

Prague University of Economics and Business

Faculty of Informatics and Statistics

Department of Economic Statistics

**ROLE OF COLLECTIVE BARGAINING AT THE
CENTRAL AND CORPORATE LEVEL AT THE TIME
OF LABOUR DIGITALIZATION**



Prepared by:

prof. Ing. Jakub Fischer, Ph.D.

Prague, October 2020

The study was realized within the project of the Association of Independent Trade Unions „Role of collective bargaining in a time of growing digitalization of work“ financed from the contribution to the activities under Section 320a letter a) of Act No. 262/2006 Coll., the Labour Code, as amended, to support social dialogue.

Introduction

The aim of the presented study is to capture changes in the role of collective bargaining at the central and corporate level in the years 2006–2018. The study will identify the main areas currently being bargained at both the corporate and central levels. The study will also analyse the changes in the results of collective bargaining.

The first part of the study provides a summary of macroeconomic developments in sectoral and regional breakdown in the stated years and thus creates a foreground for analysing the results of collective bargaining. The second part of the study is then divided according to selected areas of collective bargaining. The aim is to describe the key trends of collective bargaining, particularly in those areas with identified significant differences between the results of collective bargaining at the sectoral or regional level.

The key data source for the analysis is the aggregated results from the Information System on Working Conditions (kolektivnismilouvy.cz). The analysis includes detailed results from years that are somewhat essential from a macroeconomic point of view. The years 2006 (a period of strong economic situation related to the Czech Republic's accession to the EU), 2009 (a period of significant year-on-year decline in GDP), 2010 (a period in which companies can be expected to react to the economic recession), 2012 (renewed recession of the Czech economy), 2015 (beginning of economic growth) and 2018 (peak of the economic cycle).

Content

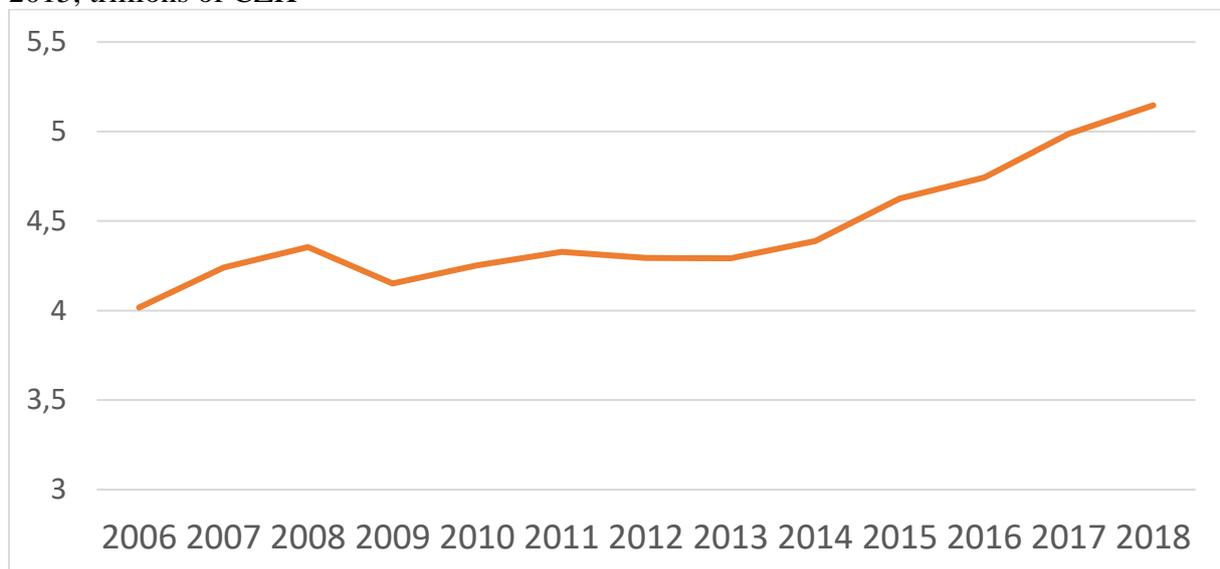
1 Macroeconomic development in 2006–2018	3
1.1 Overall development of the Czech Republic's gross domestic product.....	3
1.2 Development of gross domestic product by sectors.....	4
1.3 Development of gross domestic product by region	17
2 Analysis of the development of the results of collective bargaining with regard to the regional level	24
2.1 Wage and wage tariffs.....	24
2.2 Method of establishing employee remuneration broken down by trade unions and regions	58
2.3 Flexible working hours and increased leave	75
2.4. Bonuses at the time of the first entitlement to old-age pension or disability pension	94
Conclusion	125
Sources used.....	127
Annexes	128
Annex 1 – Description of the data source used	128
Annex 2 – Tables with background data for graphs in Chapter	131

1 Macroeconomic development in 2006–2018

1.1 Overall development of the Czech Republic's gross domestic product

Graph 1 shows the development of the gross domestic product (GDP) of the Czech Republic in the period 2006–2018. To adjust for the development of the price level, the values are expressed in constant prices from 2015. Graph 1.1 shows relatively fast GDP growth between 2006 and 2008, a subsequent decline in 2009, a slight increase in 2010 and 2011, followed by another slight recession in 2012–2013. From 2014 to 2018, we then observe relatively strong economic growth. Supporting table data for graphic outputs in this chapter are given in the annexes.

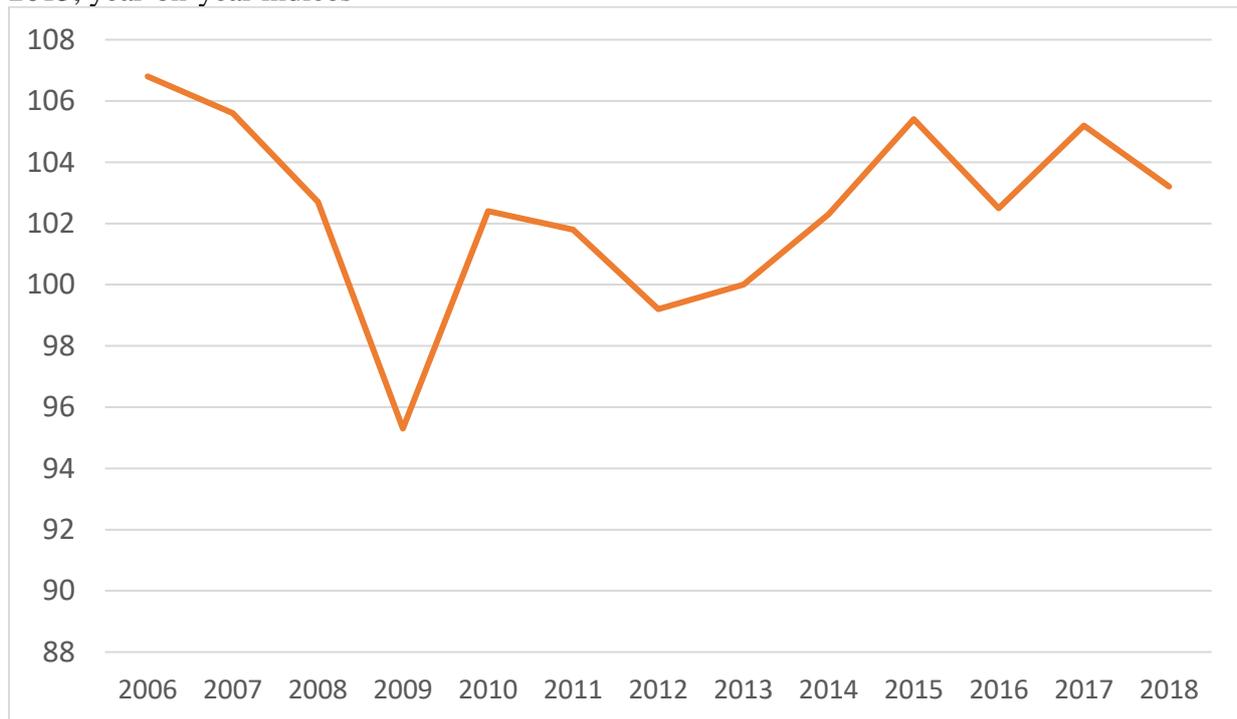
Graph 1.1 Development of the Czech Republic's gross domestic product, constant prices 2015, trillions of CZK



Source: Database of national annual accounts, CZSO, table M000101c, situation on 28 September 2020.

For better clarity, we can look at the economic development in the stated period by year-on-year indices, constructed from the development of GDP at constant prices (Graph 1.2). In 2006 and 2007, GDP grew at a year-on-year rate of 6%, in 2009, there was a year-on-year decrease of almost 5% (exactly by 4.7%). The 2% year-on-year growth in 2010 and 2011 was replaced by a slight year-on-year decline in 2012 (–0.8%), stagnation in 2013 and further year-on-year growth of between 2-5% in the period 2014-2018.

Graph 1.2 Development of the Czech Republic's gross domestic product, constant prices 2015, year-on-year indices



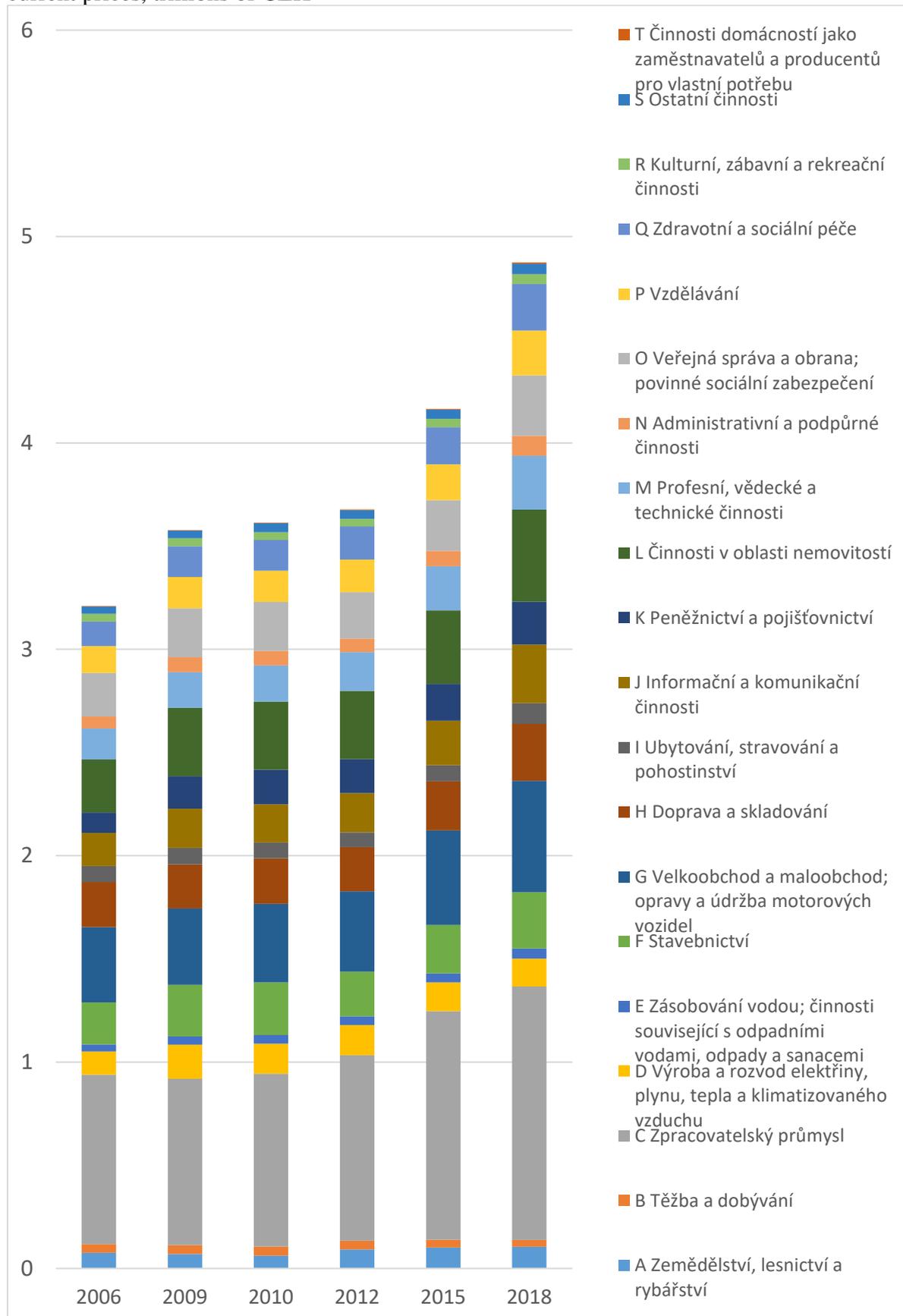
Source: Database of national annual accounts, CZSO, table M000101d, situation on 28 September 2020.

1.2 Development of gross domestic product by sectors

In Graph 1.3, we can observe the development of GDP by sector. This time, the values are given in current prices and thus include both the development of real production and the development of the price level. It can be seen that the total value of GDP in the period 2009–2012 and in nominal terms stagnated. The most important sector is the manufacturing sector (NACE C), whose nominal amount reached CZK 821 billion in 2006 and CZK 1,228 billion in 2018. We will come back to the manufacturing industry in more detail later. The only sector that achieved a nominal decline between 2006–2008 was the mining and quarrying sector (NACE B), with a decrease from CZK 41 billion in 2006 to CZK 33 billion in 2018. On the other hand, the health and social care sector (increase from CZK 119 billion in 2016 to CZK 226 billion in 2018), the education sector (from CZK 130 billion in 2016 to CZK 217 billion in 2018), and the financial and insurance sectors (from CZK 99 billion in 2016 to CZK 209 billion in 2018).

A more accurate idea of the development of the sectoral structure of the economy is then obtained based on a structural graph (Graph 1.4).

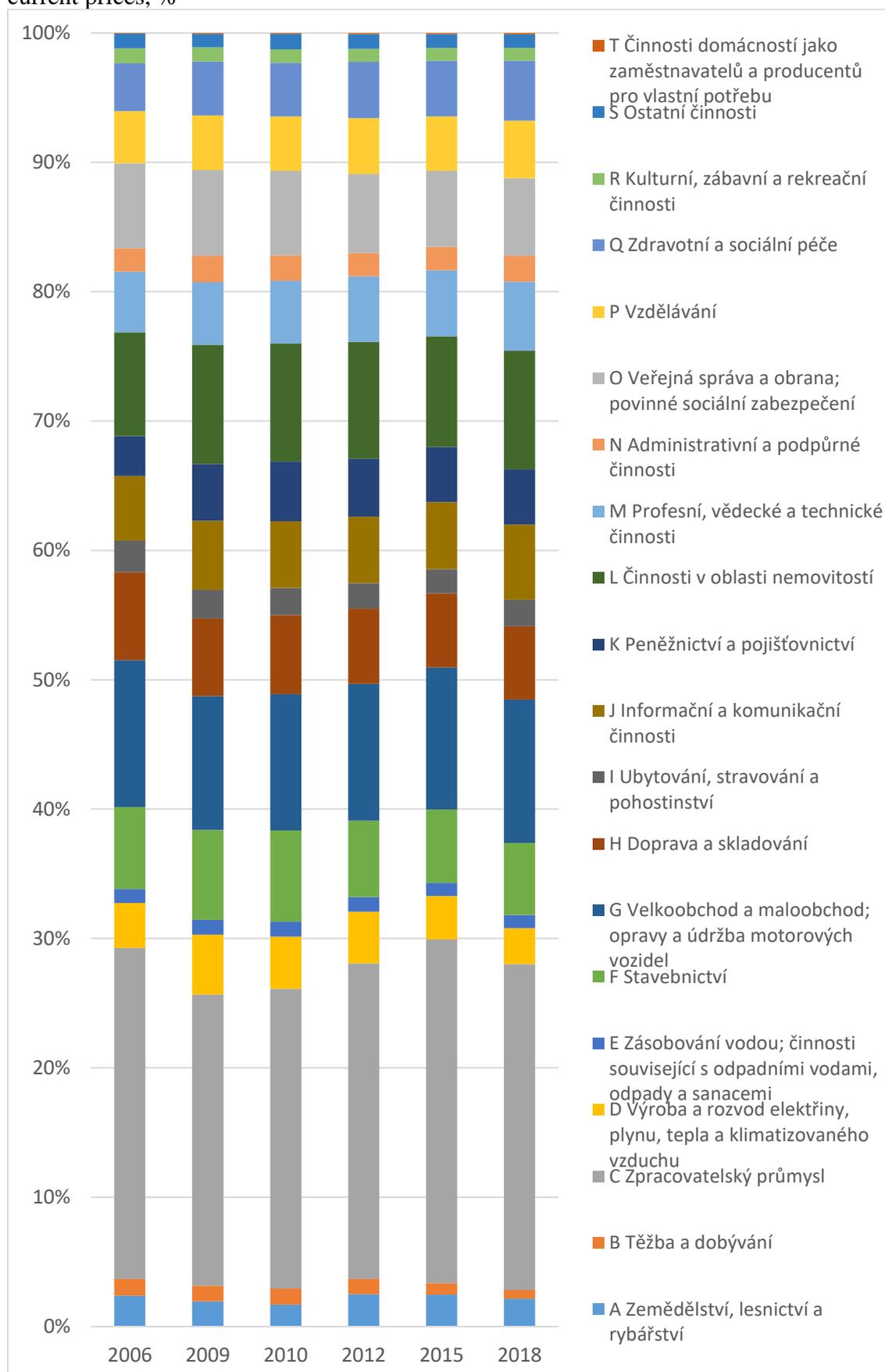
Graph 1.3 Development of the sectorial structure of Czech Republic's gross value added, current prices, trillions of CZK



Source: Database of national annual accounts, CZSO, table M000104a, situation on 28 September 2020.

-  Agriculture, forestry and fishing,
-  B Mining and quarrying,
-  C Manufacturing,
-  D Electricity, gas, steam and air conditioning supply,
-  E Water supply; sewerage; waste management and remediation activities,
-  F Construction,
-  G Wholesale and retail trade; repair of motor vehicles and motorcycles,
-  H Transporting and storage,
-  I Accommodation and food service activities,
-  J Information and communication,
-  K Financial and insurance activities,
-  L Real estate activities,
-  M Professional, scientific and technical activities,
-  N Administrative and support service activities,
-  O Public administration and defence; compulsory social security,
-  P Education,
-  Q Human health and social work activities,
-  R Arts, entertainment and recreation,
-  S Other services activities,
-  T Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use

Graph 1.4 Development of the sectorial structure of Czech Republic's gross value added, current prices, %



Source: Database of national annual accounts, CZSO, table M000104a, situation on 28 September 2020.

	Agriculture, forestry and fishing,
	B Mining and quarrying,
	C Manufacturing,
	D Electricity, gas, steam and air conditioning supply,
	E Water supply; sewerage; waste management and remediation activities,
	F Construction,
	G Wholesale and retail trade; repair of motor vehicles and motorcycles,
	H Transporting and storage,
	I Accommodation and food service activities,
	J Information and communication,
	K Financial and insurance activities,
	L Real estate activities,
	M Professional, scientific and technical activities,
	N Administrative and support service activities,
	O Public administration and defence; compulsory social security,
	P Education,
	Q Human health and social work activities,
	R Arts, entertainment and recreation,
	S Other services activities,
	T Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use

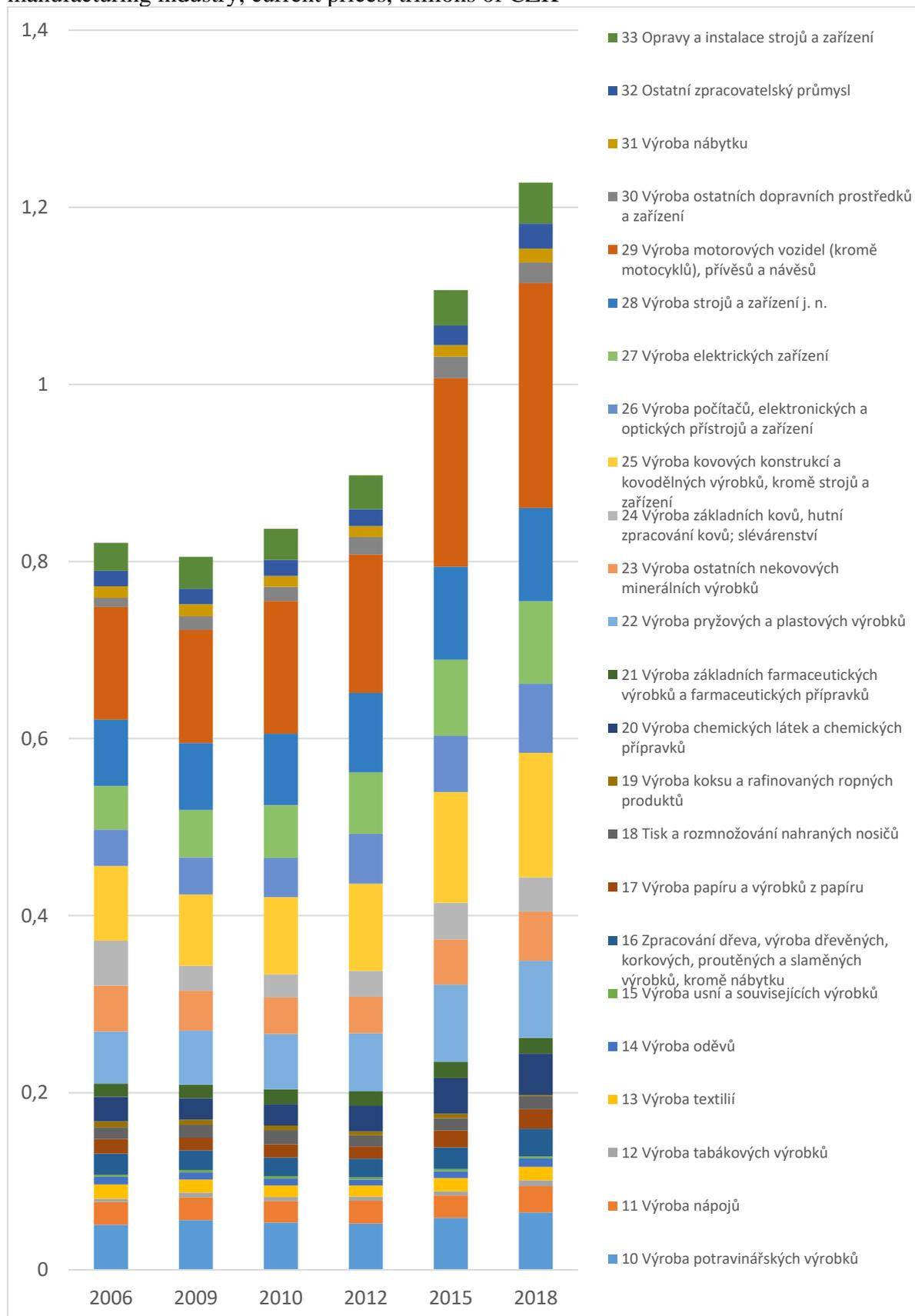
In Graph 1.4, we can observe the development of the share of individual sectors (in the roughest breakdown according to the sections of the CZ-NACE classification) in selected years in the period 2006–2018. We can see that in the given period we do not follow a clear trend in the development. The most important sector is the manufacturing sector (NACE C). The share of the manufacturing industry decreased relatively significantly between 2006 and 2009, then grew very significantly between 2010 and 2015, only to decline slightly again in the period 2015–2018. The share of energy industry (NACE D) increased between 2006 and 2009, then decreased slightly from 2012 to 2018. Between 2006 and 2020, the share of the health and social care sector increased.

