..... |  | 8.3% | AE |
| bonus for working in shift operation | CZK | 123.45 | /shift |
| ..... |  | 16.4% | AE |
| bonus for team management | CZK | 7.82 | /hour |
| bonus for working at heights | CZK | 8.00 | /hour |
| bonus for working in hazardous conditions | CZK | 28.39 | /hour |
| bonus for the knowledge of foreign languages | CZK | 837.50 | /month |
| bonus for substitution | CZK | 1,256.25 | /month |
| ..... |  | 29.6% | AE |
| bonus for training other people | CZK | 944.24 | /month |
| ..... |  | 10.0% | AE |
| individual bonus | | 20.4% | AE |
| remuneration for standby duty | CZK | 22.29 | /hour |
| ..... |  | 17.0% | AE |

Explanatory note: AE average earnings

MM basic tariff of minimum wage

2. Working hours

| | | |
|----|---|-------------|
| 1 | number of CA in the business sector | 1,265 |
| 2 | the number of CA regulating the length of working hours | 1,142 |
| 3 | % of CA regulating the length of working hours based on the number of CA in the business sector | 90.3 |
| | uniform regulation of working hours | |
| 4 | number of CA with a uniform regulation of working hours | 742 |
| 5 | % of CA with a uniform regulation of working hours based on the number of CA in the business sector | 58.7 |
| 6 | average length of working hours (<i>hours/week</i>) | 37.9 |
| | <i>share of CA with uniform regulation of working hours according to its length to the total number of CA in the business sector in %</i> | |
| 7 | <i>37,5 hours/week (PD<40 hours/week)</i> | <i>49.0</i> |
| 8 | <i>40 hours/week</i> | <i>9.6</i> |
| | adjustment of working hours in shift modes | |
| 9 | number of CA with adjustment of working hours in shift modes | 400 |
| 10 | % of CA with shift work arrangements based on the number of CA in the business sector | 31.6 |
| | agreed average length of working hours according in shift modes | |
| 11 | 1 shift (40 hours/week) | 39.7 |
| 12 | 2 shift (38,75 hours/week) | 38.3 |
| 13 | multishift (37,5 hours/week) | 37.4 |
| 14 | uninterrupted (37,5 hours/week) | 37.3 |
| | share of CA regulating working hours in individual shift patterns in % according to the Labour Code | |
| 15 | 1 shift (40 hours/week) | 87.8 |
| 16 | 2 shift (38,75 hours/week) | 68.1 |
| 17 | multishift (37,5 hours/week) | 96.6 |
| 18 | uninterrupted (37,5 hours/week) | 90.2 |
| | <i>share of CA with reduced working hours by length of working hours in the total number of CA in the business sector by shift patterns in %</i> | |
| 19 | <i>1 shift (PD<40 hours/week)</i> | <i>12.3</i> |
| 20 | <i>2 shift (PD<38,75 hours/week)</i> | <i>31.9</i> |
| 21 | <i>multishift (PD<37,5 hours/week)</i> | <i>3.4</i> |
| 22 | <i>uninterrupted (PD<37,5 hours/week)</i> | <i>9.8</i> |
| | agreed average length of reduced working hours according to shift modes | |
| 23 | 1 shift | 37.7 |
| 24 | 2 shift | 37.4 |
| 25 | multishift | 35.7 |
| 26 | uninterrupted | 35.6 |

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

Refund of wages in the case of personal obstacles at work

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

| | |
|---|-----------------|
| one's own wedding..... | 1.4 days |
| birth of a child to the wife of an employee..... | 1.4 days |
| death of a direct relative | 2.2 days |
| escorting a disabled child to a health or social care provider..... | 6.7 days |
| moving house..... | 1.2 days |
| looking for a new job | 3.7 days |
| for mothers caring for a child (per year)..... | 4.2 days |
| care for a family member (per year) | 2.1 days |
| sick days (per year)..... | 3.1 days |

4. Benefits and working conditions to employees

Company catering

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

| | |
|--------------------------------------|-------------------------------------|
| costs..... | CZK 72.87 |
| ..... | 54.8% of the price of a meal |
| profit, social fund, FSCR..... | CZK 18.07 |
| ..... | 20.0% of the price of a meal |
| without distinguishing sources | CZK 88.28 |
| ..... | 57.7% of the price of a meal |

Additional pension fund

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

| | |
|---|----------------------------|
| minimum average value of the contribution..... | CZK 655.83 /month |
| maximum average value of the contribution | CZK 1,103.37 /month |

Life insurance

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

| | |
|---|--------------------------|
| minimum average value of the contribution..... | CZK 606.24 /month |
| maximum average value of the contribution | CZK 971.22 /month |

5. Balancing work and family life

Number of collective agreements dealing with the conditions for employees to return to work after parental leave.....**40** (i.e. 3.24% of the total number of collective agreements in the file), of which the conditions are specified in more detail in:

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

0.08% of collective agreements in the form of assistance with childcare placement

0.32% of collective agreements in the form of benefits of early return from parental leave or conditions of return

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

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

- rules for granting shorter working time specified in..... **2 CA**

- wage indexation agreed for employees returning from parental leave **12 CA**

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

Working from home or from another location is used:

- throughout the working time..... **26 CA**

- for part of the working time..... **33 CA**

6. Agreements on work performed outside the employment relationship

The number of collective agreements covering also employees working under agreements for work outside the employment relationship.....**150** (i.e. 11.9% of the total number of collective agreements in the file), of which specific provisions concerning these employees are included in **80 collective agreements**.

Recapitulation of agreements classification based on trade unions

| Trade union | Number of collective agreements | | | |
|--|---------------------------------|----------------|------------------------------------|--------------------------|
| | Total | Corporate area | Public services and administration | |
| | | | total | from this municipalities |
| Total | 1,722 | 1,265 | 457 | 121 |
| Agriculture and Nutrition | 43 | 38 | 5 | |
| Banking and Insurance | 14 | 14 | | |
| Catering, Hotels and Tourism | 13 | 10 | 3 | |
| Civilian Employees of the Army | 9 | 5 | 4 | |
| Commerce | 16 | 16 | | |
| Culture and Nature Preservation | 28 | | 28 | |
| Education | 146 | | 146 | |
| ECHO | 73 | 73 | | |
| Fire Fighters | 13 | | 13 | |
| Food Industry and Allied Trade | 55 | 54 | 1 | |
| Glass, Ceramic & Porcelain | 28 | 28 | | |
| Health Service and Social Care | 92 | 33 | 59 | |
| KOVO | 530 | 521 | 9 | |
| Mines, Geology and Oil Industry | 25 | 23 | 2 | |
| Postal, Telecom. and Newspaper Services | 6 | 6 | | |
| Profess.and Trade Union of Orchestral Music. | 16 | 3 | 13 | |
| Railway Trade Unions | 33 | 31 | 2 | |
| Science and Research | 32 | 30 | 2 | |
| State Bodies and Organisations | 124 | | 124 | 120 |
| STAVBA | 123 | 111 | 12 | |
| Textile, Clothing and Leather Industry | 35 | 34 | 1 | |
| Transport | 6 | 6 | | |
| Transport, Road Economy and Repair Vehicles | 11 | 11 | | |
| Union of Aviation Employees | 3 | 3 | | |
| UNIOS | 136 | 115 | 21 | 1 |
| Universities Trade Union | 16 | 16 | | |
| Wood.Industry, Forestry and Manag.of Water | 90 | 84 | 6 | |
| Workers of Cultural Facilities | 6 | | 6 | |

Recapitulation of agreements classification based on regions

| Region NUTS 3 | Number of collective agreements | | | |
|-----------------------|---------------------------------|----------------|------------------------------------|--------------------------|
| | Total | Corporate area | Public services and administration | |
| | | | total | from this municipalities |
| Total | 1,722 | 1,265 | 457 | 121 |
| CZ010 Capital Prague | 237 | 200 | 37 | 5 |
| CZ020 Středočeský | 129 | 81 | 48 | 19 |
| CZ031 Jihočeský | 121 | 102 | 19 | 5 |
| CZ032 Plzeňský | 99 | 61 | 38 | 13 |
| CZ041 Karlovarský | 51 | 39 | 12 | 7 |
| CZ042 Ústecký | 117 | 88 | 29 | 12 |
| CZ051 Liberecký | 87 | 67 | 20 | 6 |
| CZ052 Královéhradecký | 100 | 75 | 25 | 8 |
| CZ053 Pardubický | 80 | 60 | 20 | 4 |
| CZ061 Vysočina | 99 | 79 | 20 | 7 |
| CZ062 Jihomoravský | 163 | 112 | 51 | 7 |
| CZ071 Olomoucký | 98 | 71 | 27 | 11 |
| CZ072 Zlínský | 104 | 75 | 29 | 4 |
| CZ080 Moravskoslezský | 237 | 155 | 82 | 13 |



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) | | | |
| | | | | | | | | | | 12-grade TS | | Other TS | | 12-grade TS | | Other TS | | 12-grade TS | | Other TS | |
| | NCA | % CA | CZK | NCA | % CA | CZK/h | NCA | % CA | CZK/h | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA |
| Total | 53 | 4.2 | 21,437 | 34 | 2.7 | 119.99 | 11 | 0.9 | 135.52 | 188 | 14.9 | 328 | 25.9 | 49 | 3.9 | 69 | 5.5 | 64 | 5.1 | 158 | 12.5 |
| Agriculture and Nutrition | | | | | | | | | | 2 | 5.3 | 13 | 34.2 | | | 7 | 18.4 | 1 | 2.6 | 2 | 5.3 |
| Banking and Insurance | 3 | 21.4 | 23,333 | | | | | | | | | | | | | | | | | | |
| Catering, Hotels and Tourism | | | | | | | | | | | | 4 | 40.0 | | | | | | | 2 | 20.0 |
| Civilian Employees of the Army | | | | | | | | | | | | 5 | 100.0 | | | | | | | 2 | 40.0 |
| Commerce | | | | | | | | | | 1 | 6.3 | 1 | 6.3 | 1 | 6.3 | | | | | | |
| ECHO | 7 | 9.6 | 24,914 | | | | | | | 22 | 30.1 | 20 | 27.4 | 1 | 1.4 | 1 | 1.4 | 4 | 5.5 | 5 | 6.8 |
| Food Industry and Allied Trade | 1 | 1.9 | | | | | | | | 1 | 1.9 | 16 | 29.6 | | | 4 | 7.4 | 1 | 1.9 | 8 | 14.8 |
| Glass, Ceramic & Porcelain | | | | | | | | | | 11 | 39.3 | 6 | 21.4 | 1 | 3.6 | | | 8 | 28.6 | 4 | 14.3 |
| Health Service and Social Care | | | | | | | | | | 4 | 12.1 | 12 | 36.4 | | | | | | | | |
| KOVO | 13 | 2.5 | 22,057 | 4 | 0.8 | 125.30 | 5 | 1.0 | 145.41 | 64 | 12.3 | 127 | 24.4 | 4 | 0.8 | 21 | 4.0 | 23 | 4.4 | 86 | 16.5 |
| Mines, Geology and Oil Industry | | | | | | | 1 | 4.3 | | 4 | 17.4 | 7 | 30.4 | | | 1 | 4.3 | 4 | 17.4 | 3 | 13.0 |
| Postal, Telecom. and Newspaper Services | 1 | 16.7 | | | | | | | | | | 1 | 16.7 | | | | | | | | |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 1 | 3.2 | | | | | 1 | 3.2 | | | | 9 | 29.0 | | | 1 | 3.2 | | | 1 | 3.2 |
| Science and Research | | | | | | | | | | | | 3 | 10.0 | | | | | | | | |
| STAVBA | 27 | 24.3 | 20,240 | 28 | 25.2 | 117.55 | 4 | 3.6 | 130.38 | 49 | 44.1 | 22 | 19.8 | 36 | 32.4 | 19 | 17.1 | 7 | 6.3 | 7 | 6.3 |
| Textile, Clothing and Leather Industry | | | | | | | | | | 6 | 17.6 | 7 | 20.6 | 1 | 2.9 | | | 5 | 14.7 | 9 | 26.5 |
| Transport | | | | 1 | 16.7 | | | | | | | 2 | 33.3 | | | 1 | 16.7 | | | 1 | 16.7 |
| Transport, Road Economy and Repair Vehicles | | | | | | | | | | 2 | 18.2 | 2 | 18.2 | | | | | 1 | 9.1 | 4 | 36.4 |
| Union of Aviation Employees | | | | | | | | | | | | 3 | 100.0 | | | 2 | 66.7 | | | | |
| UNIOS | | | | | | | | | | 12 | 10.4 | 34 | 29.6 | 4 | 3.5 | 9 | 7.8 | 4 | 3.5 | 11 | 9.6 |
| Universities Trade Union | | | | | | | | | | 2 | 12.5 | 12 | 75.0 | 1 | 6.3 | | | | | | |
| Wood.Industry, Forestry and Manag.of Water | | | | 1 | 1.2 | | | | | 8 | 9.5 | 22 | 26.2 | | | 3 | 3.6 | 6 | 7.1 | 13 | 15.5 |

Explanatory notes: NCA
% CA
CZK
CZK/h
TS

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 monthly minimum wage
average value of the hourly minimum wage
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 | 163 | 18,008 | 168 | 18,956 | 172 | 20,039 | 177 | 21,305 | 180 | 22,865 | 182 | 24,749 | 183 | 26,929 | 183 | 29,350 | 179 | 31,943 | 180 | 34,633 | 176 | 38,242 | 172 | 42,746 |
| Agriculture and Nutrition | | | | | | | 1 | | 2 | | 2 | | 2 | | 2 | | 2 | | 1 | | 1 | | 1 | |
| Banking and Insurance | | | | | | | | | | | | | | | | | | | | | | | | |
| Catering, Hotels and Tourism | | | | | | | | | | | | | | | | | | | | | | | | |
| Civilian Employees of the Army | | | | | | | | | | | | | | | | | | | | | | | | |
| Commerce | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | |
| ECHO | 21 | 18,756 | 22 | 20,153 | 22 | 21,714 | 22 | 23,570 | 22 | 25,889 | 22 | 28,247 | 22 | 31,142 | 22 | 34,148 | 22 | 37,389 | 22 | 41,071 | 22 | 45,571 | 22 | 50,628 |
| Food Industry and Allied Trade | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | |
| Glass, Ceramic & Porcelain | 10 | 18,958 | 10 | 19,989 | 11 | 21,752 | 11 | 22,713 | 11 | 23,807 | 11 | 25,076 | 11 | 26,636 | 11 | 28,638 | 10 | 29,465 | 10 | 31,257 | 9 | 33,484 | 9 | 36,300 |
| Health Service and Social Care | 3 | 20,300 | 3 | 21,020 | 3 | 21,560 | 4 | 21,560 | 4 | 22,195 | 4 | 23,679 | 4 | 26,272 | 4 | 28,189 | 4 | 31,681 | 4 | 37,414 | 4 | 43,176 | 4 | 47,641 |
| KOVO | 55 | 17,434 | 56 | 18,264 | 58 | 19,185 | 58 | 20,382 | 58 | 21,669 | 59 | 23,072 | 60 | 24,725 | 60 | 26,624 | 58 | 28,645 | 62 | 30,270 | 61 | 32,460 | 59 | 35,308 |
| Mines, Geology and Oil Industry | 4 | 19,293 | 4 | 19,658 | 4 | 20,653 | 4 | 22,288 | 4 | 24,440 | 4 | 26,343 | 4 | 28,463 | 4 | 30,738 | 4 | 33,073 | 4 | 35,750 | 4 | 38,578 | 4 | 41,380 |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | | | | | | | | | | | | | | | |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | | | | | | | | | | | | | | | | | | | | | | | | |
| Science and Research | | | | | | | | | | | | | | | | | | | | | | | | |
| STAVBA | 45 | 18,809 | 48 | 19,752 | 48 | 20,677 | 48 | 22,013 | 49 | 23,657 | 49 | 25,835 | 49 | 28,922 | 49 | 31,976 | 49 | 35,463 | 49 | 39,804 | 49 | 44,739 | 49 | 51,041 |
| Textile, Clothing and Leather Industry | 5 | 15,844 | 5 | 16,702 | 5 | 18,134 | 5 | 19,398 | 6 | 20,954 | 6 | 22,784 | 6 | 24,869 | 6 | 27,395 | 6 | 30,234 | 6 | 33,374 | 6 | 37,553 | 6 | 42,566 |
| Transport | | | | | | | | | | | | | | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | 1 | | 1 | | 1 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 1 | |
| Union of Aviation Employees | | | | | | | | | | | | | | | | | | | | | | | | |
| UNIOS | 9 | 16,567 | 9 | 16,997 | 10 | 18,507 | 10 | 19,477 | 10 | 21,133 | 11 | 24,242 | 11 | 24,570 | 11 | 26,524 | 10 | 27,069 | 9 | 29,381 | 8 | 30,230 | 7 | 33,096 |
| Universities Trade Union | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 1 | | 1 | |
| Wood.Industry, Forestry and Manag.of Water | 6 | 17,541 | 6 | 19,022 | 6 | 20,132 | 8 | 21,468 | 8 | 23,114 | 8 | 25,462 | 8 | 27,474 | 8 | 29,784 | 8 | 32,001 | 7 | 31,273 | 7 | 33,015 | 7 | 36,927 |

Explanatory notes: NCA
CZK/m

number of collective agreements, in which the appropriate indicator has been agreed
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 | NCA | CZK/m | | | | |
| 2 scale | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 scale | 4 | 18,125 | 4 | 22,825 | 4 | 36,500 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 scale | 8 | 21,903 | 8 | 25,057 | 8 | 27,727 | 8 | 32,674 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 scale | 18 | 19,192 | 18 | 21,647 | 18 | 24,117 | 18 | 26,894 | 17 | 31,111 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 scale | 20 | 18,912 | 21 | 21,008 | 22 | 23,592 | 22 | 26,469 | 22 | 30,614 | 21 | 33,642 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 scale | 27 | 19,791 | 28 | 22,052 | 29 | 24,460 | 29 | 27,005 | 29 | 30,589 | 29 | 34,605 | 24 | 39,568 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 scale | 65 | 18,891 | 66 | 19,944 | 69 | 21,685 | 70 | 23,273 | 71 | 25,468 | 72 | 28,696 | 72 | 32,336 | 71 | 39,229 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9 scale | 23 | 18,946 | 25 | 20,678 | 25 | 22,547 | 28 | 24,045 | 29 | 26,186 | 30 | 28,826 | 30 | 31,615 | 30 | 35,654 | 30 | 39,335 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 scale | 29 | 18,833 | 30 | 19,869 | 31 | 21,589 | 33 | 23,239 | 33 | 25,272 | 33 | 27,269 | 34 | 29,227 | 34 | 32,755 | 34 | 36,299 | 34 | 40,325 | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 scale | 14 | 19,168 | 14 | 20,356 | 14 | 21,806 | 14 | 23,430 | 15 | 25,213 | 15 | 27,708 | 16 | 29,607 | 16 | 32,800 | 16 | 36,924 | 16 | 42,204 | 16 | 48,007 | | | | | | | | | | | | | | | | | | | | | | |
| 13 scale | 19 | 15,957 | 24 | 16,659 | 25 | 18,191 | 25 | 19,567 | 25 | 21,061 | 26 | 22,506 | 26 | 24,177 | 26 | 26,440 | 27 | 28,596 | 27 | 31,356 | 27 | 34,436 | 27 | 38,199 | 27 | 45,868 | | | | | | | | | | | | | | | | | | |
| 14 scale | 13 | 19,355 | 13 | 20,187 | 13 | 21,094 | 13 | 22,101 | 13 | 23,095 | 14 | 24,379 | 14 | 25,787 | 16 | 27,349 | 16 | 29,388 | 16 | 31,728 | 16 | 34,755 | 16 | 38,040 | 15 | 42,974 | 14 | 44,313 | | | | | | | | | | | | | | | | |
| 15 scale | 11 | 20,347 | 11 | 21,430 | 12 | 22,960 | 12 | 24,739 | 13 | 25,796 | 13 | 27,374 | 13 | 29,271 | 13 | 31,338 | 13 | 34,184 | 13 | 37,746 | 13 | 40,902 | 13 | 44,801 | 13 | 49,197 | 13 | 52,877 | 13 | 57,090 | | | | | | | | | | | | | | |
| 16 scale | 8 | 18,942 | 8 | 19,521 | 8 | 20,646 | 9 | 21,876 | 11 | 23,334 | 12 | 24,572 | 12 | 26,486 | 12 | 28,170 | 12 | 30,222 | 13 | 32,314 | 13 | 34,475 | 13 | 36,567 | 12 | 37,966 | 11 | 39,023 | 11 | 42,598 | 11 | 45,971 | | | | | | | | | | | | |
| 17 scale | 11 | 14,593 | 12 | 19,166 | 12 | 23,804 | 9 | 16,337 | 10 | 18,665 | 10 | 20,811 | 10 | 23,352 | 10 | 26,161 | 10 | 28,871 | 10 | 31,909 | 9 | 27,959 | 9 | 34,418 | 9 | 40,836 | 9 | 46,725 | 9 | 50,663 | 9 | 55,170 | 9 | 73,124 | | | | | | | | | | |
| 18 scale | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 scale | 4 | 18,900 | 4 | 18,913 | 4 | 18,925 | 4 | 18,938 | 4 | 18,950 | 4 | 18,963 | 4 | 18,975 | 4 | 18,988 | 4 | 19,380 | 4 | 19,860 | 4 | 20,350 | 4 | 20,860 | 4 | 21,380 | 4 | 21,920 | 4 | 22,470 | 4 | 23,020 | 4 | 23,603 | 4 | 24,200 | 4 | 24,800 | | | | | | |
| 20 scale | 4 | 18,608 | 5 | 19,703 | 6 | 21,374 | 6 | 22,446 | 6 | 23,584 | 6 | 24,706 | 6 | 26,047 | 6 | 27,377 | 6 | 28,707 | 6 | 30,295 | 6 | 31,992 | 6 | 33,822 | 6 | 35,811 | 6 | 37,791 | 6 | 40,108 | 6 | 42,368 | 6 | 44,964 | 6 | 47,680 | 6 | 50,577 | 6 | 53,549 | | | | |

Explanatory notes: NCA

CZK/m

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

average value of the monthly scale

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

| Trade union | TARIFF SCALE | | | | | | | | | | | | | | | | | | | | | | | |
|--|--------------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|----------|---------------|----------|---------------|----------|---------------|----------|---------------|
| | 1 | | 2 | | 3 | | 4 | | 5 | | 6 | | 7 | | 8 | | 9 | | 10 | | 11 | | 12 | |
| | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h |
| Total | 49 | 107.32 | 49 | 111.47 | 49 | 116.69 | 49 | 122.98 | 49 | 131.35 | 48 | 141.22 | 48 | 156.23 | 10 | 157.26 | 7 | 158.63 | 6 | 170.02 | 6 | 177.42 | 6 | 185.97 |
| Agriculture and Nutrition | | | | | | | | | | | | | | | | | | | | | | | | |
| Banking and Insurance | | | | | | | | | | | | | | | | | | | | | | | | |
| Catering, Hotels and Tourism | | | | | | | | | | | | | | | | | | | | | | | | |
| Civilian Employees of the Army | | | | | | | | | | | | | | | | | | | | | | | | |
| Commerce | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | |
| ECHO | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | |
| Food Industry and Allied Trade | | | | | | | | | | | | | | | | | | | | | | | | |
| Glass, Ceramic & Porcelain | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | |
| Health Service and Social Care | | | | | | | | | | | | | | | | | | | | | | | | |
| KOVO | 4 | 90.22 | 4 | 95.28 | 4 | 103.42 | 4 | 111.43 | 4 | 121.96 | 4 | 133.80 | 4 | 145.44 | 3 | 185.28 | 3 | 197.36 | 3 | 208.13 | 3 | 219.95 | 3 | 233.88 |
| Mines, Geology and Oil Industry | | | | | | | | | | | | | | | | | | | | | | | | |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | | | | | | | | | | | | | | | |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | | | | | | | | | | | | | | | | | | | | | | | | |
| Science and Research | | | | | | | | | | | | | | | | | | | | | | | | |
| STAVBA | 36 | 114.60 | 36 | 118.86 | 36 | 123.86 | 36 | 130.92 | 36 | 139.69 | 36 | 151.00 | 36 | 167.61 | | | | | | | | | | |
| 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 | 4 | 89.63 | 4 | 94.13 | 4 | 99.55 | 4 | 101.85 | 4 | 107.45 | 3 | 95.47 | 3 | 107.43 | 3 | 112.27 | 1 | | | | | | | |
| Universities Trade Union | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | |
| Wood.Industry, Forestry and Manag.of Water | | | | | | | | | | | | | | | | | | | | | | | | |

Explanatory notes: NCA
CZK/h

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

Hourly wage scales (40 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 scale | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 scale | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 scale | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 scale | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 scale | 9 | 99.17 | 9 | 101.54 | 9 | 107.66 | 10 | 119.50 | 9 | 125.92 | 9 | 136.33 | 9 | 147.27 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 scale | 27 | 110.18 | 28 | 115.24 | 28 | 125.06 | 29 | 131.97 | 28 | 144.91 | 26 | 155.31 | 26 | 170.81 | 25 | 206.08 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9 scale | 3 | 107.06 | 3 | 117.44 | 3 | 127.17 | 3 | 137.03 | 3 | 150.18 | 3 | 165.09 | 3 | 179.94 | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 scale | 2 | | 2 | | 2 | | 3 | 123.83 | 3 | 131.75 | 3 | 143.33 | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | |
| 11 scale | 4 | 98.10 | 4 | 113.23 | 4 | 120.55 | 4 | 130.40 | 4 | 145.53 | 4 | 164.88 | 4 | 186.25 | 4 | 205.13 | 3 | 232.17 | 3 | 256.43 | 3 | 278.77 | | | | | | | | | | | | | | | | | | | |
| 13 scale | 4 | 87.23 | 4 | 93.24 | 4 | 98.36 | 4 | 103.48 | 3 | 113.47 | 3 | 119.86 | 3 | 126.36 | 3 | 133.10 | 3 | 137.04 | 3 | 146.36 | 3 | 154.50 | 3 | 164.51 | 3 | 174.82 | | | | | | | | | | | | | | | |
| 14 scale | 4 | 98.05 | 4 | 102.03 | 4 | 105.60 | 4 | 108.98 | 4 | 113.05 | 4 | 117.65 | 4 | 122.65 | 4 | 129.58 | 4 | 136.25 | 4 | 143.23 | 3 | 143.63 | 3 | 151.27 | 3 | 159.70 | 3 | 183.53 | | | | | | | | | | | | | |
| 15 scale | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 scale | 1 | | 1 | | 1 | | 1 | | 1 | | 2 | | 2 | | 2 | | 2 | | 2 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | |
| 17 scale | 5 | 120.10 | 5 | 135.90 | 5 | 141.90 | 5 | 152.70 | 5 | 171.20 | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 scale | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | |
| 19 scale | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 scale | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | |

Explanatory notes: NCA

CZK/h

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

average value of the hourly scale

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

| Trade union | TARIFF SCALE | | | | | | | | | | | | | | | | | | | | | | | |
|--|--------------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|
| | 1 | | 2 | | 3 | | 4 | | 5 | | 6 | | 7 | | 8 | | 9 | | 10 | | 11 | | 12 | |
| | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h | NCA | CZK/h |
| Total | 55 | 106.26 | 61 | 111.43 | 62 | 116.99 | 63 | 124.35 | 64 | 133.00 | 64 | 143.05 | 63 | 154.68 | 42 | 154.81 | 30 | 160.97 | 28 | 171.16 | 26 | 181.13 | 25 | 197.97 |
| 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 | 106.38 | 4 | 108.75 | 4 | 113.88 | 4 | 119.25 | 4 | 130.00 | 4 | 138.63 | 4 | 149.63 | 4 | 159.50 | 1 | | 1 | | 1 | | 1 | |
| Food Industry and Allied Trade | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | |
| Glass, Ceramic & Porcelain | 8 | 116.88 | 8 | 120.11 | 8 | 123.40 | 8 | 127.34 | 8 | 131.68 | 8 | 136.52 | 8 | 143.32 | 7 | 139.25 | 6 | 147.12 | 6 | 153.27 | 5 | 152.65 | 5 | 163.14 |
| Health Service and Social Care | | | | | | | | | | | | | | | | | | | | | | | | |
| KOVO | 20 | 100.96 | 22 | 106.33 | 22 | 112.21 | 23 | 119.78 | 23 | 128.73 | 23 | 137.20 | 22 | 147.46 | 20 | 154.93 | 16 | 164.35 | 14 | 174.44 | 13 | 183.68 | 12 | 200.37 |
| Mines, Geology and Oil Industry | 4 | 121.90 | 4 | 122.90 | 4 | 125.95 | 4 | 133.18 | 4 | 145.08 | 4 | 155.48 | 4 | 166.43 | 1 | | | | | | | | | |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | | | | | | | | | | | | | | | |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | | | | | | | | | | | | | | | | | | | | | | | | |
| Science and Research | | | | | | | | | | | | | | | | | | | | | | | | |
| STAVBA | 3 | 111.03 | 6 | 117.72 | 6 | 124.63 | 6 | 134.28 | 7 | 144.19 | 7 | 154.50 | 7 | 168.49 | 2 | | 1 | | 1 | | 1 | | 1 | |
| Textile, Clothing and Leather Industry | 4 | 90.39 | 4 | 95.40 | 5 | 104.04 | 5 | 110.95 | 5 | 119.28 | 5 | 129.10 | 5 | 139.16 | 3 | 144.26 | 2 | | 2 | | 2 | | 2 | |
| Transport | | | | | | | | | | | | | | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | |
| Union of Aviation Employees | | | | | | | | | | | | | | | | | | | | | | | | |
| UNIOS | 4 | 106.68 | 4 | 113.25 | 4 | 120.50 | 4 | 135.75 | 4 | 144.25 | 4 | 169.25 | 4 | 193.25 | 1 | | 1 | | 1 | | 1 | | 1 | |
| Universities Trade Union | | | | | | | | | | | | | | | | | | | | | | | | |
| Wood.Industry, Forestry and Manag.of Water | 6 | 108.60 | 6 | 116.62 | 6 | 123.80 | 6 | 128.97 | 6 | 135.48 | 6 | 149.55 | 6 | 161.03 | 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) - 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 scale | 5 | 146.60 | 4 | 157.78 | 3 | 172.33 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 scale | 5 | 121.83 | 5 | 131.05 | 5 | 146.74 | 4 | 162.81 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 scale | 9 | 116.90 | 9 | 129.89 | 9 | 141.68 | 9 | 155.05 | 9 | 169.36 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 scale | 16 | 113.93 | 16 | 122.34 | 17 | 131.29 | 17 | 144.62 | 15 | 163.46 | 14 | 185.21 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 scale | 21 | 123.74 | 22 | 131.52 | 23 | 141.66 | 23 | 152.02 | 23 | 165.82 | 22 | 178.72 | 21 | 191.51 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 scale | 24 | 114.71 | 25 | 119.59 | 25 | 129.10 | 25 | 137.72 | 25 | 148.71 | 25 | 160.93 | 24 | 176.95 | 22 | 215.57 | | | | | | | | | | | | | | | | | | | | | | | | |
| 9 scale | 9 | 113.87 | 10 | 121.68 | 12 | 131.91 | 13 | 141.21 | 13 | 154.44 | 12 | 167.87 | 9 | 187.36 | 7 | 209.48 | 6 | 237.84 | | | | | | | | | | | | | | | | | | | | | | |
| 10 scale | 11 | 113.81 | 10 | 121.18 | 11 | 129.90 | 11 | 137.87 | 11 | 151.41 | 11 | 163.34 | 9 | 181.46 | 8 | 204.16 | 6 | 209.63 | 6 | 225.53 | | | | | | | | | | | | | | | | | | | | |
| 11 scale | 6 | 116.07 | 6 | 124.37 | 7 | 132.00 | 9 | 136.94 | 9 | 145.63 | 9 | 157.10 | 9 | 169.71 | 6 | 204.50 | 3 | 186.00 | 3 | 204.33 | 3 | 226.67 | | | | | | | | | | | | | | | | | | |
| 13 scale | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 1 | | 1 | | | | | | | | | | | | | | | | | | | | | | | |
| 14 scale | 7 | 119.24 | 7 | 125.64 | 7 | 131.30 | 7 | 137.93 | 7 | 146.06 | 8 | 150.35 | 8 | 159.79 | 8 | 171.66 | 7 | 187.70 | 6 | 198.47 | 5 | 224.10 | 4 | 213.13 | 4 | 236.30 | 4 | 267.35 | | | | | | | | | | | | |
| 15 scale | 4 | 107.65 | 4 | 110.33 | 5 | 122.32 | 6 | 123.48 | 6 | 132.53 | 6 | 140.75 | 6 | 151.48 | 5 | 164.06 | 3 | 189.33 | 2 | | 2 | | 2 | | 1 | | 1 | | 1 | | | | | | | | | | | |
| 16 scale | 6 | 117.35 | 6 | 121.13 | 6 | 126.40 | 7 | 127.97 | 8 | 131.21 | 8 | 137.26 | 8 | 145.10 | 8 | 151.93 | 8 | 161.18 | 7 | 169.87 | 7 | 179.23 | 7 | 186.37 | 7 | 195.91 | 6 | 180.63 | 6 | 188.47 | 6 | 195.72 | | | | | | | | |
| 17 scale | 2 | | 2 | | 3 | 120.89 | 3 | 127.34 | 4 | 130.84 | 4 | 138.96 | 4 | 152.02 | 4 | 169.48 | 4 | 188.42 | 2 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | | | |
| 18 scale | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 scale | 4 | 136.50 | 4 | 136.63 | 4 | 136.75 | 4 | 136.88 | 4 | 137.00 | 4 | 139.50 | 4 | 147.50 | 4 | 156.00 | 4 | 165.00 | | | | | | | | | | | | | | | | | | | | | | |
| 20 scale | 5 | 128.56 | 5 | 133.73 | 5 | 138.34 | 5 | 143.20 | 5 | 147.87 | 5 | 152.60 | 5 | 157.15 | 5 | 161.68 | 5 | 166.47 | 5 | 171.12 | 5 | 176.87 | 5 | 182.24 | 5 | 187.01 | 5 | 191.99 | 5 | 197.30 | 5 | 202.17 | 5 | 207.90 | 5 | 213.31 | 5 | 218.52 | 5 | 223.80 |

Explanatory notes: NCA

CZK/h

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

average value of the hourly scale

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

| Trade union | Supplementary charge | | | | | | | | | | | | | | | | | | | | | |
|--|------------------------------------|-------|--------------------|-----------------------------|-----------------|--|-------|-------|------------------------------------|-------|-------|------|--|-------|-------|------|------|--|-------|-------|------|--|
| | for overtime work (Section 114 LC) | | | | | for working on public holidays (Section 115 LC) | | | for night work (Section 116 LC) | | | | for work in difficult conditions (Section 117 LC) | | | | | for work on Saturdays and Sundays (Section 118 LC) | | | | |
| | NCA | % CA | on working days | on Saturdays and Sundays | undistinguished | | | | | | | | | | | | | | | | | |
| | | | % AE | % AE | % AE | NCA | % CA | % AE | NCA | % CA | CZK/h | % AE | NCA | % CA | CZK/h | % AE | % MM | NCA | % CA | CZK/h | % AE | |
| Total | 1,070 | 84.6 | 26.3 | 47.3 | 27.3 | 994 | 78.6 | 102.6 | 1,052 | 83.2 | 22.54 | 12.6 | 712 | 56.3 | 11.40 | 10.7 | 10.5 | 1,022 | 80.8 | 27.53 | 23.6 | |
| Agriculture and Nutrition | 31 | 81.6 | 27.3 | 48.8 | 28.6 | 30 | 78.9 | 110.2 | 30 | 78.9 | 24.78 | 12.2 | 21 | 55.3 | 10.77 | | 10.0 | 28 | 73.7 | 15.00 | 20.1 | |
| Banking and Insurance | 9 | 64.3 | 25.0 | 50.0 | 29.0 | 9 | 64.3 | 100.0 | 8 | 57.1 | 25.00 | 10.6 | 2 | 14.3 | | | | 9 | 64.3 | | 50.0 | |
| Catering, Hotels and Tourism | 10 | 100.0 | | | 29.8 | 10 | 100.0 | 100.0 | 10 | 100.0 | | 10.0 | 1 | 10.0 | | | | 10 | 100.0 | 25.00 | 10.0 | |
| Civilian Employees of the Army | 4 | 80.0 | 25.0 | 50.0 | 26.7 | 3 | 60.0 | 100.0 | 3 | 60.0 | 10.00 | 10.0 | 4 | 80.0 | 13.65 | | | 4 | 80.0 | | 18.8 | |
| Commerce | 12 | 75.0 | 25.0 | 43.8 | 26.6 | 13 | 81.3 | 101.9 | 13 | 81.3 | 8.00 | 13.5 | 4 | 25.0 | 10.00 | | 12.5 | 14 | 87.5 | | 15.0 | |
| ECHO | 69 | 94.5 | 28.0 | 50.4 | 31.9 | 69 | 94.5 | 106.4 | 67 | 91.8 | 28.66 | 14.1 | 50 | 68.5 | 13.84 | 10.0 | 10.0 | 68 | 93.2 | 29.17 | 24.3 | |
| Food Industry and Allied Trade | 48 | 88.9 | 25.5 | 50.6 | 25.9 | 47 | 87.0 | 103.7 | 51 | 94.4 | 18.04 | 13.2 | 32 | 59.3 | 8.49 | | 10.0 | 50 | 92.6 | 22.50 | 24.1 | |
| Glass, Ceramic & Porcelain | 28 | 100.0 | 30.0 | | 30.2 | 25 | 89.3 | 100.0 | 27 | 96.4 | 18.60 | 18.0 | 26 | 92.9 | 10.13 | | 10.0 | 27 | 96.4 | 22.00 | 29.6 | |
| Health Service and Social Care | 19 | 57.6 | 25.0 | 50.0 | 25.0 | 25 | 75.8 | 100.0 | 24 | 72.7 | | 17.8 | 13 | 39.4 | 11.42 | | 10.0 | 25 | 75.8 | 35.00 | 23.1 | |
| KOVO | 463 | 88.9 | 26.5 | 46.1 | 26.8 | 425 | 81.6 | 102.7 | 459 | 88.1 | 24.39 | 12.8 | 285 | 54.7 | 10.78 | 10.3 | 10.1 | 433 | 83.1 | 33.22 | 25.7 | |
| Mines, Geology and Oil Industry | 20 | 87.0 | 25.0 | 53.3 | 27.5 | 16 | 69.6 | 100.0 | 19 | 82.6 | 25.95 | 12.9 | 16 | 69.6 | 10.68 | | 12.0 | 18 | 78.3 | 31.63 | 25.0 | |
| Postal, Telecom. and Newspaper Services | 4 | 66.7 | 25.0 | 50.0 | 25.0 | 4 | 66.7 | 100.0 | 4 | 66.7 | 26.67 | 10.0 | 4 | 66.7 | 11.50 | | 25.0 | 4 | 66.7 | 43.33 | 10.0 | |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 23 | 74.2 | 25.0 | 48.1 | 27.5 | 20 | 64.5 | 100.0 | 22 | 71.0 | 14.80 | 11.4 | 18 | 58.1 | 9.50 | 11.0 | 10.0 | 22 | 71.0 | 16.50 | 17.6 | |
| Science and Research | 6 | 20.0 | | | 25.0 | 4 | 13.3 | 100.0 | 6 | 20.0 | | 11.7 | 8 | 26.7 | | | 10.0 | 6 | 20.0 | | 12.5 | |
| STAVBA | 103 | 92.8 | 25.9 | 47.8 | 32.0 | 102 | 91.9 | 101.0 | 103 | 92.8 | 16.13 | 10.5 | 95 | 85.6 | 11.31 | 12.5 | 10.3 | 99 | 89.2 | 37.51 | 18.5 | |
| Textile, Clothing and Leather Industry | 28 | 82.4 | 25.4 | 44.3 | 26.8 | 27 | 79.4 | 102.8 | 30 | 88.2 | 20.27 | 14.1 | 20 | 58.8 | 12.94 | 10.0 | 10.0 | 29 | 85.3 | 14.08 | 14.6 | |
| Transport | 6 | 100.0 | 28.3 | | 27.7 | 5 | 83.3 | 100.0 | 6 | 100.0 | | 10.0 | 5 | 83.3 | 10.47 | 10.0 | | 6 | 100.0 | | 30.0 | |
| Transport, Road Economy and Repair Vehicles | 10 | 90.9 | | | 25.8 | 10 | 90.9 | 100.0 | 11 | 100.0 | 14.25 | 10.3 | 7 | 63.6 | 12.50 | 12.5 | 13.3 | 10 | 90.9 | 35.00 | 31.7 | |
| Union of Aviation Employees | 3 | 100.0 | 30.0 | | 26.3 | 3 | 100.0 | 100.0 | 3 | 100.0 | | 11.7 | 3 | 100.0 | 16.60 | | 10.0 | 3 | 100.0 | | 17.8 | |
| UNIOS | 84 | 73.0 | 26.4 | 48.6 | 25.0 | 62 | 53.9 | 104.3 | 69 | 60.0 | 15.85 | 13.0 | 43 | 37.4 | 13.32 | 10.5 | 10.8 | 70 | 60.9 | 18.25 | 24.6 | |
| Universities Trade Union | 14 | 87.5 | 25.0 | 50.0 | 25.0 | 13 | 81.3 | 100.0 | 14 | 87.5 | | 13.9 | 11 | 68.8 | 20.25 | | 10.0 | 14 | 87.5 | | 20.7 | |
| Wood.Industry, Forestry and Manag.of Water | 76 | 90.5 | 25.5 | 44.1 | 25.3 | 72 | 85.7 | 100.0 | 73 | 86.9 | 17.67 | 12.2 | 44 | 52.4 | 11.62 | 10.0 | 10.9 | 73 | 86.9 | 21.50 | 20.2 | |

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 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 | 31 | 8.3 | 559 | 9.50 | 4 | 9 | 16.4 | 20 | 123.45 | 177 | 3 | 12.0 | 136 | 7.82 | 46 | 1 | | 163 | 8.00 | 3 |
| Agriculture and Nutrition | 1 | | 15 | 9.19 | | | | | | 4 | | | 1 | | | | | 1 | | |
| Banking and Insurance | | | 2 | | | | | | | | | | | | | | | | | |
| Catering, Hotels and Tourism | | | | | | | | | | | | | | | | | | | | |
| Civilian Employees of the Army | | | 1 | | | | | | | | | | | | | | | | | |
| Commerce | | | | | | | | | | | | | | | | | | | | |
| ECHO | 1 | | 35 | 12.81 | | | | | | 41 | | | 1 | | | | | 25 | 13.09 | |
| Food Industry and Allied Trade | 3 | 10.0 | 30 | 8.68 | | | | | | 10 | | | 5 | 6.40 | | | | | | |
| Glass, Ceramic & Porcelain | 2 | | 24 | 9.23 | | | | | | | | | 5 | 4.80 | | | | 2 | | |
| Health Service and Social Care | | | | | | | | | | 10 | | | | | 1 | | | | | |
| KOVO | 17 | 7.9 | 320 | 9.64 | 4 | 5 | 11.6 | 13 | 133.96 | 73 | 3 | 12.0 | 55 | 8.73 | 19 | 1 | | 82 | 5.84 | |
| Mines, Geology and Oil Industry | | | 7 | 6.14 | | | | | | 6 | | | 2 | | 3 | | | 6 | 4.83 | |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | | | | | | | | | 1 | | |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | | | 7 | 7.14 | | | | 2 | | 8 | | | 4 | 7.25 | 2 | | | 4 | 10.50 | |
| Science and Research | | | | | | | | | | | | | | | 2 | | | | | |
| STAVBA | 3 | 7.3 | 46 | 6.39 | | | | | | 13 | | | 32 | 5.96 | 7 | | | 29 | 9.31 | 1 |
| Textile, Clothing and Leather Industry | | | 28 | 10.63 | | | | | | 1 | | | 8 | 12.43 | 1 | | | | | |
| Transport | | | | | | | | | | | | | 2 | | | | | | | |
| Transport, Road Economy and Repair Vehicles | | | 2 | | | | | 2 | | | | | 8 | 5.56 | | | | 1 | | |
| Union of Aviation Employees | | | | | | | | 1 | | | | | 2 | | | | | 1 | | |
| UNIOS | 3 | 11.7 | 21 | 9.23 | | 4 | 22.5 | 2 | | 5 | | | 8 | 6.81 | 10 | | | 10 | 9.75 | 2 |
| Universities Trade Union | | | | | | | | | | 5 | | | | | 1 | | | | | |
| Wood.Industry, Forestry and Manag.of Water | 1 | | 21 | 10.98 | | | | | | 1 | | | 3 | 5.83 | | | | 1 | | |

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

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

Other supplementary charges II classification based on trade unions

| Trade union | Supplementary charge | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|------|------------------|-------|------------|--|------|-------------------|-----------|------------|---------------------|------|-------------------|-----------|------------|---------------------------|------|-------------------|-----------|------------|---------------------|------|------------|------------------------------------|-----|
| | for working in hazardous conditions (where respirat. or other protective equip. is necessary) | | | | | for the knowledge of foreign languages | | | | | for substitution | | | | | for training other people | | | | | individual bonus | | | Other supplemen- tary charge | |
| | % of aver. earnings | | paid by the hour | | other form | % of aver. earnings | | paid by the month | | other form | % of aver. earnings | | paid by the month | | other form | % of aver. earnings | | paid by the month | | other form | % of aver. earnings | | other form | | |
| | NCA | % AE | NCA | CZK/h | NCA | NCA | % AE | NCA | CZK/month | NCA | NCA | % AE | NCA | CZK/month | NCA | NCA | % AE | NCA | CZK/month | NCA | NCA | % AE | NCA | | NCA |
| Total | 6 | 8.6 | 159 | 28.39 | 15 | 1 | | 8 | 838 | 2 | 27 | 29.6 | 16 | 1,256 | 110 | 18 | 10.0 | 25 | 944 | 81 | 12 | 20.4 | 66 | 567 | |
| Agriculture and Nutrition | | | | | | | | 1 | | | | | | | 2 | | | | | | | | 1 | 9 | |
| Banking and Insurance | | | | | 1 | | | | | | | | | | 1 | | | | | | | | | 3 | |
| Catering, Hotels and Tourism | | | | | | | | | | | | | | | 2 | | | | | | | | | 2 | |
| Civilian Employees of the Army | | | | | | | | | | | | | | | | | | | | | | | | 2 | |
| Commerce | | | | | | | | | | | | | | | 1 | | | | | | | | | 5 | |
| ECHO | | | 17 | 98.51 | | | | | | | | | 4 | 1,750 | 14 | | | 2 | | | 8 | 2 | | 1 | 41 |
| Food Industry and Allied Trade | 1 | | 3 | 9.00 | 1 | | | | | | | | | | 4 | 1 | | | | | | | | 20 | |
| Glass, Ceramic & Porcelain | 1 | | 1 | | | | | | | | 1 | | | | | | | | | 1 | | | | 19 | |
| Health Service and Social Care | | | | | 2 | | | | | | | | 3 | 667 | 4 | | | | | | | | 4 | 13 | |
| KOVO | 2 | | 100 | 9.16 | 5 | | | 5 | 800 | 2 | 9 | 30.6 | 4 | 1,350 | 31 | 7 | 10.0 | 15 | 690 | 44 | 9 | 15.5 | 42 | 227 | |
| Mines, Geology and Oil Industry | | | 5 | 49.60 | | | | | | | 1 | | 1 | | 5 | | | | | 7 | | | | 10 | |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | | | | | | | | | | | | | | | 4 | |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 2 | | 5 | 54.60 | | | | | | | 1 | | | | 3 | 6 | 9.7 | 1 | | 5 | | | 6 | 14 | |
| Science and Research | | | | | | | | | | | | | | | 1 | | | | | | | | 2 | 5 | |
| STAVBA | | | 24 | 51.97 | | | | | | | | | | | 4 | | | 4 | 1,975 | 3 | | | 1 | 67 | |
| Textile, Clothing and Leather Industry | | | | | | | | 1 | | | 3 | 36.7 | 1 | | 6 | 3 | 9.0 | 1 | | 4 | | | 1 | 22 | |
| Transport | | | | | | | | | | | | | | | | | | | | 2 | 1 | | 1 | 2 | |
| Transport, Road Economy and Repair Vehicles | | | 2 | | 1 | 1 | | | | | | | 1 | | 1 | | | | | 5 | | | | 11 | |
| Union of Aviation Employees | | | 1 | | | | | | | | | | | | 2 | | | 1 | | | | | | 2 | |
| UNIOS | | | 1 | | 4 | | | 1 | | | 11 | 29.5 | 1 | | 17 | 1 | | 1 | | 2 | | | 1 | 46 | |
| Universities Trade Union | | | | | 1 | | | | | | | | 1 | | 8 | | | | | | | | 6 | 16 | |
| Wood.Industry, Forestry and Manag.of Water | | | | | | | | | | | 1 | | | | 4 | | | | | | | | | 27 | |

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 | 623 | 49.2 | 216 | 17.1 | 405 | 32.0 | 241 | 19.1 | 49 | 3.9 | 159 | 12.6 | 137 | 10.8 | 120 | 9.5 | 691 | 54.6 |
| Agriculture and Nutrition | 14 | 36.8 | 4 | 10.5 | 9 | 23.7 | 11 | 28.9 | 1 | 2.6 | 4 | 10.5 | 5 | 13.2 | 3 | 7.9 | 22 | 57.9 |
| Banking and Insurance | 4 | 28.6 | 1 | 7.1 | 2 | 14.3 | 1 | 7.1 | 1 | 7.1 | 1 | 7.1 | | | 2 | 14.3 | 8 | 57.1 |
| Catering, Hotels and Tourism | 5 | 50.0 | 1 | 10.0 | 4 | 40.0 | | | | | | | 3 | 30.0 | 2 | 20.0 | 5 | 50.0 |
| Civilian Employees of the Army | 1 | 20.0 | 1 | 20.0 | 1 | 20.0 | | | | | | | | | | | 3 | 60.0 |
| Commerce | 3 | 18.8 | 1 | 6.3 | 3 | 18.8 | | | | | 1 | 6.3 | | | 1 | 6.3 | 8 | 50.0 |
| ECHO | 40 | 54.8 | 13 | 17.8 | 32 | 43.8 | 19 | 26.0 | 7 | 9.6 | 10 | 13.7 | 17 | 23.3 | 6 | 8.2 | 55 | 75.3 |
| Food Industry and Allied Trade | 47 | 87.0 | 17 | 31.5 | 23 | 42.6 | 14 | 25.9 | 4 | 7.4 | 27 | 50.0 | 8 | 14.8 | 4 | 7.4 | 44 | 81.5 |
| Glass, Ceramic & Porcelain | 5 | 17.9 | 3 | 10.7 | 2 | 7.1 | 1 | 3.6 | | | | | 2 | 7.1 | | | 6 | 21.4 |
| Health Service and Social Care | 1 | 3.0 | | | 1 | 3.0 | | | | | | | | | | | 26 | 78.8 |
| KOVO | 280 | 53.7 | 95 | 18.2 | 184 | 35.3 | 95 | 18.2 | 14 | 2.7 | 55 | 10.6 | 47 | 9.0 | 51 | 9.8 | 265 | 50.9 |
| Mines, Geology and Oil Industry | 14 | 60.9 | 3 | 13.0 | 9 | 39.1 | 9 | 39.1 | 2 | 8.7 | | | 4 | 17.4 | 7 | 30.4 | 16 | 69.6 |
| Postal, Telecom. and Newspaper Services | 1 | 16.7 | | | 1 | 16.7 | 1 | 16.7 | | | | | | | | | 2 | 33.3 |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | 1 | 33.3 |
| Railway Trade Unions | 10 | 32.3 | | | 7 | 22.6 | 1 | 3.2 | 2 | 6.5 | 5 | 16.1 | 1 | 3.2 | | | 22 | 71.0 |
| Science and Research | 1 | 3.3 | | | | | | | | | | | | | | | 1 | 3.3 |
| STAVBA | 56 | 50.5 | 15 | 13.5 | 38 | 34.2 | 16 | 14.4 | 17 | 15.3 | 13 | 11.7 | 13 | 11.7 | 20 | 18.0 | 33 | 29.7 |
| Textile, Clothing and Leather Industry | 18 | 52.9 | 6 | 17.6 | 13 | 38.2 | 11 | 32.4 | | | 1 | 2.9 | 6 | 17.6 | 4 | 11.8 | 10 | 29.4 |
| Transport | 2 | 33.3 | 1 | 16.7 | 2 | 33.3 | 1 | 16.7 | | | | | 1 | 16.7 | | | 4 | 66.7 |
| Transport, Road Economy and Repair Vehicles | 6 | 54.5 | | | 2 | 18.2 | 2 | 18.2 | | | 1 | 9.1 | 1 | 9.1 | 1 | 9.1 | 9 | 81.8 |
| Union of Aviation Employees | 1 | 33.3 | | | 1 | 33.3 | | | | | 1 | 33.3 | | | | | 2 | 66.7 |
| UNIOS | 59 | 51.3 | 26 | 22.6 | 31 | 27.0 | 31 | 27.0 | 1 | 0.9 | 29 | 25.2 | 9 | 7.8 | 4 | 3.5 | 76 | 66.1 |
| Universities Trade Union | 4 | 25.0 | 4 | 25.0 | 1 | 6.3 | 4 | 25.0 | | | 1 | 6.3 | | | 2 | 12.5 | 15 | 93.8 |
| Wood.Industry, Forestry and Manag.of Water | 51 | 60.7 | 25 | 29.8 | 39 | 46.4 | 24 | 28.6 | | | 10 | 11.9 | 20 | 23.8 | 13 | 15.5 | 58 | 69.0 |