Now, let us take a closer look at the development of the manufacturing industry. In Graph 1.5, we see the development of individual sectors belonging to the manufacturing industry (in the two-digit classification of the CZ-NACE classification). The most important manufacturing sector is Manufacture of motor vehicles (except motorcycles), trailers and semi-trailers (NACE 29). In addition, the value of gross value added at current prices doubled from CZK 127 billion in 2006 to CZK 253 billion in 2018. Probably in connection with developments in this sector, the Machinery and equipment manufacturing sector is also growing (from CZK 75 billion in 2006 to CZK 106 billion in 2018), Manufacture of electrical equipment (from CZK 49 billion in 2006 to CZK 93 billion in 2018), and Manufacture of rubber and plastic products (from CZK 59 billion in 2006 to CZK 87 billion in 2020). On the other hand, textiles, clothing and leather production sectors (NACE 13–15) are stagnating, whose gross value added in nominal terms in 2018 remained at the level of 2006.

Graph 1.6 shows us the development of the sectoral structure of individual branches of the manufacturing industry (the share of individual branches in gross value added). The share of the most important sector, i.e. the production of motor vehicles, is constantly growing in 2006–2018, from 15% in 2006 to 22% in 2018. If we consider that the Czech manufacturing industry in the total gross value added of the Czech Republic in 2018 accounted for about a quarter, meaning that a single sector accounts for almost six percent of total GVA. From 2009 to 2018, the share of the food industry decreased slightly, while between 2015 and 2018 the decline stopped.

A significant increase in dependence on a single industry (which, moreover, multiplies into related industries through supplier-customer relationships) is not without risk, given that it is also a relatively strongly cyclical sector.

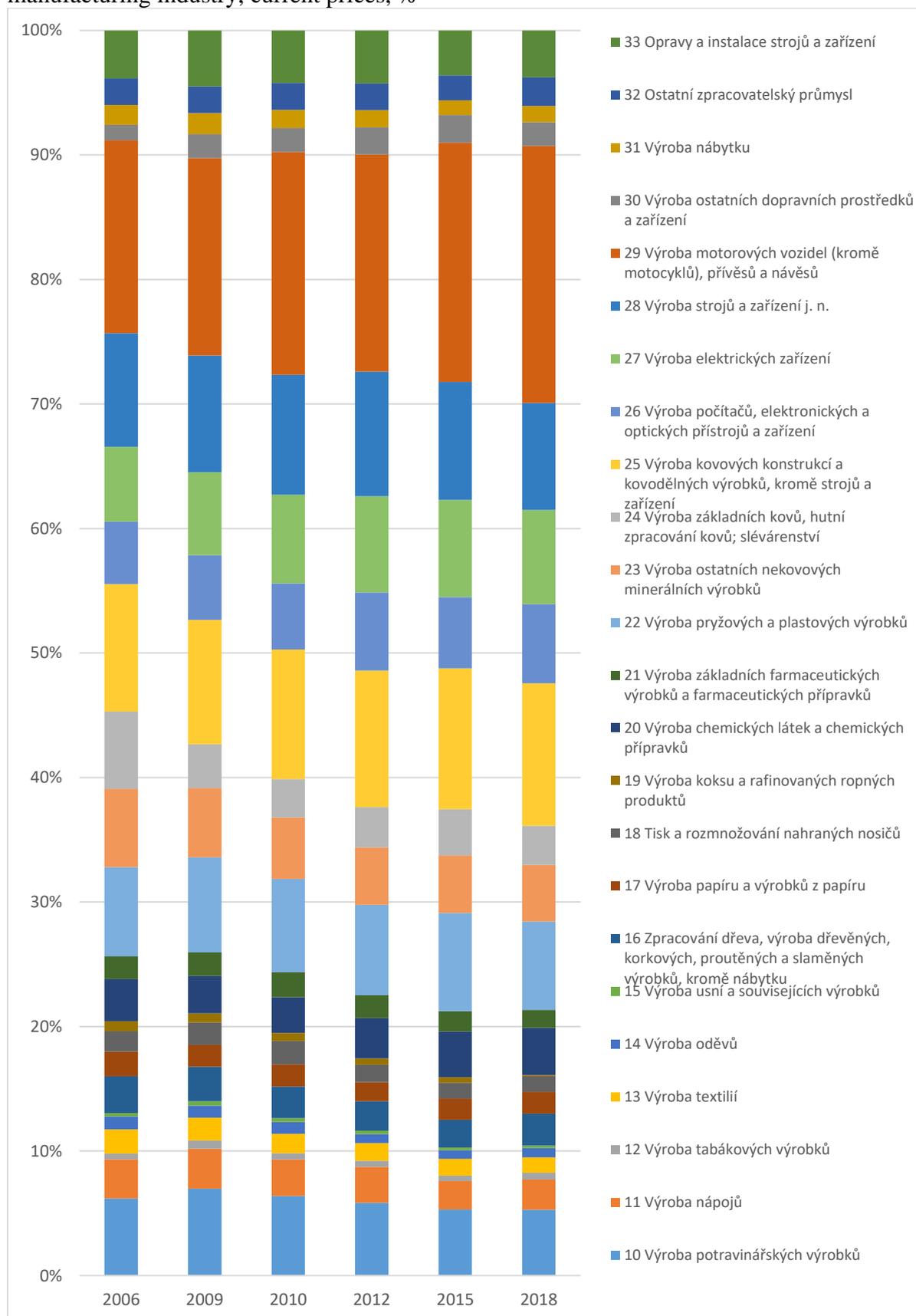
Graph 1.5 Development of the sectorial structure of Czech Republic's gross value added in manufacturing industry, current prices, trillions of CZK



Source: Database of national annual accounts, CZSO, table TB0001B1Ga, situation on 28 September 2020.

- 10 Manufacture of food products,
- 11 Manufacture of beverages,
- 12 Manufacture of tobacco products,
- 13 Manufacture of textiles,
- 14 Manufacture of wearing apparel,
- 15 Manufacture of leather and related products,
- 16 Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials,
- 17 Manufacture of paper and paper products,
- 18 Printing and reproduction of recorded media,
- 19 Manufacture of coke and refined petroleum products,
- 20 Manufacture of chemicals and chemical products,
- 21 Manufacture of basic pharmaceutical products and pharmaceutical preparations,
- 22 Manufacture of rubber and related products,
- 23 Manufacture of other non-metallic mineral products,
- 24 Manufacture of basic metals, metal production; casting,
- 25 Manufacture of fabricated metal products, except machinery and equipment,
- 26 Manufacture of computer, electronic and optical products,
- 27 Manufacture of electrical equipment,
- 28 Manufacture of machinery and equipment n.e.c.,
- 29 Manufacture of motor vehicles (except motorcycles), trailers and semi-trailers,
- 30 Manufacture of other transport equipment,
- 31 Manufacture of furniture,
- 32 Other manufacturing
- 33 Repair and installation of machinery and equipment

Graph 1.6 Development of the sectorial structure of Czech Republic's gross value added in manufacturing industry, current prices, %



Source: Database of national annual accounts, CZSO, table TB0001B1Ga, situation on 28 September 2020.

10	Manufacture of food products,
11	Manufacture of beverages,
12	Manufacture of tobacco products,
13	Manufacture of textiles,
14	Manufacture of wearing apparel,
15	Manufacture of leather and related products,
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials,
17	Manufacture of paper and paper products,
18	Printing and reproduction of recorded media,
19	Manufacture of coke and refined petroleum products,
20	Manufacture of chemicals and chemical products,
21	Manufacture of basic pharmaceutical products and pharmaceutical preparations,
22	Manufacture of rubber and related products,
23	Manufacture of other non-metallic mineral products,
24	Manufacture of basic metals, metal production; casting,
25	Manufacture of fabricated metal products, except machinery and equipment,
26	Manufacture of computer, electronic and optical products,
27	Manufacture of electrical equipment,
28	Manufacture of machinery and equipment n.e.c.,
29	Manufacture of motor vehicles (except motorcycles), trailers and semi-trailers,
30	Manufacture of other transport equipment,
31	Manufacture of furniture,
32	Other manufacturing
33	Repair and installation of machinery and equipment

The following tables show the year-on-year development of gross value added at constant prices by sectors, first at the level of CZ-NACE classification sections and then at the level of the two-digit classification, all in the period 2006–2018.

Table 1.1 Development of gross value added, constant prices, same period of last year =100

NACE	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	107.3	105.3	103.6	94.7	103	101.8	99.2	100	102.9	104.8	102.5	105.2	103.4
A Agriculture, forestry and fishing	92.9	77.2	101.7	130.2	80.1	90.7	108.6	98.3	107	106.7	105.3	96.2	104
B Mining and quarrying	113.6	96.9	88.8	91.3	96	91.2	101.9	85.9	124.3	98.6	92.3	90.8	93.1
C Manufacturing	120.6	106.5	108.2	87.5	111.6	111.1	96	98.7	103.6	107.6	104.6	108.7	102
D Electricity, gas, steam and air conditioning supply	101.2	100.2	116.9	81.3	96.2	93.1	98.6	93	94.6	92	93.2	106.7	98.8
E Water supply; sewerage; waste management and remediation activities	101.8	100.3	100.4	110.4	80	99.8	89.7	83.2	103.4	103.1	104	94.4	105.5
F Construction	99.5	103.9	98	103.7	103.5	94.7	93.9	101.3	105.1	102.1	96.3	100.8	100.2
G Wholesale and retail trade; repair of motor vehicles and motorcycles	107.6	110.6	100	93.8	106	103.5	102.2	100.4	108.9	110.8	99.2	107.3	104.6
H Transporting and storage	108	102.3	97.9	85.3	101.2	94.6	97.5	97	95.3	104.2	103.4	110.2	106.6
I Accommodation and food service activities	97.4	108.3	111.1	75.4	92.8	107.6	87.2	98.6	97.2	101.4	102.9	102.7	97.7
J Information and communication	110.4	112.2	103.2	99.9	99.7	102.1	98.4	102.9	107.8	109.7	103.9	109.2	110.2
K Financial and insurance activities	105.3	121.4	111.8	108.4	100.1	98.8	102.2	109.4	98.1	106.1	106.5	109.6	111
L Real estate activities	102.7	102.6	103.3	99.4	100.9	102.4	102.5	103.5	103	101.1	103.9	96.9	102.8

M Professional, scientific and technical activities	96.1	108.3	100.4	93.4	103.6	97.9	110.3	100.5	102.3	107.4	104.7	105.8	105
N Administrative and support service activities	102.6	116.3	103.3	93.6	98.6	100.7	100.9	106.8	102	104.6	105.4	110	101.8
O Public administration and defence; compulsory social security	101.1	102.1	102.8	100.4	101.9	95.6	100.8	98.7	99	100.4	101.3	100.6	102
P Education	99.9	101.4	99.8	100.4	99.7	102.6	100.2	102	101.3	100.2	100.4	103.1	102.7
Q Human health and social work activities	95.1	99.1	102.8	103.1	100.4	93.3	102.6	100.8	102.8	98.3	102.5	102	101.5
R Arts, entertainment and recreation	106.9	99	96.5	92.4	96.1	106.4	97.8	101	102.4	113.4	109.5	104.5	107.2
S Other services activities	107	105.6	84.2	100.5	113.8	111	85.5	97.3	100	99.2	98.8	99.6	99.2
T Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use	106.1	101.6	120.6	127.9	93.2	96.2	108	108.3	105.4	103.6	120.2	108.2	110.1

Source: Database of national annual accounts, CZSO, table M000104d, situation on 16 October 2020.

In table 1.1, we can note the relationship between the year-on-year development of gross value added at the level of the entire national economy and at the level of individual sectors.

Let us look at the years 2006, 2009, 2010, 2012, 2015 and 2018. In 2006, the total gross value added of the national economy (the development of which is very similar to the development of total gross domestic product) grew at a high year-on-year rate of +7.3%. The growth was driven by very high growth of the manufacturing industry by 20.6%. Of other industries, significant growth was observed in mining and quarrying (by 13.6%), information and communication activities (+ 10.4%), transport and storage (+ 8%), as well as finance and insurance activities (by 5.3%). On the contrary, real gross value added remained almost unchanged in construction, and in agriculture even decreased by 7.1%.

The crisis of 2009 brought a year-on-year decrease in gross value added by 5.3%, while the manufacturing industry even decreased by 12.5%. Value added in construction increased slightly year-on-year in the crisis year (+3.7%), there was a drop in wholesale and a sharp drop in transport and storage (-14.7%).

The following year 2010 brought a slight recovery (+3%), driven mainly by growth in manufacturing (+11.6%), accompanied by a slight increase in construction (+3.5%) and, for example, transport and storage (+1.2%). A significant decrease was noticed in the water

management and waste management sector (-20%), which, however, would require a deeper analysis given the structure of production and intermediate consumption.

The year 2012 shows a slight decrease at the national economic level (-0.8%). Manufacturing decreased by 4%, construction by 6.1%, transport and storage by 2.5%. On the other hand, growth was achieved in services, whether in finance and insurance (+2.2%), real estate (+2.5%) or in professional services, scientific and technical activities (+10.3%).

2015 is the second year of long-term economic growth (2014–2018). The economy generally grew by 4.8%, again driven by manufacturing industry (+7.6%), trade sectors (+11%), ICT (+10%) and professional sectors, scientific and technical activities (+7%).

In 2018, there was a certain decrease in the year-on-year growth rate of gross value added compared to 2017 (from 5.2% to 3.4%). The growth rate of the manufacturing industry slowed down (from 8.7% to 2%), the construction industry stagnated, and transport activities increased more significantly (+6.6%).

Overall, it can be concluded that the manufacturing industry is theoretically and empirically significantly pro-cyclical, as year-on-year increases or decreases have a significantly greater amplitude as compared to the development of the overall economy. On the contrary, the non-market sector seems to play a neutral role (and therefore with a slight dampening effect) towards the economic cycle, when, for example, in the general public administration or education sector, the year-on-year development practically does not deviate from minus one to plus three percent. It should be noted that this is largely due to the calculation method, where gross value added in non-market sectors in today's concept of national accounts is more or less derived from the development of wages in the given sectors. As it is well known, they are practically inflexible downwards in non-market sectors, and even their year-on-year *real* growth is not significant, with a few exceptions.

Let us now take a closer look at the development of individual sectors of the manufacturing industry (table 1.2).

Table 1.2 Development of gross value added, constant prices, same period of last year =100, detailed breakdown

NACE	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	107.3	105.3	103.6	94.7	103	101.8	99.2	100	102.9	104.8	102.5	105.2	103.4
10 Manufacture of food products	110.1	106	90.6	95.8	107.4	106	95.9	96.1	101.2	110.4	107.3	104.8	98.3
11 Manufacture of beverages	117.3	63.1	100.6	88	100.5	108.7	100.5	92.2	96.3	100.6	107.6	106.7	103.5

12 Manufacture of tobacco products	104.3	124.9	115.6	103.8	70.9	105.7	95.5	71.9	89.9	101	105.2	114.8	97.1
13 Manufacture of textiles	113.8	82.9	122.9	79.2	89.7	96.1	96.2	106.2	102.5	96.5	101.6	102.7	94.5
14 Manufacture of wearing apparel	106.1	96.6	106.6	80.7	96.5	97.8	73.6	116	96	103.9	106.3	110.6	101
15 Manufacture of leather and related products	96.2	85.6	100.8	111.3	82.9	89.8	87.4	120.8	97.6	119.4	110.8	101	82.3
16 Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	107.4	92.4	113.7	82.6	107.5	96.5	103.1	87.2	97.4	106.8	92.7	107.9	95.4
17 Manufacture of paper and paper products	114.5	103.7	101	105.5	104.5	95.9	97.8	94.9	107.7	109.8	108.5	107.5	98.6
18 Printing and reproduction of recorded media	115.8	125.4	105	86.2	126.9	95	88.8	98.7	109.3	108.6	103.1	98.8	110.2
19 Manufacture of coke and refined petroleum products	398.9	22.6	243.2	295.7	-78.3	37.1	207.6	102.3	36.9	179.3	118.4	41.8	14
20 Manufacture of chemicals and chemical products	95.2	112.5	125.1	101.8	80.3	90.8	110.2	90	111.8	135.8	104.4	117.4	107.7
21 Manufacture of basic pharmaceutical products and pharmaceutical preparations	102.7	97.2	103.7	102.3	112.1	103	99.6	108	111.3	94.9	99.9	106.5	94
22 Manufacture of rubber and related products	136.9	106.3	116.8	98.2	113.4	104	92.9	99.6	102.1	107.6	103.6	105.7	103.5
23 Manufacture of other non-metallic mineral products	113	106	102.4	82.4	96.7	110.9	92.5	98.7	106.6	107	94.2	106.8	107.7
24 Manufacture of basic metals, metal production; casting	97.3	70.2	64	84.6	90.1	93.5	85.8	122.3	103.1	101.8	112.1	89	74.3
25 Manufacture of fabricated metal products, except machinery and equipment	116.8	101	100.7	84.2	119.9	107	101.6	100.9	107.8	109.1	104.7	106.3	100.1
26 Manufacture of computer, electronic and optical products	133.5	124.4	106.9	86.8	142.2	111.6	105.6	93.2	105.1	108.4	106.8	117.8	113.8
27 Manufacture of electrical equipment	121.1	120.7	103.9	92.4	116.7	123.6	94.6	97.8	111.3	110.2	96.9	114	104.6
28 Manufacture of machinery and equipment n.e.c.	132.8	121.1	114.8	74.2	118.2	121.2	96.9	99.2	98.1	102.8	95.8	111.4	97
29 Manufacture of motor vehicles (except motorcycles), trailers and semi-trailers	131.6	118.2	126.1	77.8	131	124.1	87.9	95.7	101.2	108.5	111.4	115.8	105.2

30 Manufacture of other transport equipment	107.4	120	104	84.6	110	131.5	91.1	104.4	119.1	105	107.6	87	99.9
31 Manufacture of furniture	99.2	108.8	118.7	79.4	96	116.2	95	101.3	103	101.7	112.7	111	99.5
32 Other manufacturing	115.7	111	104.7	85.8	104.9	108.4	101.9	108.9	99.5	103.1	111	107.9	106.1

Source: Database of national annual accounts, CZSO, table TB0001B1Gd, situation on 16 October 2020.

In table 1.2, we can note in particular the development of industry 29 Manufacture of motor vehicles (except motorcycles), trailers and semi-trailers. The overall growth of gross value added in the national economy by 7% was accompanied by the previously mentioned growth of the manufacturing industry by 20.6%. The automotive industry then grew by as much as 32% year-on-year! On the contrary, the crisis year 2009, bringing an overall decrease of 5.3%, was accompanied by a year-on-year decrease in the automotive industry by as much as 22.2%. Similarly, we can observe a recovery in 2010 (growth of automotive industry by 31% with overall economic growth by 3%) or pro-cyclical growth of the automotive industry in 2015 (9%, compared to 5% overall economic growth) and 2018 (5% with overall economic growth of 3%). **The pro-cyclical nature of the automotive industry is alarming, in particular, given the growing share of this part of the economy in the national economy.** Given the high share of pro-cyclical sectors, any economic downturn may be even more pronounced and the economic cycle consequently more volatile.

1.3 Development of gross domestic product by region

Regional aspect is another classification aspect, according to which data on collective bargaining is also available. Data on gross value added are monitored by the Czech Statistical Office both by regions (NUTS3) and by so-called cohesion regions (NUTS2). In the present study, we will focus on data classified by 14 regions. The data will be first presented in table forms (table 1.3).

Table 1.3 Regional GDP per capita, current prices, CZK

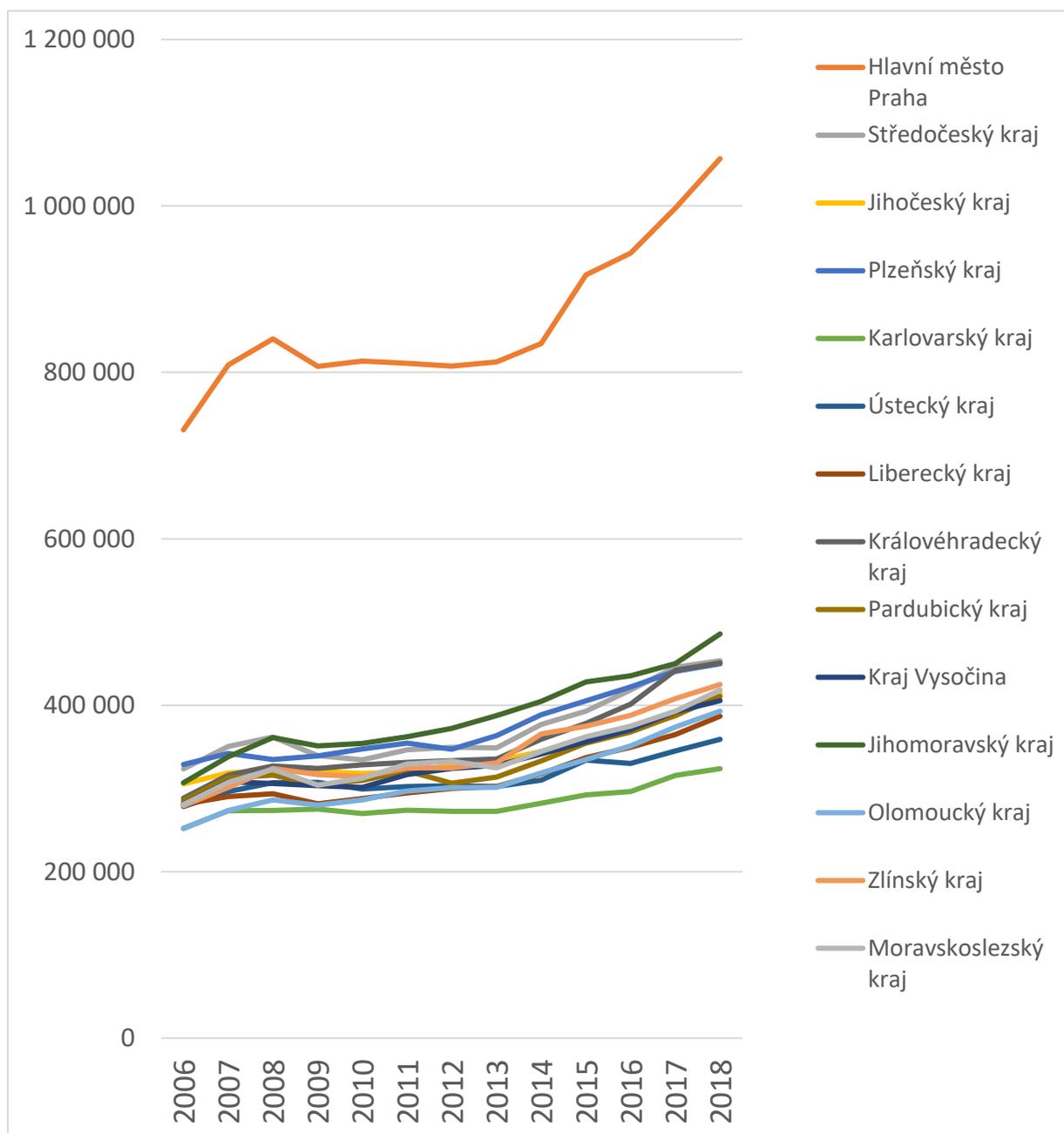
Territory	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Czech Republic	342156	372007	385833	374628	376759	384289	386317	389900	409870	435911	451288	476628	500973
Cohesion regions - NUTS2													
Prague	730827	808798	840097	807113	813342	810814	807594	812460	834578	917183	943289	997560	1056761
Central Bohemia	323438	350326	361808	339460	334450	346428	349550	348696	376832	392908	418354	445710	453456
Southwest	316342	329637	327687	329232	331729	336571	336725	347417	365333	380882	395487	412471	431006
Northwest	271132	290040	298048	298707	291416	294660	294904	294413	302460	322832	321146	337376	349654
Northeast	285240	307385	313443	304902	310054	317054	314464	318254	338172	358008	374533	400918	418317

Southeast	298851	328627	344026	336331	337719	348150	357458	369333	385325	406183	415937	432648	461567
Central Moravia	264804	286760	304401	297548	299515	310202	312199	315376	341008	353932	368776	390162	408211
Moravia-Silesia	280698	307168	322872	304010	312335	329361	332781	324580	344328	362022	374646	392827	418263
Regions - NUTS3													
City of Prague	730827	808798	840097	807113	813342	810814	807594	812460	834578	917183	943289	997560	1056761
Central Bohemia region	323438	350326	361808	339460	334450	346428	349550	348696	376832	392908	418354	445710	453456
South Bohemian region	305422	318771	321414	320394	317802	320440	327529	333103	344516	358956	371664	386952	413901
Pilsen region	328760	341948	334719	339088	347261	354520	346955	363319	388432	405156	421813	440631	449822
Karlovy Vary region	252100	273022	273627	275086	269857	273805	272428	272456	282096	292232	296387	315705	323718
Ústí region	278173	296341	307080	307407	299351	302300	303122	302416	309863	333926	330099	345192	358988
Liberec region	281071	290260	293518	281630	287822	294489	300005	302114	317744	337052	349244	364699	386789
Hradec Králové region	288308	316012	326850	324013	328200	331212	333429	335312	359156	378034	401093	442046	450841
Pardubice region	285453	312593	315898	304128	309498	321009	306424	313716	333110	354449	367743	387994	410635
Vysočina region	281268	307867	305974	303133	301235	316535	323976	327539	341282	356148	370891	392066	405488
Southern Moravia region	306797	337998	361142	351208	354011	362048	372135	387592	404513	427906	435425	450135	485662
Olomouc region	251578	273433	286329	279878	286296	296974	300777	301163	318621	334735	351078	373727	392855
Zlín region	279142	301227	324025	316731	313881	324536	324583	330803	365317	374779	387986	408009	424876
Moravian-Silesian region	280698	307168	322872	304010	312335	329361	332781	324580	344328	362022	374646	392827	418263

Source: Database of national annual accounts, CZSO, table REG_HDP_O, situation on 28 September 2020.