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

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

| Trade union | agreed in CA | | length of employment in the organization: | | | | | | | | | | | | | | | | | | Remuneration for assistance in natural disasters | | |
|--|--------------|-------|---|-------|-------------------|-------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|---|------|--------|
| | | | less than 5 years | | more than 5 years | | more than 10 years | | more than 15 years | | more than 20 years | | more than 25 years | | more than 30 years | | more than 35 years | | more than 40 years | | | | |
| | NCA | % CA | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | % CA | CZK |
| Total | 735 | 58.1 | 92 | 3,273 | 349 | 4,399 | 590 | 6,730 | 632 | 8,834 | 713 | 10,788 | 732 | 12,469 | 735 | 14,400 | 735 | 15,781 | 735 | 17,584 | 12 | 0.9 | 15,667 |
| Agriculture and Nutrition | 23 | 60.5 | 2 | | 14 | 4,357 | 18 | 6,861 | 18 | 9,694 | 22 | 10,886 | 23 | 12,783 | 23 | 14,391 | 23 | 15,652 | 23 | 16,696 | | | |
| Banking and Insurance | 6 | 42.9 | | | 1 | | 6 | 6,333 | 6 | 8,500 | 6 | 11,167 | 6 | 12,667 | 6 | 15,833 | 6 | 18,833 | 6 | 20,500 | 1 | 7.1 | |
| Catering, Hotels and Tourism | 7 | 70.0 | 6 | 2,833 | 7 | 6,286 | 7 | 9,857 | 7 | 13,429 | 7 | 14,857 | 7 | 16,286 | 7 | 16,286 | 7 | 16,286 | 7 | 16,286 | | | |
| Civilian Employees of the Army | 4 | 80.0 | | | 2 | | 2 | | 2 | | 3 | 8,200 | 4 | 8,275 | 4 | 9,650 | 4 | 11,525 | 4 | 12,650 | | | |
| Commerce | 8 | 50.0 | 3 | 1,667 | 7 | 3,857 | 8 | 7,250 | 8 | 10,313 | 8 | 12,750 | 8 | 15,000 | 8 | 16,500 | 8 | 16,500 | 8 | 16,500 | | | |
| ECHO | 35 | 47.9 | 3 | 3,000 | 18 | 5,006 | 29 | 7,034 | 31 | 8,790 | 34 | 12,235 | 35 | 13,743 | 35 | 16,857 | 35 | 18,706 | 35 | 22,014 | 4 | 5.5 | 22,500 |
| Food Industry and Allied Trade | 41 | 75.9 | 1 | | 18 | 4,250 | 38 | 6,092 | 41 | 7,783 | 41 | 9,890 | 41 | 11,488 | 41 | 13,173 | 41 | 14,510 | 41 | 16,220 | | | |
| Glass, Ceramic & Porcelain | 16 | 57.1 | | | 5 | 4,200 | 9 | 8,833 | 11 | 11,382 | 14 | 13,021 | 14 | 16,479 | 16 | 17,925 | 16 | 21,913 | 16 | 25,731 | | | |
| Health Service and Social Care | 16 | 48.5 | 4 | 2,000 | 8 | 4,313 | 11 | 6,773 | 13 | 8,000 | 16 | 8,594 | 16 | 9,281 | 16 | 10,844 | 16 | 11,563 | 16 | 13,281 | 2 | 6.1 | |
| KOVO | 317 | 60.8 | 48 | 3,710 | 177 | 4,602 | 264 | 7,220 | 278 | 9,701 | 307 | 11,905 | 317 | 13,793 | 317 | 15,772 | 317 | 17,228 | 317 | 19,126 | | | |
| Mines, Geology and Oil Industry | 9 | 39.1 | 1 | | 4 | 8,500 | 7 | 10,429 | 7 | 12,857 | 9 | 13,300 | 9 | 15,133 | 9 | 16,956 | 9 | 18,889 | 9 | 21,056 | | | |
| Postal, Telecom. and Newspaper Services | 2 | 33.3 | | | 1 | | 1 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 1 | 16.7 | |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 14 | 45.2 | 1 | | 8 | 3,750 | 13 | 5,269 | 13 | 7,846 | 14 | 9,821 | 14 | 11,786 | 14 | 14,321 | 14 | 15,929 | 14 | 18,464 | 1 | 3.2 | |
| Science and Research | 3 | 10.0 | | | | | | | | | 3 | 6,667 | 3 | 8,333 | 3 | 10,074 | 3 | 10,074 | 3 | 10,074 | 2 | 6.7 | |
| STAVBA | 89 | 80.2 | 3 | 2,667 | 22 | 4,400 | 73 | 6,438 | 78 | 8,538 | 87 | 10,415 | 89 | 11,855 | 89 | 13,709 | 89 | 14,585 | 89 | 15,821 | | | |
| Textile, Clothing and Leather Industry | 19 | 55.9 | 1 | | 8 | 4,500 | 13 | 5,769 | 14 | 7,714 | 19 | 8,621 | 19 | 10,989 | 19 | 12,332 | 19 | 14,358 | 19 | 15,753 | | | |
| Transport | 4 | 66.7 | 3 | 2,167 | 3 | 3,000 | 3 | 3,900 | 4 | 4,775 | 4 | 5,700 | 4 | 6,725 | 4 | 8,375 | 4 | 9,500 | 4 | 10,125 | | | |
| Transport, Road Economy and Repair Vehicles | 9 | 81.8 | 1 | | 5 | 4,100 | 5 | 6,000 | 7 | 7,000 | 9 | 7,444 | 9 | 9,222 | 9 | 11,389 | 9 | 12,500 | 9 | 13,611 | | | |
| Union of Aviation Employees | 3 | 100.0 | 1 | | 1 | | 1 | | 1 | | 3 | 6,667 | 3 | 7,333 | 3 | 10,333 | 3 | 11,000 | 3 | 13,333 | | | |
| UNIOS | 68 | 59.1 | 10 | 2,650 | 25 | 2,830 | 50 | 4,592 | 54 | 6,010 | 63 | 7,568 | 67 | 8,650 | 68 | 9,960 | 68 | 11,094 | 68 | 12,352 | | | |
| Universities Trade Union | 5 | 31.3 | 1 | | 2 | | 3 | 5,167 | 5 | 4,300 | 5 | 4,800 | 5 | 5,300 | 5 | 5,800 | 5 | 6,300 | 5 | 6,800 | 1 | 6.3 | |
| Wood.Industry, Forestry and Manag.of Water | 37 | 44.0 | 3 | 4,000 | 13 | 3,658 | 29 | 6,608 | 32 | 7,548 | 37 | 10,028 | 37 | 11,447 | 37 | 14,380 | 37 | 15,657 | 37 | 18,529 | | | |

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 | 655 | 51.8 | 285 | 4,502 | 595 | 4,916 | 641 | 6,162 | 648 | 7,107 | 655 | 8,015 | 655 | 8,640 |
| Agriculture and Nutrition | 20 | 52.6 | 10 | 3,650 | 19 | 4,605 | 20 | 4,900 | 20 | 5,150 | 20 | 5,400 | 20 | 5,500 |
| Banking and Insurance | 3 | 21.4 | | | 2 | | 3 | 9,167 | 3 | 9,167 | 3 | 9,167 | 3 | 9,167 |
| Catering, Hotels and Tourism | 6 | 60.0 | 6 | 3,250 | 6 | 4,083 | 6 | 4,083 | 6 | 4,083 | 6 | 4,083 | 6 | 4,083 |
| Civilian Employees of the Army | 4 | 80.0 | 1 | | 4 | 5,375 | 4 | 7,750 | 4 | 9,025 | 4 | 11,025 | 4 | 12,400 |
| Commerce | 4 | 25.0 | 2 | | 3 | 1,550 | 4 | 2,325 | 4 | 3,488 | 4 | 4,250 | 4 | 5,188 |
| ECHO | 43 | 58.9 | 13 | 7,538 | 42 | 7,338 | 42 | 10,673 | 43 | 13,588 | 43 | 16,583 | 43 | 16,960 |
| Food Industry and Allied Trade | 28 | 51.9 | 10 | 2,790 | 23 | 3,696 | 28 | 5,043 | 28 | 5,779 | 28 | 6,786 | 28 | 7,361 |
| Glass, Ceramic & Porcelain | 22 | 78.6 | 14 | 4,407 | 22 | 5,300 | 22 | 5,450 | 22 | 5,668 | 22 | 5,864 | 22 | 5,982 |
| Health Service and Social Care | 15 | 45.5 | 5 | 6,000 | 14 | 4,714 | 15 | 6,167 | 15 | 6,967 | 15 | 7,500 | 15 | 7,833 |
| KOVO | 237 | 45.5 | 80 | 4,236 | 198 | 4,365 | 224 | 5,735 | 230 | 6,731 | 237 | 7,614 | 237 | 8,590 |
| Mines, Geology and Oil Industry | 15 | 65.2 | 6 | 4,500 | 14 | 5,121 | 15 | 7,467 | 15 | 8,967 | 15 | 10,567 | 15 | 12,333 |
| Postal, Telecom. and Newspaper Services | 2 | 33.3 | | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Profess.and Trade Union of Orchestral Music. | 2 | 66.7 | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Railway Trade Unions | 14 | 45.2 | 6 | 4,700 | 13 | 5,992 | 14 | 8,464 | 14 | 8,893 | 14 | 9,536 | 14 | 9,607 |
| Science and Research | 9 | 30.0 | 5 | 6,000 | 9 | 5,444 | 9 | 5,778 | 9 | 5,778 | 9 | 6,000 | 9 | 6,000 |
| STAVBA | 70 | 63.1 | 34 | 4,491 | 64 | 4,924 | 70 | 6,054 | 70 | 7,138 | 70 | 8,102 | 70 | 8,652 |
| Textile, Clothing and Leather Industry | 22 | 64.7 | 7 | 4,143 | 21 | 4,643 | 22 | 5,870 | 22 | 6,832 | 22 | 7,691 | 22 | 8,473 |
| Transport | 2 | 33.3 | 1 | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Transport, Road Economy and Repair Vehicles | 5 | 45.5 | 2 | | 5 | 6,800 | 5 | 7,000 | 5 | 7,600 | 5 | 8,100 | 5 | 8,600 |
| Union of Aviation Employees | 1 | 33.3 | | | | | 1 | | 1 | | 1 | | 1 | |
| UNIOS | 84 | 73.0 | 55 | 4,767 | 84 | 5,139 | 84 | 5,786 | 84 | 6,224 | 84 | 6,622 | 84 | 6,801 |
| Universities Trade Union | 8 | 50.0 | 6 | 5,917 | 8 | 5,638 | 8 | 7,325 | 8 | 7,450 | 8 | 7,575 | 8 | 7,700 |
| Wood.Industry, Forestry and Manag.of Water | 39 | 46.4 | 20 | 3,744 | 38 | 4,357 | 39 | 5,467 | 39 | 6,381 | 39 | 7,518 | 39 | 8,158 |

Explanatory notes: NCA
% CA
CZK

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

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

| Trade union | agreed in CA | | length of employment in the organization: | | | | | | | | | | | | | | | | | |
|--|--------------|-------|---|-------|-------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|
| | | | less than 5 years | | more than 5 years | | more than 10 years | | more than 15 years | | more than 20 years | | more than 25 years | | more than 30 years | | more than 35 years | | more than 40 years | |
| | NCA | % CA | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK | NCA | CZK |
| Total | 766 | 60.6 | 305 | 6,050 | 669 | 7,589 | 741 | 10,119 | 755 | 12,223 | 763 | 14,614 | 763 | 16,098 | 765 | 17,537 | 765 | 18,620 | 766 | 19,567 |
| Agriculture and Nutrition | 19 | 50.0 | 8 | 3,625 | 17 | 5,588 | 18 | 6,417 | 18 | 7,361 | 19 | 10,263 | 19 | 10,605 | 19 | 11,026 | 19 | 11,395 | 19 | 11,763 |
| Banking and Insurance | 4 | 28.6 | 1 | | 3 | 23,000 | 4 | 24,625 | 4 | 24,625 | 4 | 24,625 | 4 | 24,625 | 4 | 24,625 | 4 | 24,625 | 4 | 24,625 |
| Catering, Hotels and Tourism | 6 | 60.0 | 6 | 5,000 | 6 | 8,333 | 6 | 8,333 | 6 | 8,333 | 6 | 8,333 | 6 | 8,333 | 6 | 8,333 | 6 | 8,333 | 6 | 8,333 |
| Civilian Employees of the Army | 5 | 100.0 | 1 | | 4 | 5,375 | 5 | 7,400 | 5 | 9,820 | 5 | 12,820 | 5 | 14,320 | 5 | 16,820 | 5 | 18,320 | 5 | 18,820 |
| Commerce | 8 | 50.0 | 3 | 840 | 7 | 2,664 | 8 | 3,038 | 8 | 3,619 | 8 | 4,075 | 8 | 4,469 | 8 | 4,813 | 8 | 4,813 | 8 | 4,813 |
| ECHO | 48 | 65.8 | 24 | 8,792 | 45 | 14,473 | 46 | 19,859 | 46 | 24,793 | 48 | 29,021 | 48 | 33,552 | 48 | 38,063 | 48 | 42,385 | 48 | 47,167 |
| Food Industry and Allied Trade | 34 | 63.0 | 11 | 5,400 | 29 | 5,190 | 33 | 6,964 | 34 | 8,306 | 34 | 10,044 | 34 | 11,444 | 34 | 12,624 | 34 | 13,353 | 34 | 14,044 |
| Glass, Ceramic & Porcelain | 21 | 75.0 | 9 | 3,389 | 17 | 6,176 | 20 | 8,250 | 21 | 10,286 | 21 | 12,286 | 21 | 15,857 | 21 | 19,381 | 21 | 22,048 | 21 | 25,238 |
| Health Service and Social Care | 20 | 60.6 | 3 | 7,333 | 18 | 6,694 | 20 | 8,425 | 20 | 8,850 | 20 | 9,150 | 20 | 9,500 | 20 | 9,750 | 20 | 10,000 | 20 | 10,250 |
| KOVO | 285 | 54.7 | 90 | 5,852 | 232 | 5,887 | 272 | 7,920 | 281 | 10,765 | 283 | 12,583 | 283 | 14,179 | 284 | 15,601 | 284 | 16,653 | 285 | 17,534 |
| Mines, Geology and Oil Industry | 18 | 78.3 | 6 | 8,667 | 15 | 8,813 | 17 | 11,235 | 18 | 13,250 | 18 | 16,167 | 18 | 17,944 | 18 | 20,444 | 18 | 23,500 | 18 | 23,778 |
| Postal, Telecom. and Newspaper Services | 2 | 33.3 | 1 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Profess.and Trade Union of Orchestral Music. | 2 | 66.7 | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Railway Trade Unions | 22 | 71.0 | 6 | 6,583 | 19 | 10,553 | 21 | 17,190 | 22 | 22,795 | 22 | 26,205 | 22 | 29,409 | 22 | 34,250 | 22 | 35,545 | 22 | 36,977 |
| Science and Research | 9 | 30.0 | 6 | 6,667 | 8 | 6,125 | 8 | 6,250 | 8 | 6,375 | 9 | 6,889 | 9 | 7,444 | 9 | 7,444 | 9 | 7,444 | 9 | 7,444 |
| STAVBA | 92 | 82.9 | 43 | 8,028 | 88 | 9,399 | 91 | 14,602 | 92 | 15,962 | 92 | 22,571 | 92 | 23,612 | 92 | 24,571 | 92 | 25,115 | 92 | 25,528 |
| Textile, Clothing and Leather Industry | 23 | 67.6 | 6 | 3,167 | 21 | 3,612 | 23 | 5,061 | 23 | 5,948 | 23 | 6,822 | 23 | 7,687 | 23 | 8,300 | 23 | 8,539 | 23 | 8,778 |
| Transport | 2 | 33.3 | | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Transport, Road Economy and Repair Vehicles | 8 | 72.7 | 3 | 3,667 | 4 | 5,250 | 7 | 13,357 | 7 | 15,357 | 7 | 16,857 | 7 | 18,857 | 8 | 18,875 | 8 | 20,625 | 8 | 22,375 |
| Union of Aviation Employees | 3 | 100.0 | | | 1 | | 3 | 16,000 | 3 | 16,667 | 3 | 17,667 | 3 | 18,333 | 3 | 20,000 | 3 | 21,667 | 3 | 23,333 |
| UNIOS | 82 | 71.3 | 51 | 5,601 | 79 | 6,417 | 80 | 7,428 | 80 | 8,182 | 82 | 8,931 | 82 | 9,364 | 82 | 9,718 | 82 | 10,010 | 82 | 10,084 |
| Universities Trade Union | 10 | 62.5 | 7 | 6,000 | 10 | 5,750 | 10 | 7,650 | 10 | 7,750 | 10 | 8,000 | 10 | 8,000 | 10 | 8,000 | 10 | 8,000 | 10 | 8,000 |
| Wood.Industry, Forestry and Manag.of Water | 43 | 51.2 | 18 | 3,571 | 40 | 5,793 | 43 | 8,335 | 43 | 9,688 | 43 | 11,612 | 43 | 12,581 | 43 | 13,744 | 43 | 14,663 | 43 | 15,523 |

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 | | | | | | | | | |
| Total | 957 | 75.7 | 12 | 0.9 | 632 | 50.0 | 102 | 1,683 | 530 | 6.0 | 164 | 13.0 | 14 | 1.1 | 253 | 20.0 | 240 | 5.7 | 13 | 1,279 | 15 | 5.7 | 6 | 0.5 | 6 | 2.6 | | 98 | 7.7 | 7 | 0.6 | 192 | 15.2 | 152 | 12.0 |
| Agriculture and Nutrition | 24 | 63.2 | | | 18 | 47.4 | 6 | 1,477 | 12 | 6.2 | 2 | 5.3 | | | 5 | 13.2 | 3 | 4.3 | 2 | | | | | | | | | 1 | 2.6 | | 2 | 5.3 | 4 | 10.5 | |
| Banking and Insurance | 10 | 71.4 | | | 6 | 42.9 | | | 6 | 5.2 | 5 | 35.7 | | | 1 | 7.1 | 1 | | | | 1 | | | | | | | 1 | 7.1 | | 3 | 21.4 | 1 | 7.1 | |
| Catering, Hotels and Tourism | 5 | 50.0 | | | 2 | 20.0 | 2 | | | | | | | | 2 | 20.0 | 2 | | | | | | | | | | | 1 | 10.0 | | | | | | |
| Civilian Employees of the Army | 2 | 40.0 | | | 1 | 20.0 | | | 1 | | 1 | 20.0 | | | | | | | | | | | | | | | | | | | | | 1 | 20.0 | |
| Commerce | 11 | 68.8 | | | 7 | 43.8 | | | 7 | 5.5 | 1 | 6.3 | | | 4 | 25.0 | 4 | 4.5 | | | | | | | | | | | | 1 | 6.3 | 1 | 6.3 | | |
| ECHO | 62 | 84.9 | 1 | 1.4 | 37 | 50.7 | 5 | 2,240 | 32 | 5.4 | 19 | 26.0 | 2 | 2.7 | 20 | 27.4 | 19 | 7.1 | 1 | | 3 | 5.0 | | | | | | 1 | 1.4 | | 16 | 21.9 | 21 | 28.8 | |
| Food Industry and Allied Trade | 29 | 53.7 | | | 19 | 35.2 | 2 | | 17 | 5.8 | 14 | 25.9 | 2 | 3.7 | 6 | 11.1 | 5 | 6.0 | 1 | | | | | | | | | 2 | 3.7 | 1 | 1.9 | 12 | 22.2 | 3 | 5.6 |
| Glass, Ceramic & Porcelain | 23 | 82.1 | | | 12 | 42.9 | 2 | | 10 | 6.3 | 3 | 10.7 | | | 9 | 32.1 | 7 | 5.9 | 2 | | | | | | | | | | | 1 | 3.6 | 1 | 3.6 | | |
| Health Service and Social Care | 17 | 51.5 | | | 9 | 27.3 | 1 | | 8 | 6.5 | 1 | 3.0 | | | 7 | 21.2 | 7 | 5.1 | | | | | | | | | | | | | | | 1 | 3.0 | |
| KOVO | 433 | 83.1 | 7 | 1.3 | 298 | 57.2 | 49 | 1,416 | 249 | 5.6 | 59 | 11.3 | 7 | 1.3 | 125 | 24.0 | 119 | 5.2 | 6 | 1,048 | 3 | 5.5 | 3 | 0.6 | 3 | 3.3 | | 43 | 8.3 | 4 | 0.8 | 87 | 16.7 | 66 | 12.7 |
| Mines, Geology and Oil Industry | 19 | 82.6 | 2 | 8.7 | 7 | 30.4 | 3 | 947 | 4 | 4.9 | 3 | 13.0 | | | 8 | 34.8 | 7 | 8.3 | 1 | | | | | | | | | 3 | 13.0 | | 4 | 17.4 | 6 | 26.1 | |
| Postal, Telecom. and Newspaper Services | 1 | 16.7 | | | | | | | | | | | | | 1 | 16.7 | 1 | | | | | | | | | | | | | | | | 1 | 16.7 | |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 30 | 96.8 | | | 18 | 58.1 | 2 | | 16 | 4.2 | 11 | 35.5 | | | 4 | 12.9 | 4 | 3.4 | | | | | | | | | | 3 | 9.7 | | 6 | 19.4 | 1 | 3.2 | |
| Science and Research | 5 | 16.7 | | | 1 | 3.3 | | | 1 | | 2 | 6.7 | 1 | 3.3 | | | | | | | | | | | | | | 2 | 6.7 | | | | 2 | 6.7 | |
| STAVBA | 98 | 88.3 | | | 91 | 82.0 | 12 | 1,700 | 79 | 7.3 | 8 | 7.2 | | | 7 | 6.3 | 7 | 5.4 | | | | | 1 | 0.9 | 1 | | | 5 | 4.5 | 2 | 1.8 | 14 | 12.6 | 17 | 15.3 |
| Textile, Clothing and Leather Industry | 22 | 64.7 | | | 13 | 38.2 | | | 13 | 5.2 | 2 | 5.9 | | | 8 | 23.5 | 8 | 4.3 | | | | | 1 | 2.9 | 1 | | | 6 | 17.6 | | 7 | 20.6 | 5 | 14.7 | |
| Transport | 3 | 50.0 | | | 3 | 50.0 | | | 3 | 6.0 | | | | | | | | | | | | | | | | | | 2 | 33.3 | | 2 | 33.3 | 1 | 16.7 | |
| Transport, Road Economy and Repair Vehicles | 7 | 63.6 | | | 3 | 27.3 | | | 3 | 8.0 | 2 | 18.2 | | | 1 | 9.1 | 1 | | | | | | | | | | | 4 | 36.4 | | 3 | 27.3 | 2 | 18.2 | |
| Union of Aviation Employees | 1 | 33.3 | | | | | | | | | | | | | | | | | | | | | | | | | | 1 | 33.3 | | | | | | |
| UNIOS | 74 | 64.3 | 1 | 0.9 | 51 | 44.3 | 14 | 2,582 | 37 | 6.4 | 14 | 12.2 | 1 | 0.9 | 17 | 14.8 | 17 | 7.1 | | | 1 | | | | | | | 11 | 9.6 | | 20 | 17.4 | 3 | 2.6 | |
| Universities Trade Union | 3 | 18.8 | | | 2 | 12.5 | | | 2 | | | | | | | | | | | | | | | | | | | 1 | 6.3 | | | | | | |
| Wood,Industry, Forestry and Manag.of Water | 78 | 92.9 | 1 | 1.2 | 34 | 40.5 | 4 | 2,000 | 30 | 7.4 | 17 | 20.2 | 1 | 1.2 | 28 | 33.3 | 28 | 6.5 | | | 7 | 5.6 | 1 | 1.2 | 1 | | | 11 | 13.1 | | 14 | 16.7 | 15 | 17.9 | |

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

Comment: The issue of wage developments for women and men is presented in the chapter Collective agreements in numbers

**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 | | | | | | | | | | | | | | | |
| | | | unified catalogue | | occupational catalogue | | own catalogue | | at idle time | | | under unfavourable climatic influences | | | | | | |
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | % AE | NCA | % CA | % AE | NCA | % CA | % AE | CZK/h |
| Total | 675 | 53.4 | 84 | 6.6 | 36 | 2.8 | 594 | 47.0 | 213 | 16.8 | 96.7 | 200 | 15.8 | 84.5 | 377 | 29.8 | 17.0 | 22.29 |
| Agriculture and Nutrition | 17 | 44.7 | | | | | 17 | 44.7 | 5 | 13.2 | 100.0 | 2 | 5.3 | | 7 | 18.4 | 16.2 | |
| Banking and Insurance | 6 | 42.9 | | | | | 6 | 42.9 | | | | 5 | 35.7 | 100.0 | 1 | 7.1 | | |
| Catering, Hotels and Tourism | 8 | 80.0 | 2 | 20.0 | | | 6 | 60.0 | 6 | 60.0 | 100.0 | 8 | 80.0 | 95.0 | 4 | 40.0 | 15.0 | |
| Civilian Employees of the Army | 1 | 20.0 | | | | | 1 | 20.0 | | | | 1 | 20.0 | | | | | |
| Commerce | 6 | 37.5 | | | | | 6 | 37.5 | 3 | 18.8 | 100.0 | 3 | 18.8 | 86.7 | 2 | 12.5 | | |
| ECHO | 44 | 60.3 | 1 | 1.4 | 2 | 2.7 | 41 | 56.2 | 30 | 41.1 | 91.3 | 36 | 49.3 | 76.9 | 32 | 43.8 | 16.8 | 28.77 |
| Food Industry and Allied Trade | 23 | 42.6 | | | | | 23 | 42.6 | 6 | 11.1 | 100.0 | 6 | 11.1 | 86.7 | 11 | 20.4 | 16.3 | |
| Glass, Ceramic & Porcelain | 21 | 75.0 | 2 | 7.1 | | | 19 | 67.9 | 1 | 3.6 | | 4 | 14.3 | 80.0 | 6 | 21.4 | 18.3 | |
| Health Service and Social Care | 21 | 63.6 | | | | | 21 | 63.6 | 2 | 6.1 | | 3 | 9.1 | 83.3 | 14 | 42.4 | 15.6 | 45.00 |
| KOVO | 276 | 53.0 | 30 | 5.8 | 11 | 2.1 | 245 | 47.0 | 76 | 14.6 | 96.3 | 66 | 12.7 | 83.4 | 117 | 22.5 | 18.5 | 19.28 |
| Mines, Geology and Oil Industry | 14 | 60.9 | 3 | 13.0 | | | 11 | 47.8 | 10 | 43.5 | 99.0 | 9 | 39.1 | 100.0 | 9 | 39.1 | 15.7 | 21.67 |
| Postal, Telecom. and Newspaper Services | 4 | 66.7 | | | | | 4 | 66.7 | | | | 2 | 33.3 | | | | | |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 13 | 41.9 | 1 | 3.2 | 4 | 12.9 | 8 | 25.8 | 7 | 22.6 | 91.4 | 9 | 29.0 | 81.7 | 8 | 25.8 | 15.4 | 17.67 |
| Science and Research | 11 | 36.7 | | | 1 | 3.3 | 11 | 36.7 | 1 | 3.3 | | 1 | 3.3 | | | | | |
| STAVBA | 62 | 55.9 | 32 | 28.8 | 8 | 7.2 | 38 | 34.2 | 34 | 30.6 | 100.0 | 4 | 3.6 | 77.5 | 93 | 83.8 | 15.8 | 20.00 |
| Textile, Clothing and Leather Industry | 19 | 55.9 | 7 | 20.6 | 5 | 14.7 | 15 | 44.1 | 2 | 5.9 | | 1 | 2.9 | | 4 | 11.8 | 19.0 | 20.00 |
| Transport | 5 | 83.3 | | | | | 5 | 83.3 | 2 | 33.3 | | 2 | 33.3 | | 5 | 83.3 | 35.0 | 18.00 |
| Transport, Road Economy and Repair Vehicles | 11 | 100.0 | | | | | 11 | 100.0 | 3 | 27.3 | 96.7 | 2 | 18.2 | | 2 | 18.2 | | |
| Union of Aviation Employees | 3 | 100.0 | 1 | 33.3 | | | 3 | 100.0 | | | | | | | | | | |
| UNIOS | 52 | 45.2 | 2 | 1.7 | 1 | 0.9 | 50 | 43.5 | 11 | 9.6 | 95.0 | 17 | 14.8 | 85.9 | 31 | 27.0 | 16.9 | 20.61 |
| Universities Trade Union | 16 | 100.0 | | | | | 16 | 100.0 | 1 | 6.3 | | 2 | 12.5 | | 6 | 37.5 | 15.8 | |
| Wood.Industry, Forestry and Manag.of Water | 42 | 50.0 | 3 | 3.6 | 4 | 4.8 | 37 | 44.0 | 13 | 15.5 | 100.0 | 17 | 20.2 | 87.1 | 25 | 29.8 | 15.9 | 25.25 |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % 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 | The amount of fixed wages beyond the scope of Section 120, subsec. 1,LC | | | | | | agreed in CA | | agreed in CA | procedures for the implementation of labour consumption standards (Section 300 LC) | | |
| | | | | agreed in CA | | % of average earnings | other form | | agreed in CA | | extent | | | | |
| | NCA | % CA | weeks | NCA | % CA | % AE | NCA | % CA | NCA | % CA | hours | NCA | % CA | NCA | % CA |
| Total | 99 | 7.8 | 49.3 | 26 | 2.1 | 93.9 | 5 | 0.4 | 18 | 1.4 | 84.2 | 157 | 12.4 | 82 | 6.5 |
| Agriculture and Nutrition | 6 | 15.8 | 52.0 | 3 | 7.9 | 85.0 | 1 | 2.6 | 1 | 2.6 | | 8 | 21.1 | 2 | 5.3 |
| Banking and Insurance | | | | | | | | | | | | | | | |
| Catering, Hotels and Tourism | | | | | | | | | | | | | | | |
| Civilian Employees of the Army | | | | | | | | | | | | | | | |
| Commerce | 1 | 6.3 | | | | | | | | | | 1 | 6.3 | 1 | 6.3 |
| ECHO | 12 | 16.4 | 47.7 | 3 | 4.1 | 91.0 | 1 | 1.4 | | | | 8 | 11.0 | 1 | 1.4 |
| Food Industry and Allied Trade | 5 | 9.3 | 41.6 | 3 | 5.6 | 100.0 | | | 1 | 1.9 | | 9 | 16.7 | 4 | 7.4 |
| Glass, Ceramic & Porcelain | 1 | 3.6 | | | | | | | | | | 6 | 21.4 | 3 | 10.7 |
| Health Service and Social Care | | | | | | | | | | | | 1 | 3.0 | 1 | 3.0 |
| KOVO | 43 | 8.3 | 50.8 | 13 | 2.5 | 95.0 | 3 | 0.6 | 10 | 1.9 | 84.4 | 72 | 13.8 | 41 | 7.9 |
| Mines, Geology and Oil Industry | 3 | 13.0 | 52.0 | | | | | | | | | 3 | 13.0 | 3 | 13.0 |
| Postal, Telecom. and Newspaper Services | 1 | 16.7 | | | | | | | | | | 2 | 33.3 | 2 | 33.3 |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | |
| Railway Trade Unions | 7 | 22.6 | 47.1 | 2 | 6.5 | | | | 4 | 12.9 | 85.5 | 5 | 16.1 | 3 | 9.7 |
| Science and Research | | | | | | | | | | | | 1 | 3.3 | 1 | 3.3 |
| STAVBA | 11 | 9.9 | 52.0 | | | | | | 1 | 0.9 | | 12 | 10.8 | 10 | 9.0 |
| Textile, Clothing and Leather Industry | 5 | 14.7 | 46.8 | 2 | 5.9 | | | | 1 | 2.9 | | 10 | 29.4 | 5 | 14.7 |
| Transport | | | | | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | | | | | | | | | | | | 4 | 36.4 | 1 | 9.1 |
| Union of Aviation Employees | | | | | | | | | | | | | | | |
| UNIOS | 2 | 1.7 | | | | | | | | | | 2 | 1.7 | | |
| Universities Trade Union | | | | | | | | | | | | 2 | 12.5 | 1 | 6.3 |
| Wood.Industry, Forestry and Manag.of Water | 2 | 2.4 | | | | | | | | | | 11 | 13.1 | 3 | 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

% 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 | 1,220 | 96.4 | 1,094 | 86.5 | 772 | 61.0 | 649 | 51.3 | 942 | 74.5 |
| Agriculture and Nutrition | 37 | 97.4 | 35 | 92.1 | 23 | 60.5 | 11 | 28.9 | 27 | 71.1 |
| Banking and Insurance | 14 | 100.0 | 12 | 85.7 | 12 | 85.7 | 4 | 28.6 | 11 | 78.6 |
| Catering, Hotels and Tourism | 10 | 100.0 | 7 | 70.0 | 4 | 40.0 | 4 | 40.0 | 5 | 50.0 |
| Civilian Employees of the Army | 5 | 100.0 | 5 | 100.0 | 5 | 100.0 | 2 | 40.0 | 5 | 100.0 |
| Commerce | 16 | 100.0 | 14 | 87.5 | 12 | 75.0 | 6 | 37.5 | 12 | 75.0 |
| ECHO | 71 | 97.3 | 67 | 91.8 | 38 | 52.1 | 43 | 58.9 | 64 | 87.7 |
| Food Industry and Allied Trade | 51 | 94.4 | 40 | 74.1 | 21 | 38.9 | 30 | 55.6 | 31 | 57.4 |
| Glass, Ceramic & Porcelain | 27 | 96.4 | 27 | 96.4 | 19 | 67.9 | 27 | 96.4 | 27 | 96.4 |
| Health Service and Social Care | 33 | 100.0 | 32 | 97.0 | 22 | 66.7 | 16 | 48.5 | 29 | 87.9 |
| KOVO | 498 | 95.6 | 457 | 87.7 | 354 | 67.9 | 278 | 53.4 | 405 | 77.7 |
| Mines, Geology and Oil Industry | 23 | 100.0 | 22 | 95.7 | 15 | 65.2 | 15 | 65.2 | 21 | 91.3 |
| Postal, Telecom. and Newspaper Services | 6 | 100.0 | 4 | 66.7 | 6 | 100.0 | | | 4 | 66.7 |
| Profess.and Trade Union of Orchestral Music. | 3 | 100.0 | | | 3 | 100.0 | | | | |
| Railway Trade Unions | 29 | 93.5 | 21 | 67.7 | 17 | 54.8 | 3 | 9.7 | 12 | 38.7 |
| Science and Research | 27 | 90.0 | 7 | 23.3 | 27 | 90.0 | 2 | 6.7 | 8 | 26.7 |
| STAVBA | 110 | 99.1 | 103 | 92.8 | 57 | 51.4 | 42 | 37.8 | 70 | 63.1 |
| Textile, Clothing and Leather Industry | 33 | 97.1 | 30 | 88.2 | 16 | 47.1 | 11 | 32.4 | 21 | 61.8 |
| Transport | 6 | 100.0 | 6 | 100.0 | 3 | 50.0 | 1 | 16.7 | 3 | 50.0 |
| 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 | 3 | 100.0 | 3 | 100.0 | 3 | 100.0 | 2 | 66.7 | 3 | 100.0 |
| UNIOS | 107 | 93.0 | 104 | 90.4 | 51 | 44.3 | 78 | 67.8 | 91 | 79.1 |
| Universities Trade Union | 16 | 100.0 | 7 | 43.8 | 16 | 100.0 | 14 | 87.5 | 14 | 87.5 |
| Wood.Industry, Forestry and Manag.of Water | 84 | 100.0 | 81 | 96.4 | 47 | 56.0 | 51 | 60.7 | 70 | 83.3 |

Explanatory notes: NCA
% CA
*

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

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

| Trade union | Collection of membership fees via wage deductions | | Coverage of insurance by the employer for released officials | | Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC) | | Detailed conditions enabling trade unions to function properly | | | | | | | Establishment of commission for the interpretation and fulfilment of obligations entailed in CA | |
|--|---|-------------|--|-------------|---|-------------|--|-------------|--------------|------------|------------|------------|------------|---|-------------|
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | A NCA | B NCA | C NCA | D NCA | E NCA | NCA | % CA |
| | | | | | | | | | | | | | | | |
| Total | 1,096 | 86.6 | 252 | 19.9 | 730 | 57.7 | 1,136 | 89.8 | 1,019 | 445 | 815 | 411 | 275 | 378 | 29.9 |
| Agriculture and Nutrition | 32 | 84.2 | 2 | 5.3 | 15 | 39.5 | 31 | 81.6 | 26 | 8 | 25 | 4 | 11 | 6 | 15.8 |
| Banking and Insurance | 14 | 100.0 | | | 7 | 50.0 | 12 | 85.7 | 12 | 7 | 12 | 3 | 8 | | |
| Catering, Hotels and Tourism | 9 | 90.0 | | | 2 | 20.0 | 9 | 90.0 | 7 | 5 | 6 | 7 | | 2 | 20.0 |
| Civilian Employees of the Army | 5 | 100.0 | 1 | 20.0 | 4 | 80.0 | 5 | 100.0 | 5 | 3 | 5 | 2 | 2 | 1 | 20.0 |
| Commerce | 13 | 81.3 | | | 8 | 50.0 | 15 | 93.8 | 12 | 9 | 14 | 7 | 12 | 5 | 31.3 |
| ECHO | 69 | 94.5 | 13 | 17.8 | 44 | 60.3 | 69 | 94.5 | 63 | 48 | 52 | 22 | 29 | 14 | 19.2 |
| Food Industry and Allied Trade | 47 | 87.0 | 3 | 5.6 | 46 | 85.2 | 45 | 83.3 | 40 | 10 | 21 | 24 | 7 | 7 | 13.0 |
| Glass, Ceramic & Porcelain | 26 | 92.9 | 2 | 7.1 | 21 | 75.0 | 24 | 85.7 | 21 | 1 | 7 | | 2 | 15 | 53.6 |
| Health Service and Social Care | 31 | 93.9 | | | 25 | 75.8 | 31 | 93.9 | 31 | 14 | 29 | 3 | 17 | 4 | 12.1 |
| KOVO | 430 | 82.5 | 168 | 32.2 | 287 | 55.1 | 474 | 91.0 | 414 | 202 | 355 | 227 | 57 | 260 | 49.9 |
| Mines, Geology and Oil Industry | 19 | 82.6 | 7 | 30.4 | 14 | 60.9 | 20 | 87.0 | 19 | 3 | 20 | 7 | 5 | 13 | 56.5 |
| Postal, Telecom. and Newspaper Services | 5 | 83.3 | 3 | 50.0 | 3 | 50.0 | 6 | 100.0 | 5 | 4 | 6 | 1 | 4 | | |
| Profess.and Trade Union of Orchestral Music. | 2 | 66.7 | | | | | 2 | 66.7 | 2 | | 2 | | | | |
| Railway Trade Unions | 27 | 87.1 | 12 | 38.7 | 14 | 45.2 | 29 | 93.5 | 27 | 15 | 23 | 13 | 14 | | |
| Science and Research | 27 | 90.0 | | | 17 | 56.7 | 24 | 80.0 | 21 | 2 | 17 | 1 | 11 | 6 | 20.0 |
| STAVBA | 96 | 86.5 | 27 | 24.3 | 48 | 43.2 | 102 | 91.9 | 90 | 39 | 63 | 48 | 10 | 12 | 10.8 |
| Textile, Clothing and Leather Industry | 27 | 79.4 | 5 | 14.7 | 11 | 32.4 | 25 | 73.5 | 23 | 7 | 12 | 6 | | 8 | 23.5 |
| Transport | 5 | 83.3 | | | 2 | 33.3 | 6 | 100.0 | 6 | 1 | 5 | 2 | | 2 | 33.3 |
| Transport, Road Economy and Repair Vehicles | 9 | 81.8 | 4 | 36.4 | 7 | 63.6 | 11 | 100.0 | 11 | 3 | 4 | 7 | 2 | 6 | 54.5 |
| Union of Aviation Employees | 3 | 100.0 | | | 1 | 33.3 | 3 | 100.0 | 3 | | 3 | 1 | | 2 | 66.7 |
| UNIOS | 109 | 94.8 | 5 | 4.3 | 93 | 80.9 | 101 | 87.8 | 90 | 29 | 57 | 22 | 20 | 8 | 7.0 |
| Universities Trade Union | 14 | 87.5 | | | 6 | 37.5 | 15 | 93.8 | 15 | 1 | 13 | 1 | 6 | 3 | 18.8 |
| Wood.Industry, Forestry and Manag.of Water | 77 | 91.7 | | | 55 | 65.5 | 77 | 91.7 | 76 | 34 | 64 | 3 | 58 | 4 | 4.8 |

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
classification based on trade unions**

| Trade union | Number of trade unions active in the company | | | | | | | | | | if there are several TU in the company | | | |
|--|--|-------------|------------|-------------|-----------|------------|-----------|------------|---------------|------------|--|-------------|--|------------|
| | 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* |
| Total | 963 | 76.1 | 142 | 11.2 | 65 | 5.1 | 20 | 1.6 | 75 | 5.9 | 288 | 95.4 | 14 | 4.6 |
| Agriculture and Nutrition | 24 | 63.2 | 11 | 28.9 | 2 | 5.3 | 1 | 2.6 | | | 14 | 100.0 | | |
| Banking and Insurance | 9 | 64.3 | 1 | 7.1 | 1 | 7.1 | | | 3 | 21.4 | 4 | 80.0 | 1 | 20.0 |
| Catering, Hotels and Tourism | 6 | 60.0 | 1 | 10.0 | 3 | 30.0 | | | | | 4 | 100.0 | | |
| Civilian Employees of the Army | 2 | 40.0 | | | 2 | 40.0 | | | 1 | 20.0 | 2 | 66.7 | 1 | 33.3 |
| Commerce | 9 | 56.3 | 2 | 12.5 | | | | | 5 | 31.3 | 7 | 100.0 | | |
| ECHO | 51 | 69.9 | 11 | 15.1 | 3 | 4.1 | 1 | 1.4 | 7 | 9.6 | 22 | 100.0 | | |
| Food Industry and Allied Trade | 34 | 63.0 | 10 | 18.5 | 8 | 14.8 | | | 2 | 3.7 | 20 | 100.0 | | |
| Glass, Ceramic & Porcelain | 17 | 60.7 | 7 | 25.0 | 2 | 7.1 | 2 | 7.1 | | | 8 | 72.7 | 3 | 27.3 |
| Health Service and Social Care | 19 | 57.6 | 6 | 18.2 | 3 | 9.1 | 2 | 6.1 | 3 | 9.1 | 14 | 100.0 | | |
| KOVO | 451 | 86.6 | 47 | 9.0 | 12 | 2.3 | 6 | 1.2 | 5 | 1.0 | 67 | 95.7 | 3 | 4.3 |
| Mines, Geology and Oil Industry | 18 | 78.3 | | | 3 | 13.0 | | | 2 | 8.7 | 5 | 100.0 | | |
| Postal, Telecom. and Newspaper Services | 5 | 83.3 | 1 | 16.7 | | | | | | | 1 | 100.0 | | |
| Profess.and Trade Union of Orchestral Music. | 3 | 100.0 | | | | | | | | | | | | |
| Railway Trade Unions | 15 | 48.4 | 7 | 22.6 | 2 | 6.5 | 2 | 6.5 | 5 | 16.1 | 15 | 93.8 | 1 | 6.3 |
| Science and Research | 29 | 96.7 | 1 | 3.3 | | | | | | | 1 | 100.0 | | |
| STAVBA | 64 | 57.7 | 13 | 11.7 | 8 | 7.2 | 2 | 1.8 | 24 | 21.6 | 47 | 100.0 | | |
| Textile, Clothing and Leather Industry | 31 | 91.2 | 3 | 8.8 | | | | | | | 3 | 100.0 | | |
| Transport | 2 | 33.3 | 2 | 33.3 | 2 | 33.3 | | | | | 4 | 100.0 | | |
| Transport, Road Economy and Repair Vehicles | 3 | 27.3 | 6 | 54.5 | 1 | 9.1 | | | 1 | 9.1 | 8 | 100.0 | | |
| Union of Aviation Employees | | | | | 2 | 66.7 | 1 | 33.3 | | | 3 | 100.0 | | |
| UNIOS | 98 | 85.2 | 8 | 7.0 | 7 | 6.1 | | | 2 | 1.7 | 17 | 100.0 | | |
| Universities Trade Union | 5 | 31.3 | 2 | 12.5 | 1 | 6.3 | | | 8 | 50.0 | 6 | 54.5 | 5 | 45.5 |
| Wood.Industry, Forestry and Manag.of Water | 68 | 81.0 | 3 | 3.6 | 3 | 3.6 | 3 | 3.6 | 7 | 8.3 | 16 | 100.0 | | |

Explanatory notes: NCA

TU

% CA

% CA*

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

Trade union

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

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

**Information and discussion
classification based on trade unions**

| Trade union | Addressed the method of informing and discussing with regard to the number of TU | | Detailed conditions governing the provision of information to TU | | Extent of information provided to TU beyond the scope of LC stipulated | | Obligation to inform about wage growth in the division | | | | Obligation to provide transnational information pursuant to Section 288 of LC | | Rules set cooperation with the EWC | | Detailed conditions governing the procedures for discussing materials with TU | | Extent of discussions beyond the scope of LC stipulated | |
|--|--|------------|--|-------------|--|-------------|--|------------|---|-------------|---|------------|------------------------------------|------------|---|-------------|---|-------------|
| | NCA | % CA | NCA | % CA | NCA | % CA | by gender | | according to individual wage components | | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA |
| | | | | | | | NCA | % CA | NCA | % CA | | | | | | | | |
| Total | 41 | 3.2 | 1043 | 82.5 | 388 | 30.7 | 2 | 0.2 | 349 | 27.6 | 81 | 6.4 | 49 | 3.9 | 925 | 73.1 | 311 | 24.6 |
| Agriculture and Nutrition | | | 20 | 52.6 | 2 | 5.3 | | | 2 | 5.3 | | | | | 19 | 50.0 | 4 | 10.5 |
| Banking and Insurance | | | 11 | 78.6 | 1 | 7.1 | | | 1 | 7.1 | | | | | 9 | 64.3 | 3 | 21.4 |
| Catering, Hotels and Tourism | 2 | 20.0 | 10 | 100.0 | | | | | 1 | 10.0 | | | | | 10 | 100.0 | | |
| Civilian Employees of the Army | | | 5 | 100.0 | 2 | 40.0 | | | | | 1 | 20.0 | | | 5 | 100.0 | 4 | 80.0 |
| Commerce | | | 11 | 68.8 | 1 | 6.3 | | | 4 | 25.0 | 1 | 6.3 | | | 11 | 68.8 | 2 | 12.5 |
| ECHO | 6 | 8.2 | 63 | 86.3 | 24 | 32.9 | | | 20 | 27.4 | 5 | 6.8 | 1 | 1.4 | 54 | 74.0 | 28 | 38.4 |
| Food Industry and Allied Trade | | | 42 | 77.8 | 27 | 50.0 | | | 2 | 3.7 | 1 | 1.9 | 1 | 1.9 | 29 | 53.7 | 4 | 7.4 |
| Glass, Ceramic & Porcelain | | | 24 | 85.7 | 23 | 82.1 | | | | | | | | | 10 | 35.7 | 20 | 71.4 |
| Health Service and Social Care | | | 29 | 87.9 | 3 | 9.1 | | | 13 | 39.4 | | | | | 24 | 72.7 | 1 | 3.0 |
| KOVO | 17 | 3.3 | 443 | 85.0 | 222 | 42.6 | 2 | 0.4 | 186 | 35.7 | 33 | 6.3 | 10 | 1.9 | 428 | 82.1 | 162 | 31.1 |
| Mines, Geology and Oil Industry | | | 16 | 69.6 | 9 | 39.1 | | | 4 | 17.4 | | | | | 19 | 82.6 | 10 | 43.5 |
| Postal, Telecom. and Newspaper Services | | | 5 | 83.3 | 3 | 50.0 | | | 1 | 16.7 | | | | | 5 | 83.3 | 1 | 16.7 |
| Profess.and Trade Union of Orchestral Music. | | | 3 | 100.0 | 1 | 33.3 | | | | | | | | | 2 | 66.7 | 2 | 66.7 |
| Railway Trade Unions | 4 | 12.9 | 28 | 90.3 | 4 | 12.9 | | | | | | | | | 24 | 77.4 | 4 | 12.9 |
| Science and Research | | | 25 | 83.3 | 14 | 46.7 | | | 2 | 6.7 | | | | | 19 | 63.3 | 17 | 56.7 |
| STAVBA | 9 | 8.1 | 84 | 75.7 | 15 | 13.5 | | | 93 | 83.8 | 40 | 36.0 | 37 | 33.3 | 66 | 59.5 | 8 | 7.2 |
| Textile, Clothing and Leather Industry | | | 14 | 41.2 | 5 | 14.7 | | | | | | | | | 8 | 23.5 | 6 | 17.6 |
| Transport | 1 | 16.7 | 3 | 50.0 | | | | | | | | | | | 3 | 50.0 | | |
| Transport, Road Economy and Repair Vehicles | | | 10 | 90.9 | 1 | 9.1 | | | | | | | | | 11 | 100.0 | 8 | 72.7 |
| Union of Aviation Employees | 2 | 66.7 | 3 | 100.0 | 2 | 66.7 | | | | | | | | | 3 | 100.0 | 2 | 66.7 |
| UNIOS | | | 115 | 100.0 | 6 | 5.2 | | | 1 | 0.9 | | | | | 114 | 99.1 | 8 | 7.0 |
| Universities Trade Union | | | 16 | 100.0 | 3 | 18.8 | | | 4 | 25.0 | | | | | 16 | 100.0 | 5 | 31.3 |
| Wood.Industry, Forestry and Manag.of Water | | | 63 | 75.0 | 20 | 23.8 | | | 15 | 17.9 | | | | | 36 | 42.9 | 12 | 14.3 |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 TU Trade union
 EWC European Works Council

**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 | | | | | | | | | | | | | | | |
| | 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 | 408 | 32.3 | 1.4 | 2.3 | 417 | 33.0 | 1.2 | 2.1 | 645 | 51.0 | 1.3 | 4.5 | 121 | 9.6 | 1.3 | 3.1 | 643 | 50.8 | 483 | 38.2 | 402 | 31.8 | 83 | 6.6 | 109 | 8.6 |
| Agriculture and Nutrition | 6 | 15.8 | 2.3 | 2.3 | 6 | 15.8 | 1.3 | 1.3 | 10 | 26.3 | 1.2 | 3.8 | | | | | 10 | 26.3 | 9 | 23.7 | 1 | 2.6 | 1 | 2.6 | 1 | 2.6 |
| Banking and Insurance | 10 | 71.4 | 1.4 | 2.3 | 10 | 71.4 | 1.2 | 2.1 | 13 | 92.9 | 1.2 | 5.5 | | | | | 13 | 92.9 | 11 | 78.6 | 9 | 64.3 | 4 | 28.6 | 1 | 7.1 |
| Catering, Hotels and Tourism | 7 | 70.0 | 1.0 | 1.7 | 7 | 70.0 | 1.3 | 2.0 | 7 | 70.0 | 1.6 | 2.3 | | | | | 7 | 70.0 | | | 7 | 70.0 | | | | |
| Civilian Employees of the Army | 2 | 40.0 | | | 2 | 40.0 | | | 5 | 100.0 | 1.0 | 4.2 | 1 | 20.0 | | | 5 | 100.0 | 5 | 100.0 | 2 | 40.0 | | | 1 | 20.0 |
| Commerce | 3 | 18.8 | 1.5 | 2.2 | 3 | 18.8 | 1.3 | 2.0 | 4 | 25.0 | 1.0 | 1.5 | | | | | 3 | 18.8 | 1 | 6.3 | | | | | 2 | 12.5 |
| ECHO | 56 | 76.7 | 1.2 | 2.4 | 56 | 76.7 | 1.0 | 2.3 | 62 | 84.9 | 1.3 | 9.1 | 14 | 19.2 | 1.5 | 3.6 | 62 | 84.9 | 58 | 79.5 | 52 | 71.2 | 18 | 24.7 | 6 | 8.2 |
| Food Industry and Allied Trade | 3 | 5.6 | 1.0 | 2.3 | 3 | 5.6 | 1.0 | 2.3 | 24 | 44.4 | 1.4 | 5.1 | 1 | 1.9 | | | 24 | 44.4 | 20 | 37.0 | 8 | 14.8 | 4 | 7.4 | 7 | 13.0 |
| Glass, Ceramic & Porcelain | 7 | 25.0 | 1.8 | 2.7 | 7 | 25.0 | 1.2 | 2.4 | 10 | 35.7 | 1.0 | 3.0 | 3 | 10.7 | 1.0 | 8.7 | 16 | 57.1 | 16 | 57.1 | 3 | 10.7 | 1 | 3.6 | 2 | 7.1 |
| Health Service and Social Care | 7 | 21.2 | 1.5 | 2.0 | 6 | 18.2 | 1.2 | 1.8 | 6 | 18.2 | 1.6 | 2.2 | 1 | 3.0 | | | 6 | 18.2 | 2 | 6.1 | 3 | 9.1 | | | 1 | 3.0 |
| KOVO | 119 | 22.8 | 1.6 | 2.2 | 121 | 23.2 | 1.3 | 1.8 | 226 | 43.4 | 1.4 | 3.4 | 26 | 5.0 | 1.7 | 3.2 | 237 | 45.5 | 170 | 32.6 | 130 | 25.0 | 25 | 4.8 | 65 | 12.5 |
| Mines, Geology and Oil Industry | 15 | 65.2 | 1.0 | 1.9 | 15 | 65.2 | 1.0 | 2.1 | 18 | 78.3 | 1.0 | 4.3 | 2 | 8.7 | | | 17 | 73.9 | 14 | 60.9 | 13 | 56.5 | | | 1 | 4.3 |
| Postal, Telecom. and Newspaper Services | 5 | 83.3 | 1.2 | 1.8 | 5 | 83.3 | 1.2 | 1.8 | 6 | 100.0 | 1.3 | 6.2 | | | | | 6 | 100.0 | 5 | 83.3 | 3 | 50.0 | 2 | 33.3 | 1 | 16.7 |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 11 | 35.5 | 1.3 | 2.5 | 13 | 41.9 | 1.0 | 2.3 | 19 | 61.3 | 1.2 | 3.9 | 3 | 9.7 | 2.3 | 4.3 | 21 | 67.7 | 16 | 51.6 | 15 | 48.4 | 5 | 16.1 | 7 | 22.6 |
| Science and Research | 2 | 6.7 | | | 2 | 6.7 | | | 7 | 23.3 | 1.5 | 2.0 | | | | | 5 | 16.7 | 4 | 13.3 | 2 | 6.7 | | | 4 | 13.3 |
| STAVBA | 80 | 72.1 | 1.2 | 2.4 | 80 | 72.1 | 1.0 | 2.2 | 95 | 85.6 | 1.0 | 4.3 | 53 | 47.7 | 1.0 | 2.2 | 91 | 82.0 | 57 | 51.4 | 87 | 78.4 | 7 | 6.3 | 4 | 3.6 |
| Textile, Clothing and Leather Industry | 4 | 11.8 | 1.3 | 1.5 | 5 | 14.7 | 1.5 | 1.8 | 8 | 23.5 | 2.8 | 3.0 | 2 | 5.9 | | | 8 | 23.5 | 7 | 20.6 | 1 | 2.9 | 3 | 8.8 | | |
| Transport | 1 | 16.7 | | | 1 | 16.7 | | | 2 | 33.3 | | | | | | | 2 | 33.3 | 2 | 33.3 | | | | | | |
| Transport, Road Economy and Repair Vehicles | 3 | 27.3 | 2.0 | 3.0 | 3 | 27.3 | 1.0 | 2.3 | 4 | 36.4 | 3.0 | 4.0 | 2 | 18.2 | | | 5 | 45.5 | 2 | 18.2 | 4 | 36.4 | | | | |
| Union of Aviation Employees | | | | | | | | | 2 | 66.7 | | | | | | | 2 | 66.7 | 2 | 66.7 | | | | | | |
| UNIOS | 27 | 23.5 | 1.7 | 2.4 | 32 | 27.8 | 1.5 | 2.1 | 57 | 49.6 | 1.7 | 5.2 | 6 | 5.2 | 1.8 | 2.0 | 44 | 38.3 | 33 | 28.7 | 27 | 23.5 | 5 | 4.3 | 4 | 3.5 |
| Universities Trade Union | 6 | 37.5 | 1.2 | 2.0 | 6 | 37.5 | 1.0 | 1.8 | 11 | 68.8 | 1.0 | 3.0 | 1 | 6.3 | | | 11 | 68.8 | 8 | 50.0 | 6 | 37.5 | 1 | 6.3 | | |
| Wood.Industry, Forestry and Manag.of Water | 34 | 40.5 | 1.4 | 2.2 | 34 | 40.5 | 1.2 | 2.1 | 49 | 58.3 | 1.3 | 4.9 | 6 | 7.1 | 1.0 | 6.0 | 48 | 57.1 | 41 | 48.8 | 29 | 34.5 | 7 | 8.3 | 2 | 2.4 |

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

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

| Trade union | Length of working hours | | | | | | | | | | | Flexible organization of working hours | | Increase of holiday entitlement | | | | | |
|--|-------------------------|-------|---------------------------|-------|------------|------------------|-------|------------|------------|------------|---------------|--|-------|---------------------------------|-------|---------|------|-----------|------------|
| | agreed in CA | | generally undistinguished | | | in working modes | | | | | | | | agreed in CA | | by days | | by 1 week | by 2 weeks |
| | | | NCA | % CA | hours/week | NCA | % CA | 1 shift | 2 shift | multishift | uninterrupted | | | | | | | | |
| | NCA | % CA | NCA | % CA | hours/week | NCA | % CA | hours/week | hours/week | hours/week | hours/week | NCA | % CA | NCA | % CA | % CA | days | % CA | % CA |
| Total | 1,142 | 90.3 | 742 | 58.7 | 37.9 | 400 | 31.6 | 39.7 | 38.32 | 37.4 | 37.3 | 380 | 30.0 | 1,128 | 89.2 | 8.0 | 4.5 | 77.3 | 3.9 |
| Agriculture and Nutrition | 32 | 84.2 | 18 | 47.4 | 38.8 | 14 | 36.8 | 39.8 | 38.30 | 37.5 | 37.5 | 12 | 31.6 | 35 | 92.1 | 10.5 | 4.3 | 78.9 | 2.6 |
| Banking and Insurance | 14 | 100.0 | 10 | 71.4 | 39.5 | 4 | 28.6 | 40.0 | 38.44 | 37.5 | 37.5 | 13 | 92.9 | 14 | 100.0 | | | 78.6 | 21.4 |
| Catering, Hotels and Tourism | 8 | 80.0 | | | | 8 | 80.0 | 40.0 | 38.75 | 37.5 | 37.5 | 2 | 20.0 | 5 | 50.0 | | | 50.0 | |
| Civilian Employees of the Army | 5 | 100.0 | 5 | 100.0 | 37.5 | | | | | | | 5 | 100.0 | 5 | 100.0 | 20.0 | 5.0 | 80.0 | |
| Commerce | 12 | 75.0 | 4 | 25.0 | 40.0 | 8 | 50.0 | 40.0 | 38.59 | 37.5 | 37.5 | | | 7 | 43.8 | | | 43.8 | |
| ECHO | 72 | 98.6 | 53 | 72.6 | 37.6 | 19 | 26.0 | 38.7 | 38.25 | 37.4 | 36.6 | 36 | 49.3 | 71 | 97.3 | 5.5 | 6.5 | 86.3 | 5.5 |
| Food Industry and Allied Trade | 53 | 98.1 | 28 | 51.9 | 38.0 | 25 | 46.3 | 39.9 | 38.45 | 37.4 | 37.4 | 19 | 35.2 | 48 | 88.9 | 16.7 | 4.8 | 72.2 | |
| Glass, Ceramic & Porcelain | 28 | 100.0 | 22 | 78.6 | 37.5 | 6 | 21.4 | 40.0 | 38.75 | 37.5 | 37.5 | 4 | 14.3 | 26 | 92.9 | | | 92.9 | |
| Health Service and Social Care | 21 | 63.6 | 4 | 12.1 | 38.1 | 17 | 51.5 | 39.7 | 38.67 | 37.5 | 37.5 | 7 | 21.2 | 28 | 84.8 | | | 81.8 | 3.0 |
| KOVO | 466 | 89.4 | 317 | 60.8 | 37.7 | 149 | 28.6 | 39.8 | 38.23 | 37.4 | 37.3 | 137 | 26.3 | 455 | 87.3 | 10.7 | 3.9 | 76.0 | 0.6 |
| Mines, Geology and Oil Industry | 20 | 87.0 | 18 | 78.3 | 37.6 | 2 | 8.7 | | | | | 15 | 65.2 | 21 | 91.3 | 4.3 | 5.0 | 65.2 | 21.7 |
| Postal, Telecom. and Newspaper Services | 6 | 100.0 | 1 | 16.7 | | 5 | 83.3 | 39.5 | 38.19 | 37.0 | 37.1 | 5 | 83.3 | 6 | 100.0 | | | 83.3 | 16.7 |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | 3 | 100.0 | | | 100.0 | |
| Railway Trade Unions | 29 | 93.5 | 16 | 51.6 | 38.0 | 13 | 41.9 | 39.5 | 38.44 | 37.5 | 36.9 | 17 | 54.8 | 30 | 96.8 | 3.2 | 5.0 | 83.9 | 9.7 |
| Science and Research | 12 | 40.0 | 12 | 40.0 | 40.0 | | | | | | | 12 | 40.0 | 23 | 76.7 | 6.7 | 5.0 | 70.0 | |
| STAVBA | 105 | 94.6 | 39 | 35.1 | 38.3 | 66 | 59.5 | 40.0 | 38.42 | 37.5 | 37.5 | 20 | 18.0 | 105 | 94.6 | 2.7 | 4.7 | 91.9 | |
| Textile, Clothing and Leather Industry | 34 | 100.0 | 30 | 88.2 | 37.6 | 4 | 11.8 | 39.7 | 38.17 | 37.5 | 37.5 | 6 | 17.6 | 26 | 76.5 | 2.9 | 6.0 | 73.5 | |
| Transport | 6 | 100.0 | 6 | 100.0 | 39.0 | | | | | | | | | 6 | 100.0 | 16.7 | 3.0 | 83.3 | |
| Transport, Road Economy and Repair Vehicles | 10 | 90.9 | 1 | 9.1 | | 9 | 81.8 | 37.5 | 37.50 | 37.5 | | 6 | 54.5 | 11 | 100.0 | | | 100.0 | |
| Union of Aviation Employees | 3 | 100.0 | | | | 3 | 100.0 | 40.0 | | | 37.5 | 2 | 66.7 | 3 | 100.0 | | | 100.0 | |
| UNIOS | 112 | 97.4 | 91 | 79.1 | 38.2 | 21 | 18.3 | 39.9 | 38.57 | 37.5 | 36.4 | 16 | 13.9 | 112 | 97.4 | 7.0 | 5.1 | 86.1 | 4.3 |
| Universities Trade Union | 13 | 81.3 | 3 | 18.8 | 40.0 | 10 | 62.5 | 40.0 | 38.75 | 37.5 | 37.5 | 8 | 50.0 | 16 | 100.0 | | | 18.8 | 81.3 |
| Wood.Industry, Forestry and Manag.of Water | 81 | 96.4 | 64 | 76.2 | 37.8 | 17 | 20.2 | 39.4 | 37.81 | 37.5 | 37.3 | 38 | 45.2 | 72 | 85.7 | 11.9 | 6.0 | 61.9 | 11.9 |

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)

Comment: More detailed information on the reduction of working hours is given in the chapter of the Collective Agreement in numbers

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

| Trade union | The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC | | | A period is stipulated, during which overtime must not exceed 8 hours/week on average | | | Conditions of uneven organization of working hours stipulated | | |
|--|---|------------|------------|---|-------------|-------------|---|-------------|---------------------|
| | NCA | % CA | hours/year | NCA | % CA | weeks | NCA | % CA | compensatory period |
| | | | | | | | | | weeks |
| Total | 4 | 0.3 | 88 | 857 | 67.7 | 50.4 | 569 | 45.0 | 48.8 |
| Agriculture and Nutrition | | | | 27 | 71.1 | 51.0 | 12 | 31.6 | 47.7 |
| Banking and Insurance | | | | 6 | 42.9 | 45.3 | 3 | 21.4 | 52.0 |
| Catering, Hotels and Tourism | | | | 8 | 80.0 | 26.0 | 9 | 90.0 | 43.3 |
| Civilian Employees of the Army | | | | 5 | 100.0 | 52.0 | 1 | 20.0 | |
| Commerce | | | | 11 | 68.8 | 49.6 | 12 | 75.0 | 49.8 |
| ECHO | | | | 57 | 78.1 | 51.5 | 51 | 69.9 | 49.8 |
| Food Industry and Allied Trade | 1 | 1.9 | | 43 | 79.6 | 50.2 | 28 | 51.9 | 46.4 |
| Glass, Ceramic & Porcelain | | | | 24 | 85.7 | 49.8 | 20 | 71.4 | 50.3 |
| Health Service and Social Care | | | | 25 | 75.8 | 52.0 | 13 | 39.4 | 50.0 |
| KOVO | | | | 333 | 63.9 | 50.7 | 203 | 39.0 | 49.4 |
| Mines, Geology and Oil Industry | | | | 23 | 100.0 | 47.5 | 17 | 73.9 | 50.5 |
| Postal, Telecom. and Newspaper Services | | | | 6 | 100.0 | 52.0 | 5 | 83.3 | 52.0 |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | |
| Railway Trade Unions | | | | 23 | 74.2 | 50.3 | 19 | 61.3 | 46.8 |
| Science and Research | 1 | 3.3 | | 2 | 6.7 | | 7 | 23.3 | 31.6 |
| STAVBA | 1 | 0.9 | | 95 | 85.6 | 51.2 | 74 | 66.7 | 51.6 |
| Textile, Clothing and Leather Industry | | | | 20 | 58.8 | 49.4 | 8 | 23.5 | 52.0 |
| Transport | | | | 3 | 50.0 | 52.0 | 2 | 33.3 | |
| Transport, Road Economy and Repair Vehicles | | | | 9 | 81.8 | 49.1 | 8 | 72.7 | 18.9 |
| Union of Aviation Employees | | | | 2 | 66.7 | | 3 | 100.0 | 52.0 |
| UNIOS | 1 | 0.9 | | 56 | 48.7 | 51.5 | 27 | 23.5 | 48.2 |
| Universities Trade Union | | | | 13 | 81.3 | 50.0 | 9 | 56.3 | 47.1 |
| Wood.Industry, Forestry and Manag.of Water | | | | 66 | 78.6 | 50.8 | 38 | 45.2 | 49.4 |

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) | | | | | |
|--|---|------|---------------------|-------|--|------|--|------|-------------------------------------|------|
| | NCA | % CA | determined share of | | employment of people over 50 | | employment of people with disabilities | | return to work after parental leave | |
| | | | agency employees |  |  |  |  |  |  |  | hours worked |
| | | | NCA | max.% | hours/year | NCA | % CA | NCA | % CA | NCA |
| Total | 29 | 2.3 | 9 | 22 | 37 | 2.9 | 39 | 3.1 | 40 | 3.2 |
| Agriculture and Nutrition | | | | | | | 1 | 2.6 | 3 | 7.9 |
| Banking and Insurance | | | | | 2 | 14.3 | | | 4 | 28.6 |
| Catering, Hotels and Tourism | | | | | 2 | 20.0 | | | 6 | 60.0 |
| Civilian Employees of the Army | | | | | | | | | | |
| Commerce | | | | | | | | | 1 | 6.3 |
| ECHO | | | | | 2 | 2.7 | 1 | 1.4 | 3 | 4.1 |
| Food Industry and Allied Trade | 1 | 1.9 | | | | | | | 3 | 5.6 |
| Glass, Ceramic & Porcelain | 1 | 3.6 | | | | | | | | |
| Health Service and Social Care | | | | | | | | | 3 | 9.1 |
| KOVO | 27 | 5.2 | 9 | 22 | 21 | 4.0 | 15 | 2.9 | 1 | 0.2 |
| Mines, Geology and Oil Industry | | | | | | | 3 | 13.0 | 5 | 21.7 |
| Postal, Telecom. and Newspaper Services | | | | | | | | | 1 | 16.7 |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | |
| Railway Trade Unions | | | | | 1 | 3.2 | 3 | 9.7 | | |
| Science and Research | | | | | | | 1 | 3.3 | 3 | 10.0 |
| STAVBA | | | | | 6 | 5.4 | 6 | 5.4 | | |
| Textile, Clothing and Leather Industry | | | | | | | | | | |
| Transport | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | | | | | 2 | 18.2 | 1 | 9.1 | | |
| Union of Aviation Employees | | | | | | | | | | |
| UNIOS | | | | | 1 | 0.9 | 6 | 5.2 | | |
| Universities Trade Union | | | | | | | 2 | 12.5 | 4 | 25.0 |
| Wood.Industry, Forestry and Manag.of Water | | | | | | | | | 3 | 3.6 |

Explanatory notes: NCA

% CA

max.%

hours/year

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 maximum share of agency employees, set as a percentage

average maximum value of hours worked by agency employees

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 | | | | remote working | | 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 | 413 | 32.6 | 20 | 1.6 | 400 | 31.6 | 11 | 0.9 | 61 | 4.8 | 59 | 4.7 | 2 | 0.2 | 3 | 0.2 | | | | |
| Agriculture and Nutrition | 4 | 10.5 | | | 4 | 10.5 | | | 3 | 7.9 | 3 | 7.9 | | | | | | | | |
| Banking and Insurance | 11 | 78.6 | | | 11 | 78.6 | | | 6 | 42.9 | 6 | 42.9 | | | | | | | | |
| Catering, Hotels and Tourism | 3 | 30.0 | | | 3 | 30.0 | | | | | | | | | | | | | | |
| Civilian Employees of the Army | 2 | 40.0 | | | 2 | 40.0 | | | 2 | 40.0 | 2 | 40.0 | | | | | | | | |
| Commerce | 9 | 56.3 | | | 9 | 56.3 | | | | | | | | | | | | | | |
| ECHO | 39 | 53.4 | 2 | 2.7 | 39 | 53.4 | 3 | 4.1 | 13 | 17.8 | 13 | 17.8 | | | 2 | 2.7 | | | | |
| Food Industry and Allied Trade | 33 | 61.1 | 3 | 5.6 | 32 | 59.3 | | | 1 | 1.9 | 1 | 1.9 | | | | | | | | |
| Glass, Ceramic & Porcelain | | | | | | | | | 1 | 3.6 | 1 | 3.6 | | | | | | | | |
| Health Service and Social Care | 2 | 6.1 | | | 2 | 6.1 | | | 2 | 6.1 | 2 | 6.1 | | | | | | | | |
| KOVO | 119 | 22.8 | 6 | 1.2 | 116 | 22.3 | 1 | 0.2 | 12 | 2.3 | 12 | 2.3 | | | | | 1 | 0.2 | | |
| Mines, Geology and Oil Industry | 11 | 47.8 | | | 11 | 47.8 | | | 7 | 30.4 | 7 | 30.4 | | | | | | | | |
| Postal, Telecom. and Newspaper Services | 4 | 66.7 | | | 4 | 66.7 | | | | | | | | | | | | | | |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 22 | 71.0 | 4 | 12.9 | 19 | 61.3 | 1 | 3.2 | | | | | | | | | | | | |
| Science and Research | 7 | 23.3 | 3 | 10.0 | 3 | 10.0 | 1 | 3.3 | 5 | 16.7 | 3 | 10.0 | | | | | 2 | 6.7 | | |
| STAVBA | 22 | 19.8 | | | 22 | 19.8 | 1 | 0.9 | | | | | | | | | | | | |
| Textile, Clothing and Leather Industry | | | | | | | | | | | | | | | | | | | | |
| Transport | 1 | 16.7 | 1 | 16.7 | | | | | | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | 5 | 45.5 | | | 5 | 45.5 | 2 | 18.2 | | | | | | | | | | | | |
| Union of Aviation Employees | 1 | 33.3 | 1 | 33.3 | 1 | 33.3 | 1 | 33.3 | 1 | 33.3 | 1 | 33.3 | | | | | | | | |
| UNIOS | 53 | 46.1 | | | 52 | 45.2 | 1 | 0.9 | 1 | 0.9 | 1 | 0.9 | | | | | | | | |
| Universities Trade Union | 12 | 75.0 | | | 12 | 75.0 | | | 1 | 6.3 | 1 | 6.3 | | | | | | | | |
| Wood.Industry, Forestry and Manag.of Water | 53 | 63.1 | | | 53 | 63.1 | | | 6 | 7.1 | 6 | 7.1 | | | | | | | | |

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

**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 | 1,189 | 94.0 | 72.87 | 54.8 | 18.07 | 20.0 | 88.28 | 57.7 | 315 | 171 | 13.5 | 21 | 1.7 | 20 | 1.6 |
| Agriculture and Nutrition | 38 | 100.0 | 76.50 | 55.0 | 5.00 | | 92.88 | 60.5 | 8 | 3 | 7.9 | | | | |
| Banking and Insurance | 14 | 100.0 | 75.38 | 55.0 | 40.63 | | 148.57 | | 2 | 1 | 7.1 | | | | |
| Catering, Hotels and Tourism | 10 | 100.0 | | 55.0 | 10.00 | | 100.00 | 55.0 | | 2 | 20.0 | 1 | 10.0 | | |
| Civilian Employees of the Army | 5 | 100.0 | 81.82 | 55.0 | 23.80 | | | | | 2 | 40.0 | | | | |
| Commerce | 15 | 93.8 | 50.00 | 55.0 | 2.00 | | 77.72 | | 3 | | | | | | |
| ECHO | 73 | 100.0 | 78.29 | 55.0 | 18.38 | 10.0 | 90.00 | 58.0 | 19 | 13 | 17.8 | 1 | 1.4 | 1 | 1.4 |
| Food Industry and Allied Trade | 52 | 96.3 | 75.17 | 55.0 | 10.00 | | 113.60 | | 28 | 10 | 18.5 | | | | |
| Glass, Ceramic & Porcelain | 27 | 96.4 | | 55.0 | 23.83 | | 54.75 | 62.5 | 14 | 14 | 50.0 | | | | |
| Health Service and Social Care | 31 | 93.9 | | 55.0 | 9.50 | | 55.23 | 52.3 | 19 | 8 | 24.2 | | | | |
| KOVO | 488 | 93.7 | 70.56 | 54.8 | 12.53 | 10.0 | 77.60 | 59.7 | 163 | 63 | 12.1 | 11 | 2.1 | 11 | 2.1 |
| Mines, Geology and Oil Industry | 22 | 95.7 | | 55.0 | 10.00 | | 94.51 | 54.4 | 1 | 1 | 4.3 | | | | |
| Postal, Telecom. and Newspaper Services | 6 | 100.0 | 55.33 | 55.0 | 25.00 | | 85.67 | | | | | | | | |
| Profess.and Trade Union of Orchestral Music. | 2 | 66.7 | | | | | | | | | | | | | |
| Railway Trade Unions | 31 | 100.0 | | 54.5 | 7.17 | | 86.24 | 55.0 | 5 | 6 | 19.4 | 2 | 6.5 | 1 | 3.2 |
| Science and Research | 21 | 70.0 | 69.16 | 50.4 | 21.82 | | 102.50 | | 3 | 5 | 16.7 | | | | |
| STAVBA | 104 | 93.7 | 56.67 | 55.0 | 10.17 | | 89.30 | 55.0 | 7 | 10 | 9.0 | 4 | 3.6 | 4 | 3.6 |
| Textile, Clothing and Leather Industry | 29 | 85.3 | 62.33 | 53.6 | | | 88.12 | 53.9 | 5 | 3 | 8.8 | | | | |
| Transport | 6 | 100.0 | 75.00 | 55.0 | | | 71.50 | | 1 | | | | | | |
| Transport, Road Economy and Repair Vehicles | 9 | 81.8 | 66.17 | 55.0 | 18.50 | | 100.00 | | | 7 | 63.6 | | | | |
| Union of Aviation Employees | 2 | 66.7 | | | | | | | | 1 | 33.3 | | | | |
| UNIOS | 108 | 93.9 | 72.38 | 54.8 | 23.58 | 21.9 | 110.27 | | 6 | 5 | 4.3 | 1 | 0.9 | 2 | 1.7 |
| Universities Trade Union | 14 | 87.5 | | 55.0 | | | 47.50 | 55.0 | 7 | 3 | 18.8 | | | | |
| Wood.Industry, Forestry and Manag.of Water | 82 | 97.6 | 86.36 | 55.0 | 16.85 | 14.0 | 97.42 | 54.7 | 24 | 14 | 16.7 | 1 | 1.2 | 1 | 1.2 |

Explanatory notes: NCA

% CA

aver. CZK

aver.% of price

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

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

average contribution in CZK

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

Working conditions and benefits II classification based on trade unions

| Trade union | 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 | | |
| | | | CZK/month | aver. % of price | | | | min. CZK/month | max. CZK/month | average % MBA | | | | | min. CZK/month | max. CZK/month | | | |
| | NCA | % CA | | | | NCA | % CA | | | | NCA | % CA | NCA | % CA | | | NCA | % CA | NCA | % CA |
| Total | 126 | 10.0 | 984 | 68.5 | 277 | 21.9 | 889 | 70.3 | 656 | 1,103 | 3.2 | 714 | 56.4 | 320 | 25.3 | 606 | 971 | 251 | 19.8 |
| Agriculture and Nutrition | 5 | 13.2 | 789 | | 9 | 23.7 | 21 | 55.3 | 617 | 771 | 3.5 | 15 | 39.5 | 4 | 10.5 | 800 | 1,150 | 3 | 7.9 |
| Banking and Insurance | | | | | 9 | 64.3 | 12 | 85.7 | 567 | 1,181 | 3.5 | 8 | 57.1 | 8 | 57.1 | 792 | 1,062 | 7 | 50.0 |
| Catering, Hotels and Tourism | | | | | 10 | 100.0 | 9 | 90.0 | 1,179 | 1,179 | 3.0 | 9 | 90.0 | 8 | 80.0 | 863 | 863 | 8 | 80.0 |
| Civilian Employees of the Army | 1 | 20.0 | | | 2 | 40.0 | 4 | 80.0 | 900 | 1,125 | 4.0 | 4 | 80.0 | 2 | 40.0 | | | 2 | 40.0 |
| Commerce | 1 | 6.3 | | | 4 | 25.0 | 8 | 50.0 | 443 | 500 | 2.5 | 8 | 50.0 | 3 | 18.8 | 533 | 600 | 3 | 18.8 |
| ECHO | 8 | 11.0 | 1,000 | 70.0 | 14 | 19.2 | 67 | 91.8 | 945 | 1,535 | 3.5 | 58 | 79.5 | 29 | 39.7 | 877 | 1,469 | 23 | 31.5 |
| Food Industry and Allied Trade | 8 | 14.8 | 1,053 | 30.0 | 17 | 31.5 | 35 | 64.8 | 600 | 927 | 2.6 | 26 | 48.1 | 13 | 24.1 | 733 | 1,069 | 12 | 22.2 |
| Glass, Ceramic & Porcelain | 1 | 3.6 | | | 3 | 10.7 | 24 | 85.7 | 568 | 812 | 3.5 | 22 | 78.6 | 9 | 32.1 | 443 | 567 | 8 | 28.6 |
| Health Service and Social Care | 1 | 3.0 | | | 14 | 42.4 | 27 | 81.8 | 452 | 831 | | 26 | 78.8 | 8 | 24.2 | 464 | 738 | 7 | 21.2 |
| KOVO | 80 | 15.4 | 992 | 68.9 | 49 | 9.4 | 353 | 67.8 | 630 | 1,006 | 3.1 | 280 | 53.7 | 107 | 20.5 | 554 | 876 | 83 | 15.9 |
| Mines, Geology and Oil Industry | 2 | 8.7 | | | 3 | 13.0 | 19 | 82.6 | 637 | 976 | 5.1 | 16 | 69.6 | 7 | 30.4 | 751 | 1,068 | 6 | 26.1 |
| Postal, Telecom. and Newspaper Services | | | | | 1 | 16.7 | 3 | 50.0 | 400 | 500 | | 2 | 33.3 | 1 | 16.7 | | | 1 | 16.7 |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | 1 | 33.3 | | | | | |
| Railway Trade Unions | 1 | 3.2 | | | 17 | 54.8 | 28 | 90.3 | 672 | 1,278 | 3.0 | 23 | 74.2 | 20 | 64.5 | 637 | 1,002 | 17 | 54.8 |
| Science and Research | | | | | 6 | 20.0 | 17 | 56.7 | 381 | 443 | | 12 | 40.0 | 4 | 13.3 | 329 | 354 | 3 | 10.0 |
| STAVBA | 2 | 1.8 | | | 45 | 40.5 | 86 | 77.5 | 588 | 1,567 | 2.8 | 78 | 70.3 | 17 | 15.3 | 424 | 1,089 | 16 | 14.4 |
| Textile, Clothing and Leather Industry | 2 | 5.9 | | | 4 | 11.8 | 13 | 38.2 | 400 | 650 | 3.2 | 5 | 14.7 | 4 | 11.8 | 350 | 375 | 1 | 2.9 |
| Transport | | | | | | | 6 | 100.0 | 500 | 567 | 3.0 | 2 | 33.3 | | | | | | |
| Transport, Road Economy and Repair Vehicles | | | | | 1 | 9.1 | 7 | 63.6 | 933 | 1,083 | 3.0 | 7 | 63.6 | 2 | 18.2 | | | 1 | 9.1 |
| Union of Aviation Employees | 1 | 33.3 | | | 2 | 66.7 | 3 | 100.0 | 367 | 900 | 2.8 | 2 | 66.7 | | | | | | |
| UNIOS | 7 | 6.1 | 892 | 50.0 | 26 | 22.6 | 85 | 73.9 | 786 | 1,216 | 4.3 | 56 | 48.7 | 49 | 42.6 | 566 | 1,093 | 29 | 25.2 |
| Universities Trade Union | | | | | 9 | 56.3 | 4 | 25.0 | 450 | 750 | 2.5 | 3 | 18.8 | | | | | | |
| Wood.Industry, Forestry and Manag.of Water | 6 | 7.1 | 1,402 | | 32 | 38.1 | 58 | 69.0 | 691 | 1,025 | 3.1 | 52 | 61.9 | 24 | 28.6 | 657 | 929 | 21 | 25.0 |

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

Working conditions and benefits III
classification based on trade unions

| Trade union | Temporary accommodation allowance | | | Child care | | | | | Care allowance for another dependent | | |
|--|-----------------------------------|------------|----------------|---------------------------------|------------|----------------|------------|--------------|--------------------------------------|------|----------------|
| | agreed in CA | | amount allowed | setting up childcare facilities | | care allowance | | | agreed in CA | | amount allowed |
| | NCA | % CA | CZK/month | NCA | % CA | NCA | % CA | CZK/month | NCA | % CA | CZK/month |
| Total | 11 | 0.9 | 3,600 | 2 | 0.2 | 10 | 0.8 | 1,440 | | | |
| Agriculture and Nutrition | | | | | | | | | | | |
| Banking and Insurance | | | | | | | | | | | |
| Catering, Hotels and Tourism | | | | | | | | | | | |
| Civilian Employees of the Army | | | | | | | | | | | |
| Commerce | | | | | | | | | | | |
| ECHO | | | | | | 1 | 1.4 | | | | |
| Food Industry and Allied Trade | 2 | 3.7 | | | | | | | | | |
| Glass, Ceramic & Porcelain | | | | | | | | | | | |
| Health Service and Social Care | 1 | 3.0 | | | | | | | | | |
| KOVO | 2 | 0.4 | | | | 7 | 1.3 | 1,786 | | | |
| Mines, Geology and Oil Industry | 1 | 4.3 | | | | | | | | | |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | | |
| Profess.and Trade Union of Orchestral Music. | 1 | 33.3 | | | | | | | | | |
| Railway Trade Unions | 1 | 3.2 | | | | 2 | 6.5 | | | | |
| Science and Research | | | | 2 | 6.7 | | | | | | |
| STAVBA | 1 | 0.9 | | | | | | | | | |
| Textile, Clothing and Leather Industry | | | | | | | | | | | |
| Transport | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | | | | | | | | | | | |
| Union of Aviation Employees | | | | | | | | | | | |
| UNIOS | | | | | | | | | | | |
| Universities Trade Union | | | | | | | | | | | |
| Wood.Industry, Forestry and Manag.of Water | 2 | 2.4 | | | | | | | | | |

Explanatory notes: NCA

% CA

CZK/month

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

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

average contribution in CZK per month

**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 | 393 | 31.1 | 44 | 2.3 | 25 | 2,360 | 78 | 1.6 | 223 | 113 | 4,311 | 242 | 19.1 | 59 | 9,133 | 24 | 1.7 | 111 | 95 | 3,313 | |
| Agriculture and Nutrition | 11 | 28.9 | 1 | | 2 | | 1 | | 6 | 2 | | 2 | 5.3 | | | 1 | | 1 | 1 | | |
| Banking and Insurance | 13 | 92.9 | 4 | 2.5 | | | 4 | 2.3 | 3 | 3 | 65,408 | | | | | | | | | | |
| Catering, Hotels and Tourism | 3 | 30.0 | | | | | | | 1 | 3 | 20 | 2 | 20.0 | 1 | | | | | 1 | | |
| Civilian Employees of the Army | 5 | 100.0 | | | | | 2 | | 3 | 3 | 7,084 | | | | | | | | | | |
| Commerce | 3 | 18.8 | | | | | | | 1 | 2 | | 1 | 6.3 | | | | | 1 | 1 | | |
| ECHO | 26 | 35.6 | 2 | | 1 | | | | 22 | 7 | 4,209 | 23 | 31.5 | 15 | 18,833 | | | 3 | 5 | 3,253 | |
| Food Industry and Allied Trade | 16 | 29.6 | | | 1 | | 1 | | 14 | 1 | | 10 | 18.5 | 7 | 7,129 | | | 3 | | | |
| Glass, Ceramic & Porcelain | 11 | 39.3 | 8 | 2.8 | | | | | 3 | 2 | | 15 | 53.6 | 1 | | 8 | 2.6 | 6 | 9 | 7,067 | |
| Health Service and Social Care | 8 | 24.2 | | | | | 1 | | 7 | | | 1 | 3.0 | | | | | 1 | | | |
| KOVO | 80 | 15.4 | 3 | 2.0 | 9 | 2,778 | 6 | 2.8 | 55 | 22 | 2,278 | 96 | 18.4 | 19 | 3,621 | 1 | | 66 | 26 | 2,251 | |
| Mines, Geology and Oil Industry | 9 | 39.1 | | | | | 3 | 1.7 | 6 | 2 | | 4 | 17.4 | | | 1 | | 3 | | | |
| Postal, Telecom. and Newspaper Services | 3 | 50.0 | | | | | 1 | | 2 | 2 | | | | | | | | | | | |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 16 | 51.6 | 1 | | 3 | 1,267 | 5 | 1.8 | 7 | 1 | | 2 | 6.5 | 1 | | | | 1 | | | |
| Science and Research | 26 | 86.7 | 1 | | | | 23 | 1.3 | 2 | 13 | 4,193 | | | | | | | | | | |
| STAVBA | 32 | 28.8 | 1 | | 1 | | 21 | 1.3 | 5 | 14 | 504 | 46 | 41.4 | 10 | 7,150 | 6 | 0.1 | 5 | 37 | 2,913 | |
| Textile, Clothing and Leather Industry | 6 | 17.6 | | | 3 | 1,183 | 1 | | 2 | 1 | | 3 | 8.8 | 1 | | | | 1 | 3 | 757 | |
| Transport | 2 | 33.3 | 2 | | | | | | | | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | 4 | 36.4 | 2 | | | | 1 | | 1 | 1 | | | | | | | | | | | |
| Union of Aviation Employees | | | | | | | | | | | | 2 | 66.7 | | | | | 2 | | | |
| UNIOS | 65 | 56.5 | 13 | 2.4 | 3 | 3,000 | 1 | | 44 | 20 | 759 | 17 | 14.8 | 4 | 8,075 | | | 12 | 2 | | |
| Universities Trade Union | 12 | 75.0 | 1 | | | | 2 | | 9 | | | | | | | | | | | | |
| Wood.Industry, Forestry and Manaq.of Water | 42 | 50.0 | 5 | 1.9 | 2 | | 5 | 1.8 | 30 | 14 | 4,519 | 18 | 21.4 | | | 7 | 1.9 | 6 | 10 | 6,407 | |

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 | 9.66 | 3.23 | 1.41 | 24.86 | 1.21 | 2.86 | 0.22 | 10.78 | 2.60 | 32.14 | 11.05 | 379 | 30.0 | 259 | 20.5 |
| Agriculture and Nutrition | 27.71 | 7.35 | 6.57 | 12.41 | 0.55 | 11.61 | 10.51 | 7.25 | | 11.48 | 4.56 | 4 | 10.5 | 13 | 34.2 |
| Banking and Insurance | 2.17 | 3.22 | 0.51 | 33.81 | 0.31 | 0.97 | | 12.50 | | 41.29 | 5.23 | 13 | 92.9 | 10 | 71.4 |
| Catering, Hotels and Tourism | | | | | | | | | 99.56 | | 0.44 | 1 | 10.0 | | |
| Civilian Employees of the Army | 27.66 | | | 28.62 | 0.19 | 6.59 | | 24.99 | 0.78 | 10.47 | 0.71 | 5 | 100.0 | 2 | 40.0 |
| Commerce | 0.68 | | | 47.75 | 0.41 | 2.25 | | | 2.93 | 0.68 | 45.29 | | | 3 | 18.8 |
| ECHO | 15.04 | 7.03 | 4.37 | 8.37 | 1.55 | 3.36 | 0.79 | 18.88 | 3.60 | 25.37 | 11.64 | 27 | 37.0 | 44 | 60.3 |
| Food Industry and Allied Trade | | | | | | | | | | | | 10 | 18.5 | 11 | 20.4 |
| Glass, Ceramic & Porcelain | 3.28 | 5.90 | | 19.01 | 4.78 | 7.88 | | 8.76 | 0.69 | 48.09 | 1.60 | 15 | 53.6 | 4 | 14.3 |
| Health Service and Social Care | | | | | | | | | | | | 8 | 24.2 | 7 | 21.2 |
| KOVO | 7.39 | 2.71 | 2.03 | 29.84 | 1.69 | 3.31 | 0.41 | 5.75 | 1.70 | 23.77 | 21.38 | 111 | 21.3 | 22 | 4.2 |
| Mines, Geology and Oil Industry | | | | | | | | | | | | 6 | 26.1 | 10 | 43.5 |
| Postal, Telecom. and Newspaper Services | | | | | | | | | | | | 1 | 16.7 | 1 | 16.7 |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | |
| Railway Trade Unions | | | | | | | | | | | | 20 | 64.5 | 6 | 19.4 |
| Science and Research | 4.12 | 0.41 | 1.28 | 18.42 | 1.70 | 2.34 | | 4.14 | 0.11 | 38.56 | 28.92 | 18 | 60.0 | 11 | 36.7 |
| STAVBA | 22.73 | 0.48 | 1.04 | 10.99 | 0.11 | 3.17 | | 0.87 | 6.03 | 47.42 | 7.14 | 30 | 27.0 | 50 | 45.0 |
| Textile, Clothing and Leather Industry | 2.04 | 3.67 | | 8.16 | 30.19 | 2.65 | | 22.05 | 11.64 | 2.04 | 17.55 | 8 | 23.5 | 1 | 2.9 |
| Transport | | | | | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | | | | | | | | | | | | 5 | 45.5 | | |
| Union of Aviation Employees | | | | | | | | | | | | | | 2 | 66.7 |
| UNIOS | 20.06 | 3.07 | 4.28 | 22.50 | 0.89 | 4.45 | | 8.20 | 1.67 | 4.92 | 29.96 | 63 | 54.8 | 39 | 33.9 |
| Universities Trade Union | | | | | | | | | | | | 7 | 43.8 | | |
| Wood.Industry, Forestry and Manag.of Water | 10.98 | 5.71 | 2.29 | 36.23 | 0.83 | 1.69 | | 14.23 | 4.54 | 14.14 | 9.35 | 27 | 32.1 | 23 | 27.4 |

Explanatory notes: NCA

% CA

aver. %

A

B

C

D

E

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 percentage of use for this purpose of the total creation of the fund

recreation - contribution to employees and family members

medical services - spas, rehabilitation

loans to employees to cover their housing needs

contribution to corporate catering

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 | Wage compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC | | Average number of days of leave with compensation for wage above the requirement of the LC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|-----|--|------|------|---------------------|------|-----|------|------|-----|------|-------|-----|------|------|------|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|------|---|--|
| | | | Type of personal obstacle | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | agreed in CA | | | compensation amount | | | A | | | B | | | C | | | D | | | E | | | F | | | G | | | H | | | I | | | J | |
| | | | NCA | % CA | | | | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | | | | |
| Total | 6 | 0.5 | | | 77.5 | 541 | 42.8 | 1.4 | 448 | 35.4 | 1.4 | 674 | 53.3 | 2.2 | 280 | 22.1 | 6.7 | 301 | 23.8 | 1.2 | 130 | 10.3 | 3.7 | 236 | 18.7 | 4.2 | 93 | 7.4 | 2.1 | 216 | 17.1 | 3.1 | 563 | 44.5 | | | |
| Agriculture and Nutrition | | | | | | 15 | 39.5 | 1.3 | 11 | 28.9 | 1.5 | 10 | 26.3 | 1.9 | 3 | 7.9 | 8.7 | 3 | 7.9 | 1.0 | 3 | 7.9 | 3.0 | 3 | 7.9 | 8.0 | 2 | 5.3 | | 3 | 7.9 | 2.7 | 16 | 42.1 | | | |
| Banking and Insurance | | | | | | 3 | 21.4 | 1.0 | 2 | 14.3 | | 2 | 14.3 | | | | | | | | | | | 9 | 64.3 | 4.4 | 1 | 7.1 | | 8 | 57.1 | 5.4 | 10 | 71.4 | | | |
| Catering, Hotels and Tourism | | | | | | | | | 9 | 90.0 | 1.0 | 10 | 100.0 | 1.9 | 6 | 60.0 | 9.3 | | | | | | | | | | 3 | 30.0 | 1.0 | 3 | 30.0 | 2.7 | 5 | 50.0 | | | |
| Civilian Employees of the Army | | | | | | 2 | 40.0 | | 2 | 40.0 | | 2 | 40.0 | | | | | 1 | 20.0 | | | | | 1 | 20.0 | | | | | 2 | 40.0 | | 3 | 60.0 | | | |
| Commerce | | | | | | 3 | 18.8 | 1.7 | 9 | 56.3 | 1.3 | 6 | 37.5 | 1.7 | 4 | 25.0 | 6.0 | 5 | 31.3 | 1.2 | | | | | | | | | | 1 | 6.3 | | 13 | 81.3 | | | |
| ECHO | | | | | | 52 | 71.2 | 1.5 | 48 | 65.8 | 2.0 | 58 | 79.5 | 2.0 | 40 | 54.8 | 6.7 | 22 | 30.1 | 1.5 | 22 | 30.1 | 5.1 | 35 | 47.9 | 3.4 | 1 | 1.4 | | 24 | 32.9 | 2.8 | 57 | 78.1 | | | |
| Food Industry and Allied Trade | | | | | | 9 | 16.7 | 1.3 | 19 | 35.2 | 1.2 | 13 | 24.1 | 1.7 | 5 | 9.3 | 11.4 | 6 | 11.1 | 1.0 | 1 | 1.9 | | | | | | | 2 | 3.7 | | 30 | 55.6 | | | | |
| Glass, Ceramic & Porcelain | | | | | | 25 | 89.3 | 2.2 | 3 | 10.7 | 1.7 | 27 | 96.4 | 2.8 | 26 | 92.9 | 15.6 | 1 | 3.6 | | | | | 3 | 10.7 | 1.3 | 25 | 89.3 | 1.1 | 5 | 17.9 | 3.0 | 24 | 85.7 | | | |
| Health Service and Social Care | | | | | | 4 | 12.1 | 1.0 | 2 | 6.1 | | 8 | 24.2 | 1.6 | 1 | 3.0 | | 1 | 3.0 | | 1 | 3.0 | | 2 | 6.1 | | | | 8 | 24.2 | 3.1 | 17 | 51.5 | | | | |
| KOVO | | | | | | 243 | 46.6 | 1.4 | 231 | 44.3 | 1.2 | 297 | 57.0 | 2.7 | 30 | 5.8 | 5.3 | 176 | 33.8 | 1.2 | 16 | 3.1 | 2.3 | 70 | 13.4 | 2.9 | 18 | 3.5 | 2.8 | 38 | 7.3 | 2.8 | 196 | 37.6 | | | |
| Mines, Geology and Oil Industry | | | | | | 13 | 56.5 | 1.3 | 13 | 56.5 | 1.0 | 15 | 65.2 | 1.4 | 4 | 17.4 | 12.0 | 8 | 34.8 | 1.4 | 13 | 56.5 | 3.4 | 8 | 34.8 | 5.0 | 8 | 34.8 | 4.0 | 5 | 21.7 | 3.4 | 16 | 69.6 | | | |
| Postal, Telecom. and Newspaper Services | | | | | | 3 | 50.0 | 1.0 | 4 | 66.7 | 1.3 | 4 | 66.7 | 1.8 | 3 | 50.0 | 3.3 | 1 | 16.7 | | 1 | 16.7 | | 5 | 83.3 | 3.8 | 4 | 66.7 | 4.0 | 5 | 83.3 | 2.6 | 5 | 83.3 | | | |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 2 | 66.7 | | |
| Railway Trade Unions | | | | | | 7 | 22.6 | 1.0 | 12 | 38.7 | 1.5 | 13 | 41.9 | 1.6 | 7 | 22.6 | 8.1 | 8 | 25.8 | 1.1 | 4 | 12.9 | 2.3 | 1 | 3.2 | | | | 3 | 9.7 | 3.3 | 12 | 38.7 | | | | |
| Science and Research | | | | | | 2 | 6.7 | | 2 | 6.7 | | 1 | 3.3 | | | | | 1 | 3.3 | | 2 | 6.7 | | | | | 1 | 3.3 | | 2 | 6.7 | | 9 | 30.0 | | | |
| STAVBA | 5 | 4.5 | | | 75.0 | 80 | 72.1 | 1.0 | 29 | 26.1 | 1.7 | 95 | 85.6 | 1.4 | 92 | 82.9 | 3.6 | 21 | 18.9 | 1.0 | 62 | 55.9 | 3.9 | 34 | 30.6 | 8.6 | 1 | 0.9 | | 25 | 22.5 | 2.4 | 28 | 25.2 | | | |
| Textile, Clothing and Leather Industry | | | | | | 7 | 20.6 | 1.3 | 5 | 14.7 | 1.0 | 14 | 41.2 | 1.9 | 1 | 2.9 | | 3 | 8.8 | 1.0 | | | | 2 | 5.9 | | | | 2 | 5.9 | | 4 | 11.8 | | | | |
| Transport | | | | | | 1 | 16.7 | | 3 | 50.0 | 1.0 | 2 | 33.3 | | 3 | 50.0 | 8.0 | 3 | 50.0 | 1.0 | | | | | | | | | | | | | | | | | |
| Transport, Road Economy and Repair Vehicles | | | | | | 2 | 18.2 | | 2 | 18.2 | | 9 | 81.8 | 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 | 33.3 | | 2 | 66.7 | | 1 | 33.3 | | 2 | 66.7 | | 1 | 33.3 | | | | | 2 | 66.7 | | | | | | | | 2 | 66.7 | | | |
| UNIOS | 1 | 0.9 | | | | 35 | 30.4 | 1.5 | 15 | 13.0 | 1.4 | 63 | 54.8 | 2.0 | 39 | 33.9 | 7.3 | 24 | 20.9 | 1.4 | 5 | 4.3 | 3.6 | 33 | 28.7 | 2.1 | 26 | 22.6 | 1.7 | 49 | 42.6 | 3.4 | 57 | 49.6 | | | |
| Universities Trade Union | | | | | | 1 | 6.3 | | 2 | 12.5 | | | | | | | | | | | | | | | | | | | 2 | 12.5 | | 3 | 18.8 | | | | |
| Wood.Industry, Forestry and Manag.of Water | | | | | | 33 | 39.3 | 1.2 | 23 | 27.4 | 1.1 | 24 | 28.6 | 1.3 | 7 | 8.3 | 6.9 | 15 | 17.9 | 1.2 | | | | 25 | 29.8 | 5.5 | 3 | 3.6 | 1.0 | 28 | 33.3 | 3.4 | 50 | 59.5 | | | |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of compensation, defined by the percentage from the average earnings
 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 | NCA | % CA |
| Total | 433 | 34.2 | 38 | 3.0 | 509 | 40.2 | 1,064 | 84.1 | 658 | 52.0 | 6 | 0.5 | 14 | 1.1 |
| Agriculture and Nutrition | 2 | 5.3 | | | 15 | 39.5 | 35 | 92.1 | 4 | 10.5 | | | | |
| Banking and Insurance | 7 | 50.0 | | | 11 | 78.6 | 12 | 85.7 | 4 | 28.6 | | | | |
| Catering, Hotels and Tourism | 6 | 60.0 | | | 6 | 60.0 | 10 | 100.0 | 7 | 70.0 | | | | |
| Civilian Employees of the Army | 3 | 60.0 | | | 2 | 40.0 | 5 | 100.0 | 3 | 60.0 | | | | |
| Commerce | 4 | 25.0 | 2 | 12.5 | 11 | 68.8 | 15 | 93.8 | 9 | 56.3 | 3 | 18.8 | 1 | 6.3 |
| ECHO | 39 | 53.4 | | | 39 | 53.4 | 72 | 98.6 | 24 | 32.9 | 1 | 1.4 | | |
| Food Industry and Allied Trade | 30 | 55.6 | | | 4 | 7.4 | 48 | 88.9 | 35 | 64.8 | | | | |
| Glass, Ceramic & Porcelain | | | | | 2 | 7.1 | 27 | 96.4 | 25 | 89.3 | | | | |
| Health Service and Social Care | 27 | 81.8 | 7 | 21.2 | 17 | 51.5 | 31 | 93.9 | 10 | 30.3 | | | | |
| KOVO | 124 | 23.8 | 9 | 1.7 | 201 | 38.6 | 384 | 73.7 | 319 | 61.2 | 1 | 0.2 | 7 | 1.3 |
| Mines, Geology and Oil Industry | 5 | 21.7 | | | 6 | 26.1 | 21 | 91.3 | 6 | 26.1 | | | | |
| Postal, Telecom. and Newspaper Services | 3 | 50.0 | | | 2 | 33.3 | 6 | 100.0 | 1 | 16.7 | | | | |
| Profess.and Trade Union of Orchestral Music. | 1 | 33.3 | | | | | 1 | 33.3 | | | | | | |
| Railway Trade Unions | 22 | 71.0 | 6 | 19.4 | 17 | 54.8 | 28 | 90.3 | 24 | 77.4 | 1 | 3.2 | 4 | 12.9 |
| Science and Research | 18 | 60.0 | 2 | 6.7 | 4 | 13.3 | 25 | 83.3 | 6 | 20.0 | | | | |
| STAVBA | 38 | 34.2 | | | 74 | 66.7 | 92 | 82.9 | 43 | 38.7 | | | 1 | 0.9 |
| Textile, Clothing and Leather Industry | | | | | 2 | 5.9 | 31 | 91.2 | 19 | 55.9 | | | | |
| Transport | 2 | 33.3 | | | 2 | 33.3 | 4 | 66.7 | 2 | 33.3 | | | | |
| Transport, Road Economy and Repair Vehicles | 4 | 36.4 | | | | | 9 | 81.8 | 8 | 72.7 | | | | |
| Union of Aviation Employees | 3 | 100.0 | | | 3 | 100.0 | 3 | 100.0 | 2 | 66.7 | | | | |
| UNIOS | 41 | 35.7 | 11 | 9.6 | 28 | 24.3 | 113 | 98.3 | 90 | 78.3 | | | 1 | 0.9 |
| Universities Trade Union | 12 | 75.0 | 1 | 6.3 | 8 | 50.0 | 15 | 93.8 | 5 | 31.3 | | | | |
| Wood.Industry, Forestry and Manag.of Water | 42 | 50.0 | | | 55 | 65.5 | 77 | 91.7 | 12 | 14.3 | | | | |