We can see that, in 2018, average per capita accounted for approximately half a million CZK of gross value added. The figure expressed in absolute terms is important because the volume of production, which is subsequently a source of distribution and redistribution, determines the standard of living of the population. The following graph 1.7 shows the nominal development of GDP in individual regions.

Graph 1.7 Regional GDP per capita, current prices, CZK



Source: Database of national annual accounts, CZSO, table REG_HDP_O, situation on 28 September 2020.

- City of Prague,
- Central Bohemia region,
- South Bohemian region,
- Pilsen region,
- Karlovy Vary region,
- Ústí region,
- Liberec region,
- Hradec Králové region,
- Pardubice region,
- Vysočina region,
- Southern Moravia region,
- Olomouc region,
- Zlín region,
- Moravian-Silesian region

The data in graph 1.7 is related to the number of inhabitants. Thus, the absolute size of the given region does not play any role. The significantly deviating developments in the capital city of Prague, caused by a number of various factors, including factors of a rather statistical nature (resulting from the survey methodology), is not surprising. While regional GDP is calculated per capita, workers who commute daily to the capital also contribute to the creation of GDP. This commuting, particularly from the Central Bohemian region, but also from Pilsen or Liberec regions, for example, happens on a mass scale.

More interesting are the differences between other regions, which are not negligible. The leading position among regions beyond Prague has long been held by the Pilsen region and the Central Bohemian region, which have been overtaken by the Southern Moravia region in recent years. On the other hand, the Karlovy Vary region has been on the bottom for a long time, followed by the Ústí region. It is necessary to consider that GDP is not just a fictitious macroeconomic number. With respect to the retirement income, it represents an indicator that is subsequently used to finance final consumption expenditure and investments. Simply put, it can be stated that a lower level of regional GDP can subsequently lead to a lower level of final consumption and thus to a lower standard of living for the local population.

Let us look now at the development of gross value added per capita relative to the Czech average.

Table 1.4 Regional GDP per capita, current prices, average CZ = 100

Territory	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Czech Republic	100	100	100	100	100	100	100	100	100	100	100	100	100
Cohesion regions - NUTS2													
Prague	213.6	217.4	217.7	215.4	215.9	211.0	209.0	208.4	203.6	210.4	209.0	209.3	210.9
Central Bohemia	94.5	94.2	93.8	90.6	88.8	90.1	90.5	89.4	91.9	90.1	92.7	93.5	90.5
Southwest	92.5	88.6	84.9	87.9	88.0	87.6	87.2	89.1	89.1	87.4	87.6	86.5	86.0
Northwest	79.2	78.0	77.2	79.7	77.3	76.7	76.3	75.5	73.8	74.1	71.2	70.8	69.8
Northeast	83.4	82.6	81.2	81.4	82.3	82.5	81.4	81.6	82.5	82.1	83.0	84.1	83.5
Southeast	87.3	88.3	89.2	89.8	89.6	90.6	92.5	94.7	94.0	93.2	92.2	90.8	92.1
Central Moravia	77.4	77.1	78.9	79.4	79.5	80.7	80.8	80.9	83.2	81.2	81.7	81.9	81.5
Moravia-Silesia	82.0	82.6	83.7	81.1	82.9	85.7	86.1	83.2	84.0	83.0	83.0	82.4	83.5
Regions - NUTS3													
City of Prague	213.6	217.4	217.7	215.4	215.9	211.0	209.0	208.4	203.6	210.4	209.0	209.3	210.9
Central Bohemia region	94.5	94.2	93.8	90.6	88.8	90.1	90.5	89.4	91.9	90.1	92.7	93.5	90.5
South Bohemian region	89.3	85.7	83.3	85.5	84.4	83.4	84.8	85.4	84.1	82.3	82.4	81.2	82.6
Pilsen region	96.1	91.9	86.8	90.5	92.2	92.3	89.8	93.2	94.8	92.9	93.5	92.4	89.8
Karlovy Vary region	73.7	73.4	70.9	73.4	71.6	71.2	70.5	69.9	68.8	67.0	65.7	66.2	64.6
Ústí region	81.3	79.7	79.6	82.1	79.5	78.7	78.5	77.6	75.6	76.6	73.1	72.4	71.7

Liberec region	82.1	78.0	76.1	75.2	76.4	76.6	77.7	77.5	77.5	77.3	77.4	76.5	77.2
Hradec Králové region	84.3	84.9	84.7	86.5	87.1	86.2	86.3	86.0	87.6	86.7	88.9	92.7	90.0
Pardubice region	83.4	84.0	81.9	81.2	82.1	83.5	79.3	80.5	81.3	81.3	81.5	81.4	82.0
Vysočina region	82.2	82.8	79.3	80.9	80.0	82.4	83.9	84.0	83.3	81.7	82.2	82.3	80.9
Southern Moravia region	89.7	90.9	93.6	93.7	94.0	94.2	96.3	99.4	98.7	98.2	96.5	94.4	96.9
Olomouc region	73.5	73.5	74.2	74.7	76.0	77.3	77.9	77.2	77.7	76.8	77.8	78.4	78.4
Zlín region	81.6	81.0	84.0	84.5	83.3	84.5	84.0	84.8	89.1	86.0	86.0	85.6	84.8
Moravian-Silesian region	82.0	82.6	83.7	81.1	82.9	85.7	86.1	83.2	84.0	83.0	83.0	82.4	83.5

Source: Own calculation based on the Database of national annual accounts, CZSO, table REG_HDP_O, situation on 28 September 2020.

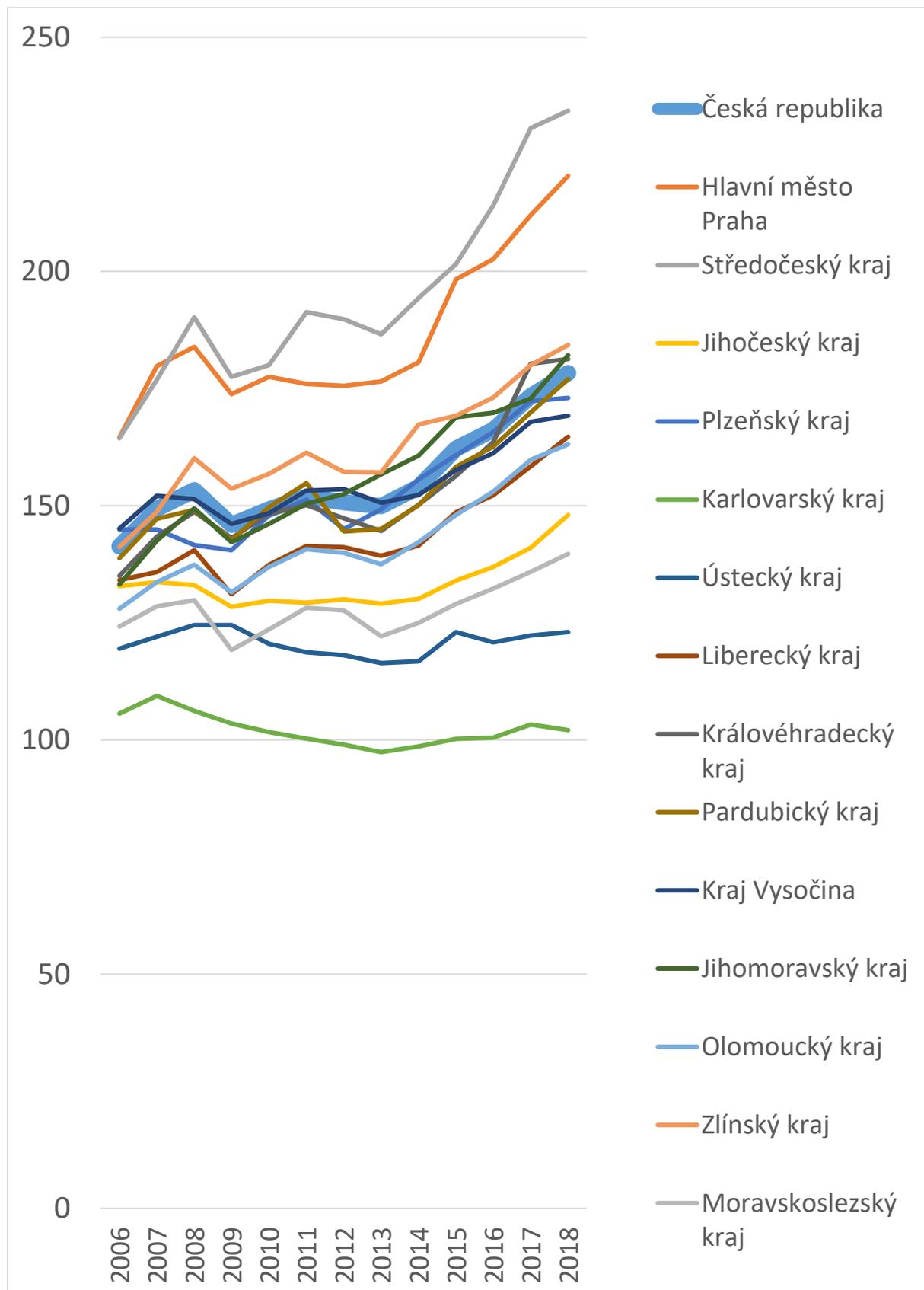
Table 1.4 confirms the divergent regional development. At the same time, it cannot be said that all the regions lagging behind would be worsening their relative position vis-à-vis the rest of the Czech Republic. Thus, for example, the Olomouc region moved up from 73.5% in 2006 to 78.4% in 2018. On the other hand, the Karlovy Vary region fell from a very weak 73.7% by almost ten percentage points to 64.6% in twelve years. The Ústí region, which did not also show a very good numbers in 2006, also fell by less than 10 percentage points from 81.3% to 71.7%.

In graph 1.8 we can see the development of total regional GDP at constant prices. In this graph, we can notice a completely different development between individual regions. The Czech Republic as a whole was at 141% of 1995 and, twelve years later, at 178% of 1995. The development of other regions was very uneven. Between 1995 and 2006, the capital city of Prague and the Central Bohemia region were the fastest developing, growing by about 65% at constant prices. Their development then accelerated further in 2006–2018, when the Central Bohemia region reached in 2018 in real terms 234% of the value of 1995 and even outpaced the growth of the City of Prague with its 220% of the value of 1995. On the other hand, the Karlovy Vary region fell from 106% of the 1995 value achieved in 2006 to 102% of 1995 in 2018. In other words, there was practically no economic growth in Karlovy Vary region in the past 27 years, while the Central Bohemia region has grown by an average of 3.2% per year (this average also includes periods of various economic recessions!). If we take into account that the Karlovy Vary region has long been the poorest region, it means that there is practically no convergence of regions within the Czech Republic, on the contrary, regions diverge relatively strongly (richer regions grow faster). Karlovy Vary region is followed by the Ústí region, which in 2018 reached 123% of the 1995 value (which means an average annual growth of less than one percent), but there has been virtually no growth since 2006, when it was on 120% of the

1995 value. The third worst region in terms of overall development since 1995 is the Moravian-Silesian region (124% of the 1995 value in 2006 and 140% in 2018).

It can be concluded that the differences between regions in the Czech Republic tend to deepen. In the second chapter of the present study, we will look at how these results relate to the results of collective bargaining.

Graph 1.8 Regional GDP, constant prices, 1995=100



Source: Database of national annual accounts, CZSO, table REG_HDP_SC_V, situation on 28 September 2020.

■	Czech Republic
■	City of Prague,
■	Central Bohemia region,
■	South Bohemian region,
■	Pilsen region,
■	Karlovy Vary region,
■	Ústí region,
■	Liberec region,
■	Hradec Králové region,
■	Pardubice region,
■	Vysočina region,
■	Southern Moravia region,
■	Olomouc region,
■	Zlín region,
■	Moravian-Silesian region

2 Analysis of the development of the results of collective bargaining with regard to the regional level

2.1 Wage and wage tariffs

This part will focus on analysing the development of the results of collective bargaining in wages. We will compare the results for the years defined in the introduction to our analysis, i.e. 2006, 2009, 2010, 2012, 2015 and 2018. We will monitor both hourly and monthly wage tariffs broken down by regions, with special regard to regional disparities.

Year 2006

Table 2.1.1 Minimum wage and hourly wage tariffs for other than 40 working hours - converted to the framework of working time 37.5 hours/week, 2006

REGION	HOURLY WAGE TARIFFS											
	Minimum wage		Tariff class									
			1		3		6		9		12	
	NO	CZK/h	NO	CZK/h	NO	CZK/h	NO	CZK/h	NO	CZK/h	N O	CZK/h
Total	38	50.69	26 4	45.46	27 7	50.93	27 2	65.40	11 1	85.46	95	118.98
Capital City of Prague	5	49.96	15	51.69	17	57.20	16	78.06	4	102.07	4	130.15
Central Bohemia	1		15	45.69	16	49.80	15	61.74	7	83.27	7	109.70
South Bohemian	10	49.08	28	37.67	30	43.26	30	56.62	18	84.57	16	137.77
Pilsen	10	52.32	14	47.10	12	55.87	12	75.28	6	104.48	5	158.66
Karlovy Vary			13	45.96	13	50.40	13	62.28	9	82.87	9	113.88
Ústí			15	43.44	15	48.57	15	61.13	8	75.96	8	95.74
Liberec			14	43.66	15	48.81	15	62.12	9	88.68	9	121.28
Hradec Králové			11	43.20	12	49.66	12	63.70	6	79.00	5	105.24
Pardubice			18	45.90	18	50.16	17	63.53	4	89.80	2	
Southern Moravia			23	49.77	25	55.73	25	71.02	10	95.25	7	131.14
Vysočina	1		17	44.61	17	49.33	16	60.10	10	74.40	10	100.31

Olomouc	9	51.57	21	45.65	23	50.84	23	65.96	9	79.75	4	112.18
Moravian-Silesian			25	46.46	27	52.29	26	68.03	4	100.33	3	126.67
Zlín	2		35	46.90	37	52.53	37	67.22	7	77.93	6	105.73

Source: www.kolektivnismlouvvy.cz

Table 2.1.1 presents a comparison of the minimum wage and hourly wage tariffs in 2006 for selected wage classes. Data are shown in CZK at current prices. Let us now calculate the share indicators in relation to the national averages.

Table 2.1.2 Minimum wage and hourly wage tariffs for other than 40 working hours - converted to the framework of working time 37.5 hours/week, 2006, CZ=100

REGION	HOURLY WAGE TARIFFS											
	Minimum wage		Tariff class									
			1	3	6	9	12					
Total	38	100.00	26 4	100.0 0	27 7	100.0 0	27 2	100.0 0	11 1	100.0 0	9 5	100.0 0
Capital City of Prague	5	98.56	15	113.7 2	17	112.3 0	16	119.3 6	4	119.4 3	4	109.3 9
Central Bohemia	1		15	100.5 1	16	97.77	15	94.40	7	97.44	7	92.20
South Bohemian	10	96.82	28	82.86	30	84.93	30	86.56	18	98.95	1 6	115.8 0
Pilsen	10	103.22	14	103.6 1	12	109.6 8	12	115.0 9	6	122.2 6	5	133.3 5
Karlovy Vary			13	101.1 1	13	98.95	13	95.22	9	96.96	9	95.72
Ústí			15	95.55	15	95.35	15	93.47	8	88.89	8	80.47
Liberec			14	96.05	15	95.83	15	94.99	9	103.7 7	9	101.9 3
Hradec Králové			11	95.03	12	97.49	12	97.40	6	92.44	5	88.46
Pardubice			18	100.9 6	18	98.48	17	97.13	4	105.0 8	2	
Southern Moravia			23	109.4 8	25	109.4 2	25	108.5 8	10	111.4 6	7	110.2 3
Vysočina	1		17	98.14	17	96.86	16	91.88	10	87.06	1 0	84.31
Olomouc	9	101.74	21	100.4 1	23	99.81	23	100.8 6	9	93.32	4	94.28
Moravian-Silesian			25	102.2 0	27	102.6 6	26	104.0 1	4	117.3 9	3	106.4 6
Zlín	2		35	103.1 6	37	103.1 4	37	102.7 8	7	91.19	6	88.87

Source: own calculation based on www.kolektivnismilouvy.cz

In the table, we can see a different regional development, which differs according to individual tariff degrees. In the first tariff degree, the regional values of hourly wage tariffs fluctuate from 82.9% in the South Bohemian region to 113.7% in Prague. The representation for the twelfth tariff degree is different, the lowest value is in the Ústí region (80.5%), the highest in the Pilsen region (133.4%). While in the Pilsen region the value improves in comparison with the national average with an increasing tariff degree (from 103.6% to the mentioned 133.4%; similar situation is in the South Bohemian region), in the Ústí region it is exactly the opposite (from 95.6% in the first degree to 80.5% in the highest degree). The poorest Czech region, the Karlovy Vary region, is then close to the national average.

Let us now focus on the differentiation of remuneration according to pay degrees. In table 2.1.3, we can see how many times the level of the hourly tariff in the first degree is paid in individual higher tariff degrees.

Table 2.1.3 Minimum wage and hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2006, first tariff degree=100

REGION	HOURLY WAGE TARIFFS											
	Minimum wage		Tariff degree									
			1	3	6	9	12					
Total	38	111.51	26 4	100.0 0	27 7	112.0 5	27 2	143.8 7	11 1	188.0 0	9 5	261.7 2
Capital City of Prague	5	96.64	15	100.0 0	17	110.6 5	16	151.0 1	4	197.4 4	4	251.7 7
Central Bohemia	1		15	100.0 0	16	108.9 9	15	135.1 2	7	182.2 5	7	240.0 9
South Bohemian	10	130.30	28	100.0 0	30	114.8 5	30	150.3 0	18	224.5 0	1 6	365.7 6
Pilsen	10	111.08	14	100.0 0	12	118.6 1	12	159.8 2	6	221.8 3	5	336.8 6
Karlovy Vary			13	100.0 0	13	109.6 6	13	135.5 0	9	180.3 0	9	247.7 7
Ústí			15	100.0 0	15	111.8 1	15	140.7 4	8	174.8 8	8	220.4 1
Liberec			14	100.0 0	15	111.7 9	15	142.2 8	9	203.1 1	9	277.7 5
Hradec Králové			11	100.0 0	12	114.9 5	12	147.4 5	6	182.8 7	5	243.6 1
Pardubice			18	100.0 0	18	109.2 9	17	138.4 2	4	195.6 6	2	
Southern Moravia			23	100.0 0	25	111.9 8	25	142.6 9	10	191.3 8	7	263.5 0
Vysočina	1		17	100.0 0	17	110.5 8	16	134.7 0	10	166.7 7	1 0	224.8 4
Olomouc	9	112.97	21	100.0 0	23	111.3 7	23	144.5 1	9	174.7 1	4	245.7 4
Moravian-Silesian			25	100.0 0	27	112.5 6	26	146.4 3	4	215.9 5	3	272.6 5
Zlín	2		35	100.0 0	37	112.0 2	37	143.3 4	7	166.1 7	6	225.4 6

Source: own calculation based on www.kolektivnismilouvy.cz

At the level of the Czech Republic, hourly wage tariffs in the twelfth pay degree are 2.61 times the hourly wage tariff. This “remuneration” for a higher tariff differs between individual regions: the highest is in the South Bohemian (3.65 times) and Pilsen (3.37 times) regions, the lowest in the Ústí, Vysočina and Zlín regions (all regions between 2.2 and 2.25 times).

Let us now look at the monthly tariffs and their regional comparisons (tables 2.1.4 to 2.1.6). Table 2.1.4 gives us an overview of the absolute values of monthly tariffs in individual tariff degrees. Within the Czech Republic, the values ranged from CZK 7,326 in the first tariff degree to CZK 19,489 in the twelfth tariff degree. Table 2.1.5 shows us the differences between individual regions: in the first tariff degree, remuneration is at the level of 107% of the national average, on the other hand, in the South Bohemian region, it is 12% below this average. Scissors do not open significantly even in higher tariff degrees, when Prague is less than 15% above the

average and, conversely, the South Bohemian region is 9% below it. Table 2.1.6 provides information on the differences in tariffs between individual tariff degrees: the twelfth tariff degree is 2.66 times the first degree, the highest is in the Pilsen region and in the Capital City of Prague (2.84 times), the lowest in the Vysočina region (2.45 times). The data can be compared with the values in table 2.1.3. While the difference in the national average is not very large (in both cases the remuneration for the twelfth degree is around 2.6–2.7 times the first degree), the remuneration for the hourly tariff is significantly higher in the case of the Pilsen and South Bohemian regions compared to the remunerations for the monthly tariff.