Explanatory notes: NCA
% CA

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

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

| Region NUTS 3 | Does the CA regulate the minimum wage? | | | | | | | | | Does the CA regulate the wage scales? | | | | | | | | | | | |
|-----------------------|--|------------|---------------|--|------------|---------------|--|------------|---------------|---------------------------------------|-------------|------------|-------------|-----------------------------|------------|-----------|------------|-------------------------------|------------|------------|-------------|
| | monthly | | | by the hour (working hours being 40 hours per week) | | | by the hour (working hours being 37.5 hours per week) | | | monthly | | | | by the hour (40 hours/week) | | | | by the hour (37.5 hours/week) | | | |
| | | | | | | | | | | 12-grade TS | | Other TS | | 12-grade TS | | Other TS | | 12-grade TS | | Other TS | |
| | NCA | % CA | CZK | NCA | % CA | CZK/h | NCA | % CA | CZK/h | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA |
| Total | 53 | 4.2 | 21,437 | 34 | 2.7 | 119.99 | 11 | 0.9 | 135.52 | 188 | 14.9 | 328 | 25.9 | 49 | 3.9 | 69 | 5.5 | 64 | 5.1 | 158 | 12.5 |
| CZ010 Capital Prague | 18 | 9.0 | 20,181 | 19 | 9.5 | 116.97 | 1 | 0.5 | | 29 | 14.5 | 47 | 23.5 | 19 | 9.5 | 12 | 6.0 | 1 | 0.5 | 5 | 2.5 |
| CZ020 Středočeský | 6 | 7.4 | 25,785 | 1 | 1.2 | | | | | 11 | 13.6 | 18 | 22.2 | 3 | 3.7 | 2 | 2.5 | 4 | 4.9 | 7 | 8.6 |
| CZ031 Jihočeský | 4 | 3.9 | 20,274 | 2 | 2.0 | | 1 | 1.0 | | 13 | 12.7 | 22 | 21.6 | 4 | 3.9 | 7 | 6.9 | 1 | 1.0 | 11 | 10.8 |
| CZ032 Plzeňský | 5 | 8.2 | 22,310 | | | | 1 | 1.6 | | 11 | 18.0 | 18 | 29.5 | 1 | 1.6 | 5 | 8.2 | 7 | 11.5 | 6 | 9.8 |
| CZ041 Karlovarský | | | | | | | | | | 8 | 20.5 | 9 | 23.1 | 2 | 5.1 | 3 | 7.7 | 6 | 15.4 | 4 | 10.3 |
| CZ042 Ústecký | 1 | 1.1 | | 2 | 2.3 | | 1 | 1.1 | | 14 | 15.9 | 31 | 35.2 | 2 | 2.3 | 2 | 2.3 | 4 | 4.5 | 10 | 11.4 |
| CZ051 Liberecký | 2 | 3.0 | | 1 | 1.5 | | | | | 14 | 20.9 | 20 | 29.9 | 2 | 3.0 | 4 | 6.0 | 4 | 6.0 | 10 | 14.9 |
| CZ052 Královéhradecký | | | | 1 | 1.3 | | | | | 10 | 13.3 | 18 | 24.0 | 2 | 2.7 | 2 | 2.7 | | | 20 | 26.7 |
| CZ053 Pardubický | | | | | | | | | | 6 | 10.0 | 19 | 31.7 | 2 | 3.3 | 7 | 11.7 | 3 | 5.0 | 8 | 13.3 |
| CZ061 Vysočina | 6 | 7.6 | 22,707 | 1 | 1.3 | | | | | 7 | 8.9 | 18 | 22.8 | 4 | 5.1 | 10 | 12.7 | 3 | 3.8 | 10 | 12.7 |
| CZ062 Jihomoravský | 3 | 2.7 | 19,867 | 3 | 2.7 | 118.50 | 1 | 0.9 | | 12 | 10.7 | 46 | 41.1 | 2 | 1.8 | 6 | 5.4 | 6 | 5.4 | 17 | 15.2 |
| CZ071 Olomoucký | 2 | 2.8 | | 1 | 1.4 | | 5 | 7.0 | 144.08 | 13 | 18.3 | 19 | 26.8 | 2 | 2.8 | 1 | 1.4 | 8 | 11.3 | 20 | 28.2 |
| CZ072 Zlínský | 3 | 4.0 | 19,800 | 1 | 1.3 | | | | | 6 | 8.0 | 8 | 10.7 | 1 | 1.3 | 4 | 5.3 | 4 | 5.3 | 7 | 9.3 |
| CZ080 Moravskoslezský | 3 | 1.9 | 22,200 | 2 | 1.3 | | 1 | 0.6 | | 34 | 21.9 | 35 | 22.6 | 3 | 1.9 | 4 | 2.6 | 13 | 8.4 | 23 | 14.8 |

Explanatory notes: NCA
% CA
CZK
CZK/h
TS

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 monthly minimum wage
average value of the hourly minimum wage
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 | 163 | 18,008 | 168 | 18,956 | 172 | 20,039 | 177 | 21,305 | 180 | 22,865 | 182 | 24,749 | 183 | 26,929 | 183 | 29,350 | 179 | 31,943 | 180 | 34,633 | 176 | 38,242 | 172 | 42,746 |
| CZ010 Capital Prague | 28 | 18,883 | 28 | 20,181 | 28 | 21,539 | 28 | 23,190 | 28 | 25,245 | 28 | 27,942 | 28 | 31,791 | 28 | 35,743 | 28 | 40,325 | 28 | 44,725 | 28 | 50,984 | 28 | 59,090 |
| CZ020 Středočeský | 10 | 19,696 | 10 | 20,765 | 10 | 21,886 | 11 | 23,033 | 11 | 25,152 | 11 | 27,294 | 11 | 29,768 | 11 | 32,348 | 9 | 34,272 | 9 | 37,647 | 9 | 41,395 | 9 | 45,707 |
| CZ031 Jihočeský | 8 | 20,243 | 10 | 20,674 | 10 | 21,305 | 10 | 22,565 | 10 | 23,771 | 10 | 25,367 | 10 | 27,053 | 10 | 28,901 | 10 | 30,772 | 13 | 29,837 | 13 | 32,624 | 13 | 35,830 |
| CZ032 Plzeňský | 7 | 13,365 | 9 | 15,689 | 9 | 16,904 | 10 | 18,910 | 10 | 20,511 | 11 | 22,093 | 11 | 24,845 | 11 | 28,723 | 10 | 32,203 | 10 | 35,498 | 9 | 37,089 | 8 | 41,815 |
| CZ041 Karlovarský | 6 | 19,633 | 6 | 20,322 | 7 | 22,004 | 8 | 22,793 | 8 | 24,420 | 8 | 27,038 | 7 | 26,419 | 7 | 29,063 | 6 | 29,060 | 6 | 31,017 | 6 | 34,337 | 6 | 38,980 |
| CZ042 Ústecký | 13 | 17,851 | 13 | 18,818 | 14 | 20,656 | 14 | 21,929 | 14 | 23,448 | 14 | 25,142 | 14 | 27,159 | 14 | 29,103 | 14 | 31,653 | 14 | 34,317 | 13 | 37,665 | 12 | 41,232 |
| CZ051 Liberecký | 12 | 15,931 | 12 | 16,603 | 12 | 17,578 | 13 | 18,873 | 14 | 20,434 | 14 | 22,197 | 14 | 24,795 | 14 | 27,389 | 14 | 30,675 | 13 | 33,218 | 13 | 38,254 | 13 | 43,607 |
| CZ052 Královéhradecký | 10 | 19,773 | 10 | 20,773 | 10 | 21,792 | 10 | 23,179 | 10 | 24,739 | 10 | 26,851 | 10 | 29,829 | 10 | 32,486 | 10 | 35,585 | 9 | 41,163 | 8 | 46,206 | 8 | 50,555 |
| CZ053 Pardubický | 5 | 17,154 | 5 | 17,798 | 6 | 18,275 | 6 | 19,454 | 6 | 20,856 | 6 | 22,600 | 6 | 24,684 | 6 | 26,350 | 6 | 29,000 | 6 | 31,582 | 6 | 34,352 | 6 | 38,171 |
| CZ061 Vysočina | 7 | 17,279 | 7 | 17,850 | 7 | 18,479 | 7 | 19,721 | 7 | 21,179 | 7 | 22,693 | 7 | 24,236 | 7 | 26,029 | 7 | 27,843 | 7 | 30,307 | 7 | 32,271 | 6 | 34,925 |
| CZ062 Jihomoravský | 11 | 16,929 | 11 | 17,743 | 11 | 18,487 | 11 | 19,609 | 12 | 20,942 | 12 | 22,491 | 12 | 24,388 | 12 | 26,020 | 12 | 27,958 | 12 | 30,117 | 11 | 33,396 | 11 | 36,304 |
| CZ071 Olomoucký | 11 | 17,584 | 11 | 18,100 | 11 | 18,775 | 11 | 19,538 | 12 | 21,079 | 12 | 22,472 | 13 | 23,904 | 13 | 25,974 | 13 | 28,462 | 13 | 31,697 | 13 | 35,551 | 13 | 40,545 |
| CZ072 Zlínský | 5 | 18,622 | 6 | 19,273 | 6 | 20,842 | 6 | 22,292 | 6 | 23,998 | 6 | 25,758 | 6 | 27,783 | 6 | 30,143 | 6 | 32,403 | 6 | 34,963 | 6 | 37,610 | 6 | 40,283 |
| CZ080 Moravskoslezský | 30 | 17,866 | 30 | 18,886 | 31 | 19,794 | 32 | 20,873 | 32 | 22,209 | 33 | 23,904 | 34 | 25,535 | 34 | 27,035 | 34 | 28,789 | 34 | 30,774 | 34 | 33,023 | 33 | 35,740 |

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 | 49 | 107.32 | 49 | 111.47 | 49 | 116.69 | 49 | 122.98 | 49 | 131.35 | 48 | 141.22 | 48 | 156.23 | 10 | 157.26 | 7 | 158.63 | 6 | 170.02 | 6 | 177.42 | 6 | 185.97 |
| CZ010 Capital Prague | 19 | 116.13 | 19 | 122.05 | 19 | 128.37 | 19 | 136.21 | 19 | 145.68 | 19 | 159.68 | 19 | 181.05 | | | | | | | | | | |
| CZ020 Středočeský | 3 | 108.30 | 3 | 111.00 | 3 | 115.00 | 3 | 121.17 | 3 | 128.17 | 3 | 136.33 | 3 | 148.83 | | | | | | | | | | |
| CZ031 Jihočeský | 4 | 113.74 | 4 | 118.21 | 4 | 123.85 | 4 | 131.31 | 4 | 140.59 | 4 | 150.03 | 4 | 161.09 | 2 | | 2 | | 2 | | 2 | | 2 | |
| CZ032 Plzeňský | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | |
| CZ041 Karlovarský | 2 | | 2 | | 2 | | 2 | | 2 | | 1 | | 1 | | 1 | | | | | | | | | |
| CZ042 Ústecký | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 1 | | 1 | | 1 | | 1 | | 1 | |
| CZ051 Liberecký | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 1 | | | | | | | | | |
| CZ052 Královéhradecký | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 1 | | 1 | | | | | | | |
| CZ053 Pardubický | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 1 | | 1 | | 1 | | 1 | | 1 | |
| CZ061 Vysočina | 4 | 95.63 | 4 | 97.25 | 4 | 99.50 | 4 | 105.50 | 4 | 116.25 | 4 | 125.50 | 4 | 134.00 | 1 | | 1 | | 1 | | 1 | | 1 | |
| CZ062 Jihomoravský | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | | | | | | | | | | |
| CZ071 Olomoucký | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 1 | | 1 | | 1 | | 1 | | 1 | |
| CZ072 Zlínský | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | |
| CZ080 Moravskoslezský | 3 | 109.57 | 3 | 110.13 | 3 | 114.83 | 3 | 118.50 | 3 | 125.83 | 3 | 128.84 | 3 | 136.60 | 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 | 55 | 106.26 | 61 | 111.43 | 62 | 116.99 | 63 | 124.35 | 64 | 133.00 | 64 | 143.05 | 63 | 154.68 | 42 | 154.81 | 30 | 160.97 | 28 | 171.16 | 26 | 181.13 | 25 | 197.97 |
| CZ010 Capital Prague | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | |
| CZ020 Středočeský | 4 | 102.65 | 4 | 106.78 | 4 | 113.03 | 4 | 123.88 | 4 | 130.60 | 4 | 140.80 | 3 | 144.37 | 2 | | 2 | | 2 | | 2 | | 2 | |
| CZ031 Jihočeský | | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | | | | | | | | | | |
| CZ032 Plzeňský | 5 | 92.46 | 7 | 105.89 | 7 | 113.87 | 7 | 122.46 | 7 | 132.60 | 7 | 143.76 | 7 | 159.11 | 4 | 145.88 | 2 | | 2 | | 2 | | 2 | |
| CZ041 Karlovarský | 6 | 123.75 | 6 | 125.80 | 6 | 129.79 | 6 | 133.34 | 6 | 139.51 | 6 | 145.82 | 6 | 153.76 | 5 | 162.71 | 3 | 135.08 | 3 | 138.21 | 3 | 143.48 | 3 | 152.96 |
| CZ042 Ústecký | 4 | 104.73 | 4 | 109.40 | 4 | 113.45 | 4 | 122.48 | 4 | 129.45 | 4 | 152.55 | 4 | 170.78 | 3 | 144.53 | 3 | 156.23 | 3 | 167.60 | 2 | | 2 | |
| CZ051 Liberecký | 4 | 115.68 | 4 | 117.58 | 4 | 120.40 | 4 | 125.38 | 4 | 131.80 | 4 | 138.15 | 4 | 146.35 | 3 | 147.67 | 2 | | 2 | | 2 | | 2 | |
| CZ052 Královéhradecký | | | | | | | | | | | | | | | | | | | | | | | | |
| CZ053 Pardubický | 3 | 109.85 | 3 | 114.96 | 3 | 121.30 | 3 | 129.50 | 3 | 139.33 | 3 | 150.28 | 3 | 162.06 | 3 | 175.10 | 3 | 189.20 | 2 | | 2 | | 2 | |
| CZ061 Vysočina | 3 | 97.18 | 3 | 99.25 | 3 | 103.38 | 3 | 111.55 | 3 | 123.50 | 3 | 131.03 | 3 | 141.32 | 2 | | 2 | | 2 | | 2 | | 2 | |
| CZ062 Jihomoravský | 4 | 107.10 | 4 | 115.20 | 5 | 121.48 | 6 | 128.47 | 6 | 136.54 | 6 | 146.67 | 6 | 159.69 | 3 | 137.17 | 2 | | 2 | | 2 | | 2 | |
| CZ071 Olomoucký | 6 | 107.65 | 7 | 112.27 | 7 | 117.00 | 7 | 124.78 | 8 | 135.57 | 8 | 143.46 | 8 | 156.23 | 5 | 166.78 | 4 | 186.20 | 4 | 202.13 | 3 | 204.17 | 2 | |
| CZ072 Zlínský | 3 | 104.30 | 4 | 104.00 | 4 | 111.53 | 4 | 117.80 | 4 | 125.08 | 4 | 132.10 | 4 | 141.38 | 4 | 150.90 | 4 | 160.68 | 3 | 167.27 | 3 | 180.30 | 3 | 192.33 |
| CZ080 Moravskoslezský | 12 | 99.37 | 13 | 106.69 | 13 | 111.88 | 13 | 118.52 | 13 | 126.51 | 13 | 136.26 | 13 | 146.86 | 7 | 147.22 | 3 | 152.03 | 3 | 165.58 | 3 | 180.56 | 3 | 195.74 |

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 | % AE | | | | | | | | | | | | | | | | |
| Total | 1,070 | 84.6 | 26.3 | 47.3 | 27.3 | 994 | 78.6 | 102.6 | 1,052 | 83.2 | 22.54 | 12.6 | 712 | 56.3 | 11.40 | 10.7 | 10.5 | 1,022 | 80.8 | 27.53 | 23.6 |
| CZ010 Capital Prague | 149 | 74.5 | 25.9 | 48.3 | 27.5 | 138 | 69.0 | 100.5 | 151 | 75.5 | 18.08 | 11.8 | 115 | 57.5 | 11.44 | 11.1 | 11.1 | 152 | 76.0 | 42.79 | 22.6 |
| CZ020 Středočeský | 69 | 85.2 | 25.1 | 45.7 | 29.4 | 63 | 77.8 | 103.0 | 66 | 81.5 | 19.61 | 12.4 | 42 | 51.9 | 13.30 | 10.0 | 10.3 | 62 | 76.5 | 25.04 | 20.3 |
| CZ031 Jihočeský | 92 | 90.2 | 26.9 | 50.4 | 29.1 | 86 | 84.3 | 101.6 | 86 | 84.3 | 22.36 | 14.5 | 53 | 52.0 | 12.40 | 10.5 | 10.0 | 85 | 83.3 | 28.71 | 27.0 |
| CZ032 Plzeňský | 52 | 85.2 | 27.8 | 49.0 | 25.3 | 52 | 85.2 | 103.4 | 50 | 82.0 | 26.63 | 13.2 | 37 | 60.7 | 10.72 | 15.7 | 10.0 | 54 | 88.5 | | 23.9 |
| CZ041 Karlovarský | 35 | 89.7 | 26.0 | 50.0 | 27.2 | 29 | 74.4 | 101.7 | 32 | 82.1 | 18.23 | 12.7 | 22 | 56.4 | 11.74 | 10.0 | 11.2 | 32 | 82.1 | 29.58 | 22.1 |
| CZ042 Ústecký | 75 | 85.2 | 27.2 | 48.0 | 29.3 | 65 | 73.9 | 102.5 | 73 | 83.0 | 18.68 | 14.9 | 55 | 62.5 | 10.03 | 10.0 | 10.4 | 67 | 76.1 | 23.25 | 19.7 |
| CZ051 Liberecký | 59 | 88.1 | 27.8 | 46.8 | 28.3 | 55 | 82.1 | 106.7 | 56 | 83.6 | 22.83 | 11.2 | 32 | 47.8 | 11.00 | 10.0 | 11.4 | 51 | 76.1 | 18.30 | 27.6 |
| CZ052 Královéhradecký | 63 | 84.0 | 25.1 | 45.9 | 26.7 | 56 | 74.7 | 101.8 | 63 | 84.0 | 23.70 | 13.2 | 36 | 48.0 | 11.76 | 10.0 | 10.0 | 55 | 73.3 | 17.22 | 21.7 |
| CZ053 Pardubický | 49 | 81.7 | 26.6 | 44.1 | 26.9 | 43 | 71.7 | 104.7 | 50 | 83.3 | 22.79 | 11.7 | 33 | 55.0 | 9.06 | 11.3 | 10.0 | 49 | 81.7 | 22.35 | 21.3 |
| CZ061 Vysočina | 63 | 79.7 | 26.1 | 46.9 | 25.3 | 61 | 77.2 | 103.0 | 65 | 82.3 | 27.84 | 11.9 | 42 | 53.2 | 12.00 | 10.0 | 10.0 | 64 | 81.0 | 20.61 | 25.3 |
| CZ062 Jihomoravský | 99 | 88.4 | 25.8 | 46.3 | 27.9 | 90 | 80.4 | 101.7 | 101 | 90.2 | 18.27 | 12.3 | 72 | 64.3 | 9.80 | 10.0 | 10.0 | 93 | 83.0 | 20.56 | 22.6 |
| CZ071 Olomoucký | 65 | 91.5 | 25.5 | 46.3 | 27.2 | 62 | 87.3 | 102.8 | 63 | 88.7 | 22.26 | 10.6 | 44 | 62.0 | 12.71 | 13.8 | 10.4 | 66 | 93.0 | 33.71 | 24.9 |
| CZ072 Zlínský | 67 | 89.3 | 26.0 | 49.8 | 27.5 | 67 | 89.3 | 101.9 | 68 | 90.7 | 29.27 | 15.6 | 51 | 68.0 | 12.58 | 10.0 | 10.0 | 64 | 85.3 | 38.16 | 31.0 |
| CZ080 Moravskoslezský | 133 | 85.8 | 26.6 | 45.9 | 26.4 | 127 | 81.9 | 103.6 | 128 | 82.6 | 22.91 | 12.0 | 78 | 50.3 | 11.92 | 10.0 | 10.6 | 128 | 82.6 | 34.79 | 21.7 |

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

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

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

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

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

Other supplementary charges I
classification based on regions

| Region NUTS 3 | Supplementary charge | | | | | | | | | | | | | | | | | | | |
|-----------------------|----------------------|------------|------------------|-------------|------------|--------------------------------|-------------|-------------------|---------------|------------|---------------------|-------------|------------------|-------------|------------|------------------------|------|------------------|-------------|------------|
| | for afternoon work | | | | | for working in shift operation | | | | | for team management | | | | | for working at heights | | | | |
| | % of aver. earnings | | paid by the hour | | other form | % of aver. earnings | | paid by the shift | | other form | % of aver. earnings | | paid by the hour | | other form | % of aver. earnings | | paid by the hour | | other form |
| | NCA | % AE | NCA | CZK/h | NCA | NCA | % AE | NCA | CZK/shift | NCA | NCA | % AE | NCA | CZK/h | NCA | NCA | % AE | NCA | CZK/h | NCA |
| Total | 31 | 8.3 | 559 | 9.50 | 4 | 9 | 16.4 | 20 | 123.45 | 177 | 3 | 12.0 | 136 | 7.82 | 46 | 1 | | 163 | 8.00 | 3 |
| CZ010 Capital Prague | 1 | | 47 | 9.10 | | 2 | | 3 | 83.33 | 22 | | | 20 | 5.80 | 8 | | | 37 | 11.06 | |
| CZ020 Středočeský | | | 26 | 8.47 | | | | 2 | | 11 | | | 4 | 9.52 | 2 | | | 7 | 6.36 | |
| CZ031 Jihočeský | 4 | 10.3 | 54 | 9.60 | | 2 | | 4 | 247.38 | 24 | | | 11 | 9.50 | 4 | | | 14 | 9.61 | |
| CZ032 Plzeňský | 1 | | 29 | 9.62 | 1 | 2 | | 1 | | 4 | | | 1 | | | | | 9 | 8.12 | |
| CZ041 Karlovarský | | | 14 | 6.25 | 1 | | | | | 7 | | | 2 | | | | | 2 | | 1 |
| CZ042 Ústecký | 4 | 7.3 | 34 | 9.31 | | | | 3 | 41.50 | 14 | 1 | | 8 | 14.15 | | | | 11 | 7.14 | |
| CZ051 Liberecký | 3 | 10.0 | 41 | 10.07 | | 2 | | | | 7 | | | 8 | 7.69 | 4 | | | 2 | | |
| CZ052 Královéhradecký | 2 | | 48 | 9.89 | 1 | | | 1 | | 13 | | | 8 | 4.54 | 3 | | | 4 | 7.93 | |
| CZ053 Pardubický | | | 28 | 10.61 | | | | 1 | | 14 | | | 12 | 5.47 | 2 | | | 5 | 4.54 | |
| CZ061 Vysočina | 3 | 8.3 | 47 | 11.44 | | | | 3 | 60.83 | 2 | | | 15 | 8.50 | 2 | | | 8 | 8.06 | |
| CZ062 Jihomoravský | 6 | 9.3 | 38 | 6.88 | | | | | | 12 | 1 | | 9 | 8.07 | 5 | | | 16 | 6.18 | |
| CZ071 Olomoucký | 2 | | 45 | 11.50 | 1 | | | | | 13 | | | 15 | 5.78 | 2 | | | 19 | 5.66 | |
| CZ072 Zlínský | 2 | | 52 | 10.77 | | 1 | | 2 | | 15 | 1 | | 7 | 8.79 | 1 | | | 3 | 8.67 | |
| CZ080 Moravskoslezský | 3 | 8.3 | 56 | 7.18 | | | | | | 19 | | | 16 | 8.20 | 13 | 1 | | 26 | 6.73 | 2 |

Explanatory notes: NCA

% AE

CZK/h

CZK/shift

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

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

average value of the supplementary charge in CZK per hour

average value of the supplementary charge in CZK per shift

Other supplementary charges II
classification based on regions

| Region NUTS 3 | Supplementary charge | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------|---|------|------------------|-------|------------|--|------|-------------------|-----------|------------|---------------------|------|-------------------|-----------|------------|---------------------------|------|-------------------|-----------|------------|---------------------|------|------------|-----------------------------|
| | for working in hazardous conditions (where respirat. or other protective equip. is necessary) | | | | | for the knowledge of foreign languages | | | | | for substitution | | | | | for training other people | | | | | individual bonus | | | Other supplement-ary charge |
| | % of aver. earnings | | paid by the hour | | other form | % of aver. earnings | | paid by the month | | other form | % of aver. earnings | | paid by the month | | other form | % of aver. earnings | | paid by the month | | other form | % of aver. earnings | | other form | |
| | NCA | % AE | NCA | CZK/h | NCA | NCA | % AE | NCA | CZK/month | NCA | NCA | % AE | NCA | CZK/month | NCA | NCA | % AE | NCA | CZK/month | NCA | NCA | % AE | NCA | |
| Total | 6 | 8.6 | 159 | 28.39 | 15 | 1 | | 8 | 838 | 2 | 27 | 29.6 | 16 | 1,256 | 110 | 18 | 10.0 | 25 | 944 | 81 | 12 | 20.4 | 66 | 567 |
| CZ010 Capital Prague | 2 | | 21 | 73.83 | 3 | | | 1 | | | 2 | | 3 | 1,167 | 11 | 4 | 9.8 | 2 | | 2 | | | 7 | 91 |
| CZ020 Středočeský | | | 9 | 47.53 | 1 | | | | | | 1 | | 1 | | 9 | | | 2 | | 5 | | | | 22 |
| CZ031 Jihočeský | | | 12 | 16.02 | 1 | | | 1 | | 1 | | | 1 | | 16 | | | 4 | 1,500 | 6 | 3 | 25.0 | 4 | 51 |
| CZ032 Plzeňský | | | 8 | 10.05 | | | | 2 | | | 1 | | | | | | | | | | 1 | | 3 | 18 |
| CZ041 Karlovarský | | | 2 | | | | | | | | 1 | | | | 4 | | | | | 3 | 1 | | 2 | 21 |
| CZ042 Ústecký | 1 | | 14 | 45.71 | 1 | | | 2 | | 1 | 9 | 28.3 | 1 | | 11 | 2 | | | | 9 | | | 2 | 46 |
| CZ051 Liberecký | | | 2 | | | 1 | | | | | 1 | | | | 4 | 1 | | | | 4 | | | 2 | 30 |
| CZ052 Královéhradecký | | | 7 | 27.66 | | | | 2 | | | 1 | | 2 | | 7 | | | 1 | | 6 | | | | 35 |
| CZ053 Pardubický | | | 3 | 12.67 | | | | | | | | | | | 8 | | | 2 | | 6 | 1 | | | 35 |
| CZ061 Vysočina | | | 11 | 23.57 | 1 | | | | | | 3 | 41.7 | 1 | | 5 | 2 | | | | | 2 | | 6 | 35 |
| CZ062 Jihomoravský | | | 13 | 29.50 | | | | | | | 2 | | | | 8 | 2 | | 3 | 572 | 5 | 1 | | 9 | 52 |
| CZ071 Olomoucký | | | 8 | 13.03 | | | | | | | | | | | 4 | 1 | | 1 | | 5 | 3 | 21.7 | 3 | 33 |
| CZ072 Zlínský | | | 12 | 12.75 | 1 | | | | | | 1 | | 1 | | 5 | 4 | 10.0 | 7 | 571 | 5 | | | 4 | 42 |
| CZ080 Moravskoslezský | 3 | 10.0 | 37 | 10.11 | 7 | | | | | | 5 | 30.0 | 6 | 1,350 | 18 | 2 | | 3 | 467 | 25 | | | 24 | 56 |

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 | 623 | 49.2 | 216 | 17.1 | 405 | 32.0 | 241 | 19.1 | 49 | 3.9 | 159 | 12.6 | 137 | 10.8 | 120 | 9.5 | 691 | 54.6 |
| CZ010 Capital Prague | 64 | 32.0 | 14 | 7.0 | 38 | 19.0 | 19 | 9.5 | 11 | 5.5 | 18 | 9.0 | 15 | 7.5 | 16 | 8.0 | 93 | 46.5 |
| CZ020 Středočeský | 34 | 42.0 | 17 | 21.0 | 25 | 30.9 | 13 | 16.0 | 1 | 1.2 | 11 | 13.6 | 9 | 11.1 | 8 | 9.9 | 34 | 42.0 |
| CZ031 Jihočeský | 77 | 75.5 | 27 | 26.5 | 40 | 39.2 | 34 | 33.3 | 7 | 6.9 | 32 | 31.4 | 15 | 14.7 | 6 | 5.9 | 72 | 70.6 |
| CZ032 Plzeňský | 31 | 50.8 | 8 | 13.1 | 21 | 34.4 | 16 | 26.2 | 4 | 6.6 | 3 | 4.9 | 15 | 24.6 | 4 | 6.6 | 35 | 57.4 |
| CZ041 Karlovarský | 16 | 41.0 | 7 | 17.9 | 7 | 17.9 | 8 | 20.5 | 2 | 5.1 | 4 | 10.3 | 3 | 7.7 | 4 | 10.3 | 22 | 56.4 |
| CZ042 Ústecký | 51 | 58.0 | 12 | 13.6 | 35 | 39.8 | 23 | 26.1 | 5 | 5.7 | 12 | 13.6 | 11 | 12.5 | 9 | 10.2 | 52 | 59.1 |
| CZ051 Liberecký | 32 | 47.8 | 11 | 16.4 | 17 | 25.4 | 10 | 14.9 | 4 | 6.0 | 9 | 13.4 | 3 | 4.5 | 8 | 11.9 | 40 | 59.7 |
| CZ052 Královéhradecký | 40 | 53.3 | 16 | 21.3 | 29 | 38.7 | 20 | 26.7 | 1 | 1.3 | 10 | 13.3 | 11 | 14.7 | 6 | 8.0 | 38 | 50.7 |
| CZ053 Pardubický | 26 | 43.3 | 3 | 5.0 | 17 | 28.3 | 9 | 15.0 | 3 | 5.0 | 4 | 6.7 | 5 | 8.3 | 5 | 8.3 | 30 | 50.0 |
| CZ061 Vysočina | 35 | 44.3 | 14 | 17.7 | 24 | 30.4 | 15 | 19.0 | 1 | 1.3 | 9 | 11.4 | 10 | 12.7 | 8 | 10.1 | 48 | 60.8 |
| CZ062 Jihomoravský | 50 | 44.6 | 11 | 9.8 | 30 | 26.8 | 21 | 18.8 | 3 | 2.7 | 9 | 8.0 | 15 | 13.4 | 7 | 6.3 | 58 | 51.8 |
| CZ071 Olomoucký | 26 | 36.6 | 10 | 14.1 | 14 | 19.7 | 7 | 9.9 | 2 | 2.8 | 5 | 7.0 | 2 | 2.8 | 8 | 11.3 | 47 | 66.2 |
| CZ072 Zlínský | 53 | 70.7 | 11 | 14.7 | 47 | 62.7 | 12 | 16.0 | 3 | 4.0 | 6 | 8.0 | 8 | 10.7 | 12 | 16.0 | 37 | 49.3 |
| CZ080 Moravskoslezský | 88 | 56.8 | 55 | 35.5 | 61 | 39.4 | 34 | 21.9 | 2 | 1.3 | 27 | 17.4 | 15 | 9.7 | 19 | 12.3 | 85 | 54.8 |

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
* 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 | 735 | 58.1 | 92 | 3,273 | 349 | 4,399 | 590 | 6,730 | 632 | 8,834 | 713 | 10,788 | 732 | 12,469 | 735 | 14,400 | 735 | 15,781 | 735 | 17,584 | 12 | 0.9 | 15,667 |
| CZ010 Capital Prague | 119 | 59.5 | 17 | 3,059 | 43 | 4,959 | 91 | 7,521 | 100 | 9,981 | 116 | 11,778 | 119 | 13,426 | 119 | 15,514 | 119 | 17,061 | 119 | 18,618 | 3 | 1.5 | 18,333 |
| CZ020 Středočeský | 50 | 61.7 | 4 | 2,075 | 24 | 4,267 | 41 | 6,980 | 44 | 8,977 | 48 | 11,660 | 50 | 13,414 | 50 | 15,594 | 50 | 16,584 | 50 | 18,144 | 2 | 2.5 | |
| CZ031 Jihočeský | 59 | 57.8 | 13 | 3,731 | 31 | 4,056 | 47 | 6,447 | 49 | 9,663 | 58 | 11,845 | 59 | 14,017 | 59 | 16,153 | 59 | 17,720 | 59 | 19,917 | 2 | 2.0 | |
| CZ032 Plzeňský | 36 | 59.0 | 3 | 6,333 | 22 | 5,218 | 33 | 8,545 | 35 | 10,749 | 36 | 13,303 | 36 | 15,516 | 36 | 17,546 | 36 | 18,985 | 36 | 20,520 | | | |
| CZ041 Karlovarský | 19 | 48.7 | 2 | | 6 | 2,150 | 11 | 4,891 | 13 | 6,092 | 17 | 8,359 | 18 | 10,011 | 19 | 12,463 | 19 | 14,042 | 19 | 15,779 | 1 | 2.6 | |
| CZ042 Ústecký | 55 | 62.5 | 3 | 3,500 | 29 | 3,835 | 43 | 6,289 | 45 | 8,392 | 54 | 9,690 | 55 | 11,408 | 55 | 13,268 | 55 | 14,887 | 55 | 17,152 | | | |
| CZ051 Liberecký | 44 | 65.7 | 8 | 4,250 | 23 | 4,761 | 39 | 7,459 | 40 | 9,923 | 43 | 12,030 | 44 | 14,057 | 44 | 15,925 | 44 | 17,607 | 44 | 19,468 | | | |
| CZ052 Královéhradecký | 44 | 58.7 | 7 | 2,514 | 20 | 3,555 | 31 | 5,860 | 36 | 7,265 | 44 | 9,305 | 44 | 10,922 | 44 | 12,910 | 44 | 14,233 | 44 | 16,176 | | | |
| CZ053 Pardubický | 39 | 65.0 | 6 | 2,833 | 20 | 4,413 | 35 | 6,182 | 36 | 7,623 | 39 | 9,252 | 39 | 10,795 | 39 | 12,428 | 39 | 13,451 | 39 | 14,810 | | | |
| CZ061 Vysočina | 51 | 64.6 | 5 | 2,000 | 21 | 5,690 | 43 | 7,663 | 45 | 10,311 | 50 | 12,758 | 50 | 14,575 | 51 | 16,894 | 51 | 17,960 | 51 | 20,261 | | | |
| CZ062 Jihomoravský | 71 | 63.4 | 11 | 3,655 | 30 | 4,562 | 51 | 6,315 | 55 | 8,299 | 63 | 10,027 | 70 | 11,769 | 71 | 13,534 | 71 | 15,494 | 71 | 17,466 | 2 | 1.8 | |
| CZ071 Olomoucký | 47 | 66.2 | 4 | 2,500 | 22 | 3,864 | 36 | 6,236 | 40 | 7,388 | 46 | 9,315 | 47 | 10,830 | 47 | 12,734 | 47 | 13,543 | 47 | 15,149 | | | |
| CZ072 Zlínský | 33 | 44.0 | 3 | 5,333 | 21 | 5,167 | 31 | 7,210 | 31 | 10,177 | 32 | 13,141 | 33 | 14,955 | 33 | 17,515 | 33 | 19,379 | 33 | 22,318 | 2 | 2.7 | |
| CZ080 Moravskoslezský | 68 | 43.9 | 6 | 2,250 | 37 | 3,681 | 58 | 5,210 | 63 | 6,651 | 67 | 7,891 | 68 | 8,687 | 68 | 9,621 | 68 | 10,407 | 68 | 11,422 | | | |

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 | 655 | 51.8 | 285 | 4,502 | 595 | 4,916 | 641 | 6,162 | 648 | 7,107 | 655 | 8,015 | 655 | 8,640 |
| CZ010 Capital Prague | 84 | 42.0 | 44 | 5,080 | 78 | 6,200 | 83 | 8,370 | 84 | 10,051 | 84 | 11,710 | 84 | 12,302 |
| CZ020 Středočeský | 33 | 40.7 | 15 | 4,520 | 29 | 4,483 | 33 | 5,455 | 33 | 6,400 | 33 | 7,279 | 33 | 7,703 |
| CZ031 Jihočeský | 54 | 52.9 | 24 | 5,138 | 48 | 5,210 | 54 | 5,711 | 54 | 6,137 | 54 | 6,482 | 54 | 7,798 |
| CZ032 Plzeňský | 32 | 52.5 | 14 | 3,993 | 25 | 5,080 | 29 | 8,326 | 32 | 9,695 | 32 | 10,083 | 32 | 11,396 |
| CZ041 Karlovarský | 17 | 43.6 | 6 | 4,650 | 17 | 4,741 | 17 | 6,229 | 17 | 7,612 | 17 | 9,024 | 17 | 9,553 |
| CZ042 Ústecký | 51 | 58.0 | 19 | 4,384 | 49 | 5,253 | 50 | 6,382 | 50 | 7,406 | 51 | 8,334 | 51 | 8,782 |
| CZ051 Liberecký | 34 | 50.7 | 15 | 3,533 | 31 | 4,222 | 34 | 5,748 | 34 | 7,298 | 34 | 8,745 | 34 | 9,305 |
| CZ052 Královéhradecký | 54 | 72.0 | 22 | 3,568 | 51 | 4,633 | 54 | 5,706 | 54 | 6,344 | 54 | 7,122 | 54 | 7,252 |
| CZ053 Pardubický | 33 | 55.0 | 10 | 5,650 | 31 | 4,331 | 33 | 5,103 | 33 | 5,623 | 33 | 6,248 | 33 | 6,571 |
| CZ061 Vysočina | 42 | 53.2 | 23 | 3,922 | 37 | 4,622 | 41 | 5,683 | 42 | 6,581 | 42 | 7,595 | 42 | 8,188 |
| CZ062 Jihomoravský | 65 | 58.0 | 30 | 4,292 | 60 | 4,568 | 65 | 5,608 | 65 | 6,384 | 65 | 7,218 | 65 | 8,203 |
| CZ071 Olomoucký | 35 | 49.3 | 14 | 2,529 | 32 | 3,336 | 35 | 4,576 | 35 | 5,396 | 35 | 6,533 | 35 | 7,350 |
| CZ072 Zlínský | 38 | 50.7 | 19 | 4,555 | 36 | 4,663 | 38 | 5,849 | 38 | 6,654 | 38 | 7,804 | 38 | 8,351 |
| CZ080 Moravskoslezský | 83 | 53.5 | 30 | 5,747 | 71 | 5,285 | 75 | 5,981 | 77 | 6,481 | 83 | 6,912 | 83 | 7,218 |

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 | 766 | 60.6 | 305 | 6,050 | 669 | 7,589 | 741 | 10,119 | 755 | 12,223 | 763 | 14,614 | 763 | 16,098 | 765 | 17,537 | 765 | 18,620 | 766 | 19,567 |
| CZ010 Capital Prague | 109 | 54.5 | 52 | 6,113 | 96 | 10,869 | 105 | 15,490 | 106 | 16,986 | 108 | 21,931 | 108 | 23,827 | 108 | 24,911 | 108 | 25,860 | 109 | 26,472 |
| CZ020 Středočeský | 46 | 56.8 | 12 | 4,833 | 44 | 9,216 | 46 | 12,272 | 46 | 15,130 | 46 | 17,848 | 46 | 20,337 | 46 | 22,739 | 46 | 25,543 | 46 | 28,457 |
| CZ031 Jihočeský | 67 | 65.7 | 22 | 10,552 | 54 | 9,475 | 66 | 10,602 | 67 | 12,093 | 67 | 13,575 | 67 | 15,770 | 67 | 17,072 | 67 | 18,027 | 67 | 19,146 |
| CZ032 Plzeňský | 36 | 59.0 | 11 | 4,705 | 28 | 6,809 | 30 | 10,062 | 36 | 19,679 | 36 | 21,176 | 36 | 21,893 | 36 | 22,457 | 36 | 22,788 | 36 | 23,024 |
| CZ041 Karlovarský | 19 | 48.7 | 6 | 7,617 | 18 | 6,789 | 19 | 9,274 | 19 | 11,695 | 19 | 14,221 | 19 | 14,826 | 19 | 15,721 | 19 | 16,405 | 19 | 16,563 |
| CZ042 Ústecký | 52 | 59.1 | 18 | 6,431 | 46 | 7,658 | 51 | 11,345 | 52 | 14,527 | 52 | 16,516 | 52 | 18,605 | 52 | 21,830 | 52 | 23,170 | 52 | 24,464 |
| CZ051 Liberecký | 35 | 52.2 | 15 | 4,200 | 29 | 4,528 | 33 | 6,706 | 33 | 8,127 | 35 | 11,849 | 35 | 13,866 | 35 | 15,194 | 35 | 16,537 | 35 | 18,137 |
| CZ052 Královéhradecký | 58 | 77.3 | 28 | 5,593 | 52 | 6,688 | 57 | 8,351 | 57 | 9,577 | 57 | 10,826 | 57 | 11,496 | 58 | 12,560 | 58 | 12,838 | 58 | 13,079 |
| CZ053 Pardubický | 44 | 73.3 | 13 | 6,462 | 38 | 5,695 | 42 | 7,150 | 42 | 8,665 | 44 | 9,968 | 44 | 11,028 | 44 | 12,591 | 44 | 13,438 | 44 | 14,195 |
| CZ061 Vysočina | 51 | 64.6 | 22 | 3,418 | 43 | 5,028 | 50 | 7,646 | 50 | 8,756 | 51 | 10,392 | 51 | 11,333 | 51 | 12,598 | 51 | 13,480 | 51 | 14,284 |
| CZ062 Jihomoravský | 73 | 65.2 | 33 | 7,085 | 68 | 9,067 | 73 | 11,714 | 73 | 13,900 | 73 | 16,601 | 73 | 18,575 | 73 | 20,257 | 73 | 22,002 | 73 | 22,642 |
| CZ071 Olomoucký | 50 | 70.4 | 21 | 3,450 | 44 | 5,036 | 47 | 7,700 | 50 | 9,672 | 50 | 12,912 | 50 | 14,712 | 50 | 16,880 | 50 | 18,690 | 50 | 20,450 |
| CZ072 Zlínský | 46 | 61.3 | 23 | 6,506 | 40 | 6,709 | 45 | 8,062 | 45 | 9,441 | 45 | 11,362 | 45 | 12,577 | 46 | 14,083 | 46 | 15,170 | 46 | 16,572 |
| CZ080 Moravskoslezský | 80 | 51.6 | 29 | 6,528 | 69 | 6,278 | 77 | 7,677 | 79 | 8,816 | 80 | 9,883 | 80 | 10,230 | 80 | 10,829 | 80 | 11,139 | 80 | 11,395 |

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 | 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 | NCA | % CA | NCA | aver.CZK | NCA | aver.% | NCA | % CA | NCA | % CA | NCA | % CA | NCA | aver.% | NCA | aver.CZK | NCA | aver.% | NCA | % CA | NCA | aver.% | NCA | % CA | NCA | % CA | NCA | % CA | | | | |
| Total | 957 | 75.7 | 12 | 0.9 | 632 | 50.0 | 102 | 1,683 | 530 | 6.0 | 164 | 13.0 | 14 | 1.1 | 253 | 20.0 | 240 | 5.7 | 13 | 1,279 | 15 | 5.7 | 6 | 0.5 | 6 | 2.6 | | 98 | 7.7 | 7 | 0.6 | 192 | 15.2 | 152 | 12.0 |
| CZ010 Capital Prague | 149 | 74.5 | 1 | 0.5 | 105 | 52.5 | 18 | 1,967 | 87 | 6.3 | 26 | 13.0 | 1 | 0.5 | 28 | 14.0 | 26 | 5.7 | 2 | | 1 | | 2 | 1.0 | 2 | | | 13 | 6.5 | | | 24 | 12.0 | 29 | 14.5 |
| CZ020 Středočeský | 60 | 74.1 | | | 43 | 53.1 | 5 | 2,830 | 38 | 5.8 | 12 | 14.8 | 3 | 3.7 | 12 | 14.8 | 12 | 5.1 | | | 2 | | | | | | 5 | 6.2 | | | 11 | 13.6 | 4 | 4.9 | |
| CZ031 Jihočeský | 72 | 70.6 | 1 | 1.0 | 40 | 39.2 | 5 | 1,444 | 35 | 5.9 | 31 | 30.4 | 2 | 2.0 | 18 | 17.6 | 17 | 6.7 | 1 | | 1 | | | | | | 7 | 6.9 | | | 23 | 22.5 | 18 | 17.6 | |
| CZ032 Plzeňský | 51 | 83.6 | | | 37 | 60.7 | 4 | 1,150 | 33 | 5.1 | 9 | 14.8 | 2 | 3.3 | 15 | 24.6 | 15 | 4.8 | | | 1 | | | | | | 11 | 18.0 | 2 | 3.3 | 19 | 31.1 | 14 | 23.0 | |
| CZ041 Karlovarský | 29 | 74.4 | 1 | 2.6 | 15 | 38.5 | 2 | | 13 | 5.1 | 12 | 30.8 | 1 | 2.6 | 6 | 15.4 | 6 | 6.7 | | | 1 | | 1 | 2.6 | 1 | | 1 | 2.6 | | | 6 | 15.4 | 8 | 20.5 | |
| CZ042 Ústecký | 75 | 85.2 | 1 | 1.1 | 54 | 61.4 | 5 | 2,194 | 49 | 6.1 | 9 | 10.2 | 1 | 1.1 | 16 | 18.2 | 12 | 7.0 | 4 | 1,348 | 1 | | | | | | 10 | 11.4 | 3 | 3.4 | 15 | 17.0 | 11 | 12.5 | |
| CZ051 Liberecký | 54 | 80.6 | 1 | 1.5 | 39 | 58.2 | 8 | 1,505 | 31 | 5.6 | 2 | 3.0 | 1 | 1.5 | 16 | 23.9 | 16 | 6.1 | | | | | | | | 2 | 3.0 | | | 6 | 9.0 | 2 | 3.0 | | |
| CZ052 Královéhradecký | 45 | 60.0 | | | 24 | 32.0 | 4 | 1,750 | 20 | 7.4 | 13 | 17.3 | 1 | 1.3 | 18 | 24.0 | 18 | 6.2 | | | 1 | | | | | 3 | 4.0 | | | 11 | 14.7 | 7 | 9.3 | | |
| CZ053 Pardubický | 40 | 66.7 | | | 25 | 41.7 | 5 | 1,580 | 20 | 6.2 | 11 | 18.3 | | | 11 | 18.3 | 11 | 5.6 | | | 1 | | | | | 2 | 3.3 | | | 9 | 15.0 | 2 | 3.3 | | |
| CZ061 Vysočina | 60 | 75.9 | 2 | 2.5 | 32 | 40.5 | 8 | 1,344 | 24 | 6.0 | 8 | 10.1 | | | 31 | 39.2 | 31 | 5.7 | | | | | | | | 14 | 17.7 | 1 | 1.3 | 25 | 31.6 | 13 | 16.5 | | |
| CZ062 Jihomoravský | 94 | 83.9 | 1 | 0.9 | 68 | 60.7 | 8 | 1,656 | 60 | 6.9 | 12 | 10.7 | 2 | 1.8 | 20 | 17.9 | 19 | 5.7 | 1 | | 1 | | 2 | 1.8 | 2 | | 11 | 9.8 | 1 | 0.9 | 18 | 16.1 | 14 | 12.5 | |
| CZ071 Olomoucký | 60 | 84.5 | 3 | 4.2 | 30 | 42.3 | 3 | 767 | 27 | 6.3 | 1 | 1.4 | | | 24 | 33.8 | 21 | 5.6 | 3 | 1,233 | 1 | | | | | 5 | 7.0 | | | 3 | 4.2 | 3 | 4.2 | | |
| CZ072 Zlínský | 67 | 89.3 | 1 | 1.3 | 48 | 64.0 | 8 | 1,910 | 40 | 5.2 | 8 | 10.7 | | | 14 | 18.7 | 13 | 4.1 | 1 | | 1 | | 1 | 1.3 | 1 | | 5 | 6.7 | | | 9 | 12.0 | 8 | 10.7 | |
| CZ080 Moravskoslezský | 101 | 65.2 | | | 72 | 46.5 | 19 | 1,466 | 53 | 5.4 | 10 | 6.5 | | | 24 | 15.5 | 23 | 5.7 | 1 | | 3 | 5.1 | | | | 9 | 5.8 | | | 13 | 8.4 | 19 | 12.3 | | |

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

Comment: The issue of wage developments for women and men is presented in the chapter Collective agreements in numbers

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 | | | | | | | | | | | | | | | |
| | | | unified catalogue | | occupational catalogue | | own catalogue | | at idle time | | | under unfavourable climatic influences | | | | | | |
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | % AE | NCA | % CA | % AE | NCA | % CA | % AE | CZK/h |
| Total | 675 | 53.4 | 84 | 6.6 | 36 | 2.8 | 594 | 47.0 | 213 | 16.8 | 96.7 | 200 | 15.8 | 84.5 | 377 | 29.8 | 17.0 | 22.29 |
| CZ010 Capital Prague | 98 | 49.0 | 10 | 5.0 | 3 | 1.5 | 90 | 45.0 | 46 | 23.0 | 97.2 | 42 | 21.0 | 86.4 | 68 | 34.0 | 15.7 | 27.52 |
| CZ020 Středočeský | 36 | 44.4 | 6 | 7.4 | 3 | 3.7 | 30 | 37.0 | 9 | 11.1 | 97.8 | 7 | 8.6 | 80.0 | 27 | 33.3 | 15.8 | 27.33 |
| CZ031 Jihočeský | 53 | 52.0 | 7 | 6.9 | | | 49 | 48.0 | 17 | 16.7 | 97.1 | 16 | 15.7 | 84.1 | 34 | 33.3 | 18.5 | 21.43 |
| CZ032 Plzeňský | 32 | 52.5 | 3 | 4.9 | 8 | 13.1 | 22 | 36.1 | 8 | 13.1 | 95.0 | 12 | 19.7 | 86.7 | 11 | 18.0 | 17.0 | 30.00 |
| CZ041 Karlovarský | 21 | 53.8 | 3 | 7.7 | 2 | 5.1 | 17 | 43.6 | 8 | 20.5 | 98.8 | 7 | 17.9 | 91.4 | 16 | 41.0 | 19.1 | 20.08 |
| CZ042 Ústecký | 55 | 62.5 | 6 | 6.8 | 2 | 2.3 | 47 | 53.4 | 20 | 22.7 | 96.6 | 21 | 23.9 | 84.8 | 32 | 36.4 | 19.8 | 21.57 |
| CZ051 Liberecký | 36 | 53.7 | 5 | 7.5 | 1 | 1.5 | 33 | 49.3 | 8 | 11.9 | 96.9 | 7 | 10.4 | 85.7 | 11 | 16.4 | 16.8 | 24.33 |
| CZ052 Královéhradecký | 41 | 54.7 | 6 | 8.0 | 2 | 2.7 | 35 | 46.7 | 15 | 20.0 | 98.7 | 14 | 18.7 | 85.0 | 24 | 32.0 | 16.4 | 26.88 |
| CZ053 Pardubický | 29 | 48.3 | 1 | 1.7 | 1 | 1.7 | 28 | 46.7 | 12 | 20.0 | 95.4 | 7 | 11.7 | 79.3 | 13 | 21.7 | 21.7 | 22.00 |
| CZ061 Vysočina | 37 | 46.8 | 5 | 6.3 | 3 | 3.8 | 35 | 44.3 | 11 | 13.9 | 97.3 | 12 | 15.2 | 82.5 | 16 | 20.3 | 18.0 | 23.72 |
| CZ062 Jihomoravský | 68 | 60.7 | 12 | 10.7 | 3 | 2.7 | 59 | 52.7 | 17 | 15.2 | 97.9 | 16 | 14.3 | 86.3 | 29 | 25.9 | 16.2 | 17.04 |
| CZ071 Olomoucký | 39 | 54.9 | 3 | 4.2 | 3 | 4.2 | 33 | 46.5 | 12 | 16.9 | 95.8 | 13 | 18.3 | 85.0 | 20 | 28.2 | 14.8 | 21.43 |
| CZ072 Zlínský | 40 | 53.3 | 6 | 8.0 | 1 | 1.3 | 34 | 45.3 | 11 | 14.7 | 94.5 | 12 | 16.0 | 75.8 | 28 | 37.3 | 19.2 | 28.67 |
| CZ080 Moravskoslezský | 90 | 58.1 | 11 | 7.1 | 4 | 2.6 | 82 | 52.9 | 19 | 12.3 | 94.2 | 14 | 9.0 | 83.9 | 48 | 31.0 | 15.4 | 16.46 |

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

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

| Region NUTS 3 | Applying the working hours account under Section 86 LC | | | | | | | | Applying the working hours account in overtime under Subsec. 4,LC | | | Use of wage by the task | | | |
|-----------------------|--|------|------------------------|---|-----|-------|------|--------------|--|-----|-------|---|------|------|------|
| | agreed in CA | | compensatory period | The amount of fixed wages beyond the scope of Section 120, subsec. 1,LC | | | | agreed in CA | | | | procedures for the implementation of labour consumption standards (Section 300 LC) | | | |
| | NCA | % CA | | weeks | NCA | % CA | % AE | NCA | % CA | NCA | % CA | hours | NCA | % CA | NCA | % CA |
| Total | 99 | 7.8 | 49.3 | 26 | 2.1 | 93.9 | 5 | 0.4 | 18 | 1.4 | 84.2 | 157 | 12.4 | 82 | 6.5 |
| CZ010 Capital Prague | 18 | 9.0 | 47.2 | 2 | 1.0 | | | | 2 | 1.0 | | 22 | 11.0 | 11 | 5.5 |
| CZ020 Středočeský | 6 | 7.4 | 52.0 | 2 | 2.5 | | 1 | 1.2 | | | | 2 | 2.5 | | |
| CZ031 Jihočeský | 17 | 16.7 | 52.0 | 2 | 2.0 | | 1 | 1.0 | 5 | 4.9 | 72.8 | 8 | 7.8 | 1 | 1.0 |
| CZ032 Plzeňský | 5 | 8.2 | 52.0 | 3 | 4.9 | 100.0 | 2 | 3.3 | 1 | 1.6 | | 18 | 29.5 | 17 | 27.9 |
| CZ041 Karlovarský | | | | | | | | | | | | 7 | 17.9 | 3 | 7.7 |
| CZ042 Ústecký | 7 | 8.0 | 52.0 | 2 | 2.3 | | | | 2 | 2.3 | | 8 | 9.1 | 4 | 4.5 |
| CZ051 Liberecký | 5 | 7.5 | 52.0 | 1 | 1.5 | | | | | | | 5 | 7.5 | 3 | 4.5 |
| CZ052 Královéhradecký | 5 | 6.7 | 46.8 | | | | | | | | | 10 | 13.3 | 4 | 5.3 |
| CZ053 Pardubický | 7 | 11.7 | 44.6 | 4 | 6.7 | 97.5 | | | | | | 6 | 10.0 | 5 | 8.3 |
| CZ061 Vysočina | 3 | 3.8 | 52.0 | 1 | 1.3 | | | | | | | 15 | 19.0 | 4 | 5.1 |
| CZ062 Jihomoravský | 7 | 6.3 | 48.3 | 3 | 2.7 | 100.0 | | | 1 | 0.9 | | 15 | 13.4 | 8 | 7.1 |
| CZ071 Olomoucký | 6 | 8.5 | 47.7 | 2 | 2.8 | | | | 2 | 2.8 | | 6 | 8.5 | 2 | 2.8 |
| CZ072 Zlínský | 2 | 2.7 | | 1 | 1.3 | | | | 1 | 1.3 | | 22 | 29.3 | 11 | 14.7 |
| CZ080 Moravskoslezský | 11 | 7.1 | 49.6 | 3 | 1.9 | 85.0 | 1 | 0.6 | 4 | 2.6 | 120.0 | 13 | 8.4 | 9 | 5.8 |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of 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 | 1,220 | 96.4 | 1,094 | 86.5 | 772 | 61.0 | 649 | 51.3 | 942 | 74.5 |
| CZ010 Capital Prague | 190 | 95.0 | 158 | 79.0 | 130 | 65.0 | 81 | 40.5 | 137 | 68.5 |
| CZ020 Středočeský | 72 | 88.9 | 65 | 80.2 | 41 | 50.6 | 26 | 32.1 | 52 | 64.2 |
| CZ031 Jihočeský | 101 | 99.0 | 91 | 89.2 | 59 | 57.8 | 46 | 45.1 | 81 | 79.4 |
| CZ032 Plzeňský | 61 | 100.0 | 55 | 90.2 | 53 | 86.9 | 20 | 32.8 | 54 | 88.5 |
| CZ041 Karlovarský | 39 | 100.0 | 37 | 94.9 | 22 | 56.4 | 20 | 51.3 | 33 | 84.6 |
| CZ042 Ústecký | 88 | 100.0 | 80 | 90.9 | 47 | 53.4 | 40 | 45.5 | 62 | 70.5 |
| CZ051 Liberecký | 61 | 91.0 | 54 | 80.6 | 31 | 46.3 | 20 | 29.9 | 36 | 53.7 |
| CZ052 Královéhradecký | 72 | 96.0 | 66 | 88.0 | 37 | 49.3 | 36 | 48.0 | 51 | 68.0 |
| CZ053 Pardubický | 56 | 93.3 | 51 | 85.0 | 35 | 58.3 | 32 | 53.3 | 45 | 75.0 |
| CZ061 Vysočina | 76 | 96.2 | 71 | 89.9 | 40 | 50.6 | 22 | 27.8 | 51 | 64.6 |
| CZ062 Jihomoravský | 109 | 97.3 | 97 | 86.6 | 75 | 67.0 | 79 | 70.5 | 90 | 80.4 |
| CZ071 Olomoucký | 67 | 94.4 | 55 | 77.5 | 30 | 42.3 | 37 | 52.1 | 47 | 66.2 |
| CZ072 Zlínský | 75 | 100.0 | 71 | 94.7 | 54 | 72.0 | 66 | 88.0 | 69 | 92.0 |
| CZ080 Moravskoslezský | 153 | 98.7 | 143 | 92.3 | 118 | 76.1 | 124 | 80.0 | 134 | 86.5 |

Explanatory notes: NCA
% CA
*

number of collective agreements, in which the appropriate indicator has been agreed
share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
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 |
| | | | | | | | | | | | | | | | |
| Total | 1,096 | 86.6 | 252 | 19.9 | 730 | 57.7 | 1,136 | 89.8 | 1,019 | 445 | 815 | 411 | 275 | 378 | 29.9 |
| CZ010 Capital Prague | 178 | 89.0 | 39 | 19.5 | 118 | 59.0 | 181 | 90.5 | 157 | 90 | 136 | 52 | 56 | 47 | 23.5 |
| CZ020 Středočeský | 68 | 84.0 | 11 | 13.6 | 33 | 40.7 | 67 | 82.7 | 60 | 22 | 54 | 20 | 23 | 6 | 7.4 |
| CZ031 Jihočeský | 87 | 85.3 | 27 | 26.5 | 66 | 64.7 | 96 | 94.1 | 89 | 38 | 66 | 25 | 23 | 41 | 40.2 |
| CZ032 Plzeňský | 53 | 86.9 | 14 | 23.0 | 40 | 65.6 | 56 | 91.8 | 52 | 15 | 37 | 32 | 8 | 26 | 42.6 |
| CZ041 Karlovarský | 36 | 92.3 | 6 | 15.4 | 25 | 64.1 | 34 | 87.2 | 33 | 11 | 22 | 9 | 8 | 10 | 25.6 |
| CZ042 Ústecký | 79 | 89.8 | 18 | 20.5 | 49 | 55.7 | 78 | 88.6 | 77 | 28 | 56 | 38 | 18 | 19 | 21.6 |
| CZ051 Liberecký | 62 | 92.5 | 12 | 17.9 | 32 | 47.8 | 62 | 92.5 | 56 | 19 | 47 | 21 | 6 | 27 | 40.3 |
| CZ052 Královéhradecký | 66 | 88.0 | 11 | 14.7 | 31 | 41.3 | 69 | 92.0 | 64 | 29 | 48 | 22 | 18 | 25 | 33.3 |
| CZ053 Pardubický | 54 | 90.0 | 15 | 25.0 | 36 | 60.0 | 56 | 93.3 | 51 | 22 | 43 | 18 | 18 | 26 | 43.3 |
| CZ061 Vysočina | 76 | 96.2 | 14 | 17.7 | 43 | 54.4 | 73 | 92.4 | 71 | 25 | 59 | 31 | 17 | 9 | 11.4 |
| CZ062 Jihomoravský | 86 | 76.8 | 19 | 17.0 | 50 | 44.6 | 96 | 85.7 | 84 | 36 | 63 | 46 | 23 | 12 | 10.7 |
| CZ071 Olomoucký | 63 | 88.7 | 20 | 28.2 | 36 | 50.7 | 62 | 87.3 | 50 | 26 | 37 | 12 | 8 | 23 | 32.4 |
| CZ072 Zlínský | 54 | 72.0 | 15 | 20.0 | 55 | 73.3 | 61 | 81.3 | 47 | 25 | 35 | 13 | 20 | 30 | 40.0 |
| CZ080 Moravskoslezský | 134 | 86.5 | 31 | 20.0 | 116 | 74.8 | 145 | 93.5 | 128 | 59 | 112 | 72 | 29 | 77 | 49.7 |

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
classification based on regions**

| Region NUTS 3 | Number of trade unions active in the company | | | | | | | | | | if there are several TU in the company | | | |
|-----------------------|--|-------------|------------|-------------|-----------|------------|-----------|------------|---------------|------------|--|-------------|--|------------|
| | 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* |
| Total | 963 | 76.1 | 142 | 11.2 | 65 | 5.1 | 20 | 1.6 | 75 | 5.9 | 288 | 95.4 | 14 | 4.6 |
| CZ010 Capital Prague | 123 | 61.5 | 29 | 14.5 | 14 | 7.0 | 3 | 1.5 | 31 | 15.5 | 70 | 90.9 | 7 | 9.1 |
| CZ020 Středočeský | 63 | 77.8 | 11 | 13.6 | 4 | 4.9 | | | 3 | 3.7 | 18 | 100.0 | | |
| CZ031 Jihočeský | 83 | 81.4 | 7 | 6.9 | 7 | 6.9 | | | 5 | 4.9 | 18 | 94.7 | 1 | 5.3 |
| CZ032 Plzeňský | 49 | 80.3 | 5 | 8.2 | 2 | 3.3 | 3 | 4.9 | 2 | 3.3 | 12 | 100.0 | | |
| CZ041 Karlovarský | 36 | 92.3 | | | 2 | 5.1 | | | 1 | 2.6 | 3 | 100.0 | | |
| CZ042 Ústecký | 64 | 72.7 | 11 | 12.5 | 3 | 3.4 | 1 | 1.1 | 9 | 10.2 | 24 | 100.0 | | |
| CZ051 Liberecký | 48 | 71.6 | 15 | 22.4 | 1 | 1.5 | 1 | 1.5 | 2 | 3.0 | 18 | 94.7 | 1 | 5.3 |
| CZ052 Královéhradecký | 58 | 77.3 | 10 | 13.3 | 4 | 5.3 | 1 | 1.3 | 2 | 2.7 | 17 | 100.0 | | |
| CZ053 Pardubický | 47 | 78.3 | 8 | 13.3 | 2 | 3.3 | 1 | 1.7 | 2 | 3.3 | 13 | 100.0 | | |
| CZ061 Vysočina | 68 | 86.1 | 7 | 8.9 | 1 | 1.3 | 2 | 2.5 | 1 | 1.3 | 11 | 100.0 | | |
| CZ062 Jihomoravský | 78 | 69.6 | 14 | 12.5 | 11 | 9.8 | 1 | 0.9 | 8 | 7.1 | 32 | 94.1 | 2 | 5.9 |
| CZ071 Olomoucký | 59 | 83.1 | 6 | 8.5 | 3 | 4.2 | | | 3 | 4.2 | 10 | 83.3 | 2 | 16.7 |
| CZ072 Zlínský | 64 | 85.3 | 7 | 9.3 | | | 4 | 5.3 | | | 11 | 100.0 | | |
| CZ080 Moravskoslezský | 123 | 79.4 | 12 | 7.7 | 11 | 7.1 | 3 | 1.9 | 6 | 3.9 | 31 | 96.9 | 1 | 3.1 |

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

**Information and discussion
classification based on regions**

| Region NUTS 3 | Addressed the method of informing and discussing with regard to the number of TU | | Detailed conditions governing the provision of information to TU | | Extent of information provided to TU beyond the scope of LC stipulated | | Obligation to inform about wage growth in the division | | | | Obligation to provide transnational information pursuant to Section 288 of LC | | Rules set cooperation with the EWC | | Detailed conditions governing the procedures for discussing materials with TU | | Extent of discussions beyond the scope of LC stipulated | |
|-----------------------|--|------|--|------|--|------|--|------|---|------|---|------|------------------------------------|------|---|------|---|------|
| | | | | | | | by gender | | according to individual wage components | | | | | | | | | |
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA |
| Celkem | 41 | 3.2 | 1043 | 82.5 | 388 | 30.7 | 2 | 0.2 | 349 | 27.6 | 81 | 6.4 | 49 | 3.9 | 925 | 73.1 | 311 | 24.6 |
| CZ010 Capital Prague | 16 | 8.0 | 176 | 88.0 | 57 | 28.5 | 1 | 0.5 | 59 | 29.5 | 28 | 14.0 | 24 | 12.0 | 148 | 74.0 | 53 | 26.5 |
| CZ020 Středočeský | 1 | 1.2 | 51 | 63.0 | 12 | 14.8 | 1 | 1.2 | 11 | 13.6 | 4 | 4.9 | 4 | 4.9 | 47 | 58.0 | 12 | 14.8 |
| CZ031 Jihočeský | 1 | 1.0 | 86 | 84.3 | 24 | 23.5 | | | 33 | 32.4 | 15 | 14.7 | 6 | 5.9 | 82 | 80.4 | 19 | 18.6 |
| CZ032 Plzeňský | 4 | 6.6 | 53 | 86.9 | 31 | 50.8 | | | 8 | 13.1 | 2 | 3.3 | | | 52 | 85.2 | 21 | 34.4 |
| CZ041 Karlovarský | | | 33 | 84.6 | 16 | 41.0 | | | 6 | 15.4 | 5 | 12.8 | 1 | 2.6 | 25 | 64.1 | 13 | 33.3 |
| CZ042 Ústecký | 7 | 8.0 | 71 | 80.7 | 19 | 21.6 | | | 16 | 18.2 | 4 | 4.5 | 2 | 2.3 | 67 | 76.1 | 18 | 20.5 |
| CZ051 Liberecký | 4 | 6.0 | 51 | 76.1 | 21 | 31.3 | | | 8 | 11.9 | 3 | 4.5 | 1 | 1.5 | 43 | 64.2 | 19 | 28.4 |
| CZ052 Královéhradecký | 2 | 2.7 | 61 | 81.3 | 13 | 17.3 | | | 11 | 14.7 | 1 | 1.3 | 1 | 1.3 | 55 | 73.3 | 11 | 14.7 |
| CZ053 Pardubický | 1 | 1.7 | 52 | 86.7 | 7 | 11.7 | | | 6 | 10.0 | 2 | 3.3 | 2 | 3.3 | 42 | 70.0 | 6 | 10.0 |
| CZ063 Vysočina | | | 40 | 50.6 | 15 | 19.0 | | | 16 | 20.3 | 5 | 6.3 | 1 | 1.3 | 29 | 36.7 | 8 | 10.1 |
| CZ064 Jihomoravský | 2 | 1.8 | 94 | 83.9 | 49 | 43.8 | | | 20 | 17.9 | 5 | 4.5 | 4 | 3.6 | 85 | 75.9 | 23 | 20.5 |
| CZ071 Olomoucký | 1 | 1.4 | 65 | 91.5 | 28 | 39.4 | | | 35 | 49.3 | 4 | 5.6 | 2 | 2.8 | 53 | 74.6 | 20 | 28.2 |
| CZ072 Zlínský | 2 | 2.7 | 68 | 90.7 | 25 | 33.3 | | | 49 | 65.3 | 1 | 1.3 | 1 | 1.3 | 62 | 82.7 | 17 | 22.7 |
| CZ080 Moravskoslezský | | | 142 | 91.6 | 71 | 45.8 | | | 71 | 45.8 | 2 | 1.3 | | | 135 | 87.1 | 71 | 45.8 |

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
 TU Trade union
 EWC European Works Council

**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 | | 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 | NCA | % CA | | |
| Total | 408 | 32.3 | 1.4 | 2.3 | 417 | 33.0 | 1.2 | 2.1 | 645 | 51.0 | 1.3 | 4.5 | 121 | 9.6 | 1.3 | 3.1 | 643 | 50.8 | 483 | 38.2 | 402 | 31.8 | 83 | 6.6 | 109 | 8.6 | | | | |
| CZ010 Capital Prague | 87 | 43.5 | 1.3 | 2.4 | 90 | 45.0 | 1.1 | 2.2 | 137 | 68.5 | 1.2 | 5.2 | 24 | 12.0 | 1.6 | 2.8 | 134 | 67.0 | 114 | 57.0 | 91 | 45.5 | 27 | 13.5 | 26 | 13.0 | | | | |
| CZ020 Středočeský | 18 | 22.2 | 1.3 | 2.2 | 19 | 23.5 | 1.1 | 2.1 | 33 | 40.7 | 1.2 | 5.0 | 13 | 16.0 | 1.1 | 2.8 | 32 | 39.5 | 27 | 33.3 | 17 | 21.0 | 5 | 6.2 | 4 | 4.9 | | | | |
| CZ031 Jihočeský | 33 | 32.4 | 1.4 | 2.2 | 35 | 34.3 | 1.0 | 1.8 | 46 | 45.1 | 1.6 | 7.0 | 3 | 2.9 | 2.0 | 3.0 | 56 | 54.9 | 39 | 38.2 | 27 | 26.5 | 6 | 5.9 | 22 | 21.6 | | | | |
| CZ032 Plzeňský | 20 | 32.8 | 1.3 | 2.1 | 20 | 32.8 | 1.2 | 2.0 | 35 | 57.4 | 1.3 | 3.4 | 6 | 9.8 | 1.2 | 3.2 | 33 | 54.1 | 25 | 41.0 | 25 | 41.0 | 6 | 9.8 | 4 | 6.6 | | | | |
| CZ041 Karlovarský | 10 | 25.6 | 1.4 | 2.0 | 10 | 25.6 | 1.4 | 2.1 | 22 | 56.4 | 1.6 | 4.3 | 2 | 5.1 | | | 18 | 46.2 | 13 | 33.3 | 9 | 23.1 | 4 | 10.3 | 4 | 10.3 | | | | |
| CZ042 Ústecký | 38 | 43.2 | 1.4 | 2.3 | 38 | 43.2 | 1.2 | 2.2 | 52 | 59.1 | 1.4 | 4.9 | 12 | 13.6 | 1.1 | 3.5 | 52 | 59.1 | 43 | 48.9 | 30 | 34.1 | 6 | 6.8 | 3 | 3.4 | | | | |
| CZ051 Liberecký | 6 | 9.0 | 1.4 | 2.0 | 7 | 10.4 | 1.2 | 1.7 | 22 | 32.8 | 1.7 | 4.9 | 4 | 6.0 | 2.0 | 6.8 | 23 | 34.3 | 21 | 31.3 | 9 | 13.4 | 3 | 4.5 | 1 | 1.5 | | | | |
| CZ052 Královéhradecký | 22 | 29.3 | 1.6 | 2.6 | 21 | 28.0 | 1.6 | 2.6 | 35 | 46.7 | 1.3 | 4.5 | 5 | 6.7 | 1.2 | 1.8 | 36 | 48.0 | 26 | 34.7 | 24 | 32.0 | 6 | 8.0 | 9 | 12.0 | | | | |
| CZ053 Pardubický | 13 | 21.7 | 1.3 | 2.4 | 13 | 21.7 | 1.3 | 2.3 | 24 | 40.0 | 1.3 | 4.6 | 1 | 1.7 | | | 24 | 40.0 | 17 | 28.3 | 17 | 28.3 | 2 | 3.3 | 5 | 8.3 | | | | |
| CZ061 Vysočina | 17 | 21.5 | 1.8 | 2.4 | 19 | 24.1 | 1.5 | 2.1 | 33 | 41.8 | 1.4 | 2.4 | 11 | 13.9 | 1.1 | 4.2 | 32 | 40.5 | 18 | 22.8 | 23 | 29.1 | 1 | 1.3 | 9 | 11.4 | | | | |
| CZ062 Jihomoravský | 37 | 33.0 | 1.4 | 2.1 | 38 | 33.9 | 1.0 | 1.8 | 50 | 44.6 | 1.3 | 3.8 | 15 | 13.4 | 1.4 | 2.9 | 54 | 48.2 | 44 | 39.3 | 27 | 24.1 | 4 | 3.6 | 5 | 4.5 | | | | |
| CZ071 Olomoucký | 30 | 42.3 | 1.3 | 2.1 | 29 | 40.8 | 1.0 | 1.8 | 36 | 50.7 | 1.1 | 3.4 | 8 | 11.3 | 1.4 | 1.9 | 35 | 49.3 | 20 | 28.2 | 25 | 35.2 | 1 | 1.4 | 2 | 2.8 | | | | |
| CZ072 Zlínský | 34 | 45.3 | 1.4 | 2.5 | 34 | 45.3 | 1.1 | 2.2 | 37 | 49.3 | 1.1 | 3.3 | 5 | 6.7 | 1.0 | 4.2 | 37 | 49.3 | 21 | 28.0 | 30 | 40.0 | 2 | 2.7 | 4 | 5.3 | | | | |
| CZ080 Moravskoslezský | 43 | 27.7 | 1.3 | 2.1 | 44 | 28.4 | 1.2 | 1.9 | 83 | 53.5 | 1.4 | 4.0 | 12 | 7.7 | 1.3 | 2.5 | 77 | 49.7 | 55 | 35.5 | 48 | 31.0 | 10 | 6.5 | 11 | 7.1 | | | | |

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

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

min. average minimum multiple of the increased compensation money

max. average maximum multiple of the increased compensation money

AE average earning

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

| Region NUTS 3 | Length of working hours | | | | | | | | | | | Flexible organization of working hours | | Increase of holiday entitlement | | | | | |
|-----------------------|-------------------------|------|---------------------------|------|------------|------------------|------|---------|---------|------------|--------------|--|------------|---------------------------------|------|-----------|------------|---------------|------|
| | agreed in CA | | generally undistinguished | | | in working modes | | | | | agreed in CA | | | by days | | by 1 week | by 2 weeks | | |
| | | | NCA | % CA | hours/week | NCA | % CA | 1 shift | 2 shift | multishift | | | | | | | | uninterrupted | |
| | NCA | % CA | | | | | | NCA | % CA | hours/week | hours/week | hours/week | hours/week | NCA | % CA | NCA | % CA | % CA | days | % CA | % CA |
| Total | 1,142 | 90.3 | 742 | 58.7 | 37.9 | 400 | 31.6 | 39.7 | 38.32 | 37.4 | 37.3 | 380 | 30.0 | 1,128 | 89.2 | 8.0 | 4.5 | 77.3 | 3.9 |
| CZ010 Capital Prague | 165 | 82.5 | 77 | 38.5 | 38.3 | 88 | 44.0 | 39.7 | 38.27 | 37.3 | 37.2 | 77 | 38.5 | 174 | 87.0 | 5.0 | 5.5 | 76.0 | 6.0 |
| CZ020 Středočeský | 70 | 86.4 | 48 | 59.3 | 38.0 | 22 | 27.2 | 39.9 | 38.57 | 37.5 | 37.5 | 15 | 18.5 | 66 | 81.5 | 6.2 | 5.6 | 74.1 | 1.2 |
| CZ031 Jihočeský | 91 | 89.2 | 56 | 54.9 | 37.9 | 35 | 34.3 | 39.5 | 38.43 | 37.3 | 37.2 | 34 | 33.3 | 92 | 90.2 | 5.9 | 5.5 | 81.4 | 2.9 |
| CZ032 Plzeňský | 59 | 96.7 | 38 | 62.3 | 37.8 | 21 | 34.4 | 39.8 | 38.03 | 37.4 | 37.4 | 19 | 31.1 | 57 | 93.4 | 8.2 | 6.4 | 82.0 | 3.3 |
| CZ041 Karlovarský | 37 | 94.9 | 24 | 61.5 | 38.1 | 13 | 33.3 | 40.0 | 38.63 | 37.5 | 37.5 | 10 | 25.6 | 29 | 74.4 | 2.6 | 5.0 | 66.7 | 5.1 |
| CZ042 Ústecký | 82 | 93.2 | 63 | 71.6 | 37.7 | 19 | 21.6 | 39.9 | 38.52 | 37.5 | 37.5 | 30 | 34.1 | 79 | 89.8 | 10.2 | 4.2 | 72.7 | 6.8 |
| CZ051 Liberecký | 53 | 79.1 | 35 | 52.2 | 37.9 | 18 | 26.9 | 39.3 | 37.85 | 37.5 | 37.5 | 16 | 23.9 | 58 | 86.6 | 10.4 | 4.7 | 71.6 | 4.5 |
| CZ052 Královéhradecký | 69 | 92.0 | 52 | 69.3 | 37.8 | 17 | 22.7 | 39.7 | 38.42 | 37.5 | 37.5 | 21 | 28.0 | 67 | 89.3 | 1.3 | 6.0 | 86.7 | 1.3 |
| CZ053 Pardubický | 58 | 96.7 | 34 | 56.7 | 38.1 | 24 | 40.0 | 39.9 | 38.37 | 37.5 | 37.5 | 11 | 18.3 | 56 | 93.3 | 5.0 | 3.7 | 85.0 | 3.3 |
| CZ061 Vysočina | 73 | 92.4 | 42 | 53.2 | 38.1 | 31 | 39.2 | 39.8 | 38.15 | 37.5 | 37.5 | 16 | 20.3 | 67 | 84.8 | 10.1 | 3.8 | 70.9 | 3.8 |
| CZ062 Jihomoravský | 100 | 89.3 | 68 | 60.7 | 38.0 | 32 | 28.6 | 39.8 | 38.32 | 37.5 | 37.4 | 25 | 22.3 | 102 | 91.1 | 16.1 | 3.4 | 70.5 | 4.5 |
| CZ071 Olomoucký | 69 | 97.2 | 56 | 78.9 | 37.7 | 13 | 18.3 | 39.4 | 38.17 | 37.3 | 37.2 | 21 | 29.6 | 63 | 88.7 | 5.6 | 4.5 | 80.3 | 2.8 |
| CZ072 Zlínský | 72 | 96.0 | 39 | 52.0 | 37.7 | 33 | 44.0 | 39.6 | 38.41 | 37.5 | 37.2 | 20 | 26.7 | 71 | 94.7 | 5.3 | 5.5 | 88.0 | 1.3 |
| CZ080 Moravskoslezský | 144 | 92.9 | 110 | 71.0 | 37.7 | 34 | 21.9 | 39.9 | 38.49 | 37.5 | 37.1 | 65 | 41.9 | 147 | 94.8 | 12.9 | 4.0 | 78.1 | 3.9 |

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)

Comment: More detailed information on the reduction of working hours is given in the chapter of the Collective Agreement in numbers

Overtime, organization of working hours
classification based on regions

| Region NUTS 3 | The maximum extent of overtime work stipulated does not exceed the max. limit set by the LC | | | A period is stipulated, during which overtime must not exceed 8 hours/week on average | | | Conditions of uneven organization of working hours stipulated | | |
|-----------------------|---|------|------------|---|------|-------|---|------|---------------------|
| | NCA | % CA | hours/year | NCA | % CA | weeks | NCA | % CA | compensatory period |
| | | | | | | | | | weeks |
| Total | 4 | 0.3 | 88 | 857 | 67.7 | 50.4 | 569 | 45.0 | 48.8 |
| CZ010 Capital Prague | 2 | 1.0 | | 129 | 64.5 | 49.6 | 102 | 51.0 | 47.2 |
| CZ020 Středočeský | | | | 49 | 60.5 | 50.9 | 34 | 42.0 | 49.8 |
| CZ031 Jihočeský | | | | 75 | 73.5 | 51.0 | 56 | 54.9 | 47.1 |
| CZ032 Plzeňský | 1 | 1.6 | | 52 | 85.2 | 51.6 | 20 | 32.8 | 49.9 |
| CZ041 Karlovarský | | | | 29 | 74.4 | 51.1 | 19 | 48.7 | 46.1 |
| CZ042 Ústecký | | | | 49 | 55.7 | 50.9 | 48 | 54.5 | 50.6 |
| CZ051 Liberecký | | | | 30 | 44.8 | 48.1 | 16 | 23.9 | 50.4 |
| CZ052 Královéhradecký | | | | 52 | 69.3 | 50.5 | 32 | 42.7 | 49.2 |
| CZ053 Pardubický | 1 | 1.7 | | 45 | 75.0 | 49.1 | 24 | 40.0 | 46.6 |
| CZ061 Vysočina | | | | 62 | 78.5 | 50.3 | 29 | 36.7 | 47.5 |
| CZ062 Jihomoravský | | | | 69 | 61.6 | 51.2 | 38 | 33.9 | 50.9 |
| CZ071 Olomoucký | | | | 57 | 80.3 | 51.1 | 32 | 45.1 | 49.6 |
| CZ072 Zlínský | | | | 46 | 61.3 | 52.0 | 20 | 26.7 | 50.7 |
| CZ080 Moravskoslezský | | | | 113 | 72.9 | 49.5 | 99 | 63.9 | 49.5 |

Explanatory notes: NCA

% CA

hours/year

weeks

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

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

average value of the stipulated decrease of overtime limit

average length of the compensatory period in weeks

Employment rate I
classification based on regions

| Region NUTS 3 | Limitations of the scope of agency employment | | | | | CA contains specific conditions (programmes) | | | | | |
|-----------------------|---|------|---------------------|-------|--------------|--|------|--|------|-------------------------------------|------|
| | NCA | % CA | determined share of | | | employment of people over 50 | | employment of people with disabilities | | return to work after parental leave | |
| | | | agency employees | | hours worked | | | | | | |
| | | | NCA | max.% | hours/year | NCA | % CA | NCA | % CA | NCA | % CA |
| Total | 29 | 2.3 | 9 | 22 | | 37 | 2.9 | 39 | 3.1 | 40 | 3.2 |
| CZ010 Capital Prague | 1 | 0.5 | | | | 8 | 4.0 | 8 | 4.0 | 15 | 7.5 |
| CZ020 Středočeský | 1 | 1.2 | 1 | | | 2 | 2.5 | 1 | 1.2 | 3 | 3.7 |
| CZ031 Jihočeský | 5 | 4.9 | 4 | 23 | | 5 | 4.9 | 9 | 8.8 | 2 | 2.0 |
| CZ032 Plzeňský | 5 | 8.2 | | | | 5 | 8.2 | | | 2 | 3.3 |
| CZ041 Karlovarský | | | | | | 1 | 2.6 | | | 2 | 5.1 |
| CZ042 Ústecký | | | | | | 1 | 1.1 | 6 | 6.8 | 6 | 6.8 |
| CZ051 Liberecký | 3 | 4.5 | 1 | | | 2 | 3.0 | 2 | 3.0 | 1 | 1.5 |
| CZ052 Královéhradecký | | | | | | 1 | 1.3 | 1 | 1.3 | 2 | 2.7 |
| CZ053 Pardubický | | | | | | 2 | 3.3 | 2 | 3.3 | 1 | 1.7 |
| CZ061 Vysočina | 6 | 7.6 | 2 | | | 3 | 3.8 | 2 | 2.5 | | |
| CZ062 Jihomoravský | 1 | 0.9 | | | | | | 2 | 1.8 | 3 | 2.7 |
| CZ071 Olomoucký | 1 | 1.4 | 1 | | | 2 | 2.8 | 2 | 2.8 | | |
| CZ072 Zlínský | 2 | 2.7 | | | | 3 | 4.0 | 1 | 1.3 | 1 | 1.3 |
| CZ080 Moravskoslezský | 4 | 2.6 | | | | 2 | 1.3 | 3 | 1.9 | 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
 max.% average maximum share of agency employees, set as a percentage
 hours/year average maximum value of hours worked by agency employees

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 | | | | remote working | | 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 | NCA | % CA |
| Total | 413 | 32.6 | 20 | 1.6 | 400 | 31.6 | 11 | 0.9 | 61 | 4.8 | 59 | 4.7 | 2 | | 0.2 | | 3 | | 0.2 | |
| CZ010 Capital Prague | 82 | 41.0 | 10 | 5.0 | 77 | 38.5 | 3 | 1.5 | 20 | 10.0 | 18 | 9.0 | | | | | 2 | | 1.0 | |
| CZ020 Středočeský | 19 | 23.5 | 2 | 2.5 | 18 | 22.2 | | | 2 | 2.5 | 2 | 2.5 | | | | | | | | |
| CZ031 Jihočeský | 52 | 51.0 | 2 | 2.0 | 52 | 51.0 | 3 | 2.9 | 4 | 3.9 | 4 | 3.9 | | | | | | | | |
| CZ032 Plzeňský | 22 | 36.1 | | | 22 | 36.1 | | | 4 | 6.6 | 4 | 6.6 | | | | | | | | |
| CZ041 Karlovarský | 11 | 28.2 | | | 11 | 28.2 | | | 2 | 5.1 | 2 | 5.1 | | | | | | | | |
| CZ042 Ústecký | 28 | 31.8 | 2 | 2.3 | 25 | 28.4 | 1 | 1.1 | 5 | 5.7 | 5 | 5.7 | 1 | | 1.1 | | | | | |
| CZ051 Liberecký | 5 | 7.5 | | | 5 | 7.5 | | | 2 | 3.0 | 2 | 3.0 | | | | | | | | |
| CZ052 Královéhradecký | 12 | 16.0 | 1 | 1.3 | 11 | 14.7 | | | 6 | 8.0 | 6 | 8.0 | 1 | | 1.3 | | 1 | | 1.3 | |
| CZ053 Pardubický | 21 | 35.0 | | | 21 | 35.0 | | | 1 | 1.7 | 1 | 1.7 | | | | | | | | |
| CZ061 Vysočina | 32 | 40.5 | | | 32 | 40.5 | | | 3 | 3.8 | 3 | 3.8 | | | | | | | | |
| CZ062 Jihomoravský | 25 | 22.3 | 1 | 0.9 | 24 | 21.4 | 2 | 1.8 | 3 | 2.7 | 3 | 2.7 | | | | | | | | |
| CZ071 Olomoucký | 25 | 35.2 | | | 25 | 35.2 | | | 2 | 2.8 | 2 | 2.8 | | | | | | | | |
| CZ072 Zlínský | 25 | 33.3 | | | 25 | 33.3 | | | 3 | 4.0 | 3 | 4.0 | | | | | | | | |
| CZ080 Moravskoslezský | 54 | 34.8 | 2 | 1.3 | 52 | 33.5 | 2 | 1.3 | 4 | 2.6 | 4 | 2.6 | | | | | | | | |

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

**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 | 1,189 | 94.0 | 72.87 | 54.8 | 18.07 | 20.0 | 88.28 | 57.7 | 315 | 171 | 13.5 | 21 | 1.7 | 20 | 1.6 |
| CZ010 Capital Prague | 186 | 93.0 | 75.16 | 54.7 | 21.87 | 10.8 | 99.69 | 56.9 | 27 | 22 | 11.0 | 1 | 0.5 | 2 | 1.0 |
| CZ020 Středočeský | 73 | 90.1 | 70.25 | 54.3 | 22.00 | 45.0 | 100.11 | 54.8 | 14 | 12 | 14.8 | 1 | 1.2 | 1 | 1.2 |
| CZ031 Jihočeský | 92 | 90.2 | 55.50 | 55.0 | 17.00 | 40.0 | 80.35 | 57.7 | 45 | 14 | 13.7 | 1 | 1.0 | 4 | 3.9 |
| CZ032 Plzeňský | 58 | 95.1 | 52.33 | 55.0 | | | 91.90 | 61.3 | 33 | 5 | 8.2 | 1 | 1.6 | | |
| CZ041 Karlovarský | 36 | 92.3 | 77.17 | 54.4 | 10.60 | | 81.00 | 56.8 | 9 | 9 | 23.1 | 1 | 2.6 | 1 | 2.6 |
| CZ042 Ústecký | 79 | 89.8 | 76.17 | 55.0 | 32.19 | 22.0 | 82.08 | 57.8 | 15 | 19 | 21.6 | 1 | 1.1 | | |
| CZ051 Liberecký | 66 | 98.5 | 62.58 | 54.8 | 29.75 | 16.0 | 78.47 | 67.6 | 17 | 16 | 23.9 | 4 | 6.0 | 4 | 6.0 |
| CZ052 Královéhradecký | 71 | 94.7 | 65.00 | 55.0 | 14.93 | | 88.37 | 54.2 | 15 | 12 | 16.0 | 1 | 1.3 | 1 | 1.3 |
| CZ053 Pardubický | 58 | 96.7 | 85.00 | 54.3 | | | 91.09 | 55.0 | 22 | 16 | 26.7 | | | | |
| CZ061 Vysočina | 72 | 91.1 | 88.30 | 54.4 | 10.25 | | 83.83 | 56.6 | 20 | 7 | 8.9 | 1 | 1.3 | 1 | 1.3 |
| CZ062 Jihomoravský | 108 | 96.4 | 55.92 | 55.0 | 16.56 | 10.0 | 73.67 | 56.9 | 17 | 17 | 15.2 | 3 | 2.7 | 3 | 2.7 |
| CZ071 Olomoucký | 68 | 95.8 | 59.67 | 55.0 | 18.75 | 15.0 | 72.29 | 56.7 | 30 | 9 | 12.7 | | | | |
| CZ072 Zlínský | 74 | 98.7 | 73.64 | 55.0 | 14.25 | | 92.60 | 61.8 | 8 | 5 | 6.7 | 6 | 8.0 | 2 | 2.7 |
| CZ080 Moravskoslezský | 148 | 95.5 | 77.35 | 54.9 | 14.91 | 10.0 | 86.98 | 56.2 | 43 | 8 | 5.2 | | | 1 | 0.6 |

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

Working conditions and benefits II
classification based on regions

| Region NUTS 3 | 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 | | |
| | | | CZK/month | aver. % of price | | | | | min. | max. | average % MBA | | | | | min. | max. | | | |
| | NCA | % CA | | | NCA | % CA | CZK/month | CZK/month | | | | NCA | % CA | NCA | % CA | | | CZK/month | CZK/month | NCA | % CA |
| Total | 126 | 10.0 | 984 | 68.5 | 277 | 21.9 | 889 | 70.3 | 656 | 1,103 | 3.2 | 714 | 56.4 | 320 | 25.3 | 606 | 971 | 251 | 19.8 | |
| CZ010 Capital Prague | 6 | 3.0 | 1,025 | 66.7 | 62 | 31.0 | 151 | 75.5 | 606 | 1,292 | 3.3 | 131 | 65.5 | 60 | 30.0 | 706 | 920 | 50 | 25.0 | |
| CZ020 Středočeský | 4 | 4.9 | 770 | 55.0 | 23 | 28.4 | 56 | 69.1 | 703 | 912 | 3.3 | 46 | 56.8 | 19 | 23.5 | 728 | 877 | 17 | 21.0 | |
| CZ031 Jihočeský | 27 | 26.5 | 1,178 | | 21 | 20.6 | 79 | 77.5 | 667 | 1,010 | 3.2 | 61 | 59.8 | 27 | 26.5 | 640 | 801 | 22 | 21.6 | |
| CZ032 Plzeňský | 13 | 21.3 | 1,630 | 50.0 | 14 | 23.0 | 49 | 80.3 | 633 | 845 | 3.1 | 42 | 68.9 | 21 | 34.4 | 395 | 740 | 16 | 26.2 | |
| CZ041 Karlovarský | 4 | 10.3 | 1,436 | 100.0 | 8 | 20.5 | 27 | 69.2 | 565 | 1,028 | 2.7 | 22 | 56.4 | 14 | 35.9 | 658 | 1,122 | 10 | 25.6 | |
| CZ042 Ústecký | 6 | 6.8 | 920 | 100.0 | 13 | 14.8 | 69 | 78.4 | 595 | 1,281 | 3.1 | 58 | 65.9 | 34 | 38.6 | 552 | 1,313 | 26 | 29.5 | |
| CZ051 Liberecký | 3 | 4.5 | 945 | 100.0 | 9 | 13.4 | 39 | 58.2 | 709 | 927 | 3.1 | 28 | 41.8 | 15 | 22.4 | 581 | 805 | 11 | 16.4 | |
| CZ052 Královéhradecký | 7 | 9.3 | 481 | 100.0 | 14 | 18.7 | 62 | 82.7 | 707 | 1,060 | 3.2 | 51 | 68.0 | 15 | 20.0 | 701 | 701 | 13 | 17.3 | |
| CZ053 Pardubický | 3 | 5.0 | 600 | 50.0 | 10 | 16.7 | 46 | 76.7 | 585 | 1,158 | 2.8 | 35 | 58.3 | 11 | 18.3 | 433 | 1,008 | 7 | 11.7 | |
| CZ061 Vysočina | 9 | 11.4 | 1,152 | 50.0 | 16 | 20.3 | 51 | 64.6 | 753 | 1,117 | 3.5 | 42 | 53.2 | 19 | 24.1 | 674 | 982 | 13 | 16.5 | |
| CZ062 Jihomoravský | 5 | 4.5 | 750 | | 25 | 22.3 | 62 | 55.4 | 677 | 912 | 2.6 | 40 | 35.7 | 24 | 21.4 | 690 | 935 | 20 | 17.9 | |
| CZ071 Olomoucký | 11 | 15.5 | 467 | | 15 | 21.1 | 50 | 70.4 | 699 | 1,044 | 3.0 | 41 | 57.7 | 11 | 15.5 | 520 | 617 | 10 | 14.1 | |
| CZ072 Zlínský | 17 | 22.7 | 773 | 46.7 | 16 | 21.3 | 45 | 60.0 | 720 | 1,447 | 3.3 | 35 | 46.7 | 9 | 12.0 | 375 | 1,796 | 8 | 10.7 | |
| CZ080 Moravskoslezský | 11 | 7.1 | 693 | 100.0 | 31 | 20.0 | 103 | 66.5 | 652 | 1,119 | 4.0 | 82 | 52.9 | 41 | 26.5 | 568 | 1,035 | 28 | 18.1 | |

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

Working conditions and benefits III
classification based on regions

| Region NUTS 3 | Temporary accommodation allowance | | | Child care | | | | | Care allowance for another dependent | | |
|-----------------------|-----------------------------------|------------|----------------|---------------------------------|------------|----------------|------------|--------------|--------------------------------------|------|----------------|
| | agreed in CA | | amount allowed | setting up childcare facilities | | care allowance | | | agreed in CA | | amount allowed |
| | NCA | % CA | | NCA | % CA | NCA | % CA | CZK/month | NCA | % CA | |
| Total | 11 | 0.9 | 3,600 | 2 | 0.2 | 10 | 0.8 | 1,440 | | | |
| CZ010 Capital Prague | 1 | 0.5 | | 2 | 1.0 | 1 | 0.5 | | | | |
| CZ020 Středočeský | 1 | 1.2 | | | | 1 | 1.2 | | | | |
| CZ031 Jihočeský | | | | | | 2 | 2.0 | | | | |
| CZ032 Plzeňský | 1 | 1.6 | | | | | | | | | |
| CZ041 Karlovarský | | | | | | | | | | | |
| CZ042 Ústecký | 2 | 2.3 | | | | 1 | 1.1 | | | | |
| CZ051 Liberecký | | | | | | | | | | | |
| CZ052 Královéhradecký | | | | | | | | | | | |
| CZ053 Pardubický | | | | | | | | | | | |
| CZ061 Vysočina | | | | | | | | | | | |
| CZ062 Jihomoravský | 2 | 1.8 | | | | | | | | | |
| CZ071 Olomoucký | 1 | 1.4 | | | | | | | | | |
| CZ072 Zlínský | 1 | 1.3 | | | | 5 | 6.7 | 2,300 | | | |
| CZ080 Moravskoslezský | 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
CZK/month average contribution in CZK per month

**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 | 393 | 31.1 | 44 | 2.3 | 25 | 2,360 | 78 | 1.6 | 223 | 113 | 4,311 | 242 | 19.1 | 59 | 9,133 | 24 | 1.7 | 111 | 95 | 3,313 | |
| CZ010 Capital Prague | 87 | 43.5 | 10 | 2.2 | 4 | 1,725 | 43 | 1.5 | 26 | 26 | 11,771 | 44 | 22.0 | 20 | 10,785 | 7 | 1.0 | 8 | 20 | 3,897 | |
| CZ020 Středočeský | 18 | 22.2 | 2 | | 2 | | 4 | 2.0 | 10 | 6 | 1,444 | 13 | 16.0 | 2 | | 1 | | 7 | 3 | 350 | |
| CZ031 Jihočeský | 31 | 30.4 | 2 | | 2 | | 4 | 1.4 | 20 | 9 | 1,829 | 30 | 29.4 | 2 | | 2 | | 25 | 2 | | |
| CZ032 Plzeňský | 19 | 31.1 | 3 | 2.7 | 1 | | 2 | | 12 | 3 | 503 | 4 | 6.6 | | | | | 2 | 2 | | |
| CZ041 Karlovarský | 11 | 28.2 | 2 | | 1 | | | | 8 | 4 | 5,030 | 11 | 28.2 | 2 | | 2 | | 6 | 3 | 3,632 | |
| CZ042 Ústecký | 30 | 34.1 | 8 | 2.7 | 2 | | 1 | | 19 | 7 | 1,777 | 18 | 20.5 | 5 | 11,800 | 3 | 1.8 | 8 | 7 | 5,070 | |
| CZ051 Liberecký | 21 | 31.3 | | | 2 | | 1 | | 14 | 8 | 3,703 | 9 | 13.4 | 2 | | 1 | | 5 | 5 | 6,325 | |
| CZ052 Královéhradecký | 25 | 33.3 | 3 | 1.8 | 2 | | 4 | 1.5 | 13 | 9 | 2,133 | 16 | 21.3 | 2 | | 1 | | 5 | 8 | 1,994 | |
| CZ053 Pardubický | 21 | 35.0 | 4 | 2.4 | 3 | 3,933 | 1 | | 12 | 4 | 400 | 8 | 13.3 | 2 | | | | 2 | 4 | 5,466 | |
| CZ061 Vysočina | 30 | 38.0 | 1 | | 2 | | 1 | | 24 | 5 | 2,340 | 9 | 11.4 | | | 1 | | 4 | 4 | 2,225 | |
| CZ062 Jihomoravský | 34 | 30.4 | 4 | 1.6 | | | 8 | 1.4 | 21 | 12 | 1,308 | 22 | 19.6 | 2 | | 3 | 2.0 | 11 | 17 | 1,317 | |
| CZ071 Olomoucký | 15 | 21.1 | 2 | | | | 2 | | 10 | 4 | 4,171 | 9 | 12.7 | 1 | | 2 | | 4 | 7 | 2,254 | |
| CZ072 Zlínský | 18 | 24.0 | 2 | | 3 | 1,833 | 1 | | 11 | 7 | 1,124 | 31 | 41.3 | 14 | 4,832 | 1 | | 14 | 5 | 7,311 | |
| CZ080 Moravskoslezský | 33 | 21.3 | 1 | | 1 | | 6 | 2.0 | 23 | 9 | 2,168 | 18 | 11.6 | 5 | 16,160 | | | 10 | 8 | 1,766 | |

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

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

**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 | 9.66 | 3.23 | 1.41 | 24.86 | 1.21 | 2.86 | 0.22 | 10.78 | 2.60 | 32.14 | 11.05 | 379 | 30.0 | 259 | 20.5 |
| CZ010 Capital Prague | 4.91 | 1.68 | 1.09 | 25.41 | 0.95 | 1.44 | | 12.90 | 2.91 | 39.89 | 8.81 | 90 | 45.0 | 73 | 36.5 |
| CZ020 Středočeský | 14.20 | 8.86 | 12.38 | 7.00 | 2.37 | 0.07 | | 17.04 | 4.91 | 26.44 | 6.72 | 13 | 16.0 | 21 | 25.9 |
| CZ031 Jihočeský | 16.64 | 1.13 | 0.86 | 4.53 | 0.59 | 4.77 | | 7.02 | 9.78 | 22.84 | 31.86 | 47 | 46.1 | 19 | 18.6 |
| CZ032 Plzeňský | 94.76 | | | 0.93 | | 0.28 | 1.86 | | 0.50 | 0.05 | 1.63 | 10 | 16.4 | 9 | 14.8 |
| CZ041 Karlovarský | 7.43 | 9.15 | 0.48 | 8.25 | 1.29 | 1.40 | | 14.22 | 1.16 | 44.21 | 12.40 | 11 | 28.2 | 6 | 15.4 |
| CZ042 Ústecký | 6.93 | 5.10 | 1.46 | 44.01 | 0.64 | 3.66 | 0.75 | 13.09 | 1.64 | 19.35 | 3.38 | 27 | 30.7 | 26 | 29.5 |
| CZ051 Liberecký | 6.78 | 1.72 | 0.03 | 28.57 | 3.93 | 3.57 | | 6.79 | 1.52 | 10.96 | 36.13 | 25 | 37.3 | 13 | 19.4 |
| CZ052 Královéhradecký | 16.51 | 8.45 | | 40.79 | 1.57 | 1.18 | | 11.63 | 5.84 | 7.84 | 6.19 | 20 | 26.7 | 13 | 17.3 |
| CZ053 Pardubický | 6.82 | 0.55 | 0.34 | 15.52 | 0.04 | 0.18 | | 0.86 | 0.27 | 60.24 | 15.18 | 15 | 25.0 | 13 | 21.7 |
| CZ061 Vysočina | 2.67 | 9.88 | 10.19 | 42.25 | 0.92 | 10.63 | 4.66 | 6.27 | 0.97 | 4.60 | 6.95 | 23 | 29.1 | 8 | 10.1 |
| CZ062 Jihomoravský | 14.29 | 0.98 | 1.61 | 13.08 | 1.17 | 8.66 | 0.13 | 10.61 | 4.12 | 32.89 | 12.45 | 35 | 31.3 | 16 | 14.3 |
| CZ071 Olomoucký | 1.14 | 1.69 | 2.62 | 37.14 | 0.36 | 4.51 | | 2.50 | 2.29 | 41.17 | 6.59 | 15 | 21.1 | 10 | 14.1 |
| CZ072 Zlínský | 12.65 | 3.19 | 1.80 | 19.00 | 0.52 | 2.10 | | 10.81 | 0.99 | 43.06 | 5.88 | 18 | 24.0 | 11 | 14.7 |
| CZ080 Moravskoslezský | 13.54 | 13.47 | 1.19 | 19.99 | 3.00 | 11.07 | | 11.41 | 0.39 | 15.40 | 10.55 | 30 | 19.4 | 21 | 13.5 |