Table 2.1.4 Minimum wage and monthly wage tariffs, CZK, 2006

REGION	Minimum wage		MONTHLY WAGE TARIFFS									
			Tariff degree									
			1		3		6		9		12	
	NO	CZK	NO	CZK	NO	CZK	NO	CZK	NO	CZK	NO	CZK
Total	64	8,274	416	7,326	438	8,203	458	10,458	457	14,007	438	19,489
Capital City of Prague	12	8,700	31	7,884	32	8,741	34	11,563	34	16,030	33	22,377
Central Bohemia	2		23	7,463	23	8,646	25	11,089	25	14,575	24	20,120
South Bohemian	19	7,986	42	6,433	47	7,234	48	9,249	48	12,408	45	17,723
Pilsen	11	8,434	19	7,515	20	8,571	20	11,181	20	15,410	19	21,382
Karlovy Vary			14	7,332	14	8,037	15	9,917	15	13,591	14	19,664
Ústí	6	8,064	27	7,367	28	8,212	28	10,435	28	13,662	27	18,290
Liberec			20	7,096	21	7,816	22	9,864	22	12,950	22	17,866
Hradec Králové	1		20	7,008	22	8,092	22	10,275	21	13,353	21	18,283
Pardubice			25	7,398	26	8,080	26	10,022	26	13,174	25	19,800
Southern Moravia	3	8,467	43	7,776	43	8,771	44	11,027	44	14,723	41	19,979
Vysočina	3	8,238	24	7,283	25	8,051	26	10,123	26	13,270	25	17,846
Olomouc	1		27	7,107	29	7,785	37	9,754	37	13,492	34	19,990
Moravian-Silesian	3	8,083	63	7,414	65	8,429	67	10,992	67	14,623	64	19,785
Zlín	3	8,202	38	7,417	43	8,285	44	10,485	44	14,139	44	19,516

Source: www.kolektivnismilouvy.cz

Table 2.1.5 Minimum wage and monthly wage tariffs, 2006, CZ=100

REGION	HOURLY WAGE TARIFFS											
	Minimum wage		Tariff degree									
			1		3		6		9		12	
	NO	CZK	NO	CZK	NO	CZK	NO	CZK	NO	CZK	NO	CZK
Total	64	100.00	416	100.00	438	100.00	458	100.00	457	100.00	438	100.00
Capital City of Prague	12	105.15	31	107.62	32	106.56	34	110.57	34	114.44	33	114.82

Central Bohemia	2		23	101.88	23	105.40	25	106.04	25	104.06	24	103.24
South Bohemian	19	96.52	42	87.81	47	88.19	48	88.44	48	88.59	45	90.94
Pilsen	11	101.93	19	102.58	20	104.49	20	106.92	20	110.01	19	109.71
Karlovy Vary			14	100.08	14	97.97	15	94.83	15	97.03	14	100.90
Ústí	6	97.46	27	100.56	28	100.10	28	99.79	28	97.53	27	93.85
Liberec			20	96.86	21	95.28	22	94.33	22	92.45	22	91.67
Hradec Králové	1		20	95.66	22	98.65	22	98.26	21	95.33	21	93.81
Pardubice			25	100.98	26	98.50	26	95.83	26	94.05	25	101.60
Southern Moravia	3	102.33	43	106.15	43	106.92	44	105.44	44	105.11	41	102.51
Vysočina	3	99.56	24	99.42	25	98.15	26	96.81	26	94.73	25	91.57
Olomouc	1		27	97.01	29	94.90	37	93.27	37	96.32	34	102.57
Moravian-Silesian	3	97.69	63	101.20	65	102.75	67	105.11	67	104.39	64	101.52
Zlín	3	99.13	38	101.24	43	101.00	44	100.26	44	100.94	44	100.14

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.1.6 Minimum wage and monthly wage tariffs, 2006, first tariff degree = 100

REGION	HOURLY WAGE TARIFFS											
	Minimum wage		Tariff degree									
			1	3	6	9	12					
Total	64	112.94	416	100.00	438	111.98	458	142.75	457	191.20	438	266.03
Capital City of Prague	12	110.35	31	100.00	32	110.87	34	146.67	34	203.33	33	283.83
Central Bohemia	2		23	100.00	23	115.84	25	148.58	25	195.29	24	269.59
South Bohemian	19	124.15	42	100.00	47	112.46	48	143.78	48	192.90	45	275.52
Pilsen	11	112.23	19	100.00	20	114.06	20	148.78	20	205.05	19	284.53
Karlovy Vary			14	100.00	14	109.62	15	135.26	15	185.37	14	268.20
Ústí	6	109.47	27	100.00	28	111.47	28	141.66	28	185.46	27	248.28
Liberec			20	100.00	21	110.15	22	139.01	22	182.50	22	251.77
Hradec Králové	1		20	100.00	22	115.48	22	146.63	21	190.55	21	260.89
Pardubice			25	100.00	26	109.22	26	135.47	26	178.08	25	267.65
Southern Moravia	3	108.88	43	100.00	43	112.79	44	141.80	44	189.33	41	256.92
Vysočina	3	113.11	24	100.00	25	110.54	26	138.99	26	182.19	25	245.03
Olomouc	1		27	100.00	29	109.53	37	137.24	37	189.84	34	281.27
Moravian-Silesian	3	109.02	63	100.00	65	113.68	67	148.25	67	197.23	64	266.85
Zlín	3	110.58	38	100.00	43	111.71	44	141.36	44	190.63	44	263.12

Source: own calculation based on www.kolektivnismlouvy.cz

Year 2009

Let us now move on to 2009, proceeding similarly in the analytical data processing. We will first look at hourly wage tariffs for working time other than 40 hours, converted to the framework of working time 37.5hrs/week (table 2.1.7), followed by a comparison of regional values and national averages (table 2.1.8) and calculate remunerations for individual tariff degrees for each region (where data is available) – table 2.1.9. Subsequently, the same

calculations will be repeated for monthly wage tariffs. These calculations will be shown in absolute amounts in table 2.1.10, their comparison with national averages will be shown in table 2.1.11 and the differences between the individual tariff degrees within the given regions will be provided in table 2.1.12.

Table 2.1.7 Hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2009

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	161	51.12	172	58.41	166	74.58	65	93.88	46	126.77
CZ010 City of Prague	2		3	58.63	3	78.00	1		1	
CZ020 Central Bohemia	7	51.61	7	56.50	7	71.46	4	89.48	4	116.80
CZ031 South Bohemian	9	39.45	9	46.55	9	64.56	2		2	
CZ032 Pilsen	17	51.66	17	60.68	17	81.42	9	98.29	7	140.64
CZ041 Karlovy Vary	5	48.56	5	54.26	5	68.60	3	86.87	3	115.27
CZ042 Ústí	8	50.06	8	55.86	8	74.69	4	96.15	1	
CZ051 Liberec	7	45.83	7	50.73	7	63.41	3	86.77	3	116.50
CZ052 Hradec Králové	15	47.41	17	54.53	17	69.41	9	88.90	4	131.30
CZ053 Pardubice	15	50.65	15	56.95	14	70.64	4	90.63	3	116.53
CZ061 Vysočina	12	53.70	12	63.69	12	79.63	8	105.46	6	137.19
CZ062 Southern Moravia	18	54.22	18	63.10	19	78.64	8	100.29	4	150.35
CZ071 Olomouc	19	57.01	20	64.98	14	82.55	2		2	
CZ072 Zlín	15	54.07	18	59.68	18	75.41	4	77.75	2	
CZ080 Moravian-Silesian	12	47.31	16	56.04	16	72.81	4	90.39	4	119.28

Source: www.kolektivnismilouvy.cz

Table 2.1.8 Hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2009, CZ=100

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	161	100.00	172	100.00	166	100.00	65	100.00	46	100.00
CZ010 City of Prague	2		3	100.38	3	104.58	1		1	
CZ020 Central Bohemia	7	100.97	7	96.73	7	95.81	4	95.31	4	92.14
CZ031 South Bohemian	9	77.17	9	79.69	9	86.56	2		2	
CZ032 Pilsen	17	101.07	17	103.88	17	109.17	9	104.70	7	110.95
CZ041 Karlovy Vary	5	95.00	5	92.89	5	91.98	3	92.53	3	90.93
CZ042 Ústí	8	97.93	8	95.64	8	100.14	4	102.42	1	
CZ051 Liberec	7	89.65	7	86.85	7	85.03	3	92.42	3	91.90
CZ052 Hradec Králové	15	92.74	17	93.35	17	93.07	9	94.70	4	103.58
CZ053 Pardubice	15	99.08	15	97.49	14	94.71	4	96.53	3	91.93
CZ061 Vysočina	12	105.04	12	109.04	12	106.76	8	112.34	6	108.22

CZ062 Southern Moravia	18	106.08	18	108.03	19	105.44	8	106.83	4	118.60
CZ071 Olomouc	19	111.53	20	111.24	14	110.68	2		2	
CZ072 Zlín	15	105.77	18	102.17	18	101.11	4	82.82	2	
CZ080 Moravian-Silesian	12	92.55	16	95.94	16	97.63	4	96.28	4	94.09

Source: own calculation based on www.kolektivnismlouvy.cz

National tariffs (table 2.1.7) range from CZK 51.12 in the first tariff degree to CZK 126.77 in the twelfth tariff degree. The regionally lowest values in the first tariff degree range from CZK 39.45 in the South Bohemian region to CZK 57.01 in the Olomouc region. Unfortunately, data for the twelfth tariff degree is missing in some regions (due to lack of observation), however, we also see relatively large regional differences here (from CZK 115.27 in the Liberec region to CZK 150.35 in the Southern Moravia region). We can see the comparison more clearly in table 2.1.8. Virtually, in all tariff degrees, hourly tariffs lag behind in the Liberec region (by about 10%) and in the Moravian-Silesian region (by about 4–7%), the worst situation is in the South Bohemian region, where hourly tariffs lag by about 20% in lower tariff degrees; we do not have enough observations available for higher tariff degrees.

The hourly monthly tariff in the twelfth tariff degree was 2.48 times the national monthly hour tariff average in the first tariff degree. This value was about 18 percentage points lower; it might have been the result of the overall worse economic development in 2009.

In contrast to 2006, the differences between regions were not so significant; the highest values were about 2.72–2.77 times the value (Southern Moravia, Pilsen and Hradec Králové regions), the lowest value was in the Pardubice region (2.3 times the value).

Table 2.1.9 Hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2009, CZ=100

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	161	100.00	172	114.27	166	145.90	65	183.65	46	247.99
CZ010 City of Prague	2		3		3		1		1	
CZ020 Central Bohemia	7	100.00	7	109.47	7	138.44	4	173.35	4	226.29
CZ031 South Bohemian	9	100.00	9	118.00	9	163.65	2		2	
CZ032 Pilsen	17	100.00	17	117.44	17	157.60	9	190.24	7	272.22
CZ041 Karlovy Vary	5	100.00	5	111.74	5	141.27	3	178.89	3	237.37
CZ042 Ústí	8	100.00	8	111.59	8	149.19	4	192.06	1	
CZ051 Liberec	7	100.00	7	110.69	7	138.37	3	189.33	3	254.21
CZ052 Hradec Králové	15	100.00	17	115.01	17	146.41	9	187.52	4	276.96
CZ053 Pardubice	15	100.00	15	112.44	14	139.47	4	178.94	3	230.09
CZ061 Vysočina	12	100.00	12	118.61	12	148.29	8	196.40	6	255.48
CZ062 Southern Moravia	18	100.00	18	116.37	19	145.03	8	184.95	4	277.27

CZ071 Olomouc	19	100.00	20	113.97	14	144.79	2		2	
CZ072 Zlín	15	100.00	18	110.38	18	139.48	4	143.80	2	
CZ080 Moravian-Silesian	12	100.00	16	118.46	16	153.91	4	191.07	4	252.13

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.1.10 Minimum wage and monthly wage tariffs, CZK, 2009

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h
Total	33 8	8,312	34 9	9,538	36 4	12,308	35 1	16,489	34 4	23,007
CZ01 0 City of Prague	32	9,045	32	10,411	36	13,680	36	19,356	34	29,055
CZ02 0 Central Bohemia	12	8,855	13	9,975	14	13,067	14	17,439	13	23,685
CZ03 1 South Bohemian	34	7,738	35	9,150	35	12,071	27	15,659	26	20,625
CZ03 2 Pilsen	19	8,371	20	9,780	20	13,108	20	18,223	20	25,921
CZ04 1 Karlovy Vary	8	7,818	8	8,623	8	10,766	8	14,391	7	20,859
CZ04 2 Ústí	26	8,519	26	9,650	26	12,717	25	16,627	25	22,802
CZ05 1 Liberec	16	7,715	16	8,610	17	11,184	17	15,025	17	21,795
CZ05 2 Hradec Králové	25	7,907	27	9,051	27	11,488	26	14,920	26	20,882
CZ05 3 Pardubice	22	8,004	22	9,197	23	11,203	21	14,796	23	20,986
CZ06 1 Vysočina	20	8,500	21	9,898	21	12,578	21	16,184	21	21,344
CZ06 2 Southern Moravia	36	8,438	36	9,823	37	12,690	36	17,285	33	23,379
CZ07 1 Olomouc	28	8,153	28	8,946	30	10,965	31	14,580	31	21,863
CZ07 2 Zlín	18	8,727	21	9,708	23	12,278	23	16,338	23	22,143
CZ08 0 Moravian-Silesian	42	8,365	44	9,772	47	12,776	46	17,059	45	23,220

Source: www.kolektivnismlouvy.cz

Table 2.1.10 Minimum wage and monthly wage tariffs, 2009, CZ=100

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h
Total	33 8	100.00	34 9	100.00	36 4	100.00	35 1	100.00	34 4	100.00
CZ01 0 City of Prague	32	108.82	32	109.15	36	111.15	36	117.39	34	126.29
CZ02 0 Central Bohemia	12	106.53	13	104.58	14	106.17	14	105.76	13	102.95

CZ03											
1	South Bohemian	34	93.09	35	95.93	35	98.07	27	94.96	26	89.65
CZ03											
2	Pilsen	19	100.71	20	102.53	20	106.50	20	110.51	20	112.67
CZ04											
1	Karlovy Vary	8	94.05	8	90.40	8	87.47	8	87.28	7	90.66
CZ04											
2	Ústí	26	102.49	26	101.17	26	103.32	25	100.84	25	99.11
CZ05											
1	Liberec	16	92.82	16	90.27	17	90.86	17	91.12	17	94.73
CZ05											
2	Hradec Králové	25	95.12	27	94.89	27	93.33	26	90.48	26	90.76
CZ05											
3	Pardubice	22	96.29	22	96.42	23	91.02	21	89.74	23	91.22
CZ06											
1	Vysočina	20	102.25	21	103.77	21	102.19	21	98.15	21	92.77
CZ06											
2	Southern Moravia	36	101.51	36	102.98	37	103.10	36	104.83	33	101.62
CZ07											
1	Olomouc	28	98.09	28	93.79	30	89.08	31	88.42	31	95.03
CZ07											
2	Zlín	18	104.99	21	101.78	23	99.75	23	99.09	23	96.25
CZ08											
0	Moravian-Silesian	42	100.63	44	102.45	47	103.80	46	103.46	45	100.93

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.1.12 Monthly wage tariffs, 2009, first tariff degree = 100

Region NUTS 3	TARIFF DEGREE										
	1		3		6		9		12		
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	
Total	33 8	100.00	34 9	114.75	36 4	148.08	35 1	198.37	34 4	276.78	
CZ01											
0	City of Prague	32	100.00	32	115.11	36	151.25	36	214.00	34	321.23
CZ02											
0	Central Bohemia	12	100.00	13	112.66	14	147.58	14	196.95	13	267.49
CZ03											
1	South Bohemian	34	100.00	35	118.26	35	156.01	27	202.37	26	266.55
CZ03											
2	Pilsen	19	100.00	20	116.83	20	156.59	20	217.69	20	309.65
CZ04											
1	Karlovy Vary	8	100.00	8	110.30	8	137.72	8	184.09	7	266.82
CZ04											
2	Ústí	26	100.00	26	113.27	26	149.28	25	195.18	25	267.67
CZ05											
1	Liberec	16	100.00	16	111.60	17	144.95	17	194.75	17	282.49
CZ05											
2	Hradec Králové	25	100.00	27	114.47	27	145.29	26	188.70	26	264.10
CZ05											
3	Pardubice	22	100.00	22	114.90	23	139.96	21	184.86	23	262.19

CZ06											
1	Vysočina	20	100.00	21	116.46	21	147.99	21	190.41	21	251.12
CZ06	Southern										
2	Moravia	36	100.00	36	116.42	37	150.39	36	204.85	33	277.08
CZ07											
1	Olomouc	28	100.00	28	109.72	30	134.48	31	178.82	31	268.14
CZ07											
2	Zlín	18	100.00	21	111.24	23	140.70	23	187.23	23	253.75
CZ08	Moravian-										
0	Silesian	42	100.00	44	116.83	47	152.73	46	203.94	45	277.59

Source: own calculation based on www.kolektivnismilouvy.cz

In table 2.1.10 to 2.1.12 we can see monthly tariffs in absolute amounts and in relative terms. Monthly tariffs (table 2.1.10) range from CZK 8,312 in the first tariff degree to CZK 23,007 in the twelfth tariff degree. Again, we can see regional differences: the highest monthly tariffs are in all tariff degrees in Prague, the lowest in the South Bohemian, Karlovy Vary, Liberec and Pardubice regions.

Regional disparities are well presented in table 2.1.11. In the first tariff degree, the value in Prague and the Central Bohemian regions ranges between 6-9% above the national average; in the twelfth tariff degree, the value in Prague already reaches 1.26 times the national average (but the Central Bohemian region is only 1.03 times the national average). In regions with below-average monthly tariffs, the results differ between individual tariff degrees.

The pay gap between tariff degrees also varies between individual regions. At the national level, this difference is 177% (the value of the twelfth degree is at the national level at 2.77 times the first tariff degree). The highest is this difference in the Capital City of Prague (3.21 times), the lowest in the Vysočina and Zlín regions (about 1.5 times).

Note that the differences between the first and twelfth tariff degree are higher in 2009 for monthly tariffs than for hourly earnings, while this difference is more pronounced than in 2006. In 2009, compared to 2006, the capital city of Prague started to recede, both in terms of the ratio of Prague's monthly tariffs (there are not enough observations for hourly tariffs) and in terms of the relative difference between the first and twelfth tariff degrees.

Year 2010

There was a slight economic recovery in 2010 compared to 2009 (see Chapter 1). Let us look at the impact on earnings, the development of which usually lags slightly behind the development of the overall economic situation (the impact on earnings is manifested with a certain delay).

As in the previous year, we will first look at hourly wage tariffs for working time other than 40 hours, converted to the framework of working time 37.5hrs/week (table 2.1.13), followed by a comparison of regional values and national averages (table 2.1.14) and calculate remunerations for individual tariff degrees for each region where the available data allow us (table 2.1.15). Subsequently, the same calculations will be repeated for monthly wage tariffs. These calculations will be shown in absolute amounts in table 2.1.16, their comparison with national averages will be shown in table 2.1.17 and the differences between the individual tariff degrees within the given regions will be provided in table 2.1.18.

Table 2.1.13 Hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2010

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	157	51.55	169	59.02	167	75.85	67	95.91	41	132.72
CZ010 City of Prague	3	44.70	4	50.25	4	64.95	3	89.70	3	119.73
CZ020 Central Bohemia	6	53.97	6	59.48	6	77.58	3	101.10	3	134.13
CZ031 South Bohemian	6	39.02	6	46.61	6	64.62	1		1	
CZ032 Pilsen	16	54.38	16	65.39	16	87.28	8	104.41	5	162.94
CZ041 Karlovy Vary	6	49.32	6	55.33	6	70.20	4	90.35	4	118.90
CZ042 Ústí	5	50.68	5	58.02	5	78.50	2			
CZ051 Liberec	7	44.05	7	47.97	7	59.01	4	79.86	3	103.40
CZ052 Hradec Králové	12	52.28	15	57.83	15	73.19	8	90.33	3	140.17
CZ053 Pardubice	13	49.58	13	56.45	12	70.43	4	90.65	2	
CZ061 Vysočina	9	53.24	9	61.57	9	75.22	6	99.07	5	132.11
CZ062 Southern Moravia	20	56.73	21	66.50	20	84.86	8	111.81	4	153.34
CZ071 Olomouc	13	53.45	13	60.09	14	77.29	1		1	
CZ072 Zlín	24	52.47	28	59.53	28	76.00	9	82.51	2	
CZ080 Moravian-Silesian	17	49.02	20	56.61	19	73.85	6	100.45	5	138.10

Source: www.kolektivnismlouv.cz

Table 2.1.14 Hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2010, CZ=100

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h
Total	15		16		16		67		41	
	7	100.00	9	100.00	7	100.00	67	100.00	41	100.00
CZ010 City of Prague	3	86.72	4	85.15	4	85.63	3	93.52	3	90.21

CZ02											
0	Central Bohemia	6	104.69	6	100.79	6	102.29	3	105.41	3	101.06
CZ03											
1	South Bohemian	6	75.69	6	78.97	6	85.20	1		1	
CZ03											
2	Pilsen	16	105.50	16	110.81	16	115.06	8	108.86	5	122.77
CZ04											
1	Karlovy Vary	6	95.67	6	93.76	6	92.55	4	94.20	4	89.58
CZ04											
2	Ústí	5	98.32	5	98.31	5	103.50	2			
CZ05											
1	Liberec	7	85.46	7	81.28	7	77.80	4	83.27	3	77.91
CZ05											
2	Hradec Králové	12	101.41	15	97.99	15	96.50	8	94.18	3	105.61
CZ05											
3	Pardubice	13	96.19	13	95.66	12	92.85	4	94.51	2	
CZ06											
1	Vysočina	9	103.29	9	104.32	9	99.17	6	103.29	5	99.54
CZ06											
2	Southern Moravia	20	110.05	21	112.68	20	111.89	8	116.57	4	115.53
CZ07											
1	Olomouc	13	103.69	13	101.82	14	101.90	1		1	
CZ07											
2	Zlín	24	101.79	28	100.86	28	100.20	9	86.03	2	
CZ08											
0	Moravian-Silesian	17	95.09	20	95.92	19	97.37	6	104.73	5	104.05

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.1.15 Hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2010, CZ=100

Region NUTS 3	TARIFF DEGREE										
	1		3		6		9		12		
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	
Total	15 7	100.00	16 9	100.00	16 7	100.00	67	100.00	41	100.00	
CZ01											
0	City of Prague	3	100.00	4	112.42	4	145.30	3	200.67	3	267.86
CZ02											
0	Central Bohemia	6	100.00	6	110.22	6	143.76	3	187.34	3	248.55
CZ03											
1	South Bohemian	6	100.00	6	119.45	6	165.63	1		1	
CZ03											
2	Pilsen	16	100.00	16	120.25	16	160.49	8	192.00	5	299.63
CZ04											
1	Karlovy Vary	6	100.00	6	112.20	6	142.35	4	183.20	4	241.09
CZ04											
2	Ústí	5	100.00	5	114.48	5	154.89	2			
CZ05											
1	Liberec	7	100.00	7	108.89	7	133.96	4	181.29	3	234.73
CZ05											
2	Hradec Králové	12	100.00	15	110.62	15	140.01	8	172.79	3	268.13
CZ05											
3	Pardubice	13	100.00	13	113.85	12	142.03	4	182.82	2	
CZ06											
1	Vysočina	9	100.00	9	115.64	9	141.28	6	186.07	5	248.14