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

Obstacles to work classification based on regions

| Region NUTS 3 | Wage compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC | | | Average number of days of leave with compensation for wage above the requirement of the LC | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------|---|------|---------------------|--|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|
| | | | | Type of personal obstacle | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | agreed in CA | | compensation amount | A | | | B | | | C | | | D | | | E | | | F | | | G | | | H | | | I | | | J | |
| | NCA | % CA | % AE | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA |
| Total | 6 | 0.5 | 77.5 | 541 | 42.8 | 1.4 | 448 | 35.4 | 1.4 | 674 | 53.3 | 2.2 | 280 | 22.1 | 6.7 | 301 | 23.8 | 1.2 | 130 | 10.3 | 3.7 | 236 | 18.7 | 4.2 | 93 | 7.4 | 2.1 | 216 | 17.1 | 3.1 | 563 | 44.5 |
| CZ010 Capital Prague | 2 | 1.0 | | 91 | 45.5 | 1.3 | 71 | 35.5 | 1.7 | 109 | 54.5 | 1.9 | 70 | 35.0 | 5.5 | 46 | 23.0 | 1.3 | 42 | 21.0 | 4.0 | 61 | 30.5 | 5.5 | 18 | 9.0 | 1.9 | 68 | 34.0 | 3.2 | 107 | 53.5 |
| CZ020 Středočeský | | | | 33 | 40.7 | 1.6 | 24 | 29.6 | 1.1 | 39 | 48.1 | 2.4 | 20 | 24.7 | 7.5 | 17 | 21.0 | 1.2 | 8 | 9.9 | 4.1 | 19 | 23.5 | 3.4 | 5 | 6.2 | 1.4 | 9 | 11.1 | 3.8 | 27 | 33.3 |
| CZ031 Jihočeský | 1 | 1.0 | | 59 | 57.8 | 1.5 | 49 | 48.0 | 1.3 | 65 | 63.7 | 2.4 | 30 | 29.4 | 5.2 | 29 | 28.4 | 1.4 | 5 | 4.9 | 4.8 | 26 | 25.5 | 3.5 | 6 | 5.9 | 3.2 | 11 | 10.8 | 3.5 | 52 | 51.0 |
| CZ032 Plzeňský | | | | 32 | 52.5 | 1.3 | 30 | 49.2 | 1.2 | 41 | 67.2 | 2.3 | 4 | 6.6 | 6.0 | 21 | 34.4 | 1.2 | 6 | 9.8 | 4.2 | 8 | 13.1 | 6.1 | 2 | 3.3 | | 11 | 18.0 | 2.7 | 29 | 47.5 |
| CZ041 Karlovarský | | | | 14 | 35.9 | 1.6 | 13 | 33.3 | 1.8 | 19 | 48.7 | 2.2 | 10 | 25.6 | 11.4 | 7 | 17.9 | 1.3 | 3 | 7.7 | 6.7 | 9 | 23.1 | 5.3 | 6 | 15.4 | 1.5 | 4 | 10.3 | 2.3 | 21 | 53.8 |
| CZ042 Ústecký | | | | 46 | 52.3 | 1.7 | 33 | 37.5 | 1.3 | 58 | 65.9 | 2.1 | 32 | 36.4 | 9.6 | 28 | 31.8 | 1.3 | 12 | 13.6 | 3.7 | 11 | 12.5 | 3.5 | 12 | 13.6 | 1.5 | 17 | 19.3 | 3.6 | 42 | 47.7 |
| CZ051 Liberecký | | | | 22 | 32.8 | 1.5 | 15 | 22.4 | 1.5 | 26 | 38.8 | 2.9 | 11 | 16.4 | 10.7 | 7 | 10.4 | 1.1 | 5 | 7.5 | 1.6 | 9 | 13.4 | 3.6 | 10 | 14.9 | 2.5 | 10 | 14.9 | 2.8 | 23 | 34.3 |
| CZ052 Královéhradecký | | | | 20 | 26.7 | 1.3 | 22 | 29.3 | 1.2 | 27 | 36.0 | 1.7 | 9 | 12.0 | 6.2 | 13 | 17.3 | 1.4 | 5 | 6.7 | 3.2 | 8 | 10.7 | 4.3 | 3 | 4.0 | 1.0 | 14 | 18.7 | 3.1 | 25 | 33.3 |
| CZ053 Pardubický | 2 | 3.3 | | 28 | 46.7 | 1.3 | 25 | 41.7 | 1.2 | 37 | 61.7 | 2.1 | 11 | 18.3 | 8.1 | 18 | 30.0 | 1.1 | 3 | 5.0 | 3.3 | 8 | 13.3 | 3.8 | 1 | 1.7 | | 11 | 18.3 | 3.0 | 19 | 31.7 |
| CZ061 Vysočina | | | | 30 | 38.0 | 1.3 | 24 | 30.4 | 1.4 | 29 | 36.7 | 2.2 | 10 | 12.7 | 5.5 | 13 | 16.5 | 1.2 | 5 | 6.3 | 3.6 | 10 | 12.7 | 5.0 | 3 | 3.8 | 2.0 | 5 | 6.3 | 2.2 | 36 | 45.6 |
| CZ062 Jihomoravský | | | | 43 | 38.4 | 1.6 | 40 | 35.7 | 1.3 | 52 | 46.4 | 2.1 | 23 | 20.5 | 5.9 | 27 | 24.1 | 1.2 | 11 | 9.8 | 3.5 | 12 | 10.7 | 3.6 | 5 | 4.5 | 2.2 | 13 | 11.6 | 3.1 | 36 | 32.1 |
| CZ071 Olomoucký | | | | 33 | 46.5 | 1.4 | 25 | 35.2 | 1.4 | 40 | 56.3 | 2.1 | 9 | 12.7 | 5.3 | 25 | 35.2 | 1.1 | 3 | 4.2 | 4.0 | 4 | 5.6 | 5.8 | 1 | 1.4 | | 8 | 11.3 | 2.6 | 41 | 57.7 |
| CZ072 Zlínský | 1 | 1.3 | | 37 | 49.3 | 1.1 | 34 | 45.3 | 1.4 | 49 | 65.3 | 2.4 | 9 | 12.0 | 6.4 | 18 | 24.0 | 1.0 | 6 | 8.0 | 3.2 | 10 | 13.3 | 3.0 | 3 | 4.0 | 1.3 | 13 | 17.3 | 3.1 | 44 | 58.7 |
| CZ080 Moravskoslezský | | | | 53 | 34.2 | 1.3 | 43 | 27.7 | 1.2 | 83 | 53.5 | 2.1 | 32 | 20.6 | 6.0 | 32 | 20.6 | 1.3 | 16 | 10.3 | 3.0 | 41 | 26.5 | 3.2 | 18 | 11.6 | 2.8 | 22 | 14.2 | 2.9 | 61 | 39.4 |

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

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

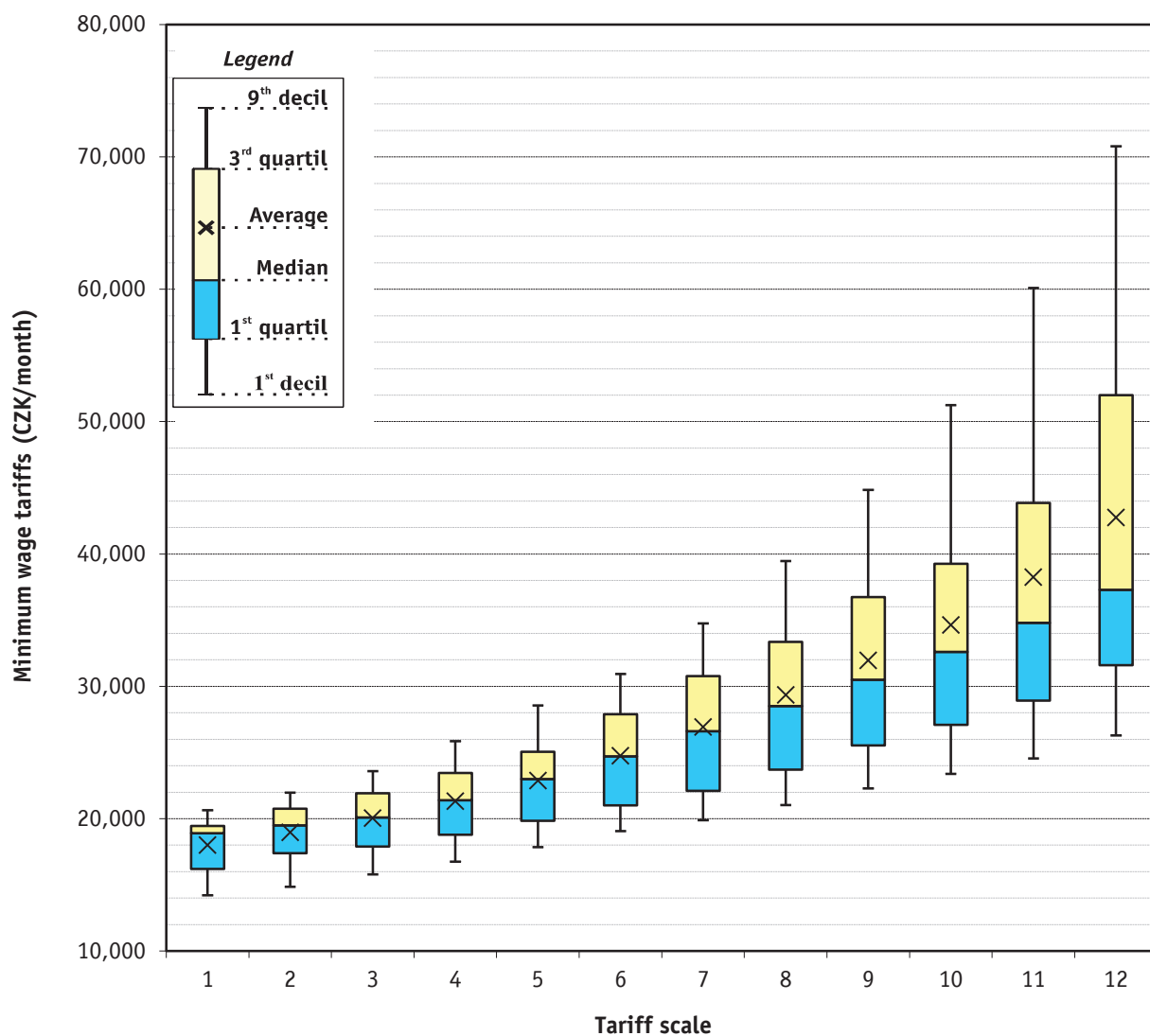
| Region NUTS 3 | Employees' professional development | | | | CA detail fair treatment and prohibition of any discrimination | | Collective agreement stipulate | | | | Concrete form of implementation of the general agreement dealing with | | | |
|-----------------------|--|------|---|------|--|------|---|------|------------------------------------|------|---|------|--|------|
| | 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 | 433 | 34.2 | 38 | 3.0 | 509 | 40.2 | 1,064 | 84.1 | 658 | 52.0 | 6 | 0.5 | 14 | 1.1 |
| CZ010 Capital Prague | 100 | 50.0 | 12 | 6.0 | 102 | 51.0 | 171 | 85.5 | 87 | 43.5 | 2 | 1.0 | 3 | 1.5 |
| CZ020 Středočeský | 20 | 24.7 | 3 | 3.7 | 24 | 29.6 | 62 | 76.5 | 24 | 29.6 | 1 | 1.2 | 1 | 1.2 |
| CZ031 Jihočeský | 43 | 42.2 | 9 | 8.8 | 45 | 44.1 | 94 | 92.2 | 70 | 68.6 | | | | |
| CZ032 Plzeňský | 10 | 16.4 | | | 22 | 36.1 | 59 | 96.7 | 36 | 59.0 | | | 2 | 3.3 |
| CZ041 Karlovarský | 15 | 38.5 | | | 10 | 25.6 | 33 | 84.6 | 18 | 46.2 | | | | |
| CZ042 Ústecký | 35 | 39.8 | 4 | 4.5 | 40 | 45.5 | 84 | 95.5 | 58 | 65.9 | 1 | 1.1 | 1 | 1.1 |
| CZ051 Liberecký | 4 | 6.0 | 1 | 1.5 | 25 | 37.3 | 58 | 86.6 | 38 | 56.7 | | | | |
| CZ052 Královéhradecký | 17 | 22.7 | | | 21 | 28.0 | 45 | 60.0 | 36 | 48.0 | 1 | 1.3 | 1 | 1.3 |
| CZ053 Pardubický | 15 | 25.0 | 1 | 1.7 | 11 | 18.3 | 37 | 61.7 | 33 | 55.0 | 1 | 1.7 | | |
| CZ061 Vysočina | 15 | 19.0 | 2 | 2.5 | 25 | 31.6 | 52 | 65.8 | 41 | 51.9 | | | | |
| CZ062 Jihomoravský | 30 | 26.8 | 2 | 1.8 | 31 | 27.7 | 88 | 78.6 | 52 | 46.4 | | | 1 | 0.9 |
| CZ071 Olomoucký | 27 | 38.0 | 1 | 1.4 | 13 | 18.3 | 67 | 94.4 | 36 | 50.7 | | | | |
| CZ072 Zlínský | 37 | 49.3 | | | 48 | 64.0 | 71 | 94.7 | 35 | 46.7 | | | 5 | 6.7 |
| CZ080 Moravskoslezský | 65 | 41.9 | 3 | 1.9 | 92 | 59.4 | 143 | 92.3 | 94 | 60.6 | | | | |

Explanatory notes: NCA
% CA

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

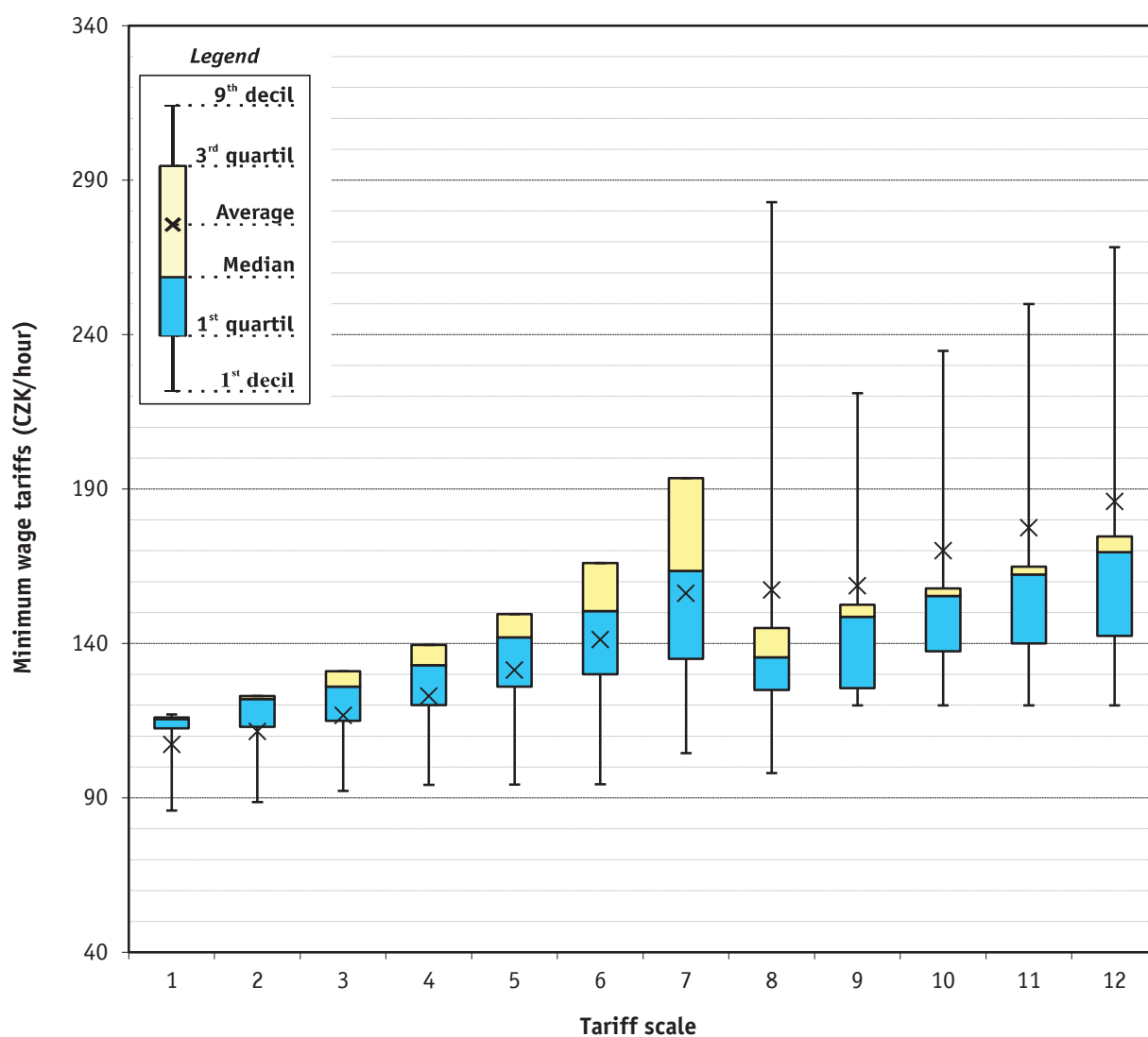
Comprehensive characteristics - minimum wage and monthly wage scales

| | Number of organizations | Average [CZK/month] | D1 [CZK/month] | Q1 [CZK/month] | Median [CZK/month] | Q3 [CZK/month] | D9 [CZK/month] |
|---------------------|-------------------------|---------------------|----------------|----------------|--------------------|----------------|----------------|
| Minimum wage | 53 | 21,437 | 19,325 | 19,450 | 20,000 | 22,840 | 26,000 |
| Tariff scale 1 | 163 | 18,008 | 14,200 | 16,210 | 18,900 | 19,450 | 20,650 |
| Tariff scale 2 | 168 | 18,956 | 14,850 | 17,400 | 19,500 | 20,750 | 21,960 |
| Tariff scale 3 | 172 | 20,039 | 15,795 | 17,900 | 20,100 | 21,925 | 23,600 |
| Tariff scale 4 | 177 | 21,305 | 16,741 | 18,780 | 21,400 | 23,450 | 25,855 |
| Tariff scale 5 | 180 | 22,865 | 17,850 | 19,850 | 23,000 | 25,050 | 28,565 |
| Tariff scale 6 | 182 | 24,749 | 19,050 | 21,000 | 24,700 | 27,900 | 30,945 |
| Tariff scale 7 | 183 | 26,929 | 19,875 | 22,093 | 26,600 | 30,780 | 34,750 |
| Tariff scale 8 | 183 | 29,350 | 21,025 | 23,695 | 28,500 | 33,350 | 39,475 |
| Tariff scale 9 | 179 | 31,943 | 22,290 | 25,540 | 30,500 | 36,745 | 44,836 |
| Tariff scale 10 | 180 | 34,633 | 23,380 | 27,096 | 32,600 | 39,255 | 51,250 |
| Tariff scale 11 | 176 | 38,242 | 24,560 | 28,920 | 34,800 | 43,860 | 60,100 |
| Tariff scale 12 | 172 | 42,746 | 26,300 | 31,600 | 37,300 | 52,000 | 70,800 |



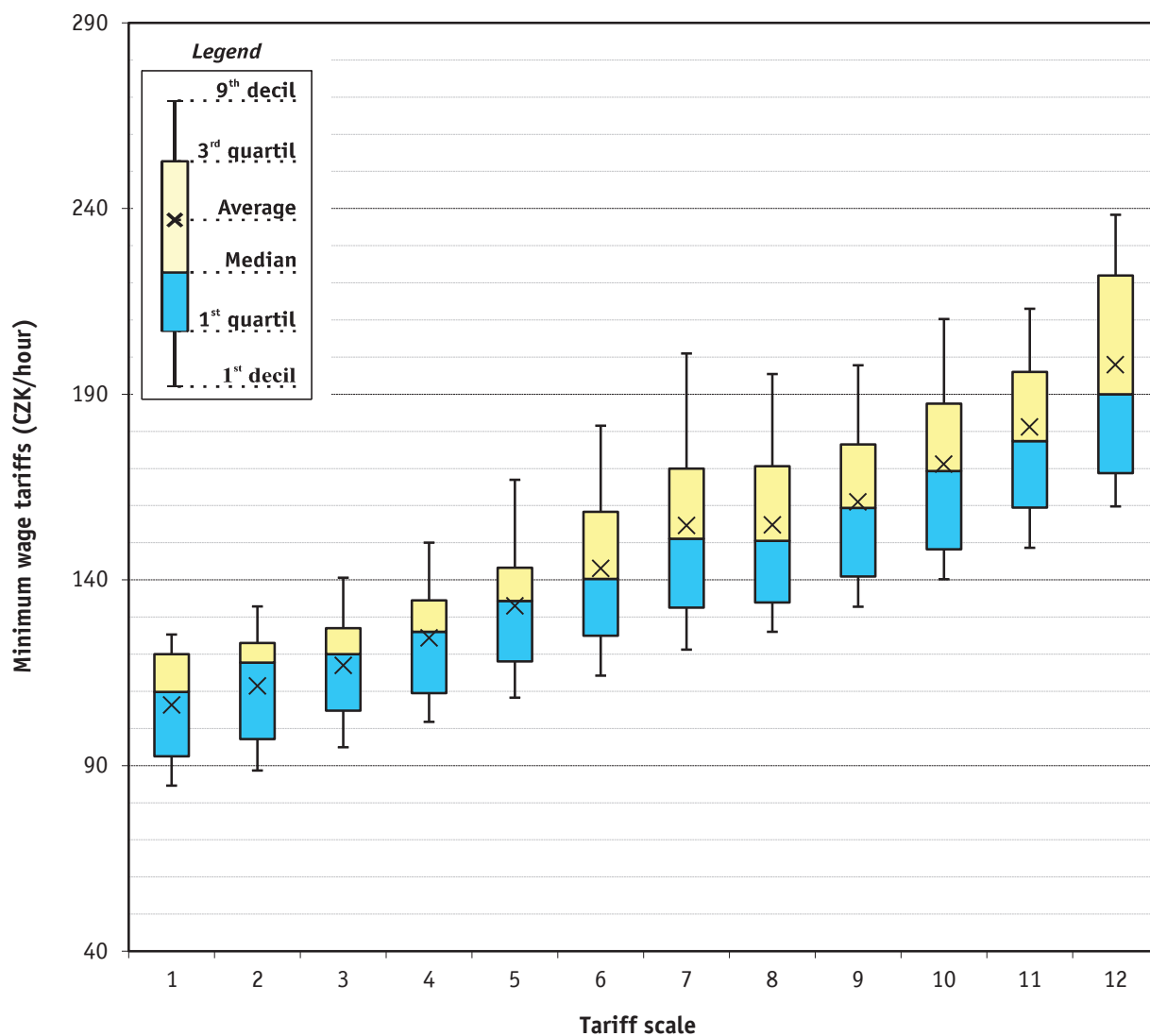
Comprehensive characteristics - minimum wage and hourly wage scales at 40 hours/week

| | Number of organizations | Average [CZK/hour] | D1 [CZK/hour] | Q1 [CZK/hour] | Median [CZK/hour] | Q3 [CZK/hour] | D9 [CZK/hour] |
|---------------------|-------------------------|--------------------|---------------|---------------|-------------------|---------------|---------------|
| Minimum wage | 34 | 119.99 | 114.00 | 116.00 | 116.00 | 117.00 | 128.50 |
| Tariff scale 1 | 49 | 107.32 | 85.95 | 112.50 | 115.50 | 116.00 | 117.00 |
| Tariff scale 2 | 49 | 111.47 | 88.60 | 113.00 | 122.00 | 123.00 | 123.00 |
| Tariff scale 3 | 49 | 116.69 | 92.30 | 115.00 | 126.00 | 131.00 | 131.00 |
| Tariff scale 4 | 49 | 122.98 | 94.25 | 120.00 | 133.00 | 139.50 | 139.50 |
| Tariff scale 5 | 49 | 131.35 | 94.30 | 126.00 | 142.00 | 149.50 | 149.50 |
| Tariff scale 6 | 48 | 141.22 | 94.40 | 130.00 | 150.50 | 166.00 | 166.00 |
| Tariff scale 7 | 48 | 156.23 | 104.50 | 135.00 | 163.50 | 193.50 | 193.50 |
| Tariff scale 8 | 10 | 157.26 | 98.00 | 124.90 | 135.50 | 145.00 | 282.92 |
| Tariff scale 9 | 7 | 158.63 | 120.00 | 125.50 | 148.65 | 152.50 | 221.05 |
| Tariff scale 10 | 6 | 170.02 | 120.00 | 137.50 | 155.35 | 157.85 | 234.70 |
| Tariff scale 11 | 6 | 177.42 | 120.00 | 140.00 | 162.35 | 164.85 | 249.92 |
| Tariff scale 12 | 6 | 185.97 | 120.00 | 142.50 | 169.60 | 174.60 | 268.32 |



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

| | Number of organizations | Average [CZK/hour] | D1 [CZK/hour] | Q1 [CZK/hour] | Median [CZK/hour] | Q3 [CZK/hour] | D9 [CZK/hour] |
|---------------------|-------------------------|--------------------|---------------|---------------|-------------------|---------------|---------------|
| Minimum wage | 11 | 135.52 | 123.00 | 125.00 | 139.08 | 146.50 | 146.50 |
| Tariff scale 1 | 55 | 106.26 | 84.64 | 92.52 | 109.86 | 120.00 | 125.30 |
| Tariff scale 2 | 61 | 111.43 | 88.68 | 97.12 | 117.70 | 123.00 | 132.90 |
| Tariff scale 3 | 62 | 116.99 | 94.94 | 104.80 | 120.00 | 127.00 | 140.60 |
| Tariff scale 4 | 63 | 124.35 | 101.80 | 109.48 | 126.05 | 134.50 | 150.00 |
| Tariff scale 5 | 64 | 133.00 | 108.25 | 118.05 | 134.30 | 143.25 | 167.00 |
| Tariff scale 6 | 64 | 143.05 | 114.20 | 124.95 | 140.27 | 158.30 | 181.50 |
| Tariff scale 7 | 63 | 154.68 | 121.20 | 132.50 | 151.05 | 170.00 | 200.95 |
| Tariff scale 8 | 42 | 154.81 | 126.05 | 133.95 | 150.50 | 170.60 | 195.45 |
| Tariff scale 9 | 30 | 160.97 | 132.77 | 140.95 | 159.35 | 176.50 | 197.81 |
| Tariff scale 10 | 28 | 171.16 | 140.22 | 148.20 | 169.30 | 187.50 | 210.25 |
| Tariff scale 11 | 26 | 181.13 | 148.64 | 159.50 | 177.40 | 196.00 | 213.05 |
| Tariff scale 12 | 25 | 197.97 | 159.80 | 168.76 | 189.95 | 222.00 | 238.30 |



Year-on-year comparison - monthly wage scales

| Tariff scale | nominal index | | | | | | | real index after deduction of the inflation rate | | | | | | |
|-----------------|---------------|-------|-------|-------|-------|-------|-------|--|-------|-------|-------|-------|-------|-------|
| | 18/17 | 19/18 | 20/19 | 21/20 | 22/21 | 23/22 | 24/23 | 18/17 | 19/18 | 20/19 | 21/20 | 22/21 | 23/22 | 24/23 |
| Tariff scale 1 | 108.0 | 109.5 | 106.4 | 106.1 | 105.3 | 108.6 | 108.7 | 105.7 | 106.4 | 103.0 | 102.0 | 89.4 | 97.0 | 104.4 |
| Tariff scale 2 | 107.1 | 109.3 | 106.2 | 105.9 | 105.6 | 108.4 | 108.4 | 104.9 | 106.3 | 102.8 | 101.9 | 89.6 | 96.8 | 104.2 |
| Tariff scale 3 | 106.6 | 109.1 | 105.8 | 105.7 | 105.5 | 108.3 | 108.8 | 104.4 | 106.0 | 102.4 | 101.7 | 89.5 | 96.7 | 104.5 |
| Tariff scale 4 | 106.2 | 108.7 | 105.9 | 105.6 | 105.0 | 108.0 | 108.4 | 103.9 | 105.7 | 102.5 | 101.6 | 89.1 | 96.4 | 104.2 |
| Tariff scale 5 | 105.4 | 108.5 | 105.7 | 105.6 | 105.0 | 108.0 | 107.7 | 103.2 | 105.5 | 102.3 | 101.6 | 89.2 | 96.4 | 103.5 |
| Tariff scale 6 | 105.3 | 108.3 | 105.9 | 105.5 | 104.8 | 108.0 | 107.3 | 103.1 | 105.3 | 102.5 | 101.5 | 89.0 | 96.5 | 103.1 |
| Tariff scale 7 | 104.8 | 108.0 | 105.1 | 105.8 | 105.0 | 108.2 | 107.0 | 102.6 | 105.0 | 101.7 | 101.8 | 89.2 | 96.6 | 102.8 |
| Tariff scale 8 | 104.3 | 107.7 | 104.7 | 105.5 | 104.9 | 108.5 | 107.4 | 102.1 | 104.7 | 101.3 | 101.5 | 89.0 | 96.9 | 103.2 |
| Tariff scale 9 | 104.0 | 107.2 | 103.7 | 106.0 | 104.7 | 109.2 | 107.3 | 101.8 | 104.2 | 100.4 | 101.9 | 88.9 | 97.5 | 103.1 |
| Tariff scale 10 | 104.0 | 107.8 | 102.9 | 105.8 | 105.2 | 108.9 | 106.2 | 101.8 | 104.7 | 99.6 | 101.8 | 89.3 | 97.3 | 102.0 |
| Tariff scale 11 | 104.3 | 107.7 | 101.9 | 106.4 | 105.2 | 108.6 | 106.4 | 102.1 | 104.7 | 98.6 | 102.3 | 89.4 | 97.0 | 102.2 |
| Tariff scale 12 | 104.4 | 106.4 | 101.9 | 106.6 | 105.7 | 108.7 | 106.7 | 102.2 | 103.4 | 98.6 | 102.5 | 89.7 | 97.1 | 102.5 |

| Inflation rate per individual year | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|------------------------------------|------|------|------|------|------|------|------|------|
| | 2.5 | 2.1 | 2.8 | 3.2 | 3.8 | 15.1 | 10.7 | 3.9* |

Explanatory notes: * Year-on-year inflation rate - data from August 2024 (source: CZSO)

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

| Tariff scale | nominal index | | | | | | | real index after deduction of the inflation rate | | | | | | |
|-----------------|---------------|-------|-------|-------|-------|-------|-------|--|-------|-------|-------|-------|-------|-------|
| | 18/17 | 19/18 | 20/19 | 21/20 | 22/21 | 23/22 | 24/23 | 18/17 | 19/18 | 20/19 | 21/20 | 22/21 | 23/22 | 24/23 |
| Tariff scale 1 | 113.1 | 106.3 | 107.9 | 108.0 | 104.6 | 111.4 | 106.7 | 110.7 | 103.3 | 104.5 | 103.9 | 88.8 | 99.5 | 102.6 |
| Tariff scale 2 | 113.6 | 106.0 | 106.7 | 108.6 | 104.9 | 111.4 | 106.4 | 111.2 | 103.0 | 103.3 | 104.5 | 89.1 | 99.5 | 102.2 |
| Tariff scale 3 | 112.5 | 106.6 | 104.8 | 109.9 | 104.9 | 111.9 | 105.7 | 110.2 | 103.6 | 101.4 | 105.7 | 89.1 | 99.9 | 101.6 |
| Tariff scale 4 | 111.5 | 106.0 | 104.4 | 111.2 | 104.6 | 111.8 | 104.9 | 109.2 | 103.1 | 101.1 | 106.9 | 88.8 | 99.8 | 100.8 |
| Tariff scale 5 | 111.2 | 105.3 | 103.1 | 111.1 | 104.7 | 111.9 | 105.0 | 108.8 | 102.3 | 99.8 | 106.9 | 88.8 | 99.9 | 100.9 |
| Tariff scale 6 | 111.2 | 103.6 | 101.9 | 111.9 | 104.7 | 111.7 | 105.1 | 108.8 | 100.7 | 98.7 | 107.7 | 88.9 | 99.7 | 101.0 |
| Tariff scale 7 | 111.1 | 102.6 | 101.8 | 111.7 | 104.4 | 112.9 | 105.4 | 108.8 | 99.8 | 98.5 | 107.5 | 88.6 | 100.9 | 101.3 |
| Tariff scale 8 | 114.2 | 99.7 | 101.8 | 112.0 | 104.3 | 113.2 | 105.7 | 111.8 | 97.0 | 98.5 | 107.7 | 88.5 | 101.1 | 101.6 |
| Tariff scale 9 | 114.9 | 101.0 | 102.4 | 109.0 | 108.8 | 112.8 | 102.0 | 112.5 | 98.2 | 99.1 | 104.8 | 92.4 | 100.7 | 98.0 |
| Tariff scale 10 | 117.6 | 101.9 | 100.1 | 109.5 | 111.0 | 107.3 | 104.5 | 115.2 | 99.1 | 96.9 | 105.3 | 94.2 | 95.8 | 100.5 |
| Tariff scale 11 | 116.6 | 106.0 | 95.5 | 105.3 | 113.1 | 105.5 | 105.0 | 114.2 | 103.0 | 92.5 | 101.3 | 96.0 | 94.2 | 100.9 |
| Tariff scale 12 | 115.2 | 101.3 | 98.1 | 102.0 | 125.3 | 104.0 | 98.3 | 112.8 | 98.5 | 95.0 | 98.1 | 106.4 | 92.8 | 94.5 |

| Inflation rate per individual year | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|------------------------------------|------|------|------|------|------|------|------|------|
| | 2.5 | 2.1 | 2.8 | 3.2 | 3.8 | 15.1 | 10.7 | 3.9* |

Explanatory notes: * Year-on-year inflation rate - data from August 2024 (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 | | | | | | |
|-----------------|---------------|-------|-------|-------|-------|-------|-------|--|-------|-------|-------|-------|-------|-------|
| | 18/17 | 19/18 | 20/19 | 21/20 | 22/21 | 23/22 | 24/23 | 18/17 | 19/18 | 20/19 | 21/20 | 22/21 | 23/22 | 24/23 |
| Tariff scale 1 | 107.3 | 113.0 | 106.0 | 105.3 | 105.9 | 105.9 | 110.3 | 105.1 | 109.9 | 102.6 | 101.3 | 89.9 | 94.6 | 106.0 |
| Tariff scale 2 | 106.3 | 112.2 | 105.5 | 105.4 | 106.3 | 105.1 | 110.8 | 104.0 | 109.0 | 102.1 | 101.4 | 90.3 | 93.9 | 106.4 |
| Tariff scale 3 | 105.9 | 111.5 | 104.9 | 105.2 | 106.7 | 104.7 | 109.7 | 103.7 | 108.4 | 101.6 | 101.2 | 90.5 | 93.5 | 105.4 |
| Tariff scale 4 | 105.6 | 110.9 | 104.9 | 105.2 | 106.8 | 104.0 | 109.1 | 103.4 | 107.8 | 101.6 | 101.2 | 90.7 | 92.8 | 104.8 |
| Tariff scale 5 | 105.8 | 110.2 | 104.9 | 105.2 | 106.8 | 103.5 | 108.4 | 103.6 | 107.1 | 101.5 | 101.2 | 90.7 | 92.4 | 104.1 |
| Tariff scale 6 | 105.4 | 109.8 | 104.8 | 105.0 | 107.0 | 102.8 | 108.6 | 103.2 | 106.7 | 101.4 | 101.0 | 90.8 | 91.8 | 104.3 |
| Tariff scale 7 | 105.3 | 109.6 | 104.1 | 104.7 | 105.6 | 104.4 | 108.0 | 103.1 | 106.5 | 100.8 | 100.7 | 89.7 | 93.2 | 103.8 |
| Tariff scale 8 | 107.5 | 108.8 | 104.8 | 102.5 | 105.5 | 100.8 | 104.0 | 105.2 | 105.7 | 101.4 | 98.6 | 89.6 | 90.0 | 100.0 |
| Tariff scale 9 | 108.1 | 109.1 | 104.1 | 99.4 | 104.2 | 106.4 | 101.7 | 105.8 | 106.1 | 100.8 | 95.7 | 88.4 | 95.0 | 97.8 |
| Tariff scale 10 | 107.1 | 109.6 | 105.5 | 98.7 | 103.5 | 107.0 | 101.4 | 104.8 | 106.5 | 102.1 | 95.0 | 87.9 | 95.5 | 97.4 |
| Tariff scale 11 | 106.9 | 109.4 | 104.5 | 98.0 | 104.0 | 106.7 | 99.1 | 104.7 | 106.3 | 101.2 | 94.3 | 88.3 | 95.3 | 95.2 |
| Tariff scale 12 | 107.0 | 108.5 | 104.4 | 98.3 | 103.8 | 106.7 | 99.7 | 104.8 | 105.4 | 101.1 | 94.6 | 88.1 | 95.3 | 95.8 |

| Inflation rate per individual year | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|------------------------------------|------|------|------|------|------|------|------|------|
| | 2.5 | 2.1 | 2.8 | 3.2 | 3.8 | 15.1 | 10.7 | 3.9* |

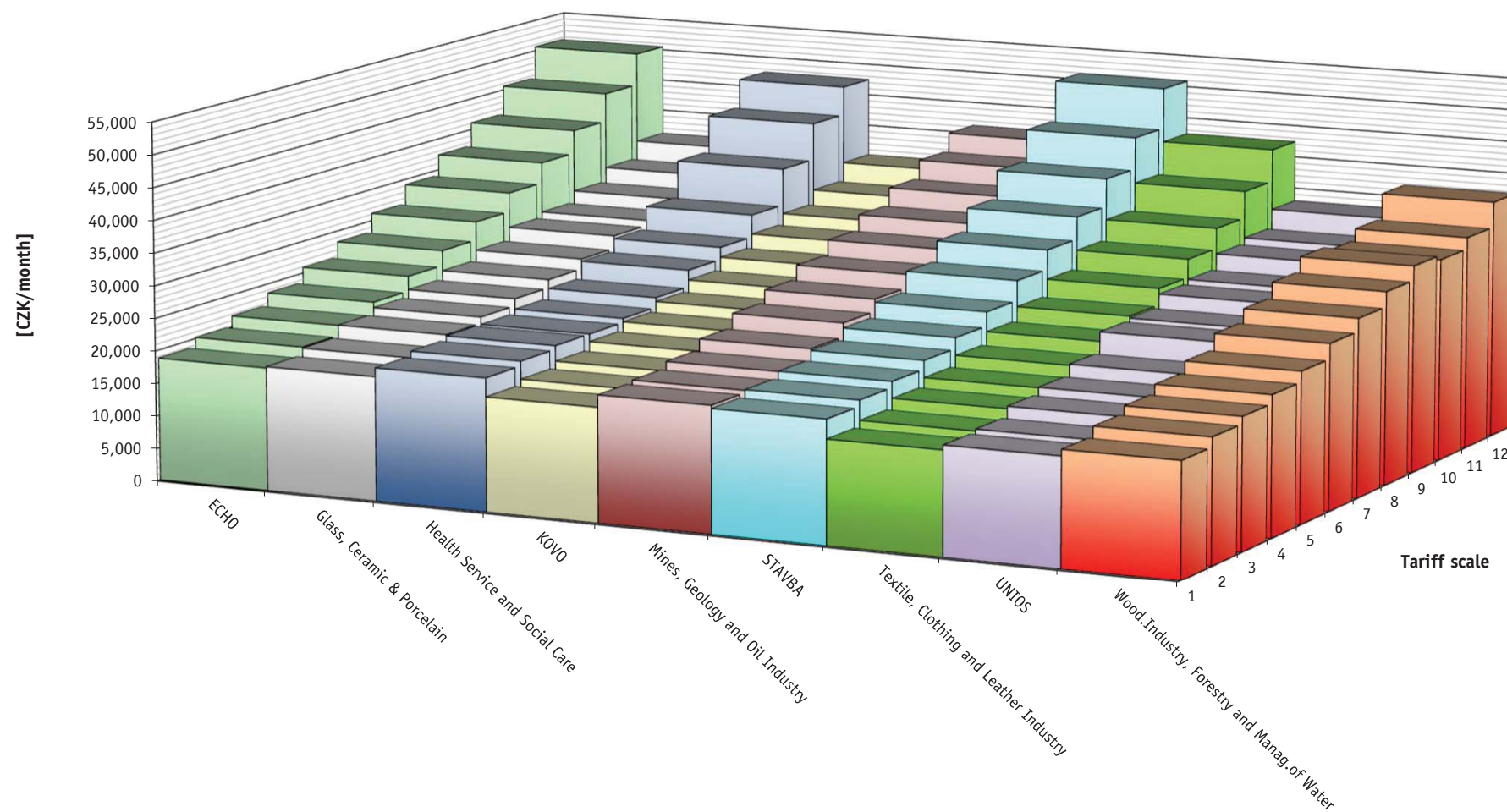
Explanatory notes: * Year-on-year inflation rate - data from August 2024 (source: CZSO)

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

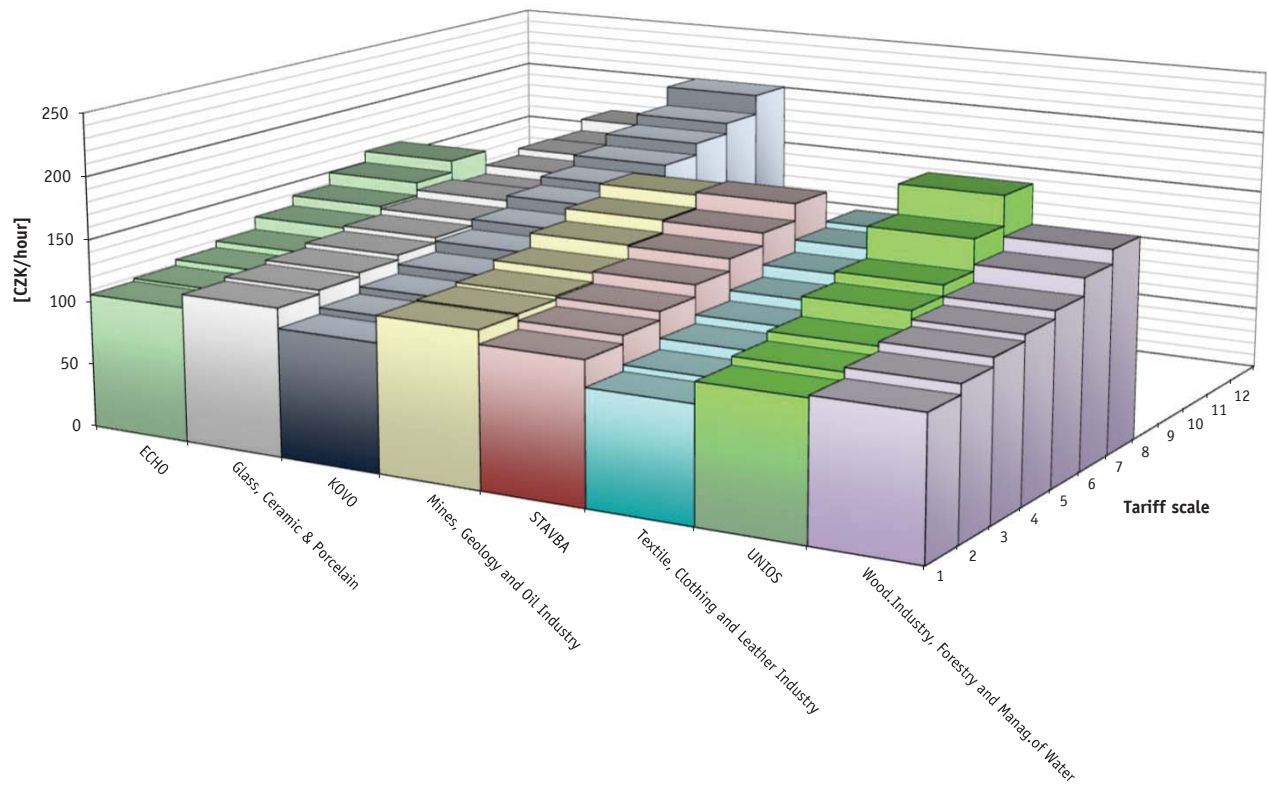
| | unit of measure | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | index 18/17 | index 19/18 | index 20/19 | index 21/20 | index 22/21 | index 23/22 | index 24/23 |
|--|-----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| For overtime work on working days | % AE | 26.2 | 26.3 | 26.4 | 26.3 | 26.3 | 26.3 | 26.3 | 26.3 | 100.7 | 100.2 | 99.8 | 99.9 | 100.1 | 99.8 | 99.9 |
| For overtime work on Saturdays and Sundays | % AE | 47.8 | 47.7 | 47.7 | 47.9 | 47.7 | 47.4 | 47.4 | 47.3 | 99.7 | 100.0 | 100.5 | 99.5 | 99.3 | 100.0 | 100.0 |
| For overtime work undistinguished | % AE | 26.6 | 26.6 | 26.7 | 27.0 | 27.0 | 27.2 | 27.4 | 27.3 | 100.1 | 100.2 | 101.2 | 100.2 | 100.6 | 101.0 | 99.7 |
| For working on public holidays | % AE | 101.8 | 101.8 | 102.6 | 102.5 | 102.7 | 102.6 | 102.5 | 102.6 | 100.1 | 100.8 | 99.9 | 100.2 | 99.9 | 99.9 | 100.1 |
| For night work | CZK/hour | 15.14 | 15.82 | 17.26 | 18.17 | 18.61 | 19.75 | 21.07 | 22.54 | 104.5 | 109.1 | 105.3 | 102.4 | 106.1 | 106.6 | 107.0 |
| | % AE | 11.3 | 11.6 | 11.7 | 11.8 | 11.9 | 12.2 | 12.4 | 12.6 | 102.1 | 100.8 | 101.4 | 100.5 | 102.2 | 101.7 | 101.9 |
| For work on Saturdays and Sundays | % AE | 23.6 | 22.9 | 23.6 | 23.3 | 23.5 | 23.0 | 23.4 | 23.6 | 97.1 | 102.9 | 98.7 | 101.1 | 97.8 | 101.8 | 100.6 |
| For work in difficult conditions | CZK/hour | 7.87 | 8.15 | 9.16 | 9.49 | 9.70 | 10.05 | 10.60 | 11.40 | 103.6 | 112.4 | 103.6 | 102.1 | 103.7 | 105.4 | 107.5 |
| | % MM | 10.5 | 10.4 | 10.4 | 10.4 | 10.4 | 10.4 | 10.4 | 10.5 | 99.7 | 99.9 | 99.3 | 100.2 | 99.6 | 100.4 | 100.6 |
| For afternoon work | CZK/hour | 7.23 | 7.54 | 8.16 | 8.78 | 9.17 | 8.71 | 8.89 | 9.50 | 104.3 | 108.1 | 107.6 | 104.5 | 94.9 | 102.1 | 106.9 |
| For standby duty | CZK/hour | 15.57 | 16.44 | 17.31 | 18.14 | 18.86 | 18.57 | 19.90 | 22.29 | 105.6 | 105.3 | 104.8 | 103.9 | 98.5 | 107.2 | 112.0 |
| | % AE | 16.6 | 16.9 | 16.8 | 16.8 | 16.6 | 16.6 | 16.7 | 17.0 | 101.6 | 99.5 | 99.6 | 99.4 | 99.9 | 100.1 | 102.3 |

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

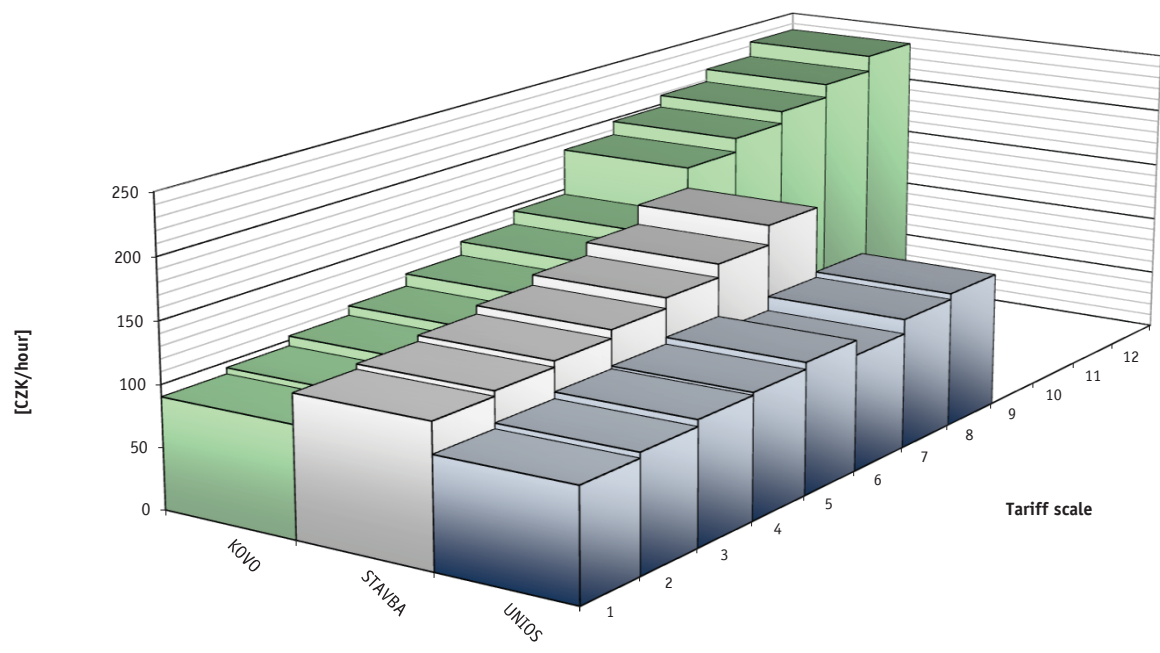
Monthly wage scales - 12-scale tariff system



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

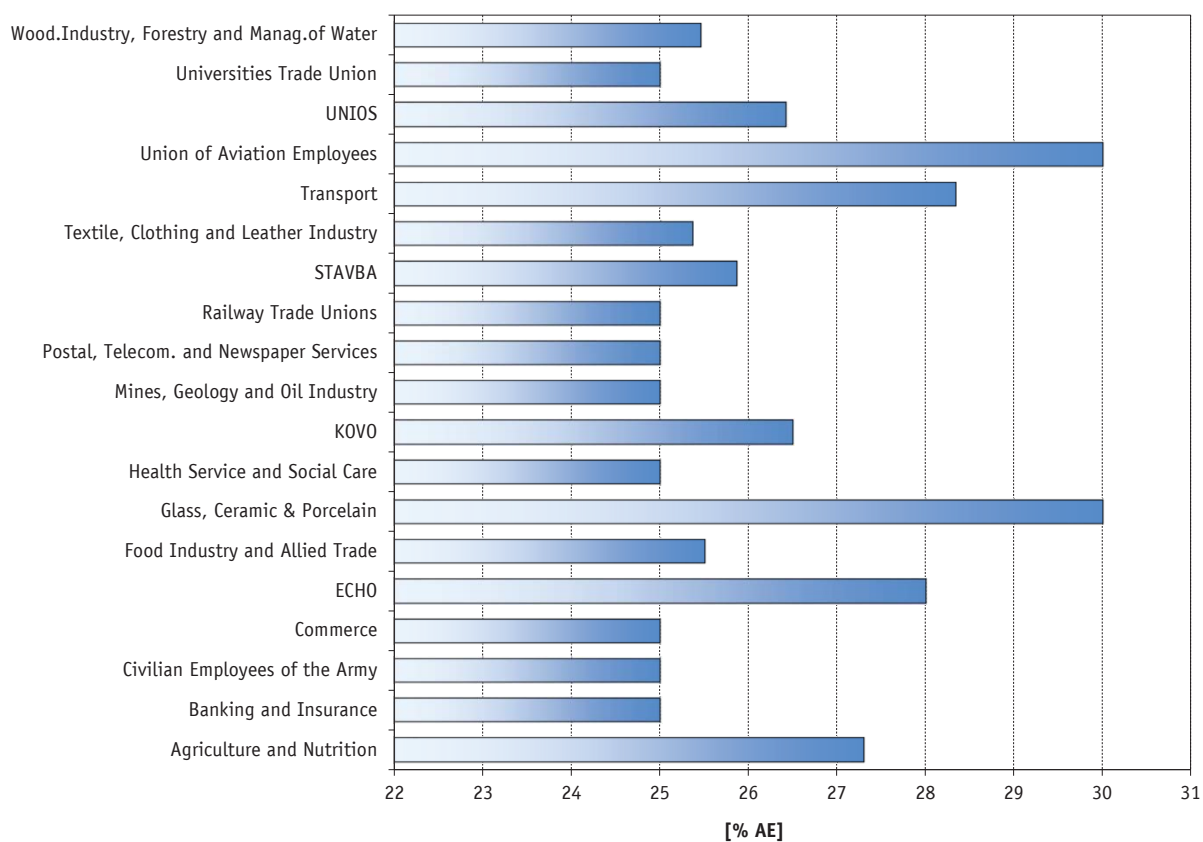


Hourly wage scales at the work time fund of 40 hours/week (12-scale tariff system)

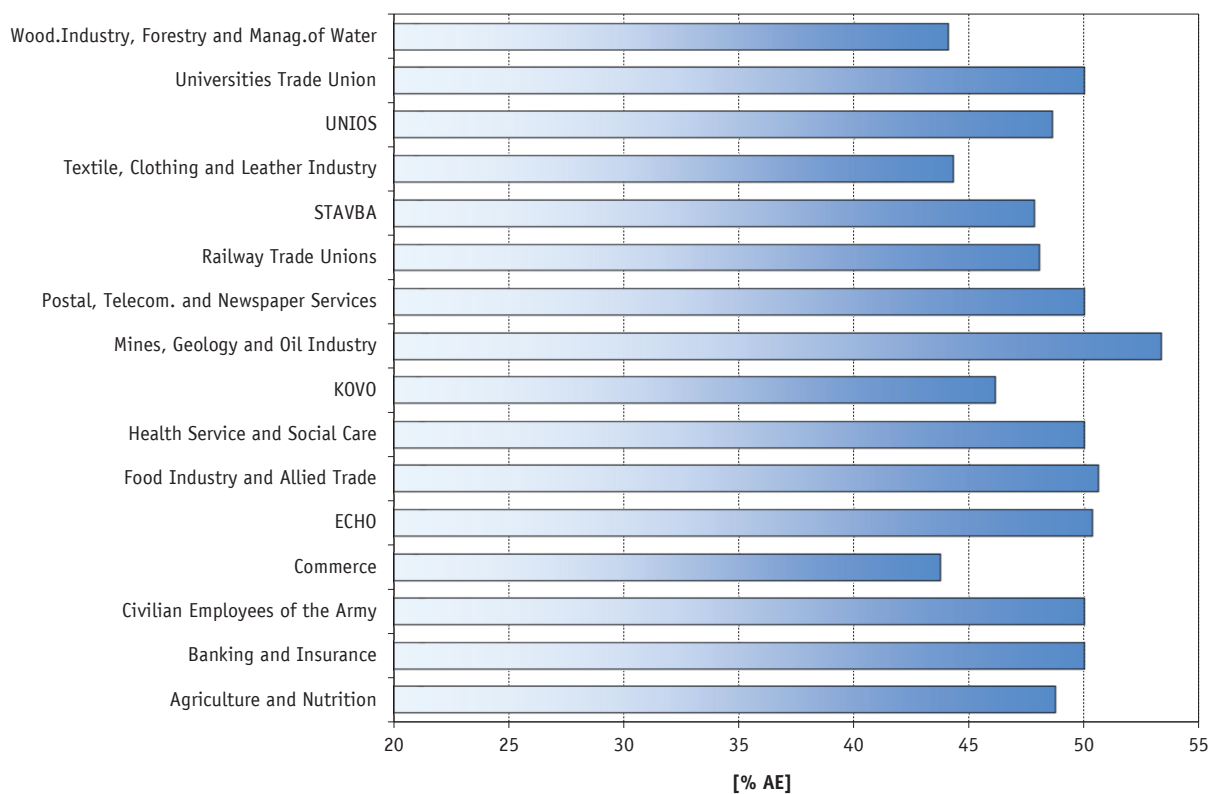


Wage supplementary charges

A - for overtime work on working day

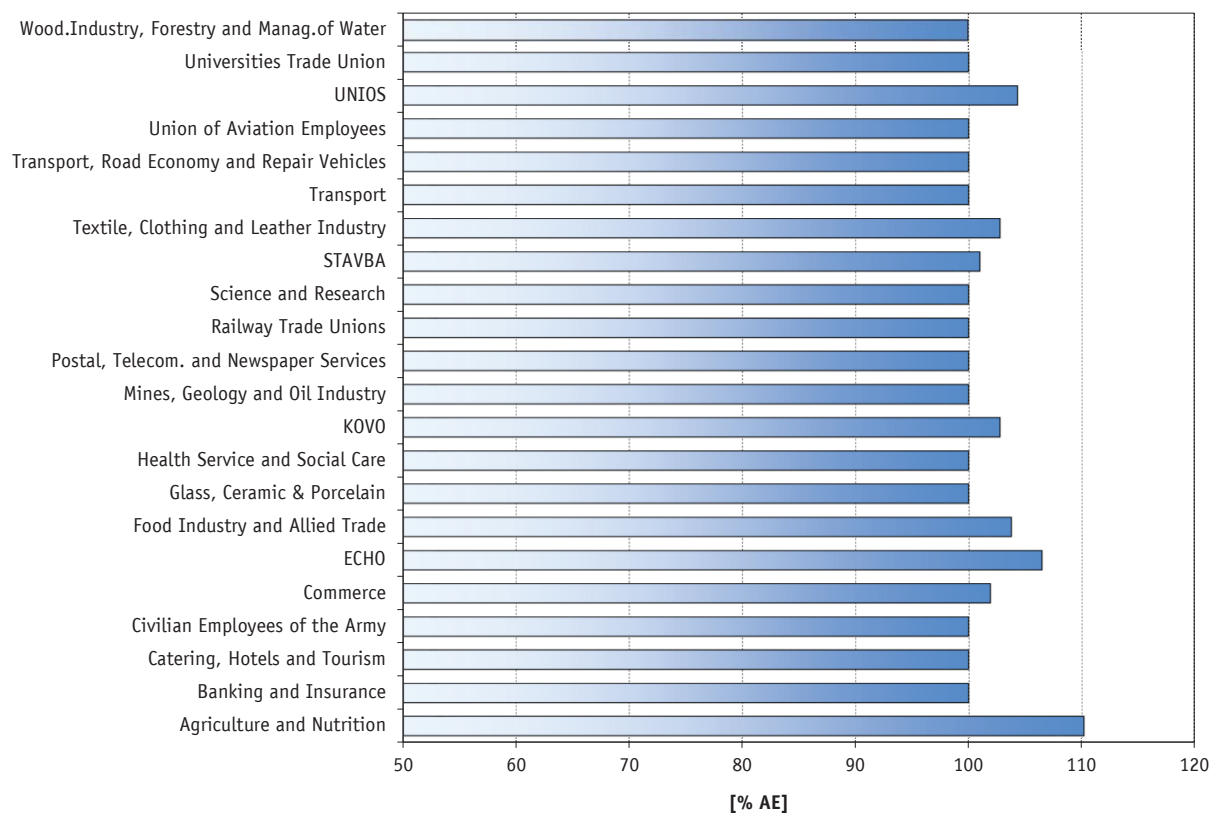


B - for overtime work on Saturdays and Sundays

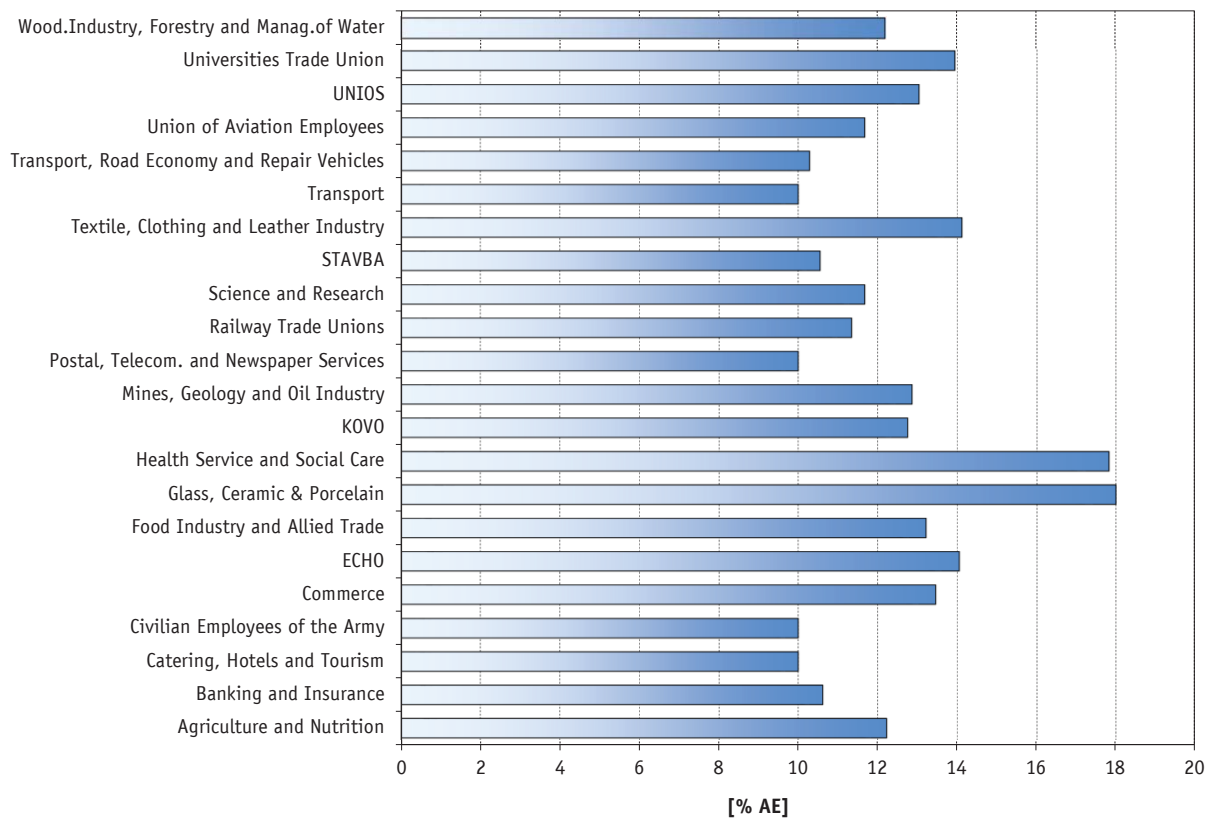


Wage supplementary charges

C - for working on public holidays

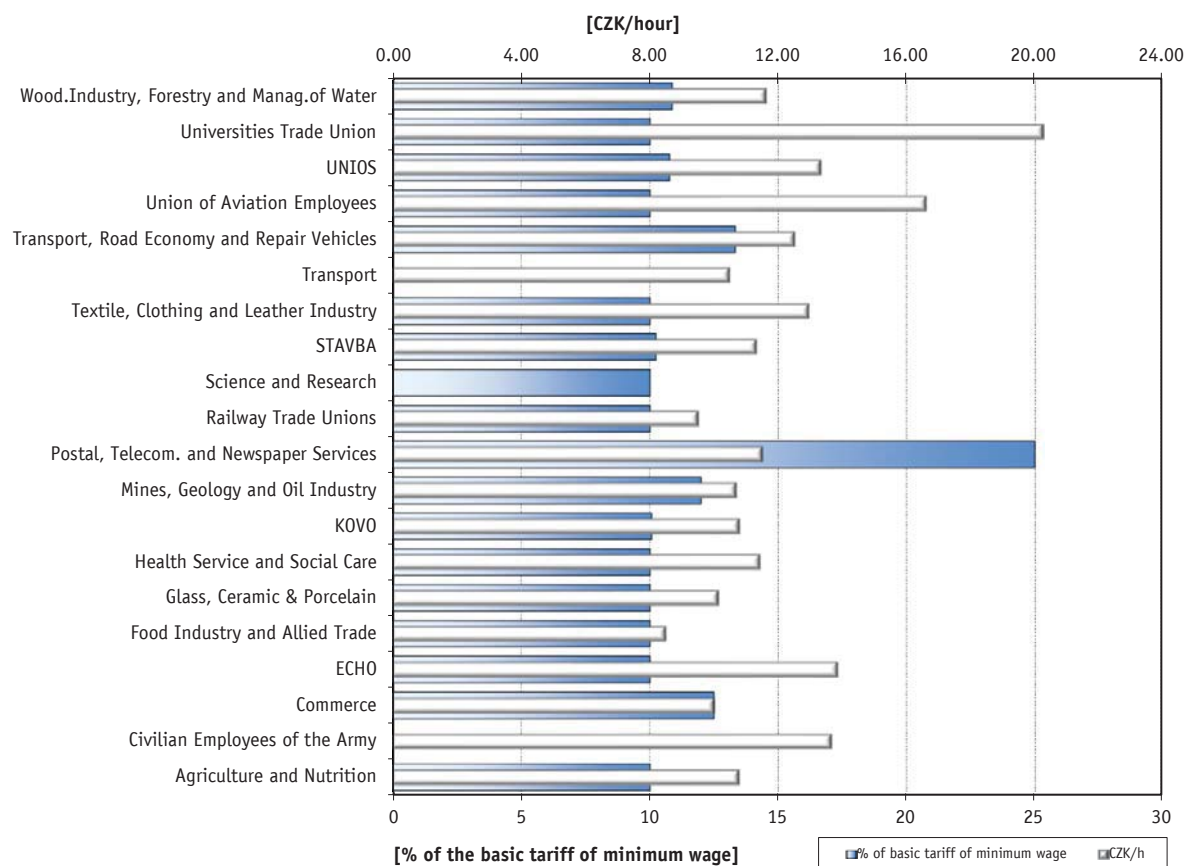


D - for night work



Wage supplementary charges

E - for work in difficult conditions



F - for work on Saturdays and Sundays

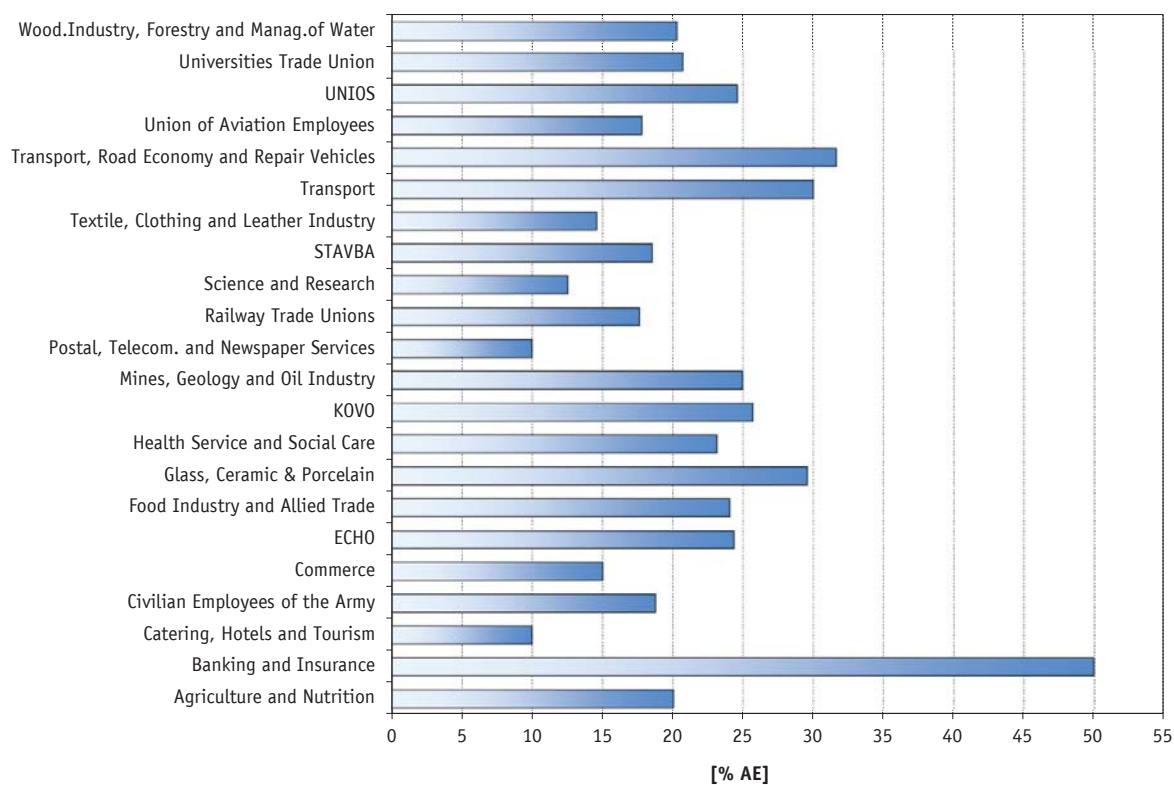




Table section B

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 | 457 | | | 8 | 4.4 | 1 | 0.2 | 1 | 0.2 | 141 | 30.9 | 138 | 30.2 | 144 | 99 | 42 | 113 | 81 | 3 | 80 | 368 | 19 |
| Agriculture and Nutrition | 5 | | | | | | | | | 3 | 60.0 | 1 | 20.0 | 2 | 1 | | | | | | | 5 |
| Catering, Hotels and Tourism | 3 | | | 1 | | | | | | 1 | 33.3 | | | 1 | 1 | | | | | | | 3 |
| Civilian Employees of the Army | 4 | | | | | | | | | 1 | 25.0 | 1 | 25.0 | 1 | | | | | | 1 | | 2 |
| Culture and Nature Preservation | 28 | | | 1 | | | | | | 16 | 57.1 | 9 | 32.1 | 10 | 6 | 3 | | | | 7 | 22 | 1 |
| Education | 146 | | | | | | | | | 30 | 20.5 | 67 | 45.9 | 46 | 31 | 21 | | | | 33 | 127 | |
| Fire Fighters | 13 | | | | | | | | | | | 1 | 7.7 | | | 1 | | | | 1 | 12 | |
| Food Industry and Allied Trade | 1 | | | | | | | | | | | | | | | | | | | | | |
| Health Service and Social Care | 59 | | | 2 | | | | | | 35 | 59.3 | 26 | 44.1 | 37 | 19 | 1 | | | | 20 | 55 | 2 |
| KOVO | 9 | | | | | | | | | | | | | 1 | 2 | 1 | | | | | 6 | 2 |
| Mines, Geology and Oil Industry | 2 | | | | | | | | | | | 1 | 50.0 | | | | | | | 1 | 1 | |
| Profess.and Trade Union of Orchestral Music. | 13 | | | | | | | | | 4 | 30.8 | 2 | 15.4 | 3 | 5 | 1 | | | | 1 | 9 | |
| Railway Trade Unions | 2 | | | | | | | | | 1 | 50.0 | 1 | 50.0 | 2 | 2 | | | | | 1 | 2 | |
| Science and Research | 2 | | | 1 | | | | | | 1 | 50.0 | 1 | 50.0 | 1 | | | | | | | 1 | |
| State Bodies and Organisations | 124 | | | 3 | 4.1 | 1 | 0.8 | 1 | 0.8 | 32 | 25.8 | 20 | 16.1 | 31 | 24 | 14 | 113 | 81 | 2 | 10 | 89 | 12 |
| STAVBA | 12 | | | | | | | | | 5 | 41.7 | 2 | 16.7 | 2 | | | | | | 1 | 9 | 1 |
| Textile, Clothing and Leather Industry | 1 | | | | | | | | | | | 1 | 100.0 | | | | | | | | 1 | |
| UNIOS | 21 | | | | | | | | | 8 | 38.1 | 2 | 9.5 | 6 | 4 | | | 1 | 3 | 16 | 1 | |
| Wood.Industry, Forestry and Manag.of Water | 6 | | | | | | | | | 1 | 16.7 | 1 | 16.7 | | 1 | | | | | 1 | 3 | |
| Workers of Cultural Facilities | 6 | | | | | | | | | 3 | 50.0 | 2 | 33.3 | 1 | 3 | | | | | | 5 | |

- Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver. % average 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 | 159 | 47.3 | 134 | 3,940 | 156 | 4,275 | 159 | 4,581 | 159 | 4,732 | 159 | 4,930 | 159 | 5,054 |
| Agriculture and Nutrition | 1 | 20.0 | | | 1 | | 1 | | 1 | | 1 | | 1 | |
| Catering, Hotels and Tourism | 2 | 66.7 | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Civilian Employees of the Army | 2 | 50.0 | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Culture and Nature Preservation | 5 | 17.9 | 4 | 4,000 | 4 | 4,250 | 5 | 4,600 | 5 | 4,900 | 5 | 5,100 | 5 | 5,100 |
| Education | 76 | 52.1 | 73 | 4,167 | 74 | 4,258 | 76 | 4,472 | 76 | 4,593 | 76 | 4,754 | 76 | 4,793 |
| 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 | 27 | 45.8 | 14 | 3,893 | 27 | 4,444 | 27 | 4,926 | 27 | 5,074 | 27 | 5,352 | 27 | 5,426 |
| KOVO | 2 | 22.2 | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Mines, Geology and Oil Industry | 2 | 100.0 | | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Profess.and Trade Union of Orchestral Music. | 2 | 15.4 | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Railway Trade Unions | 2 | 100.0 | | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Science and Research | | | | | | | | | | | | | | |
| State Bodies and Organisations | | | | | | | | | | | | | | |
| STAVBA | 10 | 83.3 | 10 | 2,400 | 10 | 3,300 | 10 | 3,800 | 10 | 4,000 | 10 | 4,350 | 10 | 4,550 |
| Textile, Clothing and Leather Industry | | | | | | | | | | | | | | |
| UNIOS | 17 | 85.0 | 16 | 3,781 | 17 | 3,676 | 17 | 3,824 | 17 | 3,882 | 17 | 3,941 | 17 | 4,559 |
| Wood.Industry, Forestry and Manag.of Water | 1 | 16.7 | | | 1 | | 1 | | 1 | | 1 | | 1 | |
| Workers of Cultural Facilities | 1 | 16.7 | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | |

Explanatory notes: NCA
% CA
CZK

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

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

| Trade union | agreed in CA | | length of employment in the organization: | | | | | | | | | | | | | | | | | |
|--|--------------|-------------|---|--------------|-------------------|--------------|--------------------|--------------|--------------------|--------------|--------------------|--------------|--------------------|--------------|--------------------|--------------|--------------------|--------------|--------------------|--------------|
| | | | 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 | 154 | 45.8 | 125 | 4,696 | 147 | 4,741 | 151 | 5,428 | 153 | 5,896 | 154 | 6,171 | 154 | 6,258 | 154 | 6,375 | 154 | 6,421 | 154 | 6,505 |
| Agriculture and Nutrition | 1 | 20.0 | | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | |
| Catering, Hotels and Tourism | 2 | 66.7 | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Civilian Employees of the Army | 2 | 50.0 | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Culture and Nature Preservation | 7 | 25.0 | 4 | 6,500 | 5 | 6,400 | 7 | 6,857 | 7 | 7,071 | 7 | 7,214 | 7 | 7,214 | 7 | 7,214 | 7 | 7,214 | 7 | 7,214 |
| Education | 73 | 50.0 | 69 | 5,065 | 70 | 5,149 | 71 | 5,351 | 73 | 5,549 | 73 | 5,655 | 73 | 5,730 | 73 | 5,778 | 73 | 5,778 | 73 | 5,778 |
| 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 | 28 | 47.5 | 15 | 4,433 | 28 | 4,379 | 28 | 5,921 | 28 | 6,946 | 28 | 7,661 | 28 | 7,732 | 28 | 7,804 | 28 | 7,875 | 28 | 7,911 |
| KOVO | 2 | 22.2 | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Mines, Geology and Oil Industry | 1 | 50.0 | | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | |
| Profess.and Trade Union of Orchestral Music. | 3 | 23.1 | 3 | 6,167 | 3 | 6,167 | 3 | 6,167 | 3 | 6,167 | 3 | 6,167 | 3 | 6,167 | 3 | 6,167 | 3 | 6,167 | 3 | 6,167 |
| Railway Trade Unions | 2 | 100.0 | 1 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | | 2 | |
| Science and Research | | | | | | | | | | | | | | | | | | | | |
| State Bodies and Organisations | | | | | | | | | | | | | | | | | | | | |
| STAVBA | 10 | 83.3 | 9 | 3,167 | 10 | 3,350 | 10 | 3,800 | 10 | 3,950 | 10 | 4,300 | 10 | 4,500 | 10 | 4,700 | 10 | 4,700 | 10 | 4,700 |
| Textile, Clothing and Leather Industry | | | | | | | | | | | | | | | | | | | | |
| UNIOS | 17 | 85.0 | 13 | 3,462 | 15 | 3,467 | 16 | 4,313 | 16 | 4,500 | 17 | 4,853 | 17 | 5,029 | 17 | 5,500 | 17 | 5,647 | 17 | 6,059 |
| Wood.Industry, Forestry and Manag.of Water | 1 | 16.7 | | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | |
| Workers of Cultural Facilities | 1 | 16.7 | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | |

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

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

| Trade union | Collection of membership fees via wage deductions | | Coverage of insurance by the employer for released officials | | Stipulations governing periods of time during which trade union officers are excused from their work and are granted a compensation for their wage (Section 203 LC) | | Detailed conditions enabling trade unions to function properly | | | | | | |
|--|---|-------------|--|------------|---|-------------|--|-------------|------------|------------|------------|-----------|-----------|
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | A NCA | B NCA | C NCA | D NCA | E NCA |
| | | | | | | | | | | | | | |
| Total | 357 | 78.1 | 15 | 3.3 | 154 | 33.7 | 413 | 90.4 | 386 | 109 | 349 | 81 | 63 |
| Agriculture and Nutrition | 3 | 60.0 | | | | | 4 | 80.0 | 4 | | 3 | | 1 |
| Catering, Hotels and Tourism | 3 | 100.0 | | | 3 | 100.0 | 3 | 100.0 | 3 | 1 | 3 | 1 | |
| Civilian Employees of the Army | 3 | 75.0 | 1 | 25.0 | | | 4 | 100.0 | 4 | 2 | 1 | | 1 |
| Culture and Nature Preservation | 23 | 82.1 | 1 | 3.6 | 17 | 60.7 | 26 | 92.9 | 25 | 2 | 23 | 7 | 3 |
| Education | 90 | 61.6 | 1 | 0.7 | 25 | 17.1 | 142 | 97.3 | 140 | 28 | 134 | 5 | 9 |
| Fire Fighters | 12 | 92.3 | | | 2 | 15.4 | 12 | 92.3 | 9 | 3 | 9 | | 10 |
| Food Industry and Allied Trade | 1 | 100.0 | 1 | 100.0 | | | | | | | | | |
| Health Service and Social Care | 49 | 83.1 | 1 | 1.7 | 31 | 52.5 | 57 | 96.6 | 54 | 24 | 40 | 15 | 20 |
| KOVO | 7 | 77.8 | 1 | 11.1 | 4 | 44.4 | 8 | 88.9 | 8 | | 1 | 3 | |
| Mines, Geology and Oil Industry | 2 | 100.0 | | | | | 2 | 100.0 | 2 | 1 | 2 | | |
| Profess.and Trade Union of Orchestral Music. | 11 | 84.6 | | | 3 | 23.1 | 12 | 92.3 | 10 | 1 | 12 | | 2 |
| Railway Trade Unions | 2 | 100.0 | | | 1 | 50.0 | 1 | 50.0 | 1 | 1 | 1 | 1 | |
| Science and Research | 2 | 100.0 | | | 1 | 50.0 | 1 | 50.0 | 1 | 1 | 1 | | 1 |
| State Bodies and Organisations | 109 | 87.9 | 9 | 7.3 | 46 | 37.1 | 101 | 81.5 | 86 | 42 | 83 | 40 | 14 |
| STAVBA | 10 | 83.3 | | | 2 | 16.7 | 12 | 100.0 | 11 | 1 | 11 | 5 | 1 |
| Textile, Clothing and Leather Industry | 1 | 100.0 | | | | | 1 | 100.0 | 1 | | 1 | | |
| UNIOS | 21 | 100.0 | | | 14 | 66.7 | 19 | 90.5 | 19 | | 16 | 4 | 1 |
| Wood.Industry, Forestry and Manag.of Water | 4 | 66.7 | | | 3 | 50.0 | 4 | 66.7 | 4 | 1 | 4 | | |
| Workers of Cultural Facilities | 4 | 66.7 | | | 2 | 33.3 | 4 | 66.7 | 4 | 1 | 4 | | |

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

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

| Trade union | Number of trade unions active in the company | | | | | | | | | | if there are several TU in the company | | | | Detailed conditions governing the provision of information to TU | | Extent of information provided to TU beyond the scope of LC stipulated | | Detailed conditions governing the procedures for discussing materials with TU | | Extent of discussions beyond the scope of LC stipulated | |
|--|--|-------------|-----------|-------------|-----------|------------|----------|------------|---------------|------------|--|-------------|--|-------------|--|-------------|--|-------------|---|-------------|---|-------------|
| | 1 TU | | 2 TU | | 3 TU | | 4 TU | | 5 and more TU | | CA is concluded jointly | | other procedures according to Section 24, subsection 2 of LC | | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA |
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA* | NCA | % CA* | | | | | | | | |
| Total | 382 | 83.6 | 46 | 10.1 | 13 | 2.8 | 5 | 1.1 | 11 | 2.4 | 65 | 86.7 | 10 | 13.3 | 347 | 75.9 | 58 | 12.7 | 218 | 47.7 | 141 | 30.9 |
| Agriculture and Nutrition | 2 | 40.0 | 3 | 60.0 | | | | | | | 3 | 100.0 | | | 2 | 40.0 | | | 3 | 60.0 | 3 | 60.0 |
| Catering, Hotels and Tourism | 2 | 66.7 | 1 | 33.3 | | | | | | | 1 | 100.0 | | | 3 | 100.0 | 1 | 33.3 | 3 | 100.0 | | |
| Civilian Employees of the Army | 4 | 100.0 | | | | | | | | | | | | | 4 | 100.0 | | | 2 | 50.0 | 1 | 25.0 |
| Culture and Nature Preservation | 25 | 89.3 | 1 | 3.6 | | | | | 2 | 7.1 | 3 | 100.0 | | | 26 | 92.9 | 8 | 28.6 | 12 | 42.9 | 10 | 35.7 |
| Education | 139 | 95.2 | 5 | 3.4 | 2 | 1.4 | | | | | 7 | 100.0 | | | 121 | 82.9 | 8 | 5.5 | 70 | 47.9 | 86 | 58.9 |
| Fire Fighters | | | 4 | 30.8 | 2 | 15.4 | 2 | 15.4 | 5 | 38.5 | 6 | 46.2 | 7 | 53.8 | 5 | 38.5 | 2 | 15.4 | 5 | 38.5 | 6 | 46.2 |
| Food Industry and Allied Trade | 1 | 100.0 | | | | | | | | | | | | | | | | | | | | |
| Health Service and Social Care | 41 | 69.5 | 11 | 18.6 | 5 | 8.5 | 2 | 3.4 | | | 18 | 100.0 | | | 51 | 86.4 | 12 | 20.3 | 34 | 57.6 | 10 | 16.9 |
| KOVO | 5 | 55.6 | 4 | 44.4 | | | | | | | 4 | 100.0 | | | 8 | 88.9 | 3 | 33.3 | 8 | 88.9 | 4 | 44.4 |
| Mines, Geology and Oil Industry | | | 2 | 100.0 | | | | | | | 1 | 50.0 | 1 | 50.0 | 1 | 50.0 | 1 | 50.0 | 1 | 50.0 | 1 | 50.0 |
| Profess.and Trade Union of Orchestral Music. | 8 | 61.5 | 1 | 7.7 | 2 | 15.4 | 1 | 7.7 | 1 | 7.7 | 5 | 100.0 | | | 11 | 84.6 | 6 | 46.2 | 8 | 61.5 | 6 | 46.2 |
| Railway Trade Unions | 1 | 50.0 | 1 | 50.0 | | | | | | | 1 | 100.0 | | | 2 | 100.0 | | | 1 | 50.0 | | |
| Science and Research | 1 | 50.0 | 1 | 50.0 | | | | | | | 1 | 100.0 | | | 2 | 100.0 | 2 | 100.0 | 2 | 100.0 | 2 | 100.0 |
| State Bodies and Organisations | 116 | 93.5 | 6 | 4.8 | | | | | 2 | 1.6 | 6 | 75.0 | 2 | 25.0 | 69 | 55.6 | 13 | 10.5 | 35 | 28.2 | 8 | 6.5 |
| STAVBA | 6 | 50.0 | 4 | 33.3 | 2 | 16.7 | | | | | 6 | 100.0 | | | 12 | 100.0 | | | 9 | 75.0 | | |
| Textile, Clothing and Leather Industry | 1 | 100.0 | | | | | | | | | | | | | 1 | 100.0 | | | 1 | 100.0 | | |
| UNIOS | 20 | 95.2 | 1 | 4.8 | | | | | | | 1 | 100.0 | | | 20 | 95.2 | | | 20 | 95.2 | | |
| Wood.Industry, Forestry and Manag.of Water | 4 | 66.7 | 1 | 16.7 | | | | | 1 | 16.7 | 2 | 100.0 | | | 3 | 50.0 | | | 1 | 16.7 | 3 | 50.0 |
| Workers of Cultural Facilities | 6 | 100.0 | | | | | | | | | | | | | 6 | 100.0 | 2 | 33.3 | 3 | 50.0 | 1 | 16.7 |

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

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

| Trade union | CA contains specific conditions (programmes) | | | | | | Increase of compensation money beyond the framework of Section 67 of the LC | | | | | | | | | | | | | | | | | | | |
|--|--|------|--|------|-------------------------------------|------|---|------|-----------------------------|------|--------------------------|------|-----------------------------|------|-------------------------|-------|-----------------------------|------|--|-------|---|-------|---|------|---------------------------------|------|
| | employment of people over 50 | | employment of people with disabilities | | return to work after parental leave | | employment up to 1 year | | | | employment up to 2 years | | | | employment over 2 years | | | | conditions for provision of the compensation money | | | | | | | |
| | | | | | | | agreed in CA | | increase in multiples of AE | | agreed in CA | | increase in multiples of AE | | agreed in CA | | increase in multiples of AE | | agreed in CA | | depending on the length of the working relation | | depending on shortening a notice period | | depending on the employee's age | |
| | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA | min. | max. | NCA | % CA | min. | max. | NCA | % CA | min. | max. | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA |
| Total | 2 | 0.4 | 1 | 0.2 | 19 | 4.2 | 34 | 7.4 | 1.5 | 2.0 | 34 | 7.4 | 1.1 | 1.6 | 65 | 14.2 | 1.5 | 2.9 | 55 | 12.0 | 44 | 9.6 | 10 | 2.2 | 1 | 0.2 |
| Agriculture and Nutrition | | | | | | | 1 | 20.0 | | | 1 | 20.0 | | | 1 | 20.0 | | | 1 | 20.0 | | | 1 | 20.0 | | |
| Catering, Hotels and Tourism | | | | | | | 1 | 33.3 | | | 1 | 33.3 | | | 2 | 66.7 | | | 2 | 66.7 | 1 | 33.3 | 1 | 33.3 | | |
| Civilian Employees of the Army | | | | | 1 | 25.0 | 2 | 50.0 | | | 2 | 50.0 | | | 4 | 100.0 | 1.0 | 2.8 | 4 | 100.0 | 4 | 100.0 | | | | |
| Culture and Nature Preservation | | | | | 5 | 17.9 | 2 | 7.1 | | | 2 | 7.1 | | | 9 | 32.1 | 1.1 | 2.3 | 8 | 28.6 | 7 | 25.0 | 1 | 3.6 | | |
| Education | | | | | 1 | 0.7 | 5 | 3.4 | 1.4 | 2.0 | 5 | 3.4 | 1.0 | 1.6 | 5 | 3.4 | 1.2 | 1.8 | 5 | 3.4 | 2 | 1.4 | 3 | 2.1 | | |
| Fire Fighters | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Food Industry and Allied Trade | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Health Service and Social Care | | | | | 2 | 3.4 | 7 | 11.9 | 1.9 | 2.0 | 7 | 11.9 | 1.0 | 1.1 | 8 | 13.6 | 1.8 | 2.6 | 8 | 13.6 | 7 | 11.9 | 1 | 1.7 | 1 | 1.7 |
| KOVO | | | | | | | | | | | | | | | 3 | 33.3 | 1.0 | 1.0 | 3 | 33.3 | 3 | 33.3 | | | | |
| Mines, Geology and Oil Industry | | | | | 1 | 50.0 | | | | | | | | | | | | | | | | | | | | |
| Profess.and Trade Union of Orchestral Music. | | | | | 1 | 7.7 | 1 | 7.7 | | | 1 | 7.7 | | | 3 | 23.1 | 1.7 | 3.7 | 2 | 15.4 | 2 | 15.4 | | | | |
| Railway Trade Unions | | | | | 1 | 50.0 | 1 | 50.0 | | | 1 | 50.0 | | | 1 | 50.0 | | | 1 | 50.0 | 1 | 50.0 | | | | |
| Science and Research | | | | | | | | | | | | | | | | | | | | | | | | | | |
| State Bodies and Organisations | 2 | 1.6 | 1 | 0.8 | 7 | 5.6 | 9 | 7.3 | 1.3 | 2.0 | 9 | 7.3 | 1.3 | 2.0 | 15 | 12.1 | 2.1 | 4.3 | 11 | 8.9 | 9 | 7.3 | 1 | 0.8 | | |
| STAVBA | | | | | | | 2 | 16.7 | | | 2 | 16.7 | | | 1 | 8.3 | | | 1 | 8.3 | | | 1 | 8.3 | | |
| Textile, Clothing and Leather Industry | | | | | | | | | | | | | | | | | | | | | | | | | | |
| UNIOS | | | | | | | 2 | 9.5 | | | 2 | 9.5 | | | 12 | 57.1 | 1.5 | 2.9 | 9 | 42.9 | 8 | 38.1 | 1 | 4.8 | | |
| Wood.Industry, Forestry and Manag.of Water | | | | | | | 1 | 16.7 | | | 1 | 16.7 | | | 1 | 16.7 | | | | | | | | | | |
| Workers of Cultural Facilities | | | | | | | | | | | | | | | | | | | | | | | | | | |

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

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

| Trade union | rules of drawing in CA | | budget parts of CA | | average creation including balances | Structure of planned use of the fund | | | | | | | | | | | | | | | |
|--|------------------------|-------|--------------------|-------|-------------------------------------|--------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | NCA | % CA | NCA | % CA | | in thousands CZK | 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.% |
| Total | 295 | 87.8 | 142 | 42.3 | 4,811 | 1.10 | 0.70 | 0.16 | 10.21 | 0.21 | 0.33 | 0.49 | 16.73 | 14.03 | 0.64 | 22.06 | 0.78 | 0.22 | 7.14 | 7.61 | 17.60 |
| Agriculture and Nutrition | 5 | 100.0 | 2 | 40.0 | | | | | | | | | | | | | | | | | |
| Catering, Hotels and Tourism | 3 | 100.0 | 1 | 33.3 | | | | | | | | | | | | | | | | | |
| Civilian Employees of the Army | 3 | 75.0 | 1 | 25.0 | | | | | | | | | | | | | | | | | |
| Culture and Nature Preservation | 24 | 85.7 | 18 | 64.3 | 1,638 | 1.24 | 0.14 | | 6.29 | | 0.05 | 2.54 | 42.56 | 2.62 | 1.05 | 9.46 | 0.25 | 0.01 | 3.90 | 1.16 | 28.73 |
| Education | 138 | 94.5 | 49 | 33.6 | 867 | 0.14 | 1.18 | 0.08 | 17.79 | 0.13 | 2.50 | 1.51 | 19.52 | 12.78 | 2.96 | 20.76 | 0.55 | 0.27 | 3.86 | 4.21 | 11.76 |
| Fire Fighters | 12 | 92.3 | 8 | 61.5 | 9,487 | 5.50 | 4.22 | 0.26 | 7.52 | | 0.61 | 1.05 | 40.32 | 2.45 | 0.59 | 19.18 | 0.36 | | 6.54 | 0.26 | 11.13 |
| Food Industry and Allied Trade | | | | | | | | | | | | | | | | | | | | | |
| Health Service and Social Care | 55 | 93.2 | 31 | 52.5 | 11,406 | 0.47 | 0.10 | 0.25 | 13.71 | 0.38 | | 0.28 | 9.95 | 14.64 | 0.52 | 26.11 | 1.19 | 0.13 | 11.11 | 5.40 | 15.77 |
| KOVO | 4 | 44.4 | 3 | 33.3 | 742 | | 1.35 | | 7.36 | | | | 50.20 | 3.14 | | 25.06 | | | 2.02 | 10.87 | |
| Mines, Geology and Oil Industry | 2 | 100.0 | 2 | 100.0 | | | | | | | | | | | | | | | | | |
| Profess.and Trade Union of Orchestral Music. | 5 | 38.5 | 1 | 7.7 | | | | | | | | | | | | | | | | | |
| Railway Trade Unions | 2 | 100.0 | 1 | 50.0 | | | | | | | | | | | | | | | | | |
| Science and Research | 2 | 100.0 | 1 | 50.0 | | | | | | | | | | | | | | | | | |
| State Bodies and Organisations | 3 | 75.0 | 3 | 75.0 | 1,216 | | | | 0.27 | | | | 32.50 | | | 37.43 | | | 3.43 | 5.48 | 20.89 |
| STAVBA | 11 | 91.7 | 10 | 83.3 | 1,834 | 0.12 | 0.50 | 0.02 | 3.52 | 0.11 | 0.22 | | 24.09 | 8.64 | 0.44 | 25.92 | | 0.03 | 2.80 | 3.61 | 29.97 |
| Textile, Clothing and Leather Industry | | | | | | | | | | | | | | | | | | | | | |
| UNIOS | 18 | 90.0 | 4 | 20.0 | 1,377 | 0.73 | | | 3.99 | | | | 35.36 | | 0.54 | 23.84 | | | 3.58 | 3.36 | 28.60 |
| Wood.Industry, Forestry and Manag.of Water | 4 | 66.7 | 3 | 50.0 | 857 | | | | 12.10 | | | 3.89 | 6.19 | 3.89 | 3.58 | 21.48 | | | 7.82 | 6.77 | 34.27 |
| Workers of Cultural Facilities | 4 | 66.7 | 4 | 66.7 | 298 | | 3.02 | | 23.47 | | | | 33.61 | | 0.42 | 14.25 | | | 1.76 | | 23.47 |

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

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

| Trade union | Employer's contribution to corporate catering | | | | | | | There is an agreed contribution to corporate catering for pensioners | | Contribution to pension insurance | | | | | | Contribution to life insurance | | | | | |
|--|---|-------|------------------------|-----------------|-----------|-----------------|--|--|------|-----------------------------------|-------|--------------------------------|----------|------------------------------|-------|--------------------------------|------|--------------------------------|----------|------------------------------|------|
| | arranged in CA | | amount of contribution | | | | without specification of the amount of allowance | | | agreed in CA | | amount of contribution of FSCR | | conditions for his provision | | agreed in CA | | amount of contribution of FSCR | | conditions for his provision | |
| | | | of budget | | of FSCR | | | | | | | | | | | | | | | | |
| | 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 | % CA |
| Total | 274 | 81.5 | 46.60 | 53.2 | 19.26 | 39.5 | 96 | 63 | 18.8 | 142 | 42.3 | 284 | 436 | 92 | 27.4 | 25 | 7.4 | 312 | 390 | 21 | 6.3 |
| Agriculture and Nutrition | 5 | 100.0 | 61.50 | 55.0 | 14.41 | | 1 | 3 | 60.0 | 3 | 60.0 | 300 | 333 | 2 | 40.0 | 2 | 40.0 | | | 2 | 40.0 |
| Catering, Hotels and Tourism | 3 | 100.0 | | 50.0 | 24.28 | | | | | 3 | 100.0 | 300 | 400 | 3 | 100.0 | 1 | 33.3 | | | 1 | 33.3 |
| Civilian Employees of the Army | 3 | 75.0 | | | | | 2 | 2 | 50.0 | 3 | 75.0 | | 1,833 | 3 | 75.0 | | | | | | |
| Culture and Nature Preservation | 27 | 96.4 | 52.40 | 52.5 | 21.20 | 20.0 | 10 | | | 8 | 28.6 | 210 | 513 | 7 | 25.0 | 1 | 3.6 | | | 1 | 3.6 |
| Education | 105 | 71.9 | 21.63 | | 17.36 | 12.0 | 38 | 26 | 17.8 | 55 | 37.7 | 288 | 314 | 29 | 19.9 | 8 | 5.5 | 317 | 348 | 7 | 4.8 |
| Fire Fighters | 12 | 92.3 | 32.60 | | 32.43 | | 5 | | | 9 | 69.2 | 320 | 394 | 8 | 61.5 | 3 | 23.1 | 400 | 550 | 3 | 23.1 |
| Food Industry and Allied Trade | 1 | 100.0 | | | | | 1 | | | | | | | | | | | | | | |
| Health Service and Social Care | 53 | 89.8 | 49.23 | 55.0 | 17.40 | 53.3 | 16 | 20 | 33.9 | 35 | 59.3 | 245 | 487 | 24 | 40.7 | 6 | 10.2 | 220 | 300 | 4 | 6.8 |
| KOVO | 5 | 55.6 | | | 18.55 | | 1 | 1 | 11.1 | 2 | 22.2 | | | 1 | 11.1 | 2 | 22.2 | | | 1 | 11.1 |
| Mines, Geology and Oil Industry | 2 | 100.0 | | | | | | 1 | 50.0 | 1 | 50.0 | | | 1 | 50.0 | 1 | 50.0 | | | 1 | 50.0 |
| Profess.and Trade Union of Orchestral Music. | 7 | 53.8 | 23.50 | | 28.50 | | 5 | | | 1 | 7.7 | | | 1 | 7.7 | | | | | | |
| Railway Trade Unions | 1 | 50.0 | | | | | 1 | | | | | | | | | | | | | | |
| Science and Research | 1 | 50.0 | | | | | 1 | | | 1 | 50.0 | | | 1 | 50.0 | | | | | | |
| State Bodies and Organisations | 4 | 100.0 | | 55.0 | 13.50 | | 1 | | | 4 | 100.0 | 250 | 367 | 3 | 75.0 | | | | | | |
| STAVBA | 12 | 100.0 | 44.33 | | 15.50 | | 4 | 8 | 66.7 | 7 | 58.3 | 300 | 529 | 6 | 50.0 | 1 | 8.3 | | | 1 | 8.3 |
| Textile, Clothing and Leather Industry | 1 | 100.0 | | | | | 1 | | | | | | | | | | | | | | |
| UNIOS | 20 | 100.0 | 60.69 | 53.3 | 23.85 | 45.0 | 7 | 2 | 10.0 | 6 | 30.0 | 385 | 403 | 1 | 5.0 | | | | | | |
| Wood.Industry, Forestry and Manag.of Water | 6 | 100.0 | | | 21.37 | | 2 | | | 3 | 50.0 | 457 | 457 | 2 | 33.3 | | | | | | |
| Workers of Cultural Facilities | 6 | 100.0 | 50.60 | | 20.17 | | | | | 1 | 16.7 | | | | | | | | | | |

Explanatory notes: NCA

% CA

aver. CZK

aver. % of price

CZK

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

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

average contribution in CZK

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

average contribution in CZK per month

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

| Trade union | Pay compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC | | | Average number of days of leave without compensation of pay above the requirement of the LC | | | | | | | | | | | | | | | | | | | | | | | | | | | | Activity of guides in children's and youth camps | | | |
|--|--|------|---------------------|---|------|------|-----|-------|------|-----|------|------|-----|-------|------|-----|-------|------|-----|------|------|-----|------|------|-----|------|------|------|------|-------|------|---|------|------|--|
| | | | | Type of personal obstacle | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | agreed in CA | | compensation amount | A | | | B | | | C | | | D | | | E | | | F | | | G | | | H | | | I | | | J | | | | |
| | NCA | % CA | | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | NCA | days | | | | |
| Total | 7 | 1.5 | 86.4 | 36 | 7.9 | 1.3 | 69 | 15.1 | 1.6 | 57 | 12.5 | 1.4 | 22 | 4.8 | 5.1 | 70 | 15.3 | 1.3 | 19 | 4.2 | 3.6 | 42 | 9.2 | 6.5 | 64 | 14.0 | 3.0 | 164 | 35.9 | 3.7 | 131 | 28.7 | 21 | 12.5 | |
| Agriculture and Nutrition | | | | | | | 1 | 20.0 | | | | | | | | 1 | 20.0 | | 1 | 20.0 | | 1 | 20.0 | | | | | 1 | 20.0 | | 1 | 20.0 | | | |
| Catering, Hotels and Tourism | | | | | | | 1 | 33.3 | | 1 | 33.3 | | 1 | 33.3 | | | | | | | | | | | | 1 | 33.3 | | 3 | 100.0 | 3.7 | 1 | 33.3 | | |
| Civilian Employees of the Army | | | | | | | | | | | | | | | | | | | | | | | | | | | | 3 | 75.0 | 4.3 | 2 | 50.0 | | | |
| Culture and Nature Preservation | | | | 2 | 7.1 | | 2 | 7.1 | | 1 | 3.6 | | | | | 1 | 3.6 | | 1 | 3.6 | | 7 | 25.0 | 8.1 | 5 | 17.9 | 8.2 | 17 | 60.7 | 3.9 | 5 | 17.9 | 1 | | |
| Education | | | | 10 | 6.8 | 1.3 | 42 | 28.8 | 1.8 | 5 | 3.4 | 1.0 | 5 | 3.4 | 5.8 | 52 | 35.6 | 1.3 | 1 | 0.7 | | | | | | 47 | 32.2 | 2.1 | 18 | 12.3 | 2.4 | 57 | 39.0 | 1 | |
| Fire Fighters | | | | 1 | 7.7 | | 1 | 7.7 | | 2 | 15.4 | | | | | 1 | 7.7 | | | | | 1 | 7.7 | | | | | 12 | 92.3 | 5.0 | 1 | 7.7 | | | |
| Food Industry and Allied Trade | | | | | | | 1 | 100.0 | | | | | 1 | 100.0 | | 1 | 100.0 | | | | | | | | | | | | | | | | | | |
| Health Service and Social Care | | | | 3 | 5.1 | 1.0 | 6 | 10.2 | 1.2 | 16 | 27.1 | 1.9 | | | | | | | 4 | 6.8 | 4.5 | 7 | 11.9 | 4.7 | 1 | 1.7 | | 32 | 54.2 | 3.2 | 21 | 35.6 | 7 | 11.4 | |
| KOVO | | | | 4 | 44.4 | 1.0 | 4 | 44.4 | 1.0 | 5 | 55.6 | 1.2 | | | | 4 | 44.4 | 1.0 | | | | 3 | 33.3 | 4.0 | 1 | 11.1 | | 1 | 11.1 | | 1 | 11.1 | | | |
| Mines, Geology and Oil Industry | | | | | | | | | | | | | | | | | | | | | | | | | | | | 1 | 50.0 | | | | | | |
| Profess.and Trade Union of Orchestral Music. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 3 | 23.1 | | | |
| Railway Trade Unions | | | | | | | | | | 1 | 50.0 | | 1 | 50.0 | | | | | | | | 1 | 50.0 | | | | | 1 | 50.0 | | 1 | 50.0 | | | |
| Science and Research | | | | | | | | | | | | | 1 | 50.0 | | 1 | 50.0 | | 1 | 50.0 | | | | | | | 1 | 50.0 | | 1 | 50.0 | | | | |
| State Bodies and Organisations | 7 | 5.6 | 86.4 | 12 | 9.7 | 1.4 | 10 | 8.1 | 1.4 | 18 | 14.5 | 1.2 | 8 | 6.5 | 2.9 | 7 | 5.6 | 1.4 | 8 | 6.5 | 3.1 | 18 | 14.5 | 7.4 | 5 | 4.0 | 6.0 | 56 | 45.2 | 4.2 | 28 | 22.6 | 12 | 12.8 | |
| STAVBA | | | | 1 | 8.3 | | | | | 2 | 16.7 | | 2 | 16.7 | | 1 | 8.3 | | 3 | 25.0 | 4.0 | | | | 1 | 8.3 | | 1 | 8.3 | | 2 | 16.7 | | | |
| Textile, Clothing and Leather Industry | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| UNIOS | | | | 1 | 4.8 | | | | | 5 | 23.8 | 1.0 | 2 | 9.5 | | 1 | 4.8 | | | | | 2 | 9.5 | | 3 | 14.3 | 2.7 | 13 | 61.9 | 2.8 | 5 | 23.8 | | | |
| Wood.Industry, Forestry and Manag.of Water | | | | 1 | 16.7 | | 1 | 16.7 | | | | | | | | 1 | 16.7 | | | | | 1 | 16.7 | | | | | 2 | 33.3 | | | | | | |
| Workers of Cultural Facilities | | | | 1 | 16.7 | | | | | 1 | 16.7 | | 1 | 16.7 | | | | | | | | 1 | 16.7 | | | | | 2 | 33.3 | | 2 | 33.3 | | | |

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

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

| Trade union | Employees' professional development | | | | CA detail fair treatment and prohibition of any discrimination | | Collective agreement stipulate | | | | Concrete form of implementation of the general agreement dealing with | | | |
|--|--|-------|---|------|--|-------|---|-------|------------------------------------|-------|---|------|--|------|
| | CA stipulate conditions of employees' professional development | | CA detail particular programmes and numbers of employees involved | | | | measures (technical and organizational) to ensure ISHPW | | written evaluation of ISHPW status | | work-related stress | | harassment and violence at the workplace | |
| | NCA | % CA | NCA | % CA | | | NCA | % CA | NCA | % CA | NCA | % CA | NCA | % CA |
| Total | 267 | 58.4 | 11 | 2.4 | 89 | 19.5 | 418 | 91.5 | 239 | 52.3 | 3 | 0.7 | 2 | 0.4 |
| Agriculture and Nutrition | 3 | 60.0 | | | 3 | 60.0 | 5 | 100.0 | 2 | 40.0 | | | | |
| Catering, Hotels and Tourism | 3 | 100.0 | | | 3 | 100.0 | 3 | 100.0 | 1 | 33.3 | | | | |
| Civilian Employees of the Army | 2 | 50.0 | | | 1 | 25.0 | 4 | 100.0 | 2 | 50.0 | | | | |
| Culture and Nature Preservation | 21 | 75.0 | | | 2 | 7.1 | 28 | 100.0 | 14 | 50.0 | | | | |
| Education | 105 | 71.9 | 4 | 2.7 | 16 | 11.0 | 142 | 97.3 | 112 | 76.7 | | | | |
| Fire Fighters | 5 | 38.5 | | | 3 | 23.1 | 11 | 84.6 | 9 | 69.2 | | | | |
| Food Industry and Allied Trade | | | | | | | 1 | 100.0 | 1 | 100.0 | | | | |
| Health Service and Social Care | 34 | 57.6 | 1 | 1.7 | 17 | 28.8 | 57 | 96.6 | 31 | 52.5 | | | | |
| KOVO | | | | | 4 | 44.4 | 8 | 88.9 | 7 | 77.8 | | | | |
| Mines, Geology and Oil Industry | 1 | 50.0 | | | 2 | 100.0 | 2 | 100.0 | | | | | | |
| Profess.and Trade Union of Orchestral Music. | 4 | 30.8 | | | 3 | 23.1 | 12 | 92.3 | 1 | 7.7 | | | | |
| Railway Trade Unions | 2 | 100.0 | | | 1 | 50.0 | 2 | 100.0 | 2 | 100.0 | | | | |
| Science and Research | 1 | 50.0 | | | | | 2 | 100.0 | | | | | | |
| State Bodies and Organisations | 69 | 55.6 | 5 | 4.0 | 26 | 21.0 | 99 | 79.8 | 30 | 24.2 | 3 | 2.4 | 2 | 1.6 |
| STAVBA | 3 | 25.0 | 1 | 8.3 | 5 | 41.7 | 11 | 91.7 | 7 | 58.3 | | | | |
| Textile, Clothing and Leather Industry | 1 | 100.0 | | | | | | | | | | | | |
| UNIOS | 7 | 33.3 | | | 2 | 9.5 | 21 | 100.0 | 18 | 85.7 | | | | |
| Wood.Industry, Forestry and Manag.of Water | 4 | 66.7 | | | | | 6 | 100.0 | 1 | 16.7 | | | | |
| Workers of Cultural Facilities | 2 | 33.3 | | | 1 | 16.7 | 4 | 66.7 | 1 | 16.7 | | | | |