CZ06	Southern										
2	Moravia	20	100.00	21	117.22	20	149.60	8	197.09	4	270.30
CZ07											
1	Olomouc	13	100.00	13	112.42	14	144.61	1		1	
CZ07											
2	Zlín	24	100.00	28	113.44	28	144.84	9	157.25	2	
CZ08	Moravian-										
0	Silesian	17	100.00	20	115.49	19	150.66	6	204.93	5	281.74

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.1.16 Monthly wage tariffs, CZK, 2010

Region NUTS 3	TARIFF DEGREE										
	1		3		6		9		12		
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	
Total	33 9	8,390	34 8	9,688	35 4	12,597	34 2	16,847	33 8	23,184	
CZ01											
0	City of Prague	37	8,873	37	10,642	37	14,651	37	20,370	36	29,634
CZ02											
0	Central Bohemia	10	9,194	10	10,225	10	13,458	10	18,106	10	24,878
CZ03											
1	South Bohemian	29	7,569	30	8,848	30	11,747	24	15,260	24	20,517
CZ03											
2	Pilsen	20	8,316	20	9,879	20	13,183	20	18,169	20	25,791
CZ04											
1	Karlovy Vary	10	8,153	10	9,254	10	11,661	10	15,540	10	21,481
CZ04											
2	Ústí	18	8,831	18	10,319	18	13,656	17	18,152	17	24,432
CZ05											
1	Liberec	16	7,795	16	8,654	17	11,181	17	15,125	17	21,962
CZ05											
2	Hradec Králové	21	8,401	24	9,576	24	12,173	23	15,733	23	21,386
CZ05											
3	Pardubice	24	7,786	24	8,842	23	10,893	23	14,246	23	20,127
CZ06											
1	Vysočina	15	8,590	16	10,001	16	12,639	15	16,190	16	20,969
CZ06	Southern										
2	Moravia	38	8,782	38	10,169	37	12,801	36	16,815	35	22,215
CZ07											
1	Olomouc	24	8,004	24	8,943	25	11,667	22	15,729	22	22,594
CZ07											
2	Zlín	28	8,227	32	9,316	35	12,019	36	15,929	35	21,849
CZ08	Moravian-										
0	Silesian	49	8,663	49	10,089	52	13,142	52	17,676	50	23,582

Source: www.kolektivnismlouvy.cz

Table 2.1.17 Monthly wage tariffs, 2010, CZ=100

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h

Total		33 9	100.00	34 8	100.00	35 4	100.00	34 2	100.00	33 8	100.00
CZ01 0	City of Prague	37	105.76	37	109.85	37	116.30	37	120.91	36	127.82
CZ02 0	Central Bohemia	10	109.59	10	105.55	10	106.83	10	107.47	10	107.31
CZ03 1	South Bohemian	29	90.22	30	91.33	30	93.25	24	90.58	24	88.50
CZ03 2	Pilsen	20	99.13	20	101.97	20	104.65	20	107.85	20	111.25
CZ04 1	Karlovy Vary	10	97.18	10	95.52	10	92.57	10	92.24	10	92.66
CZ04 2	Ústí	18	105.26	18	106.52	18	108.40	17	107.75	17	105.39
CZ05 1	Liberec	16	92.92	16	89.33	17	88.76	17	89.78	17	94.73
CZ05 2	Hradec Králové	21	100.14	24	98.85	24	96.63	23	93.39	23	92.24
CZ05 3	Pardubice	24	92.80	24	91.27	23	86.47	23	84.56	23	86.82
CZ06 1	Vysočina	15	102.39	16	103.24	16	100.33	15	96.10	16	90.45
CZ06 2	Southern Moravia	38	104.68	38	104.97	37	101.62	36	99.81	35	95.82
CZ07 1	Olomouc	24	95.40	24	92.31	25	92.62	22	93.36	22	97.45
CZ07 2	Zlín	28	98.07	32	96.16	35	95.41	36	94.55	35	94.24
CZ08 0	Moravian-Silesian	49	103.26	49	104.14	52	104.32	52	104.92	50	101.72

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.1.18 Monthly wage tariffs, 2010, first tariff degree = 100

Region NUTS 3	TARIFF DEGREE										
	1		3		6		9		12		
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	
Total	33 9	100.00	34 8	115.47	35 4	150.15	34 2	200.81	33 8	276.34	
CZ01 0	City of Prague	37	100.00	37	119.94	37	165.11	37	229.57	36	333.98
CZ02 0	Central Bohemia	10	100.00	10	111.21	10	146.38	10	196.93	10	270.59
CZ03 1	South Bohemian	29	100.00	30	116.90	30	155.20	24	201.61	24	271.07
CZ03 2	Pilsen	20	100.00	20	118.79	20	158.52	20	218.47	20	310.12
CZ04 1	Karlovy Vary	10	100.00	10	113.51	10	143.03	10	190.60	10	263.47
CZ04 2	Ústí	18	100.00	18	116.85	18	154.64	17	205.55	17	276.66

CZ05											
1	Liberec	16	100.00	16	111.02	17	143.43	17	194.03	17	281.73
CZ05											
2	Hradec Králové	21	100.00	24	113.98	24	144.89	23	187.27	23	254.55
CZ05											
3	Pardubice	24	100.00	24	113.57	23	139.91	23	182.97	23	258.51
CZ06											
1	Vysočina	15	100.00	16	116.43	16	147.14	15	188.47	16	244.11
CZ06	Southern										
2	Moravia	38	100.00	38	115.80	37	145.77	36	191.47	35	252.97
CZ07											
1	Olomouc	24	100.00	24	111.73	25	145.77	22	196.52	22	282.28
CZ07											
2	Zlín	28	100.00	32	113.23	35	146.08	36	193.61	35	265.56
CZ08	Moravian-										
0	Silesian	49	100.00	49	116.46	52	151.70	52	204.04	50	272.22

Source: own calculation based on www.kolektivnismilouvy.cz

In 2012, hourly wage tariffs (table 2.1.2013) ranged at the national level between CZK 51.55 in the first tariff degree and CZK 132.72 in the twelfth tariff degree. As in previous years, they were low in the South Bohemian region (CZK 39.02 in the first degree, CZK 64.62 in the sixth degree) and in the capital city of Prague; high, on the other hand, in the South Moravian region (CZK 56.73 in the first degree, CZK 153.34 in the twelfth degree).

In relative terms to the national average (table 2.1.14), we can see that in the first tariff degree hourly tariffs vary between 75% (South Bohemian region) and 110% of the national average (Southern Moravia region); in the twelfth tariff degree (with not complete data for all regions) these values range between 78% of the average (Liberec region) and 122% of the average (Pilsen region).

Regarding the differences between tariff degrees (table 2.1.15), on the national average, the hourly tariff in the twelfth tariff degree was 2.57 times the salary in the first tariff degree. This meant a slight increase compared to the previous year (by about 10 percentage points). In terms of regional disparities, the highest values were in the Pilsen region (almost 3 times the twelfth tariff degree compared to the first degree), followed by the Moravian-Silesian region, while the lowest values could be recorded in the Karlovy Vary region (2.4 times the lowest tariff degree) and Liberec (2.34 times the lowest tariff degree).

If we look at the monthly tariffs (table 2.1.16), then, in 2010, they ranged between CZK 8,390 in the first tariff degree and CZK 23,184 in the highest tariff degree. At the regional level, particularly the South Bohemian region, lags in all tariff degrees, while the highest tariffs are in the capital city of Prague.

A more detailed regional comparison can be seen on the values in table 2.1.17, showing a comparison with the national average. In the first tariff degree, the Central Bohemian region has the highest monthly tariffs (by 9.59% more), the South Bohemian region the lowest (by 9.78% less). With increasing tariff degrees, the capital city of Prague recedes from the national average, reaching 1.28 times the national average in the twelfth tariff degree. Please note that the results obtained differ significantly when we examine the differences in hourly tariffs on the one hand and in monthly tariffs on the other.

The last comparison will be made using the values in table 2.1.18. The monthly tariff in the twelfth degree reaches 2.76 times the first degree, which is, by the way, practically the same level as in 2009. Higher than three times the salary in the twelfth degree was achieved in the capital city of Prague (3.34 times) and in the Pilsen region (3.1 times), the lowest differences are in the Vysočina region, where the monthly tariff in the twelfth degree corresponds to only 2.4 times the tariff in the first degree.

Year 2012

In 2012, there was a further slight slowdown in the economy, probably caused by poorly set economic (and especially budgetary) policy. Again, let us look at the impact on wage tariff settings.

Again, we will firstly look at hourly wage tariffs for working time other than 40 hours, converted to the framework of working time 37.5hrs/week (table 2.1.19), followed by a comparison of regional values and national averages (table 2.1.20) and calculate remunerations for individual tariff degrees for each region where the data is available (table 2.1.21). Subsequently, the same calculations will be carried out for monthly wage tariffs. These calculations will be shown in absolute amounts in table 2.1.22, their comparison with national averages will be shown in table 2.1.23 and the differences between the individual tariff degrees within the given regions will be provided in table 2.1.24.

Table 2.1.19 Hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2012

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	145	54.05	153	62.31	151	79.87	59	98.77	42	132.36
CZ010 City of Prague	2		3	65.60	3	82.57	2		2	
CZ020 Central Bohemia	6	55.97	6	61.38	6	78.52	3	97.83	3	130.17
CZ031 South Bohemian	2		2		2		1		1	
CZ032 Pilsen	11	52.67	11	62.45	11	85.73	4	100.58	3	148.40
CZ041 Karlovy Vary	9	53.96	9	59.88	9	75.78	5	91.86	5	122.60
CZ042 Ústí	5	50.58	5	59.30	5	77.68	2		1	
CZ051 Liberec	8	44.56	8	50.74	8	64.78	2		2	
CZ052 Hradec Králové	11	53.62	12	61.68	12	75.23	9	90.28	4	132.33
CZ053 Pardubice	14	57.21	14	63.94	13	75.70	5	89.02	3	107.07
CZ061 Vysočina	4	51.10	4	57.25	3	73.60	1		1	
CZ062 Southern Moravia	19	57.14	20	66.69	18	86.59	7	118.59	4	162.45
CZ071 Olomouc	16	53.56	17	60.41	18	77.37	4	93.78	4	121.65
CZ072 Zlín	16	54.80	19	63.47	20	82.19	5	84.92	1	
CZ080 Moravian-Silesian	22	54.30	23	64.11	23	83.34	9	116.72	8	149.95

Source: www.kolektivnismlouvy.cz

Table 2.1.20 Hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2012, CZ=100

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h
Total	14		15		15		59		42	
	5	100.00	3	100.00	1	100.00		100.00		100.00
CZ010 City of Prague	2		3	105.28	3	103.38	2		2	
CZ020 Central Bohemia	6	103.55	6	98.52	6	98.31	3	99.05	3	98.34
CZ031 South Bohemian	2		2		2		1		1	
CZ032 Pilsen	11	97.45	11	100.24	11	107.34	4	101.83	3	112.12
CZ041 Karlovy Vary	9	99.82	9	96.11	9	94.88	5	93.01	5	92.62
CZ042 Ústí	5	93.58	5	95.17	5	97.26	2		1	
CZ051 Liberec	8	82.45	8	81.43	8	81.10	2		2	
CZ052 Hradec Králové	11	99.20	12	98.98	12	94.19	9	91.40	4	99.97
CZ053 Pardubice	14	105.85	14	102.62	13	94.78	5	90.13	3	80.89

CZ06											
1	Vysočina	4	94.54	4	91.88	3	92.15	1		1	
CZ06	Southern										
2	Moravia	19	105.72	20	107.03	18	108.42	7	120.07	4	122.73
CZ07											
1	Olomouc	16	99.10	17	96.96	18	96.87	4	94.94	4	91.91
CZ07											
2	Zlín	16	101.39	19	101.86	20	102.91	5	85.98	1	
CZ08	Moravian-										
0	Silesian	22	100.47	23	102.89	23	104.35	9	118.18	8	113.29

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.1.21 Hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2012, CZ=100

Region NUTS 3	TARIFF DEGREE										
	1		3		6		9		12		
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	
Total	14 5	100.00	15 3	115.28	15 1	147.76	59	182.73	42	244.89	
CZ01											
0	City of Prague	2		3		3		2		2	
CZ02											
0	Central Bohemia	6	100.00	6	109.68	6	140.29	3	174.81	3	232.58
CZ03											
1	South Bohemian	2	100.00	2		2		1		1	
CZ03											
2	Pilsen	11	100.00	11	118.57	11	162.75	4	190.94	3	281.74
CZ04											
1	Karlovy Vary	9	100.00	9	110.98	9	140.44	5	170.25	5	227.22
CZ04											
2	Ústí	5	100.00	5	117.24	5	153.58	2		1	
CZ05											
1	Liberec	8	100.00	8	113.86	8	145.36	2		2	
CZ05											
2	Hradec Králové	11	100.00	12	115.03	12	140.30	9	168.37	4	246.79
CZ05											
3	Pardubice	14	100.00	14	111.76	13	132.31	5	155.59	3	187.13
CZ06											
1	Vysočina	4	100.00	4	112.04	3	144.03	1		1	
CZ06	Southern										
2	Moravia	19	100.00	20	116.71	18	151.54	7	207.53	4	284.29
CZ07											
1	Olomouc	16	100.00	17	112.79	18	144.45	4	175.07	4	227.12
CZ07											
2	Zlín	16	100.00	19	115.82	20	149.98	5	154.96	1	
CZ08	Moravian-										
0	Silesian	22	100.00	23	118.05	23	153.47	9	214.94	8	276.13

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.1.22 Monthly wage tariffs, CZK, 2012

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h
Total	31 7	8,836	32 5	10,197	33 5	13,192	33 8	17,903	33 3	25,245
CZ01 0 City of Prague	37	9,312	37	10,736	38	14,306	45	20,180	44	30,896
CZ02 0 Central Bohemia	9	10,370	9	11,644	9	14,937	9	20,813	9	29,404
CZ03 1 South Bohemian	15	9,035	16	10,547	17	14,184	17	19,432	17	27,201
CZ03 2 Pilsen	13	8,426	13	9,955	13	13,512	13	19,296	13	27,563
Karlovy Vary	9	8,662	9	9,649	9	12,219	9	16,356	9	22,780
CZ04 2 Ústí	20	8,802	21	10,352	22	13,444	23	18,076	22	25,461
CZ05 1 Liberec	17	7,984	17	8,999	19	11,753	19	16,050	19	23,746
CZ05 2 Hradec Králové	21	8,655	23	10,070	23	12,635	23	16,620	23	22,628
CZ05 3 Pardubice	23	8,628	23	9,755	22	11,765	17	14,998	17	21,711
CZ06 1 Vysočina	11	8,897	11	10,242	12	13,023	12	17,053	12	22,963
CZ06 2 Southern Moravia	38	8,925	38	10,322	36	13,120	36	17,640	34	23,234
CZ07 1 Olomouc	26	8,113	26	9,077	27	11,649	27	15,618	27	22,950
CZ07 2 Zlín	21	8,882	25	10,124	29	13,108	29	17,580	29	24,293
CZ08 0 Moravian- Silesian	57	9,012	57	10,642	59	13,946	59	18,616	58	25,283

Source: www.kolektivnismlouvvy.cz

Table 2.1.23 Monthly wage tariffs, 2012, CZ=100

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h
Total	31 7	100.00	32 5	100.00	33 5	100.00	33 8	100.00	33 3	100.00
CZ01 0 City of Prague	37	105.38	37	105.29	38	108.44	45	112.72	44	122.38
CZ02 0 Central Bohemia	9	117.36	9	114.20	9	113.23	9	116.25	9	116.47
CZ03 1 South Bohemian	15	102.25	16	103.43	17	107.51	17	108.54	17	107.75
CZ03 2 Pilsen	13	95.36	13	97.63	13	102.42	13	107.78	13	109.18
CZ04 1 Karlovy Vary	9	98.03	9	94.63	9	92.62	9	91.36	9	90.23
CZ04 2 Ústí	20	99.62	21	101.52	22	101.91	23	100.96	22	100.85
CZ05 1 Liberec	17	90.36	17	88.25	19	89.09	19	89.65	19	94.06
CZ05 2 Hradec Králové	21	97.96	23	98.75	23	95.78	23	92.83	23	89.63
CZ05 3 Pardubice	23	97.65	23	95.66	22	89.18	17	83.78	17	86.00
CZ06 1 Vysočina	11	100.69	11	100.44	12	98.72	12	95.25	12	90.96
CZ06 2 Southern Moravia	38	101.01	38	101.23	36	99.45	36	98.53	34	92.03
CZ07 1 Olomouc	26	91.81	26	89.02	27	88.30	27	87.24	27	90.91
CZ07 2 Zlín	21	100.52	25	99.29	29	99.36	29	98.19	29	96.23
CZ08 0 Moravian-Silesian	57	101.99	57	104.37	59	105.72	59	103.98	58	100.15

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.1.24 Monthly wage tariffs, 2012, first tariff degree = 100

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h
Total	31 7	100.00	32 5	115.40	33 5	149.30	33 8	202.61	33 3	285.71
CZ01 0 City of Prague	37	100.00	37	115.30	38	153.63	45	216.72	44	331.80
CZ02 0 Central Bohemia	9	100.00	9	112.29	9	144.05	9	200.71	9	283.56
CZ03 1 South Bohemian	15	100.00	16	116.74	17	156.99	17	215.09	17	301.07
CZ03 2 Pilsen	13	100.00	13	118.15	13	160.37	13	229.01	13	327.13
CZ04 1 Karlovy Vary	9	100.00	9	111.39	9	141.06	9	188.81	9	262.98
CZ04 2 Ústí	20	100.00	21	117.61	22	152.74	23	205.36	22	289.26
CZ05 1 Liberec	17	100.00	17	112.71	19	147.21	19	201.02	19	297.41
CZ05 2 Hradec Králové	21	100.00	23	116.34	23	145.98	23	192.01	23	261.43
CZ05 3 Pardubice	23	100.00	23	113.06	22	136.36	17	173.83	17	251.63
CZ06 1 Vysočina	11	100.00	11	115.11	12	146.37	12	191.67	12	258.08
CZ06 2 Southern Moravia	38	100.00	38	115.65	36	147.00	36	197.65	34	260.33
CZ07 1 Olomouc	26	100.00	26	111.89	27	143.59	27	192.51	27	282.88
CZ07 2 Zlín	21	100.00	25	113.98	29	147.57	29	197.92	29	273.50
CZ08 0 Moravian-Silesian	57	100.00	57	118.09	59	154.75	59	206.56	58	280.54

Source: own calculation based on www.kolektivnismlouvy.cz

Hourly wage tariffs in 2012 (table 2.1.19) ranged from CZK 54.05 in the first tariff degree to CZK 132.36 in the highest tariff degree. In terms of regional comparisons, of the regions with available data, the highest hourly tariffs in the first degree were in the Pardubice region (CZK 57.14) and the lowest in the Liberec region (CZK 44.56). The Southern Moravia region was again in the lead in the highest tariff degree (CZK 162.45), and the Pardubice region (CZK 107.07) was on the opposite side of the scale. We can therefore notice the interesting fact that in the Pardubice region, when comparing the regions of the Czech Republic, the highest remuneration is in the lowest degree and the lowest in the highest.

The relative comparison can be seen in table 2.1.20. The variability of tariffs in the first tariff degree ranged from 82.5% (Liberec region) to 105.9% (Pardubice region) of the national average; in the highest tariff degree, the range is from 80.9% (Pardubice region) to 122.7% (Southern Moravia region) of the national average. If we observe the Pardubice region, we see that its position gradually deteriorates in the comparison between regions with increasing tariff degrees (from the already mentioned 105.9% in the first degree through 102.6% in the third degree, 94.8% in the sixth degree, 90.1% in the ninth degree to the mentioned 80.9% in the highest degree).

The mentioned phenomena could be observed from different angle when comparing the lowest and highest hourly tariffs (table 2.1.21). The average hourly tariff is 244.9% of the national average (which is ten percentage points less than in 2010), while the highest values were in the Southern Moravia (284.3%), Pilsen (281.7%) and Moravian-Silesian regions (276, 1%). On the other hand, in the already mentioned Pardubice region, the hourly tariff did not even reach twice the hourly tariff in the first tariff degree.

In 2012, monthly tariffs ranged from CZK 8,836 in the first degree to CZK 25,245 in the twelfth degree (table 2.1.22), while the average wage tariff in the twelfth degree in the capital city of Prague exceeded CZK 30,000 (CZK 30,896).

Regional comparisons are better seen through relative indicators (table 2.1.23). The average monthly tariff in the first degree ranges from 91.8% in the Olomouc region to 117.4% in the Central Bohemia region. In the twelfth tariff degree, wage tariffs vary between 86% in the Pardubice region and 122.4% in the capital city of Prague. Hence, in the Pardubice region, we can again notice a certain deterioration with an increasing tariff degree, but it is not nearly as significant as in the case of hourly tariffs.

The tariffs in the first and twelfth tariff degree are compared in table 2.1.24. At the national level, the monthly tariff in the twelfth degree is 2.86 times the first degree, with regional differentiation (from 2.51 times in the Pardubice region to 3.32 times in the capital city of Prague).

Year 2015

2015 was the second year in a row in which there was a relatively strong economic recovery, so we are looking at a year at the beginning of a period of longer-term economic growth. Let us look at the impact on the level and regional differences in wage tariffs.

We will firstly look at hourly wage tariffs for working time other than 40 hours, converted to the framework of working time 37.5hrs/week (table 2.1.25), followed by a comparison of regional values and national averages (table 2.1.26) and calculate remunerations for individual tariff degrees for average hourly tariffs for each region where the data is available (table 2.1.27). Subsequently, the same calculations will be carried out for monthly wage tariffs. These calculations will be shown in absolute amounts in table 2.1.28, their comparison with national averages will be shown in table 2.1.29 and the differences between the individual tariff degrees within the given regions will be provided in table 2.1.30.

Table 2.1.25 Hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2015

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	111	56.72	120	65.86	121	85.83	43	105.36	33	142.85
CZ010 City of Prague	5	59.78	5	63.92	5	81.40	3	94.57	3	127.60
CZ020 Central Bohemia	4	57.73	4	65.85	4	87.65	2		2	
CZ031 South Bohemian	6	39.92	7	49.43	7	68.33	1		1	
CZ032 Pilsen	12	54.66	12	65.13	12	88.97	6	109.98	6	154.53
CZ041 Karlovy Vary	7	56.54	7	60.90	7	76.04	4	95.03	4	126.50
CZ042 Ústí	7	57.46	7	63.80	7	83.86	3	101.60	2	
CZ051 Liberec	4	52.93	4	58.13	4	71.10	1		1	
CZ052 Hradec Králové	3	53.97	4	73.00	4	91.80	3	115.40	3	152.90
CZ053 Pardubice	4	56.38	4	64.90	4	82.35	3	96.20	1	
CZ061 Vysočina	4	55.50	4	65.35	3	80.70	1			
CZ062 Southern Moravia	11	61.98	12	73.36	13	92.19	3	102.96	1	
CZ071 Olomouc	15	58.17	15	68.33	16	90.26	5	113.24	4	139.78
CZ072 Zlín	14	57.29	16	63.33	16	81.53	3	89.53		
CZ080 Moravian-Silesian	15	59.69	19	71.36	19	94.33	5	119.02	5	158.20

Source: www.kolektivnismlouvy.cz

Table 2.1.26 Hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2015, CZ=100

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h
Total	11 1	100.00	12 0	100.00	12 1	100.00	43	100.00	33	100.00
CZ01 0 City of Prague	5	105.39	5	97.05	5	94.84	3	89.75	3	89.32
CZ02 0 Central Bohemia	4	101.77	4	99.98	4	102.12	2		2	
CZ03 1 South Bohemian	6	70.37	7	75.05	7	79.61	1		1	
CZ03 2 Pilsen	12	96.36	12	98.89	12	103.66	6	104.38	6	108.18
CZ04 1 Karlovy Vary	7	99.68	7	92.47	7	88.60	4	90.19	4	88.55
CZ04 2 Ústí	7	101.30	7	96.87	7	97.70	3	96.43	2	
CZ05 1 Liberec	4	93.31	4	88.25	4	82.84	1		1	
CZ05 2 Hradec Králové	3	95.14	4	110.84	4	106.96	3	109.52	3	107.03
CZ05 3 Pardubice	4	99.39	4	98.54	4	95.95	3	91.30	1	
CZ06 1 Vysočina	4	97.84	4	99.22	3	94.03	1			
CZ06 2 Southern Moravia	11	109.27	12	111.39	13	107.41	3	97.72	1	
CZ07 1 Olomouc	15	102.56	15	103.75	16	105.16	5	107.47	4	97.85
CZ07 2 Zlín	14	101.01	16	96.16	16	94.99	3	84.97		
CZ08 0 Moravian-Silesian	15	105.24	19	108.34	19	109.90	5	112.96	5	110.74

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.1.27 Hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2015, CZ=100

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h
Total	11 1	100.00	12 0	116.11	12 1	151.31	43	185.76	33	251.84
CZ01 0 City of Prague	5	100.00	5	106.93	5	136.17	3	158.19	3	213.45
CZ02 0 Central Bohemia	4	100.00	4	114.08	4	151.84	2		2	
CZ03 1 South Bohemian	6	100.00	7	123.83	7	171.18	1		1	
CZ03 2 Pilsen	12	100.00	12	119.16	12	162.77	6	201.22	6	282.73
CZ04 1 Karlovy Vary	7	100.00	7	107.71	7	134.49	4	168.06	4	223.72
CZ04 2 Ústí	7	100.00	7	111.04	7	145.95	3	176.83	2	
CZ05 1 Liberec	4	100.00	4	109.83	4	134.34	1		1	
CZ05 2 Hradec Králové	3	100.00	4	135.27	4	170.10	3	213.84	3	283.32
CZ05 3 Pardubice	4	100.00	4	115.12	4	146.08	3	170.64	1	
CZ06 1 Vysočina	4	100.00	4	117.75	3	145.41	1			
CZ06 2 Southern Moravia	11	100.00	12	118.36	13	148.74	3	166.12	1	
CZ07 1 Olomouc	15	100.00	15	117.46	16	155.15	5	194.66	4	240.27
CZ07 2 Zlín	14	100.00	16	110.54	16	142.31	3	156.27		
CZ08 0 Moravian-Silesian	15	100.00	19	119.54	19	158.02	5	199.39	5	265.02

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.1.28 Monthly wage tariffs, CZK, 2015

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h
Total	27	9,472	28	10,851	29	14,184	30	19,242	29	26,678
CZ01 0 City of Prague	37	9,863	37	11,157	37	15,064	42	21,157	41	31,348
CZ02 0 Central Bohemia	9	10,232	9	11,997	9	16,222	9	20,622	9	29,475
CZ03 1 South Bohemian	10	7,527	12	8,868	13	11,908	14	16,729	13	24,385
CZ03 2 Pilsen	15	9,057	15	10,958	15	15,130	15	21,326	15	29,845
CZ04 1 Karlovy Vary	8	9,045	8	9,749	8	12,106	8	15,948	8	22,153
CZ04 2 Ústí	29	9,610	29	11,031	30	14,487	29	18,955	28	26,444
CZ05 1 Liberec	14	8,624	14	9,675	15	12,495	15	16,796	15	25,152
CZ05 2 Hradec Králové	12	9,678	13	11,637	13	15,321	13	20,922	13	27,800
CZ05 3 Pardubice	13	8,948	13	9,885	14	12,299	12	16,553	13	22,940
CZ06 1 Vysočina	11	9,526	13	10,576	14	13,580	14	18,968	13	23,228
CZ06 2 Southern Moravia	29	9,700	29	11,231	30	14,489	30	19,557	27	25,919
CZ07 1 Olomouc	24	9,427	24	10,705	25	13,785	25	17,985	25	26,022
CZ07 2 Zlín	20	9,354	22	10,509	25	13,414	25	18,233	25	24,742
CZ08 0 Moravian-Silesian	46	9,823	46	11,430	49	14,948	50	20,120	48	26,582

Source: www.kolektivnismilouvy.cz

Table 2.1.29 Monthly wage tariffs, 2015, CZ=100

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h
Total	27 7	100.00	28 4	100.00	29 7	100.00	30 1	100.00	29 3	100.00
CZ01 0 City of Prague	37	104.13	37	102.82	37	106.21	42	109.95	41	117.51
CZ02 0 Central Bohemia	9	108.03	9	110.56	9	114.37	9	107.17	9	110.48
CZ03 1 South Bohemian	10	79.47	12	81.73	13	83.95	14	86.94	13	91.41
CZ03 2 Pilsen	15	95.63	15	100.98	15	106.67	15	110.83	15	111.87
CZ04 1 Karlovy Vary	8	95.50	8	89.84	8	85.35	8	82.88	8	83.04
CZ04 2 Ústí	29	101.46	29	101.65	30	102.13	29	98.51	28	99.12
CZ05 1 Liberec	14	91.05	14	89.16	15	88.09	15	87.29	15	94.28
CZ05 2 Hradec Králové	12	102.17	13	107.24	13	108.02	13	108.73	13	104.21
CZ05 3 Pardubice	13	94.47	13	91.09	14	86.71	12	86.03	13	85.99
CZ06 1 Vysočina	11	100.57	13	97.47	14	95.74	14	98.58	13	87.07
CZ06 2 Southern Moravia	29	102.41	29	103.50	30	102.15	30	101.64	27	97.16
CZ07 1 Olomouc	24	99.53	24	98.65	25	97.19	25	93.47	25	97.54
CZ07 2 Zlín	20	98.76	22	96.85	25	94.57	25	94.75	25	92.74
CZ08 0 Moravian-Silesian	46	103.71	46	105.33	49	105.39	50	104.57	48	99.64

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.1.30 Monthly wage tariffs, 2015, first tariff degree = 100

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h
Total	27 7	100.00	28 4	114.57	29 7	149.75	30 1	203.16	29 3	281.66
CZ01 0 City of Prague	37	100.00	37	113.12	37	152.74	42	214.51	41	317.84
CZ02 0 Central Bohemia	9	100.00	9	117.25	9	158.54	9	201.54	9	288.06
CZ03 1 South Bohemian	10	100.00	12	117.82	13	158.20	14	222.25	13	323.97
CZ03 2 Pilsen	15	100.00	15	120.98	15	167.04	15	235.46	15	329.52
CZ04 1 Karlovy Vary	8	100.00	8	107.78	8	133.84	8	176.31	8	244.91
CZ04 2 Ústí	29	100.00	29	114.78	30	150.74	29	197.23	28	275.17
CZ05 1 Liberec	14	100.00	14	112.19	15	144.89	15	194.77	15	291.66
CZ05 2 Hradec Králové	12	100.00	13	120.25	13	158.31	13	216.20	13	287.26
CZ05 3 Pardubice	13	100.00	13	110.47	14	137.45	12	184.99	13	256.37
CZ06 1 Vysočina	11	100.00	13	111.03	14	142.56	14	199.13	13	243.85
CZ06 2 Southern Moravia	29	100.00	29	115.79	30	149.38	30	201.63	27	267.21
CZ07 1 Olomouc	24	100.00	24	113.57	25	146.24	25	190.79	25	276.05
CZ07 2 Zlín	20	100.00	22	112.36	25	143.41	25	194.92	25	264.51
CZ08 0 Moravian-Silesian	46	100.00	46	116.36	49	152.18	50	204.84	48	270.62

Source: own calculation based on www.kolektivnismlouvy.cz

In 2015, hourly wage tariffs in the national average (table 2.1.25) ranged from CZK 56.72 in the first tariff degree to CZK 142.85 in the highest tariff degree.

In a relative regional comparison (table 2.1.26), the South Bohemian region lagged significantly behind in the first tariff degree (70.4% of the national average), while this lag continued in other lower degrees (75% in the third degree, 79.6% in the sixth degree). We do not have the necessary data on the highest degree for this region. On the contrary, the capital city of Prague went best in the first tariff degree (105.4% of the average), which, however, deteriorated with increasing tariff degrees. In the highest degree, Moravian-Silesian (110.7%), Pilsen (108.2%) and Hradec Králové (107.0%) regions were significantly above the national average.

The difference between hourly tariffs in the lowest and highest degree (table 2.1.27) was 2.52 times higher in the national average in 2015 (i.e. 7 points more than in 2012). The highest was in the Pilsen region (2.82 times), the lowest in Prague (2.13 times).

Monthly tariffs (table 2.1.28) ranged from CZK 9,472 in the first tariff degree to CZK 26,678 in the twelfth tariff degree. The highest tariff in the first degree was in the Central Bohemian region (CZK 10,232); in the twelfth degree, the highest monthly tariffs were in the capital city of Prague (CZK 31,348). The workers in the South Bohemian and in Karlovy Vary regions faced the worst conditions in the first (CZK 7,527) and the twelfth degree (CZK 22,153), respectively.

At the lowest degree, monthly tariffs ranged between 79.5% of the national average in the South Bohemian region and 108% in the Central Bohemian region (table 2.1.29). In the highest degree, the range ranges from 83% in the Karlovy Vary region to 117.5% in the capital city of Prague.

The last comparison of data for 2015 will be made for the data of the twelfth and first tariff degree (table 2.1.30). Here, these values range from 2.44 times the value in the Vysočina and Karlovy Vary regions to 3.15–3.3 times the value in the Pilsen (329.5%), South Bohemian regions (323%) and capital city of Prague (317.8%). The national average is at the level of 282%.

Year 2018

The last year to be compared is 2018. This is the penultimate year of the period of strong economic growth 2014–2019. Let us look at the impact on the level and regional differences in wage tariffs.

We will look again at hourly wage tariffs for working time other than 40 hours, converted to the framework of working time 37.5hrs/week (table 2.1.31), followed by a comparison of regional values and national averages (table 2.1.32) and calculate the differences between tariff degrees for average hourly tariffs for each region where the data is available (table 2.1.33). Subsequently, the same calculations will be carried out for monthly wage tariffs. These calculations will be shown in absolute amounts in table 2.1.34, their comparison with national averages will be shown in table 2.1.35 and the differences between the individual tariff degrees within the given regions will be provided in the final table 2.1.36.

Table 2.1.31 Hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2018

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h	NCA	CZK/h
Total	88	68.08	96	77.57	99	99.21	37	126.26	32	160.98
CZ010 City of Prague	3	70.40	3	76.37	3	96.57	1		1	
CZ020 Central Bohemia	4	69.28	4	73.98	4	89.00	1		1	
CZ031 South Bohemian	6	50.47	7	58.53	7	78.64	2		2	
CZ032 Pilsen	9	70.00	12	82.49	12	109.72	5	140.08	5	190.90
CZ041 Karlovy Vary	7	74.89	7	81.30	7	95.19	4	106.48	4	141.35
CZ042 Ústí	9	64.84	9	71.64	9	90.79	5	111.64	5	141.94
CZ051 Liberec	5	67.26	5	76.05	5	99.27	2		2	
CZ052 Hradec Králové	3	55.03	4	70.49	4	93.36	1		1	
CZ053 Pardubice	4	79.13	4	85.23	4	101.90	3	122.87	1	
CZ061 Vysočina	6	61.63	6	70.62	6	91.02	2		2	
CZ062 Southern Moravia	10	67.62	10	79.32	10	102.65	3	145.80	3	194.43
CZ071 Olomouc	7	79.07	7	91.46	9	115.63	3	139.43	2	
CZ072 Zlín	4	64.75	5	73.02	5	94.60	2		2	
CZ080 Moravian-Silesian	11	71.45	13	83.32	14	104.44	3	160.77	1	

Source: www.kolektivnismlouvy.cz

Table 2.1.32 Hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2018, CZ=100

Region NUTS 3	TARIFF DEGREE									
	1		3		6		9		12	
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h
Total	88	100.00	96	100.00	99	100.00	37	100.00	32	100.00
CZ010 City of Prague	3	103.40	3	98.45	3	97.33	1		1	
CZ020 Central Bohemia	4	101.75	4	95.36	4	89.71	1		1	
CZ031 South Bohemian	6	74.13	7	75.45	7	79.27	2		2	
CZ032 Pilsen	9	102.82	12	106.34	12	110.59	5	110.95	5	118.59
CZ041 Karlovy Vary	7	109.99	7	104.81	7	95.94	4	84.33	4	87.81
CZ042 Ústí	9	95.24	9	92.36	9	91.51	5	88.42	5	88.17
CZ051 Liberec	5	98.79	5	98.04	5	100.06	2		2	
CZ052 Hradec Králové	3	80.83	4	90.87	4	94.10	1		1	
CZ053 Pardubice	4	116.22	4	109.87	4	102.71	3	97.31	1	
CZ061 Vysočina	6	90.53	6	91.03	6	91.74	2		2	
CZ062 Southern Moravia	10	99.32	10	102.25	10	103.46	3	115.48	3	120.78

CZ07										
1	Olomouc	7	116.13	7	117.90	9	116.55	3	110.43	2
CZ07										
2	Zlín	4	95.10	5	94.13	5	95.35	2		2
CZ08	Moravian-									
0	Silesian	11	104.95	13	107.41	14	105.27	3	127.33	1

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.1.33 Hourly wage tariffs for working time other than 40 hours - converted to the framework of working time 37.5 hours/week, 2018, CZ=100

Region NUTS 3	TARIFF DEGREE										
	1		3		6		9		12		
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	
Total	88	100.00	96	113.94	99	145.72	37	185.45	32	236.45	
CZ01											
0	City of Prague	3	100.00	3	108.48	3	137.17	1		1	
CZ02											
0	Central Bohemia	4	100.00	4	106.78	4	128.47	1		1	
CZ03											
1	South Bohemian	6	100.00	7	115.97	7	155.83	2		2	
CZ03											
2	Pilsen	9	100.00	12	117.84	12	156.74	5	200.11	5	272.71
CZ04											
1	Karlovy Vary	7	100.00	7	108.57	7	127.11	4	142.18	4	188.75
CZ04											
2	Ústí	9	100.00	9	110.49	9	140.01	5	172.17	5	218.89
CZ05											
1	Liberec	5	100.00	5	113.08	5	147.59	2		2	
CZ05											
2	Hradec Králové	3	100.00	4	128.08	4	169.64	1		1	
CZ05											
3	Pardubice	4	100.00	4	107.71	4	128.78	3	155.28	1	
CZ06											
1	Vysočina	6	100.00	6	114.58	6	147.67	2		2	
CZ06											
2	Southern Moravia	10	100.00	10	117.29	10	151.80	3	215.61	3	287.53
CZ07											
1	Olomouc	7	100.00	7	115.67	9	146.24	3	176.35	2	
CZ07											
2	Zlín	4	100.00	5	112.77	5	146.10	2		2	
CZ08											
0	Moravian-Silesian	11	100.00	13	116.60	14	146.16	3	224.99	1	

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.1.34 Monthly wage tariffs, CZK, 2018

Region NUTS 3		TARIFF DEGREE									
		1		3		6		9		12	
		NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h
Total		23	11,722	25	13,237	26	16,827	25	22,103	24	30,203
CZ01											
0	City of Prague	26	12,108	26	13,358	26	16,963	26	23,054	24	33,451
CZ02											
0	Central Bohemia	10	12,221	10	13,514	10	16,947	10	22,334	10	29,766
CZ03											
1	South Bohemian	11	10,282	14	11,349	15	14,899	15	19,711	15	26,896
CZ03											
2	Pilsen	15	11,084	18	13,459	19	17,904	18	24,818	17	33,337
CZ04											
1	Karlovy Vary	7	11,873	7	13,143	7	15,719	7	19,961	7	27,989
CZ04											
2	Ústí	30	11,883	31	13,357	31	17,181	31	22,262	31	30,182
CZ05											
1	Liberec	11	10,954	13	12,390	13	15,937	13	21,442	13	31,917
CZ05											
2	Hradec Králové	13	11,738	18	13,200	18	16,211	17	21,162	17	29,556
CZ05											
3	Pardubice	8	12,208	8	13,523	8	16,752	7	21,422	7	28,065
CZ06											
1	Vysočina	11	11,034	11	12,608	13	15,804	13	20,235	13	26,120
CZ06											
2	Southern Moravia	22	11,487	22	13,164	22	17,185	21	22,509	20	28,426
CZ07											
1	Olomouc	17	12,370	17	13,922	19	17,277	18	22,403	18	31,597
CZ07											
2	Zlín	10	11,741	12	13,381	13	16,388	13	21,005	13	29,100
CZ08											
0	Moravian-Silesian	44	11,959	44	13,646	47	17,388	46	22,627	44	30,667

Source: www.kolektivnismlouv.cz**Table 2.1.35** Monthly wage tariffs, 2018, CZ= 100

Region NUTS 3		TARIFF DEGREE									
		1		3		6		9		12	
			CZK/mont h		CZK/mont h		CZK/mont h		CZK/mont h		CZK/mont h
Total		23	100.00	25	100.00	26	100.00	25	100.00	24	100.00
CZ01											
0	City of Prague	26	103.29	26	100.92	26	100.81	26	104.30	24	110.76
CZ02											
0	Central Bohemia	10	104.25	10	102.09	10	100.71	10	101.04	10	98.55
CZ03											
1	South Bohemian	11	87.72	14	85.73	15	88.54	15	89.18	15	89.05
CZ03											
2	Pilsen	15	94.55	18	101.68	19	106.40	18	112.28	17	110.38
CZ04											
1	Karlovy Vary	7	101.29	7	99.29	7	93.41	7	90.31	7	92.67

CZ04											
2	Ústí	30	101.37	31	100.91	31	102.11	31	100.72	31	99.93
CZ05											
1	Liberec	11	93.45	13	93.60	13	94.71	13	97.01	13	105.68
CZ05											
2	Hradec Králové	13	100.14	18	99.72	18	96.34	17	95.74	17	97.86
CZ05											
3	Pardubice	8	104.14	8	102.16	8	99.56	7	96.92	7	92.92
CZ06											
1	Vysočina	11	94.13	11	95.25	13	93.92	13	91.55	13	86.48
CZ06	Southern										
2	Moravia	22	97.99	22	99.45	22	102.13	21	101.84	20	94.12
CZ07											
1	Olomouc	17	105.53	17	105.18	19	102.68	18	101.36	18	104.62
CZ07											
2	Zlín	10	100.16	12	101.09	13	97.39	13	95.03	13	96.35
CZ08	Moravian-										
0	Silesian	44	102.02	44	103.09	47	103.33	46	102.37	44	101.54

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.1.36 Monthly wage tariffs, 2018, first tariff degree = 100

Region NUTS 3	TARIFF DEGREE										
	1		3		6		9		12		
	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	NC A	CZK/mont h	
Total	23 5	100.00	25 1	112.92	26 1	143.55	25 5	188.56	24 9	257.65	
CZ01											
0	City of Prague	26	100.00	26	110.33	26	140.10	26	190.41	24	276.28
CZ02											
0	Central Bohemia	10	100.00	10	110.58	10	138.67	10	182.75	10	243.57
CZ03											
1	South Bohemian	11	100.00	14	110.37	15	144.90	15	191.70	15	261.58
CZ03											
2	Pilsen	15	100.00	18	121.43	19	161.53	18	223.92	17	300.78
CZ04											
1	Karlovy Vary	7	100.00	7	110.70	7	132.39	7	168.13	7	235.74
CZ04											
2	Ústí	30	100.00	31	112.41	31	144.59	31	187.35	31	254.00
CZ05											
1	Liberec	11	100.00	13	113.11	13	145.49	13	195.75	13	291.37
CZ05											
2	Hradec Králové	13	100.00	18	112.45	18	138.10	17	180.28	17	251.79
CZ05											
3	Pardubice	8	100.00	8	110.77	8	137.23	7	175.48	7	229.90
CZ06											
1	Vysočina	11	100.00	11	114.26	13	143.23	13	183.39	13	236.72
CZ06	Southern										
2	Moravia	22	100.00	22	114.60	22	149.60	21	195.95	20	247.46
CZ07											
1	Olomouc	17	100.00	17	112.55	19	139.67	18	181.10	18	255.42
CZ07											
2	Zlín	10	100.00	12	113.97	13	139.58	13	178.90	13	247.85
CZ08	Moravian-										
0	Silesian	44	100.00	44	114.10	47	145.39	46	189.20	44	256.42

Source: own calculation based on www.kolektivnismlouvy.cz

Hourly wage tariffs in 2018 (table 2.1.31) reached CZK 68.08 in the first tariff degree and CZK 160.98 in the twelfth tariff degree. The Hradec Králové (CZK 55.03) and South Bohemian (CZK 50.47) regions were at the bottom of tariffs in the first degree. Conversely, the highest hourly tariffs were achieved in the Pardubice and Olomouc regions (CZK 79.07). There are few observations available for the twelfth tariff degree; the highest tariffs were in the Southern Moravia region (CZK 194.43), followed by the Pilsen region.

In relative terms (table 2.1.32), regional average tariffs ranged from 74.13% of the national average (South Bohemian region) to 116% (Olomouc and Pardubice regions) in the first tariff degree. In the highest tariff degree, regional tariffs reached the highest values in the Southern Moravia and Pilsen regions (at a level of around 120%).

In 2018, the difference between the first and twelfth wage tariffs (table 2.1.33) was 2.36 times the 2015 value and was thus 15 percentage points lower. The highest progression is seen in the differences in Southern Moravia (2.87 times) and Pilsen (2.72 times) regions. Conversely, a significantly lower difference may be observed in the Karlovy Vary region (1.89 times).

Let us now look at the monthly tariffs (table 2.1.34) for 2018. These range from CZK 11,722 in the first degree to CZK 30,203 in the highest degree, with clear regional variability, which will be examined in more detail in the following tables.

In table 2.1.35, we can note the variability of monthly tariffs from a regional perspective. In the first tariff degree, the tariffs fluctuate between 87.7% (South Bohemian region) and 105.6% (Olomouc region) of the national average; in the twelfth degree this variability is between 86.5% (Vysočina region) and 110–111% (Prague and the Pilsen region).

The tariff in the twelfth tariff degree reached 2.58 times the tariff in the first level on the national average (table 2.1.36). Compared to 2015, the tariff scale is significantly flatter – in 2015, the tariff in the twelfth degree reached 2.82 times the tariff in the first degree. The highest value was reached in the Pilsen region (three times), the lowest in the Pardubice Region (2.30 times).

2.2 Method of establishing employee remuneration broken down by trade unions and regions

The next part will be focused on the method of establishing employee remuneration, broken down by trade unions and regions. The comparison will again include the years selected in the introduction of the analysis, i.e. for the years 2006, 2009, 2010, 2012, 2015 and 2018.

First, attention will be paid to the development by trade unions (for all six years) and then at the differences by region (again for all six years). The source is data from the Information System on salary conditions.

Let us start with a breakdown by trade union (tables 2.2.1 to 2.2.6).