Explanatory notes: NCA
% CA

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

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 | 457 | | | 8 | 4.4 | 1 | 0.2 | 1 | 0.2 | 141 | 30.9 | 138 | 30.2 | 144 | 99 | 42 | 113 | 81 | 3 | 80 | 368 | 19 |
| CZ010 Capital Prague | 37 | | | 2 | | | | | | 14 | 37.8 | 10 | 27.0 | 15 | 8 | 1 | 5 | 4 | | 7 | 26 | |
| CZ020 Středočeský | 48 | | | | | | | | | 13 | 27.1 | 15 | 31.3 | 22 | 14 | 7 | 15 | 12 | 2 | 9 | 39 | 3 |
| CZ031 Jihočeský | 19 | | | | | | | | | 11 | 57.9 | 6 | 31.6 | 8 | 3 | 3 | 5 | 3 | | 2 | 19 | |
| CZ032 Plzeňský | 38 | | | 1 | | | | | | 10 | 26.3 | 7 | 18.4 | 11 | 10 | 2 | 13 | 10 | | 5 | 30 | 1 |
| CZ041 Karlovarský | 12 | | | 1 | | | | | | 5 | 41.7 | 3 | 25.0 | 4 | 3 | 1 | 7 | 5 | | 2 | 9 | 1 |
| CZ042 Ústecký | 29 | | | | | | | | | 12 | 41.4 | 11 | 37.9 | 6 | 8 | 2 | 10 | 7 | | 4 | 21 | 1 |
| CZ051 Liberecký | 20 | | | | | | | | | 4 | 20.0 | 7 | 35.0 | 3 | | 2 | 6 | 4 | | 2 | 17 | 1 |
| CZ052 Královéhradecký | 25 | | | | | | | | | 4 | 16.0 | 5 | 20.0 | 6 | 3 | 1 | 7 | 5 | | 1 | 21 | |
| CZ053 Pardubický | 20 | | | | | | | | | 9 | 45.0 | 3 | 15.0 | 5 | 7 | | 4 | 3 | | 3 | 16 | |
| CZ061 Vysočina | 20 | | | | | 1 | 5.0 | | | 9 | 45.0 | 7 | 35.0 | 6 | 3 | 2 | 7 | 5 | | 5 | 18 | 6 |
| CZ062 Jihomoravský | 51 | | | | | | | 1 | 2.0 | 17 | 33.3 | 11 | 21.6 | 14 | 11 | 6 | 7 | 4 | 1 | 7 | 39 | 1 |
| CZ071 Olomoucký | 27 | | | 2 | | | | | | 8 | 29.6 | 6 | 22.2 | 9 | 5 | 1 | 11 | 8 | | 7 | 20 | 1 |
| CZ072 Zlínský | 29 | | | | | | | | | 9 | 31.0 | 13 | 44.8 | 11 | 11 | 7 | 3 | 4 | | 8 | 24 | 2 |
| CZ080 Moravskoslezský | 82 | | | 2 | | | | | | 16 | 19.5 | 34 | 41.5 | 24 | 13 | 7 | 13 | 7 | | 18 | 69 | 2 |

Explanatory notes: NCA
% CA
aver. %
TAPF
3.1
3.2
3.3
3.4
3.5
3.6
3.7
3.8
3.9
*
**

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

Remunerations at life anniversaries I - reaching the age of 50
classification based on 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 | 159 | 47.3 | 134 | 3,940 | 156 | 4,275 | 159 | 4,581 | 159 | 4,732 | 159 | 4,930 | 159 | 5,054 |
| CZ010 Capital Prague | 10 | 31.3 | 6 | 3,167 | 10 | 5,050 | 10 | 5,750 | 10 | 6,150 | 10 | 6,600 | 10 | 6,600 |
| CZ020 Středočeský | 19 | 65.5 | 19 | 3,763 | 19 | 3,974 | 19 | 3,974 | 19 | 3,974 | 19 | 3,974 | 19 | 4,237 |
| CZ031 Jihočeský | 6 | 42.9 | 4 | 2,750 | 6 | 4,250 | 6 | 4,583 | 6 | 4,583 | 6 | 4,750 | 6 | 4,750 |
| CZ032 Plzeňský | 9 | 36.0 | 9 | 6,444 | 9 | 6,556 | 9 | 6,667 | 9 | 6,778 | 9 | 6,778 | 9 | 6,778 |
| CZ041 Karlovarský | 1 | 20.0 | 1 | | 1 | | 1 | | 1 | | 1 | | 1 | |
| CZ042 Ústecký | 6 | 35.3 | 5 | 3,900 | 6 | 4,750 | 6 | 5,750 | 6 | 5,750 | 6 | 6,917 | 6 | 6,917 |
| CZ051 Liberecký | 7 | 50.0 | 4 | 3,375 | 7 | 3,143 | 7 | 3,571 | 7 | 3,643 | 7 | 3,643 | 7 | 3,643 |
| CZ052 Královéhradecký | 9 | 52.9 | 7 | 2,714 | 8 | 2,750 | 9 | 3,500 | 9 | 3,667 | 9 | 4,000 | 9 | 4,000 |
| CZ053 Pardubický | 9 | 56.3 | 6 | 1,917 | 9 | 1,889 | 9 | 2,222 | 9 | 2,389 | 9 | 2,833 | 9 | 3,056 |
| CZ061 Vysočina | 7 | 53.8 | 7 | 2,464 | 7 | 3,179 | 7 | 3,357 | 7 | 3,536 | 7 | 3,714 | 7 | 4,536 |
| CZ062 Jihomoravský | 12 | 27.3 | 10 | 5,850 | 12 | 6,042 | 12 | 6,167 | 12 | 6,292 | 12 | 6,417 | 12 | 6,583 |
| CZ071 Olomoucký | 6 | 37.5 | 3 | 5,000 | 6 | 5,000 | 6 | 5,000 | 6 | 5,000 | 6 | 5,000 | 6 | 5,000 |
| CZ072 Zlínský | 14 | 56.0 | 13 | 3,654 | 14 | 4,143 | 14 | 4,286 | 14 | 4,500 | 14 | 4,643 | 14 | 5,000 |
| CZ080 Moravskoslezský | 44 | 63.8 | 40 | 4,068 | 42 | 4,288 | 44 | 4,623 | 44 | 4,843 | 44 | 5,007 | 44 | 5,007 |

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 | 154 | 45.8 | 125 | 4,696 | 147 | 4,741 | 151 | 5,428 | 153 | 5,896 | 154 | 6,171 | 154 | 6,258 | 154 | 6,375 | 154 | 6,421 | 154 | 6,505 |
| CZ010 Capital Prague | 12 | 37.5 | 7 | 4,143 | 12 | 4,750 | 12 | 6,750 | 12 | 8,542 | 12 | 9,125 | 12 | 9,125 | 12 | 9,333 | 12 | 9,542 | 12 | 9,958 |
| CZ020 Středočeský | 18 | 62.1 | 16 | 4,656 | 17 | 4,618 | 17 | 4,647 | 17 | 4,676 | 18 | 4,583 | 18 | 4,611 | 18 | 4,694 | 18 | 4,750 | 18 | 4,806 |
| CZ031 Jihočeský | 6 | 42.9 | 4 | 2,750 | 6 | 4,000 | 6 | 5,333 | 6 | 6,167 | 6 | 6,333 | 6 | 6,333 | 6 | 6,333 | 6 | 6,333 | 6 | 6,333 |
| CZ032 Plzeňský | 7 | 28.0 | 7 | 7,000 | 7 | 7,143 | 7 | 7,286 | 7 | 7,429 | 7 | 7,429 | 7 | 7,429 | 7 | 7,429 | 7 | 7,429 | 7 | 7,429 |
| CZ041 Karlovarský | | | | | | | | | | | | | | | | | | | | |
| CZ042 Ústecký | 6 | 35.3 | 4 | 2,500 | 5 | 3,500 | 6 | 6,250 | 6 | 7,083 | 6 | 7,917 | 6 | 7,917 | 6 | 8,750 | 6 | 8,750 | 6 | 8,750 |
| CZ051 Liberecký | 6 | 42.9 | 3 | 5,667 | 6 | 3,917 | 6 | 4,333 | 6 | 4,333 | 6 | 4,333 | 6 | 4,333 | 6 | 4,333 | 6 | 4,333 | 6 | 4,333 |
| CZ052 Královéhradecký | 9 | 52.9 | 7 | 3,786 | 7 | 3,786 | 9 | 4,833 | 9 | 4,833 | 9 | 5,056 | 9 | 5,056 | 9 | 5,056 | 9 | 5,056 | 9 | 5,056 |
| CZ053 Pardubický | 9 | 56.3 | 6 | 2,833 | 9 | 2,278 | 9 | 2,611 | 9 | 2,778 | 9 | 3,333 | 9 | 3,556 | 9 | 3,778 | 9 | 4,000 | 9 | 4,111 |
| CZ061 Vysočina | 7 | 53.8 | 6 | 2,833 | 7 | 3,929 | 7 | 4,071 | 7 | 4,214 | 7 | 4,429 | 7 | 4,429 | 7 | 4,429 | 7 | 4,429 | 7 | 5,071 |
| CZ062 Jihomoravský | 12 | 27.3 | 10 | 6,600 | 12 | 6,417 | 12 | 6,958 | 12 | 7,500 | 12 | 7,625 | 12 | 7,792 | 12 | 7,792 | 12 | 7,792 | 12 | 7,792 |
| CZ071 Olomoucký | 7 | 43.8 | 5 | 6,500 | 7 | 5,929 | 7 | 6,643 | 7 | 7,357 | 7 | 7,357 | 7 | 7,357 | 7 | 7,357 | 7 | 7,357 | 7 | 7,357 |
| CZ072 Zlínský | 14 | 56.0 | 12 | 4,417 | 13 | 4,731 | 13 | 5,462 | 14 | 6,071 | 14 | 6,536 | 14 | 6,929 | 14 | 7,321 | 14 | 7,321 | 14 | 7,321 |
| CZ080 Moravskoslezský | 41 | 59.4 | 38 | 4,855 | 39 | 4,923 | 40 | 5,418 | 41 | 5,807 | 41 | 6,190 | 41 | 6,276 | 41 | 6,312 | 41 | 6,349 | 41 | 6,385 |

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 | 357 | 78.1 | 15 | 3.3 | 154 | 33.7 | 413 | 90.4 | 386 | 109 | 349 | 81 | 63 |
| CZ010 Capital Prague | 29 | 78.4 | 1 | 2.7 | 16 | 43.2 | 36 | 97.3 | 33 | 11 | 33 | 6 | 7 |
| CZ020 Středočeský | 35 | 72.9 | 4 | 8.3 | 23 | 47.9 | 42 | 87.5 | 39 | 9 | 36 | 13 | 7 |
| CZ031 Jihočeský | 16 | 84.2 | 1 | 5.3 | 4 | 21.1 | 15 | 78.9 | 13 | 4 | 15 | 4 | 4 |
| CZ032 Plzeňský | 24 | 63.2 | 2 | 5.3 | 11 | 28.9 | 30 | 78.9 | 28 | 8 | 27 | 9 | 4 |
| CZ041 Karlovarský | 11 | 91.7 | | | 3 | 25.0 | 9 | 75.0 | 7 | 4 | 7 | 4 | 3 |
| CZ042 Ústecký | 23 | 79.3 | | | 14 | 48.3 | 25 | 86.2 | 24 | 9 | 22 | 8 | 3 |
| CZ051 Liberecký | 17 | 85.0 | | | 7 | 35.0 | 18 | 90.0 | 18 | 2 | 14 | 3 | 3 |
| CZ052 Královéhradecký | 22 | 88.0 | | | 6 | 24.0 | 22 | 88.0 | 21 | 7 | 16 | 3 | 4 |
| CZ053 Pardubický | 15 | 75.0 | 2 | 10.0 | 9 | 45.0 | 20 | 100.0 | 19 | 4 | 11 | | 4 |
| CZ061 Vysočina | 18 | 90.0 | | | 10 | 50.0 | 17 | 85.0 | 15 | 5 | 14 | 4 | 3 |
| CZ062 Jihomoravský | 38 | 74.5 | 1 | 2.0 | 17 | 33.3 | 47 | 92.2 | 45 | 7 | 40 | 7 | 6 |
| CZ071 Olomoucký | 21 | 77.8 | 1 | 3.7 | 12 | 44.4 | 25 | 92.6 | 22 | 11 | 21 | 6 | 7 |
| CZ072 Zlínský | 24 | 82.8 | | | 7 | 24.1 | 29 | 100.0 | 27 | 10 | 27 | 7 | 2 |
| CZ080 Moravskoslezský | 64 | 78.0 | 3 | 3.7 | 15 | 18.3 | 78 | 95.1 | 75 | 18 | 66 | 7 | 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
 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 | 382 | 83.6 | 46 | 10.1 | 13 | 2.8 | 5 | 1.1 | 11 | 2.4 | 65 | 86.7 | 10 | 13.3 | 347 | 75.9 | 58 | 12.7 | 218 | 47.7 | 141 | 30.9 |
| CZ010 Capital Prague | 28 | 75.7 | 4 | 10.8 | 1 | 2.7 | | | 4 | 10.8 | 8 | 88.9 | 1 | 11.1 | 35 | 94.6 | 10 | 27.0 | 23 | 62.2 | 8 | 21.6 |
| CZ020 Středočeský | 44 | 91.7 | 2 | 4.2 | 1 | 2.1 | | | 1 | 2.1 | 2 | 50.0 | 2 | 50.0 | 32 | 66.7 | 5 | 10.4 | 25 | 52.1 | 10 | 20.8 |
| CZ031 Jihočeský | 18 | 94.7 | | | | | | | 1 | 5.3 | | | 1 | 100.0 | 11 | 57.9 | 3 | 15.8 | 12 | 63.2 | 6 | 31.6 |
| CZ032 Plzeňský | 30 | 78.9 | 4 | 10.5 | 3 | 7.9 | 1 | 2.6 | | | 8 | 100.0 | | | 29 | 76.3 | 6 | 15.8 | 13 | 34.2 | 11 | 28.9 |
| CZ041 Karlovarský | 11 | 91.7 | | | | | 1 | 8.3 | | | | | 1 | 100.0 | 7 | 58.3 | 1 | 8.3 | 5 | 41.7 | 1 | 8.3 |
| CZ042 Ústecký | 25 | 86.2 | 4 | 13.8 | | | | | | | 4 | 100.0 | | | 22 | 75.9 | 4 | 13.8 | 7 | 24.1 | 5 | 17.2 |
| CZ051 Liberecký | 14 | 70.0 | 4 | 20.0 | 1 | 5.0 | 1 | 5.0 | | | 5 | 83.3 | 1 | 16.7 | 18 | 90.0 | 3 | 15.0 | 10 | 50.0 | 4 | 20.0 |
| CZ052 Královéhradecký | 21 | 84.0 | 3 | 12.0 | | | | | 1 | 4.0 | 3 | 75.0 | 1 | 25.0 | 18 | 72.0 | 4 | 16.0 | 10 | 40.0 | 5 | 20.0 |
| CZ053 Pardubický | 18 | 90.0 | 2 | 10.0 | | | | | | | 2 | 100.0 | | | 14 | 70.0 | 2 | 10.0 | 9 | 45.0 | 5 | 25.0 |
| CZ061 Vysočina | 16 | 80.0 | 1 | 5.0 | 2 | 10.0 | | | 1 | 5.0 | 3 | 75.0 | 1 | 25.0 | 14 | 70.0 | 1 | 5.0 | 8 | 40.0 | 5 | 25.0 |
| CZ062 Jihomoravský | 41 | 80.4 | 9 | 17.6 | | | | | 1 | 2.0 | 9 | 90.0 | 1 | 10.0 | 40 | 78.4 | 4 | 7.8 | 20 | 39.2 | 16 | 31.4 |
| CZ071 Olomoucký | 22 | 81.5 | 3 | 11.1 | 1 | 3.7 | 1 | 3.7 | | | 5 | 100.0 | | | 20 | 74.1 | 1 | 3.7 | 12 | 44.4 | 8 | 29.6 |
| CZ072 Zlínský | 24 | 82.8 | 5 | 17.2 | | | | | | | 5 | 100.0 | | | 25 | 86.2 | 4 | 13.8 | 22 | 75.9 | 15 | 51.7 |
| CZ080 Moravskoslezský | 70 | 85.4 | 5 | 6.1 | 4 | 4.9 | 1 | 1.2 | 2 | 2.4 | 11 | 91.7 | 1 | 8.3 | 62 | 75.6 | 10 | 12.2 | 42 | 51.2 | 42 | 51.2 |

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 | 0.4 | 1 | 0.2 | 19 | 4.2 | 34 | 7.4 | 1.5 | 2.0 | 34 | 7.4 | 1.1 | 1.6 | 65 | 14.2 | 1.5 | 2.9 | 55 | 12.0 | 44 | 9.6 | 10 | 2.2 | 1 | 0.2 |
| CZ010 Capital Prague | | | 1 | 2.7 | 6 | 16.2 | 6 | 16.2 | 1.3 | 2.0 | 6 | 16.2 | 1.2 | 1.8 | 14 | 37.8 | 1.4 | 3.1 | 13 | 35.1 | 11 | 29.7 | 2 | 5.4 | | |
| CZ020 Středočeský | | | | | | | 1 | 2.1 | | | 2 | 4.2 | | | 8 | 16.7 | 1.3 | 3.0 | 7 | 14.6 | 6 | 12.5 | 1 | 2.1 | 1 | 2.1 |
| CZ031 Jihočeský | | | | | | | 1 | 5.3 | | | 1 | 5.3 | | | 2 | 10.5 | | | 2 | 10.5 | 2 | 10.5 | | | | |
| CZ032 Plzeňský | 2 | 5.3 | | | 1 | 2.6 | 2 | 5.3 | | | 2 | 5.3 | | | 5 | 13.2 | 2.8 | 3.0 | 4 | 10.5 | 4 | 10.5 | | | | |
| CZ041 Karlovarský | | | | | 1 | 8.3 | 2 | 16.7 | | | 1 | 8.3 | | | 1 | 8.3 | | | 1 | 8.3 | 1 | 8.3 | | | | |
| CZ042 Ústecký | | | | | 3 | 10.3 | 5 | 17.2 | 1.6 | 1.8 | 5 | 17.2 | 1.0 | 1.2 | 6 | 20.7 | 1.6 | 2.7 | 4 | 13.8 | 3 | 10.3 | 1 | 3.4 | | |
| CZ051 Liberecký | | | | | | | 1 | 5.0 | | | 1 | 5.0 | | | 1 | 5.0 | | | 1 | 5.0 | 1 | 5.0 | | | | |
| CZ052 Královéhradecký | | | | | | | 2 | 8.0 | | | 1 | 4.0 | | | 4 | 16.0 | 1.3 | 2.0 | 4 | 16.0 | 3 | 12.0 | 1 | 4.0 | | |
| CZ053 Pardubický | | | | | | | | | | | | | | | 2 | 10.0 | | | 2 | 10.0 | 2 | 10.0 | | | | |
| CZ061 Vysočina | | | | | | | 3 | 15.0 | 1.5 | 2.3 | 3 | 15.0 | 1.0 | 2.0 | 3 | 15.0 | 2.0 | 6.7 | 1 | 5.0 | | | 1 | 5.0 | | |
| CZ062 Jihomoravský | | | 1 | 2.0 | 5 | 9.8 | 5 | 9.8 | 2.0 | 2.2 | 5 | 9.8 | 1.2 | 1.4 | 3 | 5.9 | 1.7 | 2.0 | 2 | 3.9 | 1 | 2.0 | 1 | 2.0 | | |
| CZ071 Olomoucký | | | | | 3 | 11.1 | | | | | | | | | 2 | 7.4 | | | 2 | 7.4 | 2 | 7.4 | | | | |
| CZ072 Zlínský | | | 2 | 6.9 | 2 | 6.9 | | | | | 3 | 10.3 | 1.0 | 1.7 | 1 | 3.4 | | | 2 | 6.9 | | | 1 | 3.4 | | |
| CZ080 Moravskoslezský | | | 2 | 2.4 | 4 | 4.9 | 4 | 4.9 | 1.3 | 2.0 | 4 | 4.9 | 1.3 | 2.0 | 13 | 15.9 | 1.2 | 1.6 | 10 | 12.2 | 8 | 9.8 | 2 | 2.4 | | |

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

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

| Region NUTS 3 | rules of drawing in CA | | budget parts of CA | | average creation including balances | Structure of planned use of the fund | | | | | | | | | | | | | | | |
|-----------------------|---------------------------|------|-----------------------|------|--|--------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | NCA | % CA | NCA | % CA | | in thousands CZK | 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.% |
| Total | 295 | 87.8 | 142 | 42.3 | 4,811 | 1.10 | 0.70 | 0.16 | 10.21 | 0.21 | 0.33 | 0.49 | 16.73 | 14.03 | 0.64 | 22.06 | 0.78 | 0.22 | 7.14 | 7.61 | 17.60 |
| CZ010 Capital Prague | 26 | 81.3 | 15 | 46.9 | 14,762 | 0.84 | 0.23 | 0.16 | 3.27 | 0.01 | 0.30 | 0.32 | 14.62 | 18.19 | 0.29 | 20.42 | 0.26 | 0.42 | 2.33 | 20.61 | 17.74 |
| CZ020 Středočeský | 27 | 93.1 | 9 | 31.0 | 3,594 | 0.62 | 0.26 | | 2.12 | 0.17 | | 0.31 | 36.33 | 3.68 | 0.90 | 19.84 | 0.28 | 0.01 | 4.76 | 2.19 | 28.53 |
| CZ031 Jihočeský | 13 | 92.9 | 6 | 42.9 | 1,498 | 4.71 | 0.01 | | 5.45 | | | 0.22 | 31.78 | 2.06 | 0.33 | 32.08 | 1.21 | 0.04 | 1.56 | 2.45 | 18.08 |
| CZ032 Plzeňský | 22 | 88.0 | 11 | 44.0 | 2,443 | | 0.47 | 0.02 | 7.29 | | 1.84 | 1.27 | 17.27 | 5.25 | 2.79 | 26.78 | | 0.03 | 6.71 | 2.21 | 28.06 |
| CZ041 Karlovarský | 4 | 80.0 | 3 | 60.0 | 1,735 | 2.82 | | | 0.39 | | | | 47.57 | | 0.29 | 33.23 | 1.34 | 0.04 | 6.99 | | 7.32 |
| CZ042 Ústecký | 15 | 88.2 | 9 | 52.9 | 1,571 | 0.28 | 0.64 | | 8.73 | | 1.46 | 0.71 | 16.31 | 4.95 | 0.21 | 31.34 | | 0.50 | 4.29 | 6.88 | 23.69 |
| CZ051 Liberecký | 13 | 92.9 | 6 | 42.9 | 4,292 | 0.19 | 10.68 | 0.76 | 18.77 | | 0.54 | 1.75 | 10.51 | 1.75 | 0.97 | 29.69 | 6.84 | 0.02 | 4.55 | 0.02 | 12.96 |
| CZ052 Královéhradecký | 12 | 70.6 | 7 | 41.2 | 1,838 | 23.22 | 0.08 | | 5.93 | | 2.82 | | 40.11 | 0.79 | 0.35 | 11.59 | | 0.06 | 4.50 | 1.18 | 9.38 |
| CZ053 Pardubický | 15 | 93.8 | 9 | 56.3 | 2,444 | 0.08 | 2.18 | | 1.51 | | | 1.36 | 31.78 | 2.34 | 3.00 | 26.09 | | 0.01 | 2.96 | 1.77 | 26.92 |
| CZ061 Vysočina | 11 | 84.6 | 5 | 38.5 | 8,102 | 1.94 | 0.05 | | 5.97 | | | 1.97 | 19.94 | 9.92 | 0.26 | 24.02 | | | 8.26 | 1.69 | 25.98 |
| CZ062 Jihomoravský | 39 | 88.6 | 21 | 47.7 | 1,742 | 1.58 | 0.40 | 1.43 | 12.45 | 2.03 | 0.57 | 1.00 | 25.96 | 19.34 | 0.94 | 18.15 | 0.08 | 0.02 | 4.82 | 1.18 | 10.04 |
| CZ071 Olomoucký | 14 | 87.5 | 8 | 50.0 | 16,249 | 0.31 | | | 17.51 | | | 0.08 | 8.27 | 14.79 | 0.30 | 15.70 | | 0.19 | 21.25 | 0.98 | 20.61 |
| CZ072 Zlínský | 24 | 96.0 | 10 | 40.0 | 1,359 | | 0.81 | 0.07 | 15.52 | | 0.81 | 0.59 | 47.16 | 3.08 | 1.25 | 21.01 | | 0.07 | 5.82 | 2.59 | 1.22 |
| CZ080 Moravskoslezský | 60 | 87.0 | 23 | 33.3 | 4,040 | 0.03 | 0.45 | 0.02 | 21.89 | 0.67 | 0.05 | | 8.91 | 21.84 | 0.68 | 30.51 | 2.87 | 0.24 | 3.48 | 0.58 | 7.78 |

| | | |
|------------------------|---|--|
| 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 | | |
| | | | of budget | | of FSCR | | | | | | | | | | | | | | | | |
| | 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 | 274 | 81.5 | 46.60 | 53.2 | 19.26 | 39.5 | 96 | 63 | 18.8 | 142 | 42.3 | 284 | 436 | 92 | 27.4 | 25 | 7.4 | 312 | 390 | 21 | 6.3 |
| CZ010 Capital Prague | 27 | 84.4 | 50.55 | 52.5 | 22.38 | 15.0 | 10 | 4 | 12.5 | 14 | 43.8 | 199 | 811 | 14 | 43.8 | 4 | 12.5 | 233 | 413 | 4 | 12.5 |
| CZ020 Středočeský | 21 | 72.4 | 37.33 | 52.5 | 20.11 | | 6 | 4 | 13.8 | 11 | 37.9 | 264 | 400 | 7 | 24.1 | 2 | 6.9 | | | 1 | 3.4 |
| CZ031 Jihočeský | 11 | 78.6 | 64.20 | 55.0 | 18.50 | | 2 | 1 | 7.1 | 9 | 64.3 | 221 | 271 | 5 | 35.7 | 2 | 14.3 | | | 1 | 7.1 |
| CZ032 Plzeňský | 21 | 84.0 | 38.76 | | 24.48 | | 11 | 6 | 24.0 | 9 | 36.0 | 380 | 569 | 6 | 24.0 | | | | | | |
| CZ041 Karlovarský | 4 | 80.0 | 47.00 | | 27.25 | | | | | 1 | 20.0 | | | 1 | 20.0 | 1 | 20.0 | | | 1 | 20.0 |
| CZ042 Ústecký | 16 | 94.1 | 33.00 | | 20.91 | | 4 | 5 | 29.4 | 8 | 47.1 | 334 | 400 | 6 | 35.3 | 1 | 5.9 | | | 1 | 5.9 |
| CZ051 Liberecký | 12 | 85.7 | | | 34.80 | 50.0 | 6 | 4 | 28.6 | 8 | 57.1 | 425 | 471 | 8 | 57.1 | 3 | 21.4 | 453 | 453 | 3 | 21.4 |
| CZ052 Královéhradecký | 16 | 94.1 | 42.70 | | 19.34 | | 4 | 3 | 17.6 | 9 | 52.9 | 305 | 428 | 3 | 17.6 | 2 | 11.8 | | | 2 | 11.8 |
| CZ053 Pardubický | 15 | 93.8 | 61.75 | 55.0 | 19.58 | | 5 | 5 | 31.3 | 6 | 37.5 | 163 | 312 | 3 | 18.8 | 1 | 6.3 | | | 1 | 6.3 |
| CZ061 Vysočina | 13 | 100.0 | 45.50 | | 13.00 | | 5 | 5 | 38.5 | 7 | 53.8 | 307 | 372 | 6 | 46.2 | | | | | | |
| CZ062 Jihomoravský | 35 | 79.5 | 67.33 | | 17.95 | | 16 | 5 | 11.4 | 18 | 40.9 | 326 | 339 | 10 | 22.7 | 3 | 6.8 | 311 | 311 | 3 | 6.8 |
| CZ071 Olomoucký | 15 | 93.8 | 16.75 | | 19.90 | | 6 | 4 | 25.0 | 8 | 50.0 | 274 | 553 | 6 | 37.5 | 1 | 6.3 | | | 1 | 6.3 |
| CZ072 Zlínský | 18 | 72.0 | 46.00 | 52.5 | 14.77 | 45.0 | 3 | 3 | 12.0 | 7 | 28.0 | 250 | 265 | 1 | 4.0 | 2 | 8.0 | | | | |
| CZ080 Moravskoslezský | 50 | 72.5 | 37.42 | 55.0 | 15.56 | | 18 | 14 | 20.3 | 27 | 39.1 | 288 | 370 | 16 | 23.2 | 3 | 4.3 | 317 | 350 | 3 | 4.3 |

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 regions - public service and administration

| Region NUTS 3 | Pay compensation for the first 14 days incapacity for work of an employee exceeding the level stated in LC | | | Average number of days of leave without compensation of pay above the requirement of the LC | | | | | | | | | | | | | | | | | | | | | | | | | | | | Activity of guides in children's and youth camps | | |
|-----------------------|--|------|---------------------|---|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|-----|------|------|------|------|------|-----|------|------|-----|------|--|------|------|
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Type of personal obstacle | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | agreed in CA | | compensation amount | A | | | B | | | C | | | D | | | E | | | F | | | G | | | H | | | I | | | J | | | |
| NCA | % CA | % AE | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | days | NCA | % CA | NCA | days | |
| Total | 7 | 1.5 | 86.4 | 36 | 7.9 | 1.3 | 69 | 15.1 | 1.6 | 57 | 12.5 | 1.4 | 22 | 4.8 | 5.1 | 70 | 15.3 | 1.3 | 19 | 4.2 | 3.6 | 42 | 9.2 | 6.5 | 64 | 14.0 | 3.0 | 164 | 35.9 | 3.7 | 131 | 28.7 | 21 | 12.5 |
| CZ010 Capital Prague | 1 | 2.7 | | 3 | 8.1 | 1.3 | 4 | 10.8 | 1.3 | 7 | 18.9 | 1.3 | 4 | 10.8 | 4.5 | 2 | 5.4 | | 4 | 10.8 | 4.3 | 4 | 10.8 | 8.0 | 3 | 8.1 | 7.0 | 23 | 62.2 | 4.1 | 18 | 48.6 | 4 | 16.5 |
| CZ020 Středočeský | 1 | 2.1 | | 3 | 6.3 | 1.7 | 5 | 10.4 | 2.2 | 8 | 16.7 | 2.0 | 4 | 8.3 | 5.5 | 7 | 14.6 | 1.3 | 3 | 6.3 | 2.7 | 4 | 8.3 | 10.0 | 7 | 14.6 | 4.7 | 20 | 41.7 | 3.4 | 12 | 25.0 | 4 | 5.3 |
| CZ031 Jihočeský | | | | | | | 2 | 10.5 | | | | | | | | 1 | 5.3 | | | | | | | 2 | 10.5 | | 5 | 26.3 | 4.2 | 3 | 15.8 | 1 | | |
| CZ032 Plzeňský | 2 | 5.3 | | 5 | 13.2 | 1.4 | 5 | 13.2 | 2.0 | 4 | 10.5 | 1.0 | 3 | 7.9 | 2.7 | 5 | 13.2 | 1.8 | 2 | 5.3 | | 3 | 7.9 | 5.3 | 3 | 7.9 | 3.3 | 12 | 31.6 | 3.8 | 13 | 34.2 | 1 | |
| CZ041 Karlovarský | | | | 1 | 8.3 | | | | | 1 | 8.3 | | 1 | 8.3 | | | | | | | | 2 | 16.7 | | 1 | 8.3 | | 6 | 50.0 | 3.7 | 3 | 25.0 | 1 | |
| CZ042 Ústecký | 1 | 3.4 | | 5 | 17.2 | 1.0 | 2 | 6.9 | | 6 | 20.7 | 1.0 | | | | 2 | 6.9 | | 1 | 3.4 | | 4 | 13.8 | 6.3 | | | | 12 | 41.4 | 4.3 | 6 | 20.7 | 1 | |
| CZ051 Liberecký | | | | 1 | 5.0 | | 2 | 10.0 | | 1 | 5.0 | | | | | 3 | 15.0 | 1.3 | | | | 4 | 20.0 | 7.3 | 3 | 15.0 | 4.0 | 4 | 20.0 | 4.0 | 5 | 25.0 | 1 | |
| CZ052 Královéhradecký | | | | 2 | 8.0 | | 3 | 12.0 | 2.7 | 3 | 12.0 | 1.3 | 1 | 4.0 | | 4 | 16.0 | 1.3 | | | | 3 | 12.0 | 4.3 | 3 | 12.0 | 3.0 | 9 | 36.0 | 3.2 | 7 | 28.0 | 2 | |
| CZ053 Pardubický | | | | 3 | 15.0 | 1.0 | 4 | 20.0 | 1.0 | 6 | 30.0 | 1.5 | | | | 3 | 15.0 | 1.3 | 2 | 10.0 | | 4 | 20.0 | 4.5 | | | | 10 | 50.0 | 3.7 | 1 | 5.0 | 2 | |
| CZ061 Vysočina | | | | | | | 1 | 5.0 | | 3 | 15.0 | 1.3 | 2 | 10.0 | | | | | 1 | 5.0 | | 1 | 5.0 | | 4 | 20.0 | 1.0 | 4 | 20.0 | 3.0 | 9 | 45.0 | 1 | |
| CZ062 Jihomoravský | | | | 2 | 3.9 | | 5 | 9.8 | 1.8 | 2 | 3.9 | | 2 | 3.9 | | 7 | 13.7 | 1.4 | 3 | 5.9 | 6.7 | 3 | 5.9 | 5.7 | 7 | 13.7 | 3.7 | 13 | 25.5 | 4.2 | 8 | 15.7 | | |
| CZ071 Olomoucký | 1 | 3.7 | | 1 | 3.7 | | 3 | 11.1 | 1.7 | 2 | 7.4 | | | | | 2 | 7.4 | | 1 | 3.7 | | 4 | 14.8 | 9.3 | 2 | 7.4 | | 16 | 59.3 | 3.6 | 8 | 29.6 | 2 | |
| CZ072 Zlínský | | | | | | | 8 | 27.6 | 1.9 | 2 | 6.9 | | | | | 8 | 27.6 | 1.3 | 1 | 3.4 | | | | | 7 | 24.1 | 2.3 | 8 | 27.6 | 3.4 | 9 | 31.0 | | |
| CZ080 Moravskoslezský | 1 | 1.2 | | 10 | 12.2 | 1.1 | 25 | 30.5 | 1.3 | 12 | 14.6 | 1.2 | 5 | 6.1 | 5.8 | 26 | 31.7 | 1.2 | 1 | 1.2 | | 6 | 7.3 | 5.7 | 22 | 26.8 | 2.2 | 22 | 26.8 | 3.3 | 29 | 35.4 | 1 | |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 % AE average value of compensation, defined by the percentage from the average earnings
 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 | 267 | 58.4 | 11 | 2.4 | 89 | 19.5 | 418 | 91.5 | 239 | 52.3 | 3 | 0.7 | 2 | 0.4 |
| CZ010 Capital Prague | 23 | 62.2 | | | 11 | 29.7 | 34 | 91.9 | 21 | 56.8 | | | 1 | 2.7 |
| CZ020 Středočeský | 25 | 52.1 | | | 11 | 22.9 | 43 | 89.6 | 25 | 52.1 | | | | |
| CZ031 Jihočeský | 12 | 63.2 | | | 4 | 21.1 | 19 | 100.0 | 3 | 15.8 | | | | |
| CZ032 Plzeňský | 23 | 60.5 | 2 | 5.3 | 5 | 13.2 | 33 | 86.8 | 15 | 39.5 | 2 | 5.3 | 1 | 2.6 |
| CZ041 Karlovarský | 5 | 41.7 | | | 3 | 25.0 | 11 | 91.7 | 2 | 16.7 | | | | |
| CZ042 Ústecký | 18 | 62.1 | 2 | 6.9 | 6 | 20.7 | 26 | 89.7 | 11 | 37.9 | | | | |
| CZ051 Liberecký | 14 | 70.0 | 2 | 10.0 | 1 | 5.0 | 20 | 100.0 | 9 | 45.0 | | | | |
| CZ052 Královéhradecký | 10 | 40.0 | 1 | 4.0 | 3 | 12.0 | 23 | 92.0 | 12 | 48.0 | | | | |
| CZ053 Pardubický | 5 | 25.0 | | | 5 | 25.0 | 18 | 90.0 | 8 | 40.0 | | | | |
| CZ061 Vysočina | 14 | 70.0 | 1 | 5.0 | 6 | 30.0 | 18 | 90.0 | 12 | 60.0 | 1 | 5.0 | | |
| CZ062 Jihomoravský | 29 | 56.9 | | | 11 | 21.6 | 49 | 96.1 | 29 | 56.9 | | | | |
| CZ071 Olomoucký | 17 | 63.0 | 2 | 7.4 | 4 | 14.8 | 26 | 96.3 | 12 | 44.4 | | | | |
| CZ072 Zlínský | 18 | 62.1 | | | 4 | 13.8 | 25 | 86.2 | 20 | 69.0 | | | | |
| CZ080 Moravskoslezský | 54 | 65.9 | 1 | 1.2 | 15 | 18.3 | 73 | 89.0 | 60 | 73.2 | | | | |

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



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 | aver.% | NCA | aver.CZK | NCA | aver.% | NCA | in thous.CZK | NCA | % CA | NCA | % CA |
| Total | 113 | 93.4 | 55 | 3.9 | 3 | 16,700 | 31 | 4.4 | 20 | 3,537 | 68 | 56.2 | 62 | 51.2 |
| State Bodies and Organisations | 112 | 93.3 | 54 | 4.0 | 3 | 16,700 | 31 | 4.4 | 20 | 3,537 | 68 | 56.7 | 62 | 51.7 |
| UNIOS | 1 | 100.0 | 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 | 0.02 | 0.02 | 8.07 | 0.05 | 2.21 | 0.92 | 1.15 | 32.23 | 8.00 | 0.61 | 13.53 | 0.81 | 0.67 | 5.76 | 7.25 | 18.70 | 79 | 65.3 |
| State Bodies and Organisations | 0.02 | 0.02 | 8.07 | 0.05 | 2.21 | 0.92 | 1.15 | 32.23 | 8.00 | 0.61 | 13.53 | 0.81 | 0.67 | 5.76 | 7.25 | 18.70 | 79 | 65.8 |
| UNIOS | | | | | | | | | | | | | | | | | | |

- Explanatory notes: NCA

aver.%

A

B

C

D

E

F

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

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

contribution for equipment to improve working environment

contribution for physical education and sport equipment

contributions to sporting and cultural events

contribution for the procurement of working clothes, footwear or uniforms

clothing allowance

contribution to transport to and from work

loans to cover housing needs (procurement of a housing, procurement of interior equipment)
- H

I

J

K

L

M

N

O

P
- contribution to corporate catering

contribution to recreation (domestic, foreign, children's)

social assistance and social loans

contribution to contributory pension scheme

contribution to life insurance

contribution to trade union organization

gifts (for extraordinary activity, working anniversaries, life anniversaries...)

other uses

fund balance

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

| Trade union | Employer contribution to corporate catering | | | | | | | | Provision of supported catering services | | | | | | |
|--------------------------------|---|-------|------------------------|---------------|--------------------|---------------|----------------------------------|---------------|---|-----------------|------|----------------------------|------|---|------|
| | agreed in CA | | amount of contribution | | | | | | without specification of the amount of allowance | to ex-employees | | to employees on holiday | | to employees temporarily out of work | |
| | | | from the budget | | from the soc. fund | | without distinguishing resources | | | | | | | | |
| | NCA | % CA | aver. CZK | aver. % price | aver. CZK | aver. % price | aver. CZK | aver. % price | NCA | NCA | % CA | NCA | % CA | NCA | % CA |
| Total | 112 | 92.6 | 57.80 | 49.0 | 38.61 | 38.7 | 104.17 | 16 | 10 | 8.3 | 5 | 4.1 | 4 | 3.3 | |
| State Bodies and Organisations | 111 | 92.5 | 57.80 | 48.2 | 38.61 | 38.7 | 104.17 | 16 | 10 | 8.3 | 5 | 4.2 | 4 | 3.3 | |
| UNIOS | 1 | 100.0 | | | | | | | | | | | | | |

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

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

| Trade union | Contribution to pension insurance | | | | | | | Contribution to life insurance | | | | | |
|--------------------------------|-----------------------------------|-------|------------------------|----------------|-------------|------------------------------|-------|--------------------------------|------|------------------------|----------------|------------------------------|------|
| | agreed in CA | | amount of contribution | | | conditions for his provision | | agreed in CA | | amount of contribution | | conditions for his provision | |
| | NCA | % CA | min. CZK/month | max. CZK/month | aver. % MBA | NCA | % CA | NCA | % CA | min. CZK/month | max. CZK/month | NCA | % CA |
| Total | 84 | 69.4 | 513 | 593 | 4.9 | 60 | 49.6 | 29 | 24.0 | 551 | 664 | 20 | 16.5 |
| State Bodies and Organisations | 83 | 69.2 | 505 | 588 | 4.9 | 59 | 49.2 | 29 | 24.2 | 551 | 664 | 20 | 16.7 |
| UNIOS | 1 | 100.0 | | | | 1 | 100.0 | | | | | | |

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 | aver.% | NCA | aver.CZK | NCA | aver.% | NCA | in thous.CZK | NCA | % CA | NCA | % CA |
| Total | 113 | 93.4 | 55 | 3.9 | 3 | 16,700 | 31 | 4.4 | 20 | 3,537 | 68 | 56.2 | 62 | 51.2 |
| CZ010 Capital Prague | 5 | 100.0 | 3 | 4.7 | | | | | 2 | 7,064 | 2 | 40.0 | 2 | 40.0 |
| CZ020 Středočeský | 18 | 94.7 | 10 | 4.4 | 1 | | 3 | 3.8 | 4 | 2,582 | 12 | 63.2 | 11 | 57.9 |
| CZ031 Jihočeský | 5 | 100.0 | 5 | 3.8 | | | | | | 4,031 | 2 | 40.0 | 2 | 40.0 |
| CZ032 Plzeňský | 13 | 100.0 | 5 | 3.7 | | | 5 | 5.9 | 2 | 2,820 | 10 | 76.9 | 7 | 53.8 |
| CZ041 Karlovarský | 7 | 100.0 | 3 | 3.9 | | | 1 | | 3 | 1,759 | 5 | 71.4 | 5 | 71.4 |
| CZ042 Ústecký | 10 | 83.3 | 5 | 3.5 | 1 | | 2 | | 1 | 4,338 | 6 | 50.0 | 6 | 50.0 |
| CZ051 Liberecký | 5 | 83.3 | 2 | | | | 2 | | | 1,947 | 4 | 66.7 | 4 | 66.7 |
| CZ052 Královéhradecký | 8 | 100.0 | 4 | 3.6 | | | 4 | 4.0 | | 2,579 | 4 | 50.0 | 4 | 50.0 |
| CZ053 Pardubický | 3 | 75.0 | 2 | | | | 1 | | | 3,167 | 1 | 25.0 | 1 | 25.0 |
| CZ061 Vysočina | 7 | 100.0 | 4 | 3.8 | 1 | | 2 | | | 1,587 | 5 | 71.4 | 5 | 71.4 |
| CZ062 Jihomoravský | 7 | 100.0 | 3 | 4.5 | | | 3 | 4.3 | 1 | 3,909 | 4 | 57.1 | 4 | 57.1 |
| CZ071 Olomoucký | 11 | 100.0 | 5 | 4.1 | | | 3 | 3.7 | 3 | 5,290 | 5 | 45.5 | 5 | 45.5 |
| CZ072 Zlínský | 4 | 100.0 | 2 | | | | 1 | | | 5,594 | 4 | 100.0 | 4 | 100.0 |
| CZ080 Moravskoslezský | 10 | 76.9 | 2 | | | | 4 | 5.0 | 4 | 5,362 | 4 | 30.8 | 2 | 15.4 |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver.% average 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 | 0.02 | 0.02 | 8.07 | 0.05 | 2.21 | 0.92 | 1.15 | 32.23 | 8.00 | 0.61 | 13.53 | 0.81 | 0.67 | 5.76 | 7.25 | 18.70 | 79 | 65.3 |
| CZ010 Capital Prague | | | 2.60 | | 4.25 | 13.77 | 0.24 | 50.02 | 14.41 | 0.19 | | | | 5.47 | | 9.06 | 4 | 80.0 |
| CZ020 Středočeský | | | 3.99 | | 3.77 | | 0.59 | 29.74 | 6.50 | 0.46 | 17.27 | 1.29 | 0.86 | 16.46 | 9.31 | 9.75 | 11 | 57.9 |
| CZ031 Jihočeský | | | | | | | | 29.97 | 18.45 | 0.19 | 16.31 | | 0.08 | 0.25 | 3.88 | 30.87 | 3 | 60.0 |
| CZ032 Plzeňský | | 0.01 | 1.86 | 0.29 | 8.29 | 0.01 | 1.42 | 30.06 | 7.48 | 0.44 | 15.60 | 0.03 | 1.76 | 1.91 | 2.23 | 28.60 | 11 | 84.6 |
| CZ041 Karlovarský | | 0.06 | 17.96 | | 0.07 | 2.00 | | 15.48 | 19.25 | 1.07 | 28.42 | | 0.57 | 3.93 | 2.63 | 8.56 | 4 | 57.1 |
| CZ042 Ústecký | | | 29.59 | | 1.54 | | 0.09 | 24.79 | 4.58 | 1.25 | 9.32 | 3.26 | 0.01 | 2.95 | 6.72 | 15.90 | 6 | 50.0 |
| CZ051 Liberecký | | 0.05 | 2.33 | | 0.37 | | 2.57 | 30.99 | 9.97 | 0.67 | 19.17 | 1.03 | 0.75 | 7.28 | 8.05 | 16.77 | 3 | 50.0 |
| CZ052 Královéhradecký | | 0.01 | 12.52 | | 0.29 | | 1.33 | 29.25 | 3.35 | 0.74 | 13.36 | 2.85 | 0.25 | 5.94 | 4.44 | 25.68 | 6 | 75.0 |
| CZ053 Pardubický | | | 0.93 | | | | 4.21 | 40.84 | | 2.63 | 20.21 | | 1.18 | 3.54 | 22.94 | 3.53 | 3 | 75.0 |
| CZ061 Vysočina | | | 10.69 | 1.07 | 1.29 | | 2.77 | 28.94 | 12.86 | 2.84 | 20.57 | 1.26 | 2.73 | 3.67 | 10.31 | 1.01 | 5 | 71.4 |
| CZ062 Jihomoravský | | | 4.75 | | 1.27 | | | 41.76 | 8.49 | 0.31 | 3.04 | | 0.57 | 8.84 | 0.15 | 30.82 | 5 | 71.4 |
| CZ071 Olomoucký | 0.09 | | 8.03 | | 0.82 | | 2.99 | 29.71 | 9.35 | 0.40 | 13.24 | 0.38 | 0.39 | 4.11 | 7.54 | 22.96 | 7 | 63.6 |
| CZ072 Zlínský | 0.10 | 0.13 | 5.54 | | | | 1.56 | 39.11 | 2.75 | 0.18 | 12.24 | | 0.58 | 7.70 | 18.01 | 12.10 | 4 | 100.0 |
| CZ080 Moravskoslezský | | 0.06 | 6.24 | | 2.28 | | | 31.31 | 6.04 | 0.25 | 19.81 | 0.31 | 0.97 | 2.76 | 12.59 | 17.37 | 7 | 53.8 |

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

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

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

| Region NUTS 3 | Employer contribution to corporate catering | | | | | | | | Provision of supported catering services | | | | | | |
|-----------------------|---|-------|------------------------|---------------|--------------------|---------------|----------------------------------|---------------|--|-----------------|------|-------------------------|------|--------------------------------------|------|
| | agreed in CA | | amount of contribution | | | | | | without specification of the amount of allowance | to ex-employees | | to employees on holiday | | to employees temporarily out of work | |
| | | | from the budget | | from the soc. fund | | without distinguishing resources | | | | | | | | |
| | NCA | % CA | aver. CZK | aver. % price | aver. CZK | aver. % price | aver. CZK | aver. % price | NCA | NCA | % CA | NCA | % CA | NCA | % CA |
| Total | 112 | 92.6 | 57.80 | 49.0 | 38.61 | 38.7 | 104.17 | 16 | 10 | 8.3 | 5 | 4.1 | 4 | 3.3 | |
| CZ010 Capital Prague | 5 | 100.0 | 78.25 | 50.0 | 47.75 | 50.0 | 115.00 | 1 | | | | | | | |
| CZ020 Středočeský | 16 | 84.2 | 58.55 | 50.0 | 32.38 | | | 3 | 2 | 10.5 | 2 | 10.5 | 2 | | |
| CZ031 Jihočeský | 5 | 100.0 | 44.54 | | 46.06 | | | | | | | | | | |
| CZ032 Plzeňský | 13 | 100.0 | 51.90 | 55.0 | 45.09 | 40.0 | | 1 | 1 | 7.7 | 1 | 7.7 | | | |
| CZ041 Karlovarský | 6 | 85.7 | 50.90 | 48.0 | 24.88 | 27.0 | | | | | 1 | 14.3 | 1 | | |
| CZ042 Ústecký | 12 | 100.0 | 67.50 | 55.0 | 29.75 | | | 3 | 2 | 16.7 | 1 | 8.3 | | | |
| CZ051 Liberecký | 5 | 83.3 | 59.50 | | 40.00 | | | 1 | | | | | | | |
| CZ052 Královéhradecký | 8 | 100.0 | 55.00 | 55.0 | 33.00 | | | 2 | 1 | 12.5 | | | 1 | | |
| CZ053 Pardubický | 4 | 100.0 | 43.25 | | 46.00 | | | | | | | | | | |
| CZ061 Vysočina | 6 | 85.7 | 68.25 | | 27.50 | | | 2 | 1 | 14.3 | | | | | |
| CZ062 Jihomoravský | 6 | 85.7 | 63.40 | | 50.67 | | | | | | | | | | |
| CZ071 Olomoucký | 11 | 100.0 | 64.75 | 50.0 | 36.00 | 40.0 | | 1 | 2 | 18.2 | | | | | |
| CZ072 Zlínský | 4 | 100.0 | 60.50 | | 51.50 | | 115.00 | 1 | | | | | | | |
| CZ080 Moravskoslezský | 11 | 84.6 | 51.44 | 38.9 | 49.20 | 37.5 | 93.33 | 1 | 1 | 7.7 | | | | | |

Explanatory notes: NCA number of collective agreements, in which the appropriate indicator has been agreed
 % CA share in collective agreements, in which the appropriate value has been agreed as to the overall number of agreements in the file
 aver. CZK average contribution in CZK
 aver. % 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 | 69.4 | 513 | 593 | 4.9 | 60 | 49.6 | 29 | 24.0 | 551 | 664 | 20 | 16.5 |
| CZ010 Capital Prague | 1 | 20.0 | | | | 1 | 20.0 | 2 | 40.0 | | | 1 | 20.0 |
| CZ020 Středočeský | 15 | 78.9 | 444 | 664 | 4.9 | 9 | 47.4 | 3 | 15.8 | 650 | 1,167 | 2 | 10.5 |
| CZ031 Jihočeský | 2 | 40.0 | | | | 2 | 40.0 | 1 | 20.0 | | | 1 | 20.0 |
| CZ032 Plzeňský | 11 | 84.6 | 517 | 518 | | 8 | 61.5 | 4 | 30.8 | 600 | 600 | 4 | 30.8 |
| CZ041 Karlovarský | 5 | 71.4 | 391 | 695 | | 3 | 42.9 | 1 | 14.3 | | | | |
| CZ042 Ústecký | 10 | 83.3 | 557 | 580 | | 8 | 66.7 | 2 | 16.7 | | | 2 | 16.7 |
| CZ051 Liberecký | 5 | 83.3 | 388 | 560 | | 5 | 83.3 | 3 | 50.0 | 283 | 517 | 2 | 33.3 |
| CZ052 Královéhradecký | 3 | 37.5 | 567 | 667 | | 2 | 25.0 | 2 | 25.0 | | | 2 | 25.0 |
| CZ053 Pardubický | 2 | 50.0 | | | | 1 | 25.0 | 1 | 25.0 | | | 1 | 25.0 |
| CZ061 Vysočina | 5 | 71.4 | 450 | 540 | | 3 | 42.9 | 2 | 28.6 | | | 1 | 14.3 |
| CZ062 Jihomoravský | 4 | 57.1 | 600 | 600 | | 2 | 28.6 | 3 | 42.9 | 400 | 400 | 1 | 14.3 |
| CZ071 Olomoucký | 9 | 81.8 | 497 | 517 | | 7 | 63.6 | 1 | 9.1 | | | 1 | 9.1 |
| CZ072 Zlínský | 4 | 100.0 | 450 | 475 | | 2 | 50.0 | 1 | 25.0 | | | | |
| CZ080 Moravskoslezský | 8 | 61.5 | 567 | 614 | | 7 | 53.8 | 3 | 23.1 | 1,167 | 1,167 | 2 | 15.4 |

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