In 2006 (table 2.2.1), remuneration of employees was established by collective agreement in 80.7% of cases, by internal wage regulation in 43.2% of cases, by individual agreement in 28.4% of cases, and by a combination of the provided options in 48% of cases. If we look at the division according to individual trade unions, we find unions in which remuneration by collective agreement is established in all cases (for example, TU of Transport, Road Holding and Car Repair or TU of Catering, Hotels and Tourism). On the contrary, this is least often done within the TU of Postal, Telecommunications and Newspaper Services. Here, conversely, the predominant method is the establishment by an internal wage regulation (85.7%). In 2006, this method was also widely represented in the Railway Trade Union (68.4%) or in the TU of Health and Social Care (65%). The method of establishment by an individual agreement was significantly represented in the TU of Transport, Road Holding and Car Repair (81.3%) and also in the TU of Postal, Telecommunications and Newspaper Services.

In 2009, the share of employees whose remuneration was established by a collective agreement increased to 83.8%. There was an increase in the TU of Postal, Telecommunications and Newspaper Services (from 14 to 50%). However, it should be noted here that these are generally low numbers – from six collective agreements, there has been an increase from one to three, and it is therefore necessary to interpret the relative indicators judiciously. There was also a more significant increase in the TU of Health and Social Care (from 45% in 2006 to 61.9% in 2009) and in the ITU of Food Industry and Related Sectors. Conversely, the share of employees whose remuneration is established by the internal wage regulation decreased to 37.6% and the share of employees whose remuneration is established by an individual agreement increased from 28.4% to 40.9%. There was a significant (absolute and relative) increase in TU Kovo (from 30.2% to 47.6%), these are almost one hundred collective agreements.

In 2010, the share of employees with remuneration established by collective agreement increased only slightly, to 85.3%. The share of employees with established remuneration by an internal wage regulation increased (from 37.6% to 43.0%); there was an increase, for example, in the TU of Health and Social Care (from 38.1% to 52.4%). Similarly, the share of remuneration established by an individual agreement increased – from 40.9% to 48.6%. There

was an increase, for example, in the TU of the Wood Processing Industry or in the TU ECHO. In TU Stavba, there was an increase from 19.2% to 39.3%.

In 2012, the share of remuneration established by collective agreement increased slightly again (to 87.5%). The share of remuneration established by an internal wage regulation increased from 43.0% to 48.5%, whereby the Trade Union of Workers in Higher Education now reached the value of 100% (there were 10 collective agreements). The share of remuneration established by an individual agreement increased to 50.8%.

In 2015, the share of remuneration established by collective agreement did not change, the share of remuneration established by an internal wage regulation increased again (to 53.4%). In 2018, the share of remuneration established by collective agreement decreased slightly (to 84.6%). This is least often seen in higher education (42.9%), where remuneration is established in the internal wage regulation (100%), while in the TU of Transport or TU of Glass, Ceramics, and Porcelain, remuneration is established by collective agreement in 100% of cases. Remuneration by the internal wage regulation occurs in 54.6% of cases, in addition to the already mentioned TU of Higher Education also in the TU of Banking and Insurance. This method remains minor in the TU of Catering, Hotels and Tourism (14.3%). Remuneration by individual agreement is agreed in 52% of cases, most often in the TU of Glass, Ceramics and Porcelain (96.8%), the least often in the Railway TU (7.1%) and in the TU of Science and Research Workers (3.1%).

Tables 2.2.7 to 2.2.12 then show the method of establishing collective agreements by Czech Republic's regions with the commentary given under the tables.

Table 2.2.1 Method for establishing employee remuneration according to trade unions, 2006

TRADE UNION	Employee remuneration established by							
	collective agreement		internal wage regulation		individual agreement		combination of the provided options*	
	NO	% CA	NO	% CA	NO	% CA	NO	% CA
Total	1050	80.7	562	43.2	370	28.4	625	48.0
Czech-Moravian Trade Union of Civilian Employees of the Army of Transport	1	33.3	2	66.7				
of Transport, Road Holding and Car Repair	39	92.9	7	16.7			5	11.9
of Woodworking Industry, Forestry, and Management of Water Supplies	16	100.0	3	18.8	13	81.3	14	87.5
Trade Union ECHO	35	66.0	29	54.7	11	20.8	24	45.3
of Workers in Mines, Geology and Oil Industry	37	80.4	17	37.0	14	30.4	22	47.8
Trade Union KOVO	17	85.0	5	25.0	2	10.0	5	25.0
Independent basic organization	518	87.4	220	37.1	179	30.2	294	49.6
Independent Trade Union of Food Industry and Related Sectors	1	50.0	1	50.0				
Railway Trade Union	58	57.4	37	36.6	20	19.8	19	18.8
Trade Union of Catering, Hotels and Tourism	12	63.2	13	68.4	5	26.3	8	42.1
Trade Union of Employees in Postal, Telecommunication and Newspaper Services	24	100.0	1	4.2	2	8.3	3	12.5
Trade Union of Banking and Insurance Workers	1	14.3	6	85.7	5	71.4	5	71.4
Trade Union of Workers in Agriculture and Nutrition of Bohemia and Moravia	5	71.4	5	71.4	1	14.3	3	42.9
Trade Union of Workers in Commerce	13	43.3	16	53.3	3	10.0	6	20.0
PROJEKT	9	39.1	17	73.9	6	26.1	7	30.4
Trade Union of Workers in Glass, ceramics, jewellery industry and porcelain	3	100.0			3	100	3	100
STAVBA	31	88.6	21	60.0	21	60.0	24	68.6
Trade Union of Workers in Textile, Clothing and Leather Industry	40	62.5	34	53.1	7	10.9	22	34.4
	46	92.0	14	28.0	30	60.0	38	76.0

UNIOS	135	94.4	101	70.6	46	32.2	118	82.5
Trade Union of the Health Service and Social Care of the Czech Republic	9	45.0	13	65.0	2	10.0	5	25.0

Source: www.kolektivnismlouvvy.cz

Table 2.2.2 Method for establishing employee remuneration according to trade unions, 2009

Trade Union	Employee remuneration established by									
	NCA	% CA	collective agreement		internal wage regulation		individual agreement		combination of the provided options*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1273	95.2	1121	83.8	503	37.6	547	40.9	741	55.4
Czech-Moravian Trade Union of Civilian Employees of the Army	3	100.0	1	33.3	3	100.0			1	33.3
of Transport	86	100.0	86	100.0	4	4.7			4	4.7
of Transport, Road Holding and Car Repair	12	100.0	12	100.0	1	8.3	9	75.0	10	83.3
of Woodworking Industry, Forestry, and Management of Water Supplies	53	84.1	46	73.0	18	28.6	27	42.9	34	54.0
Trade Union ECHO	18	100.0	16	88.9	11	61.1	8	44.4	15	83.3
of Workers in Mines, Geology and Oil Industry	11	100.0	8	72.7	3	27.3	3	27.3	3	27.3
Trade Union KOVO	545	95.4	509	89.1	249	43.6	272	47.6	383	67.1
Independent Trade Union of Food Industry and Related Sectors	84	93.3	68	75.6	12	13.3	25	27.8	21	23.3
Railway Trade Union	22	95.7	15	65.2	12	52.2	7	30.4	9	39.1
Trade Union of Catering, Hotels and Tourism	19	100.0	19	100.0	2	10.5	11	57.9	11	57.9
Trade Union of Employees in Postal, Telecommunication and Newspaper Services	6	100.0	3	50.0	5	83.3	2	33.3	3	50.0
Trade Union of Banking and Insurance Workers	11	78.6	10	71.4	11	78.6	2	14.3	10	71.4
Trade Union of Workers in Commerce	11	100.0	6	54.5	5	45.5	4	36.4	4	36.4
	22	91.7			22	91.7	1	4.2	1	4.2
	41	93.2	25	56.8	18	40.9	11	25.0	13	29.5
Trade Union of Workers in Glass, ceramics, jewellery industry and porcelain	22	100.0	22	100.0	16	72.7	20	90.9	22	100.0
STAVBA	126	96.9	103	79.2	62	47.7	25	19.2	54	41.5
Trade Union of Workers in Textile, Clothing and Leather Industry	43	97.7	42	95.5	10	22.7	24	54.5	32	72.7
UNIOS	119	95.2	117	93.6	31	24.8	93	74.4	107	85.6
Trade Union of the Health Service and Social Care of the Czech Republic	19	90.5	13	61.9	8	38.1	3	14.3	4	19.0

Source: www.kolektivnismilouvy.cz

Table 2.2.3 Method for establishing employee remuneration according to trade unions, 2010

Trade Union	Employee remuneration established by									
	NCA	% CA	collective agreement		internal wage regulation		individual agreement		combination of the provided options*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1265	96.1	1123	85.3	566	43.0	639	48.6	838	63.7
Czech-Moravian Trade Union of Civilian Employees of the Army	3	100.0	1	33.3	3	100.0	1	33.3	2	66.7
of Transport	42	100.0	42	100.0	1	2.4			1	2.4
of Transport, Road Holding and Car Repair	13	100.0	11	84.6	3	23.1	10	76.9	11	84.6
of Woodworking Industry, Forestry, and Management of Water Supplies	55	96.5	47	82.5	25	43.9	31	54.4	43	75.4
Trade Union ECHO	66	100.0	54	81.8	37	56.1	51	77.3	58	87.9
of Workers in Mines, Geology and Oil Industry	9	100.0	9	100.0	5	55.6	6	66.7	7	77.8
Trade Union KOVO	553	96.2	526	91.5	240	41.7	301	52.3	406	70.6
Independent Trade Union of Food Industry and Related Sectors	78	90.7	61	70.9	15	17.4	17	19.8	15	17.4
Railway Trade Union	23	92.0	16	64.0	13	52.0	9	36.0	13	52.0
Trade Union of Catering, Hotels and Tourism	18	100.0	18	100.0	2	11.1	12	66.7	12	66.7
Trade Union of Employees in Postal, Telecommunication and Newspaper Services	10	100.0	3	30.0	9	90.0	1	10.0	2	20.0
Trade Union of Banking and Insurance Workers	13	81.3	11	68.8	13	81.3	3	18.8	11	68.8
Trade Union of Workers in Commerce	21	95.5	15	68.2	14	63.6	15	68.2	17	77.3
Trade Union of Science and Research Workers	20	90.9	1	4.5	20	90.9			1	4.5
Trade Union of Agriculture and Nutrition Workers	18	94.7	13	68.4	9	47.4	5	26.3	8	42.1
Trade Union of Workers in Glass, ceramics, jewellery industry and porcelain	32	97.0	32	97.0	23	69.7	27	81.8	29	87.9
STAVBA	111	99.1	101	90.2	46	41.1	44	39.3	60	53.6
Trade Union of Workers in Textile, Clothing and Leather Industry	40	95.2	39	92.9	12	28.6	26	61.9	33	78.6
UNIOS	101	97.1	99	95.2	45	43.3	71	68.3	90	86.5
Trade Union of Workers in Higher Education	16	94.1	6	35.3	16	94.1	5	29.4	8	47.1
Trade Union of Employees in Aviation	4	100.0	3	75.0	4	100.0			3	75.0
Trade Union of the Health Service and Social Care of the Czech Republic	19	90.5	15	71.4	11	52.4	4	19.0	8	38.1

Source: www.kolektivnismlouv.cz

Table 2.2.4 Method for establishing employee remuneration according to trade unions, 2012

Trade Union	Employee remuneration established by									
	NCA	% CA	collective agreement		internal wage regulation		individual agreement		combination of the provided options*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1253	96.4	1138	87.5	630	48.5	661	50.8	888	68.3
Czech-Moravian Trade Union of Civilian Employees of the Army	2	66.7	2	66.7	2	66.7			2	66.7
of Transport	39	100.0	39	100.0	1	2.6			1	2.6
of Transport, Road Holding and Car Repair	21	100.0	20	95.2	4	19.0	17	81.0	18	85.7
of Woodworking Industry, Forestry, and Management of Water Supplies	62	92.5	53	79.1	34	50.7	41	61.2	51	76.1
Trade Union ECHO	68	98.6	62	89.9	38	55.1	47	68.1	56	81.2
of Workers in Mines, Geology and Oil Industry	27	100.0	24	88.9	14	51.9	13	48.1	19	70.4
Trade Union KOVO	481	94.9	461	90.9	247	48.7	292	57.6	394	77.7
Independent Trade Union of Food Industry and Related Sectors	59	92.2	53	82.8	10	15.6	14	21.9	18	28.1
Railway Trade Union	24	92.3	17	65.4	10	38.5	8	30.8	10	38.5
Trade Union of Catering, Hotels and Tourism	15	100.0	15	100.0	1	6.7	10	66.7	10	66.7
Trade Union of Employees in Postal, Telecommunication and Newspaper Services	10	100.0	3	30.0	9	90.0	2	20.0	2	20.0
Trade Union of Banking and Insurance Workers	18	94.7	17	89.5	18	94.7	5	26.3	17	89.5
Trade Union of Workers in Commerce	17	100.0	14	82.4	13	76.5	9	52.9	12	70.6
Trade Union of Science and Research Workers	29	93.5	6	19.4	29	93.5	2	6.5	7	22.6
Trade Union of Agriculture and Nutrition Workers	56	100.0	48	85.7	32	57.1	15	26.8	33	58.9
Trade Union of Workers in Glass, ceramics, jewellery industry and porcelain	31	100.0	30	96.8	30	96.8	30	96.8	30	96.8
STAVBA	130	98.5	123	93.2	51	38.6	45	34.1	67	50.8
Trade Union of Workers in Textile, Clothing and Leather Industry	29	96.7	29	96.7	7	23.3	22	73.3	26	86.7
UNIOS	99	99.0	96	96.0	54	54.0	71	71.0	90	90.0
Trade Union of Workers in Higher Education	10	100.0	3	30.0	10	100.0	4	40.0	6	60.0
Trade Union of the Health Service and Social Care of the Czech Republic	26	100.0	23	88.5	16	61.5	14	53.8	19	73.1

Source: www.kolektivnismlouvny.cz

Table 2.2.5 Method for establishing employee remuneration according to trade unions, 2015

Trade Union	Employee remuneration established by									
	NCA	% CA	collective agreement		internal wage regulation		individual agreement		combination of the provided options*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1239	96.2	1121	87.0	688	53.4	642	49.8	875	67.9
Czech-Moravian Trade Union of Civilian Employees of the Army	3	75.0	2	50.0	3	75.0			2	50.0
of Transport	35	100.0	35	100.0	1	2.9			1	2.9
of Transport, Road Holding and Car Repair	12	100.0	11	91.7	1	8.3	9	75.0	9	75.0
of Woodworking Industry, Forestry, and Management of Water Supplies	52	96.3	46	85.2	27	50.0	34	63.0	45	83.3
Trade Union ECHO	49	100.0	49	100.0	30	61.2	40	81.6	45	91.8
of Workers in Mines, Geology and Oil Industry	24	100.0	23	95.8	16	66.7	19	79.2	21	87.5
Trade Union KOVO	536	95.9	503	90.0	316	56.5	298	53.3	421	75.3
Independent Trade Union of Food Industry and Related Sectors	57	90.5	49	77.8	11	17.5	20	31.7	23	36.5
Railway Trade Union	23	92.0	16	64.0	7	28.0				
Trade Union of Catering, Hotels and Tourism	11	91.7	10	83.3	1	8.3	7	58.3	6	50.0
Trade Union of Employees in Postal, Telecommunication and Newspaper Services	10	100.0	6	60.0	8	80.0	4	40.0	5	50.0
Trade Union of Banking and Insurance Workers	17	100.0	16	94.1	17	100.0	6	35.3	17	100.0
Trade Union of Workers in Commerce	12	100.0	11	91.7	10	83.3	5	41.7	9	75.0
Trade Union of Science and Research Workers	26	81.3	4	12.5	26	81.3	1	3.1	5	15.6
Trade Union of Agriculture and Nutrition Workers	29	90.6	25	78.1	19	59.4	8	25.0	17	53.1
Trade Union of Workers in Glass, ceramics, jewellery industry and porcelain	32	100.0	32	100.0	30	93.8	31	96.9	31	96.9
STAVBA	120	99.2	109	90.1	52	43.0	39	32.2	60	49.6
Trade Union of Workers in Textile, Clothing and Leather Industry	35	97.2	32	88.9	19	52.8	12	33.3	26	72.2
UNIOS	114	97.4	113	96.6	63	53.8	85	72.6	101	86.3
Trade Union of Workers in Higher Education	19	100.0	8	42.1	19	100.0	13	68.4	14	73.7
Trade Union of the Health Service and Social Care of the Czech Republic	23	100.0	21	91.3	12	52.2	11	47.8	17	73.9

Source: www.kolektivnismilouvy.cz

Table 2.2.6 Method for establishing employee remuneration by trade unions, 2018

Trade Union	Employee remuneration established by									
	NCA	% CA	collective agreement		internal wage regulation		individual agreement		combination of the provided options*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1257	96.0	1107	84.6	715	54.6	681	52.0	907	69.3
Czech-Moravian Trade Union of Civilian Employees of the Army	3	75.0	2	50.0	3	75.0	1	25.0	3	75.0
of Transport	28	100.0	28	100.0	1	3.6			1	3.6
of Transport, Road Holding and Car Repair	11	100.0	10	90.9	1	9.1	9	81.8	9	81.8
of Woodworking Industry, Forestry, and Management of Water Supplies	67	98.5	60	88.2	35	51.5	44	64.7	57	83.8
Trade Union ECHO	76	96.2	70	88.6	37	46.8	52	65.8	60	75.9
of Workers in Mines, Geology and Oil Industry	27	100.0	24	88.9	17	63.0	20	74.1	22	81.5
Trade Union KOVO	509	95.0	461	86.0	323	60.3	290	54.1	401	74.8
Independent Trade Union of Food Industry and Related Sectors	62	95.4	54	83.1	15	23.1	25	38.5	29	44.6
Railway Trade Union	26	92.9	19	67.9	14	50.0	2	7.1	9	32.1
Trade Union of Orchestral Musicians of the Czech Republic	2	66.7			2	66.7				
Trade Union of Catering, Hotels and Tourism	13	92.9	13	92.9	2	14.3	8	57.1	9	64.3
Trade Union of Employees in Postal, Telecommunication and Newspaper Services	8	100.0	6	75.0	7	87.5	2	25.0	5	62.5
Trade Union of Banking and Insurance Workers	14	100.0	11	78.6	14	100.0	5	35.7	12	85.7
Trade Union of Science and Research Workers	27	84.4	5	15.6	27	84.4	1	3.1	6	18.8
Trade Union of Agriculture and Nutrition Workers	29	96.7	23	76.7	21	70.0	7	23.3	18	60.0
Trade Union of Workers in Glass, ceramics, jewellery industry and porcelain	31	100.0	31	100.0	27	87.1	30	96.8	30	96.8
STAVBA	108	99.1	97	89.0	52	47.7	42	38.5	61	56.0
Trade Union of Workers in Textile, Clothing and Leather Industry	33	94.3	31	88.6	13	37.1	13	37.1	22	62.9
UNIOS	119	96.7	117	95.1	58	47.2	90	73.2	105	85.4
Trade Union of Workers in Higher Education	21	100.0	9	42.9	21	100.0	16	76.2	17	81.0
Trade Union of Workers in Commerce, Logistics and Services	14	100.0	10	71.4	11	78.6	7	50.0	10	71.4
Trade Union of Employees in Aviation	4	100.0	2	50.0	3	75.0	2	50.0	2	50.0
Trade Union of the Health Service and Social Care of the Czech Republic	25	100.0	24	96.0	11	44.0	15	60.0	19	76.0

Source: www.kolektivnismlouvy.cz

Table 2.2.7 Method for establishing employee remuneration by Czech Republic's regions, 2006

REGION	Employee remuneration established by							
	collective agreement		internal wage regulation		individual agreement		combination of the provided options*	
	NO	% CA	NO	% CA	NO	% CA	NO	% CA
Total	1050	80.7	562	43.2	370	28.4	625	48.0
Capital City of Prague	117	73.6	70	44.0	37	23.3	61	38.4
Central Bohemia	69	73.4	43	45.7	8	8.5	30	31.9
South Bohemian	90	90.9	37	37.4	40	40.4	57	57.6
Pilsen	62	83.8	57	77.0	4	5.4	50	67.6
Karlovy Vary	27	79.4	20	58.8	6	17.6	17	50.0
Ústí	73	81.1	44	48.9	30	33.3	49	54.4
Liberec	40	80.0	24	48.0	20	40.0	27	54.0
Hradec Králové	63	85.1	38	51.4	38	51.4	47	63.5
Pardubice	54	83.1	27	41.5	34	52.3	43	66.2
Southern Moravia	92	77.3	56	47.1	62	52.1	78	65.5
Vysočina	65	75.6	20	23.3	11	12.8	20	23.3
Olomouc	64	74.4	20	23.3	17	19.8	23	26.7
Moravian-Silesian	142	84.5	72	42.9	44	26.2	84	50.0
Zlín	92	89.3	34	33.0	19	18.4	39	37.9

Source: www.kolektivnismlouvy.cz

Table 2.2.8 Method for establishing employee remuneration by Czech Republic's regions, 2009

Region NUTS 3	Employee remuneration established by									
	NCA	% CA	collective agreement		internal wage regulation		individual agreement		combination of the provided options*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1273	95.2	1121	83.8	503	37.6	547	40.9	741	55.4
CZ010 City of Prague	214	95.5	172	76.8	113	50.4	74	33.0	119	53.1
CZ020 Central Bohemia	81	92.0	55	62.5	36	40.9	25	28.4	32	36.4
CZ031 South Bohemian	104	97.2	94	87.9	30	28.0	52	48.6	55	51.4
CZ032 Pilsen	79	97.5	71	87.7	54	66.7	22	27.2	58	71.6
CZ041 Karlovy Vary	37	97.4	32	84.2	17	44.7	11	28.9	22	57.9
CZ042 Ústí	73	100.0	67	91.8	23	31.5	35	47.9	42	57.5
CZ051 Liberec	51	94.4	49	90.7	12	22.2	19	35.2	24	44.4
CZ052 Hradec Králové	85	95.5	78	87.6	37	41.6	42	47.2	63	70.8
CZ053 Pardubice	71	93.4	65	85.5	27	35.5	37	48.7	48	63.2
CZ061 Vysočina	75	90.4	70	84.3	5	6.0	12	14.5	11	13.3
CZ062 Southern Moravia	116	97.5	102	85.7	57	47.9	72	60.5	81	68.1
CZ071 Olomouc	77	93.9	71	86.6	29	35.4	54	65.9	62	75.6
CZ072 Zlín	79	97.5	75	92.6	16	19.8	37	45.7	45	55.6
CZ080 Moravian-Silesian	131	92.3	120	84.5	47	33.1	55	38.7	79	55.6

Source: www.kolektivnismlouvy.cz

Table 2.2.9 Method for establishing employee remuneration by Czech Republic's regions, 2010

Region NUTS 3	Employee remuneration established by									
	NCA	% CA	collective agreement		internal wage regulation		individual agreement		combination of the provided options*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1265	96.1	1123	85.3	566	43.0	639	48.6	838	63.7
CZ010 City of Prague	222	94.9	174	74.4	124	53.0	100	42.7	139	59.4
CZ020 Central Bohemia	61	95.3	53	82.8	22	34.4	18	28.1	27	42.2
CZ031 South Bohemian	90	96.8	89	95.7	26	28.0	53	57.0	59	63.4
CZ032 Pilsen	76	98.7	65	84.4	57	74.0	19	24.7	58	75.3
CZ041 Karlovy Vary	31	93.9	29	87.9	17	51.5	11	33.3	22	66.7
CZ042 Ústí	75	100.0	69	92.0	34	45.3	45	60.0	54	72.0
CZ051 Liberec	43	89.6	41	85.4	18	37.5	21	43.8	26	54.2
CZ052 Hradec Králové	84	94.4	77	86.5	41	46.1	44	49.4	62	69.7
CZ053 Pardubice	67	89.3	59	78.7	30	40.0	41	54.7	49	65.3
CZ061 Vysočina	76	93.8	70	86.4	9	11.1	15	18.5	17	21.0
CZ062 Southern Moravia	111	97.4	98	86.0	68	59.6	76	66.7	85	74.6
CZ071 Olomouc	92	98.9	83	89.2	29	31.2	66	71.0	77	82.8
CZ072 Zlín	91	100.0	81	89.0	26	28.6	49	53.8	57	62.6
CZ080 Moravian-Silesian	146	98.0	135	90.6	65	43.6	81	54.4	106	71.1

Source: www.kolektivnismlouvy.cz

Table 2.2.10 Method for establishing employee remuneration by Czech Republic's regions, 2012

Region NUTS 3	Employee remuneration established by									
	NCA	% CA	collective agreement		internal wage regulation		individual agreement		combination of the provided options*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1253	96.4	1138	87.5	630	48.5	661	50.8	888	68.3
CZ010 City of Prague	216	95.6	180	79.6	124	54.9	93	41.2	139	61.5
CZ020 Central Bohemia	75	94.9	66	83.5	41	51.9	25	31.6	48	60.8
CZ031 South Bohemian	80	96.4	79	95.2	21	25.3	50	60.2	57	68.7
CZ032 Pilsen	75	98.7	67	88.2	61	80.3	20	26.3	60	78.9
CZ041 Karlovy Vary	32	97.0	31	93.9	23	69.7	12	36.4	26	78.8
CZ042 Ústí	80	96.4	75	90.4	39	47.0	52	62.7	60	72.3
CZ051 Liberec	52	94.5	51	92.7	24	43.6	25	45.5	35	63.6
CZ052 Hradec Králové	68	95.8	64	90.1	28	39.4	28	39.4	43	60.6
CZ053 Pardubice	59	92.2	52	81.3	27	42.2	39	60.9	46	71.9
CZ061 Vysočina	54	90.0	50	83.3	14	23.3	23	38.3	28	46.7
CZ062 Southern Moravia	118	96.7	104	85.2	77	63.1	74	60.7	86	70.5
CZ071 Olomouc	98	99.0	93	93.9	28	28.3	68	68.7	79	79.8
CZ072 Zlín	91	97.8	84	90.3	29	31.2	51	54.8	59	63.4
CZ080 Moravian-Silesian	155	99.4	142	91.0	94	60.3	101	64.7	122	78.2

Source: www.kolektivnismlouvy.cz

Table 2.2.11 Method for establishing employee remuneration by Czech Republic's regions, 2015

Region NUTS 3	Employee remuneration established by									
	NCA	% CA	collective agreement		internal wage regulation		individual agreement		combination of the provided options*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1239	96.2	1121	87.0	688	53.4	642	49.8	875	67.9
CZ010 City of Prague	206	93.2	167	75.6	126	57.0	94	42.5	129	58.4
CZ020 Central Bohemia	67	93.1	60	83.3	38	52.8	17	23.6	41	56.9
CZ031 South Bohemian	83	94.3	78	88.6	36	40.9	55	62.5	65	73.9
CZ032 Pilsen	65	98.5	61	92.4	57	86.4	17	25.8	59	89.4
CZ041 Karlovy Vary	39	95.1	36	87.8	28	68.3	13	31.7	29	70.7
CZ042 Ústí	86	97.7	80	90.9	42	47.7	61	69.3	65	73.9
CZ051 Liberec	43	93.5	43	93.5	20	43.5	20	43.5	28	60.9
CZ052 Hradec Králové	74	98.7	63	84.0	39	52.0	33	44.0	47	62.7
CZ053 Pardubice	64	95.5	60	89.6	34	50.7	27	40.3	46	68.7
CZ061 Vysočina	66	95.7	63	91.3	27	39.1	14	20.3	34	49.3
CZ062 Southern Moravia	114	96.6	100	84.7	69	58.5	75	63.6	82	69.5
CZ071 Olomouc	103	98.1	94	89.5	45	42.9	55	52.4	70	66.7
CZ072 Zlín	80	98.8	76	93.8	27	33.3	44	54.3	51	63.0
CZ080 Moravian-Silesian	149	98.7	140	92.7	100	66.2	117	77.5	129	85.4

Source: www.kolektivnismlouvy.cz

Table 2.2.12 Method for establishing employee remuneration by Czech Republic's regions, 2018

Region NUTS 3	Employee remuneration established by									
	NCA	% CA	collective agreement		internal wage regulation		individual agreement		combination of the provided options*	
			NCA	% CA	NCA	% CA	NCA	% CA	NCA	% CA
Total	1257	96.0	1107	84.6	715	54.6	681	52.0	907	69.3
CZ010 City of Prague	185	92.5	143	71.5	116	58.0	85	42.5	116	58.0
CZ020 Central Bohemia	69	87.3	62	78.5	36	45.6	26	32.9	47	59.5
CZ031 South Bohemian	92	96.8	86	90.5	37	38.9	60	63.2	70	73.7
CZ032 Pilsen	74	98.7	68	90.7	60	80.0	19	25.3	66	88.0
CZ041 Karlovy Vary	40	95.2	37	88.1	24	57.1	15	35.7	29	69.0
CZ042 Ústí	89	98.9	83	92.2	46	51.1	58	64.4	68	75.6
CZ051 Liberec	47	92.2	46	90.2	20	39.2	22	43.1	29	56.9
CZ052 Hradec Králové	86	100.0	70	81.4	48	55.8	45	52.3	59	68.6
CZ053 Pardubice	57	91.9	52	83.9	32	51.6	30	48.4	43	69.4
CZ061 Vysočina	73	94.8	67	87.0	31	40.3	18	23.4	41	53.2
CZ062 Southern Moravia	114	96.6	104	88.1	75	63.6	80	67.8	90	76.3
CZ071 Olomouc	100	97.1	75	72.8	46	44.7	59	57.3	60	58.3
CZ072 Zlín	81	100.0	73	90.1	35	43.2	47	58.0	58	71.6
CZ080 Moravian-Silesian	150	100.0	141	94.0	109	72.7	117	78.0	131	87.3

Source: www.kolektivnismlouvy.cz

Let us now evaluate the differences between regions in the nature of agreed employee remuneration. Already in 2006, the largest share of remuneration was agreed in the form of a collective agreement (90.9%). Let us recall that the lowest hourly and monthly tariff wages were in the South Bohemian region (see Chapter 2.1), which does not mean, however, that there is a causal link between these phenomena. On the other hand, the lowest share was in the capital city of Prague. Agreements were most often bargained by an internal regulation in the Pilsen region (again, let us remind you that wage tariffs were among the highest here, and, again, this does not mean that there is a causal link). The lowest share of the use of the internal wage regulation was in the Vysočina and Olomouc regions. Individual agreements were most often used to bargain remuneration in the Hradec Králové, Pardubice and Southern Moravia regions (everywhere right above 50%). The connection with the achieved wage tariffs is not obvious here, because while in the Southern Moravia region the tariffs are relatively high, in the Pardubice region they differ significantly according to the tariff degree (in lower degrees they are relatively higher, in higher tariff degrees they are relatively lower).

In 2009, there was a relatively significant decrease in the share of remuneration agreed in the collective agreement as compared to 2006 (to 62.5%). There was a significant decrease in the use of the internal wage regulation in the Vysočina region (to only 6% at a national average of 37.6%). Remuneration agreed by an individual agreement was also very little used in this region (14.5%).

The year 2010 meant a significant increase in the share of employees with remuneration agreed in the collective agreement in the Central Bohemian region (from 62.5% to 82.8%). However, this may be due to a change in classification or local jurisdiction, as there has also been a reduction in the number of collective agreements covered from 81 to 61; the number of collective agreements with remuneration agreed in this form decreased only insignificantly from 55 to 53. This indicates the occasional (not very common) problematic of using (otherwise suitable) relative indicators in statistical comparisons.

Remuneration of employees agreed in the form of a collective agreement in 2012 reached at least 79% in each region. We perceive a relatively large variability in the agreed remuneration in the form of an internal wage regulation. With a national average of 48.5%, we can see fluctuations from 23.3% in the Vysočina region, 25.3% in the South Bohemian region and 28.3% in the Olomouc region, to 69.7% in the Karlovy Vary region and 80.3% in the Pilsen region. Similar differences can be observed in the method of bargaining in the form of an

individual agreement. Here, the values vary from 26.3% in the Pilsen region to 68.7% in the Olomouc region.

The year 2015 did not significantly change the method of ensuring remuneration established by a collective agreement (the lowest value of 75.6% was noticed in the capital city of Prague). The use of the internal wage regulation was strengthened (by five percentage points compared to 2012) and the use of this instrument was significantly strengthened in regions where it had not been used much until then (increase in the South Bohemian region from 25.3% to 40.9%, in Vysočina region from 23.3% to 39.1%, in the Olomouc region from 28.3% to 42.9%). Individual agreements were predominantly used in the Ústí and Southern Moravia regions and the least in the Central Bohemian, Pilsen and Vysočina regions.

The year 2018 did not differ significantly from 2015.

2.3 Flexible working hours and increased leave

The following part will focus on the non-wage area, specifically the possibilities of using flexible working hours and increase in leave. As in Chapter 2.2, six selected years (2006, 2009, 2010, 2012, 2015 and 2018) will be analysed and attention will also be paid to the classification by trade unions (tables 2.3.1 to 2.3.6) and by regions (tables 2.3.7 to 2.3.12).

Let us first look at the data broken down by trade unions (tables 2.3.1 to 2.3.6).

Already in 2006, 78% of collective agreements included an increase in leave entitlement by 1 week. One hundred percent coverage was in the TU of Civilian Employees of the Army or in the T|U of Transport, Road Holding and Car Repair, as well as in Postal, Telecommunication and Newspaper Services. On the contrary, the coverage minimally (30.4%) appeared in the TU of Workers in Commerce or in the TU of Catering, Hotels and Tourism. The increase in leave by two weeks was agreed either in labour-intensive professions (TU of Mines, Geology and Oil Industry, 15%) or in sectors with a strong bargaining position of trade unions (Railway TU, 10.5%).

Since 2009, we can also notice the possibility of applying a working time account and flexible working time arrangements. The working time account appears in 6% of collective agreements in 2009, with an average compensation period of 47 weeks. The working time account appears most often in agriculture and nutrition (20.5%), commerce (18.2%) and railways (17.4%), i.e. in sectors with seasonally unbalanced workload. Flexible working time arrangement occurs in less than one-fifth of cases (18.8%), most often again in Railways (60.9%), followed by TU of Mining, Geology and Oil Industries (54.5%) and the Service sectors (post, telecommunications

and newspaper services; banking and insurance, both 50%). The increase in leave entitlement appears in four-fifths of collective agreements (81.2%); the increase is most often by one week. An increase of two weeks is bargained in one-fifth of the collective agreements under the Railway TU, an increase of three or more weeks in the TU of Mining, Geology and Oil Industry. In 2010, the results do not change significantly compared to 2009, the share of collective agreements with established flexible working hours is slightly increasing (to 22.9%). Collective agreements no longer contain the increase to leave entitlement by 3 weeks or more. An increase of two weeks appears in agreements within a Trade Union of Workers in Higher Education (29.4%). These are most likely non-academic (operational-technical and administrative) staff, as academic staff are legally entitled to eight weeks.

The year 2012 again brings a slight increase in the share of contracts with agreed flexible working hours (to 25.6%). The increase in the entitlement to leave does not change significantly compared to 2010, and the same can be noted for 2015. The significant and long-term economic growth in 2014–2018 was not fundamentally reflected in working hours even in 2018. The share of collective agreements with flexible working hours remained practically unchanged at the level of 27.6%, as well as the increase in leave entitlement remained practically exclusively by an increase in the entitlement by one week (76.7% of all collective agreements). Again, there is a relatively significant differentiation between sectors, where the weekly increase in leave entitlement is 100% covered by agreements in TU of Transport, Road Holding and Car Repair, Health and Social Care, and Postal, Telecommunications and Newspaper Services. On the contrary, it is minor in Catering, Hotel and Tourism industry (28.6%).

The regional aspect is presented in tables 2.3.7 to 2.3.12.

Table 2.3.1 Increase in leave entitlement in the classification by trade unions, 2006

TRADE UNION	Increase in leave entitlement				Supplementary leave Sec. 150 LC
	of one week	of two weeks	of three weeks	of more	
	% CA	% CA	% CA	% CA	% CA
Total	78.0	1.0	0.1	0.2	6.2
Czech-Moravian Trade Union of Civilian Employees of the Army	100.0				
of Transport	66.7				
of Transport, Road Holding and Car Repair	100.0				
of Woodworking Industry, Forestry, and Management of Water Supplies	81.1				37.7
Trade Union ECHO	97.8				2.2
of Workers in Mines, Geology and Oil Industry	60.0	15.0	5.0		10.0
Trade Union KOVO	81.1	0.2		0.3	2.9
Independent basic organization	100.0				
Independent Trade Union of Food Industry and Related Sectors	72.3	2.0			4.0
Railway Trade Union	78.9	10.5			15.8
Trade Union of Catering, Hotels and Tourism	45.8				
Trade Union of Employees in Postal, Telecommunication and Newspaper Services	100.0				
Trade Union of Banking and Insurance Workers	85.7				
Trade Union of Workers in Agriculture and Nutrition of Bohemia and Moravia	56.7				6.7
Trade Union of Workers in Commerce	30.4				
PROJEKT	66.7				
Trade Union of Workers in Glass, ceramics, jewellery industry and porcelain	91.4				
STAVBA	71.9				48.4
Trade Union of Workers in Textile, Clothing and Leather Industry	64.0				
UNIOS	85.3	3.5			
Trade Union of the Health Service and Social Care of the Czech Republic	75.0				5.0

Source: www.kolektivnismlouvy.cz

Table 2.3.2 Flexible working time arrangements, increase in leave entitlement in the classification by trade unions, 2009

Trade Union	Application of working time account according to Sec. 86 LC			Flexible working hours		Increase in leave entitlement						
	NCA	% CA	compensatory time			agreed in CA		of days		of one week	of two weeks	of three and more weeks
			weeks	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
Total	79	5.9	47.2	251	18.8	1086	81.2	4.7	3.9	75.6	0.8	0.2
Czech-Moravian Trade Union of Civilian Employees of the Army				1	33.3	3	100.0			100.0		
of Transport				12	14.0	64	74.4	2.3	2.5	72.1		
of Transport, Road Holding and Car Repair				2	16.7	12	100.0			100.0		
of Woodworking Industry, Forestry, and Management of Water Supplies	2	3.2		22	34.9	57	90.5	6.3	3.0	84.1		
Trade Union ECHO	2	11.1		7	38.9	17	94.4			94.4		
of Workers in Mines, Geology and Oil Industry	1	9.1		6	54.5	8	72.7			54.5	9.1	9.1
Trade Union KOVO	31	5.4	43.3	100	17.5	452	79.2	6.1	3.7	73.0	0.2	
Independent Trade Union of Food Industry and Related Sectors	2	2.2		18	20.0	68	75.6	7.8	5.0	65.6	2.2	
Railway Trade Union	4	17.4	50.0	14	60.9	19	82.6			60.9	21.7	
Trade Union of Catering, Hotels and Tourism				2	10.5	8	42.1			42.1		
Trade Union of Employees in Postal, Telecommunication and Newspaper Services				3	50.0	6	100.0			100.0		
Trade Union of Banking and Insurance Workers				7	50.0	13	92.9			92.9		
Trade Union of Workers in Commerce	2	18.2		1	9.1	4	36.4			36.4		
Trade Union of Science and Research Workers	1	4.2		11	45.8	19	79.2	8.3	6.5	70.8		
Trade Union of Agriculture and Nutrition Workers	9	20.5	46.2	5	11.4	36	81.8			81.8		
Trade Union of Workers in Glass, ceramics, jewellery industry and porcelain				3	13.6	19	86.4			86.4		
STAVBA	15	11.5	50.3	18	13.8	112	86.2	3.1	3.8	83.1		
Trade Union of Workers in Textile, Clothing and Leather Industry	3	6.8	52.0	3	6.8	30	68.2	2.3	5.0	63.6	2.3	

UNIOS	7	5.6	52.0	12	9.6	120	96.0	6.4	4.1	88.0	0.8	1.6
Trade Union of the Health Service and Social Care of the Czech Republic				4	19.0	19	90.5			90.5		

Source: www.kolektivnismlouvy.cz

Table 2.3.3 Flexible working time arrangements, increase in leave entitlement in the classification by trade unions, 2010

Trade Union	Flexible working hours		Increase in leave entitlement						
			agreed in CA		of days		of one week	of two weeks	of three and more weeks
	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
Total	301	22.9	1096	83.3	6.0	3.8	76.3	1.3	
Czech-Moravian Trade Union of Civilian Employees of the Army	1	33.3	3	100.0	33.3	5.0	66.7		
of Transport	6	14.3	29	69.0	4.8	2.5	64.3		
of Transport, Road Holding and Car Repair	3	23.1	13	100.0			100.0		
of Woodworking Industry, Forestry, and Management of Water Supplies	21	36.8	50	87.7	3.5	4.5	84.2		
Trade Union ECHO	23	34.8	64	97.0	3.0	3.0	95.5		
of Workers in Mines, Geology and Oil Industry	7	77.8	9	100.0			66.7	33.3	
Trade Union KOVO	131	22.8	471	81.9	8.2	3.6	74.1		
Independent Trade Union of Food Industry and Related Sectors	17	19.8	67	77.9	9.3	4.8	67.4	1.2	
Railway Trade Union	13	52.0	20	80.0			56.0	24.0	
Trade Union of Catering, Hotels and Tourism	2	11.1	8	44.4			44.4		
Trade Union of Employees in Postal, Telecommunication and Newspaper Services	8	80.0	10	100.0			100.0		
Trade Union of Banking and Insurance Workers	9	56.3	15	93.8			93.8		
Trade Union of Workers in Commerce	6	27.3	11	50.0	9.1	5.0	40.9		
Trade Union of Science and Research Workers	10	45.5	17	77.3	4.5	7.0	72.7		
Trade Union of Agriculture and Nutrition Workers	1	5.3	14	73.7	5.3	2.0	68.4		

Trade Union of Workers in Glass, ceramics, jewellery industry and porcelain	2	6.1	27	81.8			81.8	
STAVBA	20	17.9	98	87.5	2.7	3.3	84.8	
Trade Union of Workers in Textile, Clothing and Leather Industry	3	7.1	29	69.0	7.1	3.7	61.9	
UNIOS	7	6.7	101	97.1	6.7	4.6	89.4	1.9
Trade Union of Workers in Higher Education	8	47.1	17	100.0			70.6	29.4
Trade Union of Employees in Aviation			4	100.0			100.0	
Trade Union of the Health Service and Social Care of the Czech Republic	3	14.3	19	90.5			90.5	

Source: www.kolektivnismlouvy.cz

Table 2.3.4 Flexible working time arrangements, increase in leave entitlement in the classification by trade unions, 2012

Region NUTS 3	Flexible working hours		Increase in leave entitlement						
			agreed in CA		of days		of one week	of two weeks	of three and more weeks
	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
Total	333	25.6	1116	85.8	7.0	3.5	77.8	1.2	0.1
CZ010 City of Prague	68	30.1	204	90.3	4.0	3.8	85.0	1.3	
CZ020 Central Bohemia	10	12.7	67	84.8	6.3	2.0	78.5		
CZ031 South Bohemian	27	32.5	71	85.5	2.4	3.0	84.3		
CZ032 Pilsen	15	19.7	68	89.5	10.5	3.8	77.6	1.3	
CZ041 Karlovy Vary	3	9.1	24	72.7	6.1	3.5	66.7		
CZ042 Ústí	24	28.9	74	89.2	7.2	5.0	74.7	7.2	
CZ051 Liberec	14	25.5	47	85.5	7.3	4.3	76.4	1.8	
CZ052 Hradec Králové	22	31.0	59	83.1	5.6	4.3	77.5		
CZ053 Pardubice	8	12.5	54	84.4	15.6	2.8	70.3	1.6	
CZ061 Vysočina	5	8.3	48	80.0	5.0	1.3	73.3	1.7	
CZ062 Southern Moravia	18	14.8	106	86.9	9.8	2.6	75.4	1.6	
CZ071 Olomouc	34	34.3	72	72.7	8.1	3.8	63.6		1.0
CZ072 Zlín	16	17.2	81	87.1	1.1	3.0	86.0		
CZ080 Moravian-Silesian	69	44.2	141	90.4	10.9	4.3	79.5		

Source: www.kolektivnismlouvy.cz

Table 2.3.5 Flexible working time arrangements, increase in leave entitlement in the classification by trade unions, 2015

Trade Union	Flexible working hours		Increase in leave entitlement						
			agreed in CA		of days		of one week	of two weeks	of three and more weeks
	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
Total	336	26.1	1099	85.3	8.2	4.0	75.5	1.6	
Czech-Moravian Trade Union of Civilian Employees of the Army	2	50.0	4	100.0	50.0	5.0	50.0		
of Transport	3	8.6	25	71.4	2.9	3.0	68.6		
of Transport, Road Holding and Car Repair	5	41.7	12	100.0			100.0		
of Woodworking Industry, Forestry, and Management of Water Supplies	25	46.3	46	85.2	3.7	6.0	81.5		
Trade Union ECHO	17	34.7	48	98.0	2.0	3.0	95.9		
of Workers in Mines, Geology and Oil Industry	17	70.8	23	95.8			83.3	12.5	
Trade Union KOVO	136	24.3	475	85.0	12.2	3.7	72.5	0.4	
Independent Trade Union of Food Industry and Related Sectors	16	25.4	53	84.1	9.5	4.2	73.0	1.6	
Railway Trade Union	16	64.0	18	72.0	4.0	5.0	56.0	12.0	
Trade Union of Catering, Hotels and Tourism	1	8.3	4	33.3			33.3		
Trade Union of Employees in Postal, Telecommunication and Newspaper Services	8	80.0	8	80.0			80.0		
Trade Union of Banking and Insurance Workers	10	58.8	15	88.2	5.9	8.0	76.5	5.9	
Trade Union of Workers in Commerce	2	16.7	7	58.3	16.7	2.3	41.7		
Trade Union of Science and Research Workers	15	46.9	26	81.3	6.3	5.0	75.0		
Trade Union of Agriculture and Nutrition Workers	5	15.6	27	84.4	9.4	4.3	75.0		

Trade Union of Workers in Glass, ceramics, jewellery industry and porcelain	5	15.6	26	81.3	3.1	5.0	78.1	
STAVBA	19	15.7	100	82.6	1.7	2.5	81.0	
Trade Union of Workers in Textile, Clothing and Leather Industry	8	22.2	28	77.8	8.3	5.0	69.4	
UNIOS	9	7.7	113	96.6	9.4	4.6	85.5	1.7
Trade Union of Workers in Higher Education	11	57.9	18	94.7			47.4	47.4
Trade Union of the Health Service and Social Care of the Czech Republic	6	26.1	23	100.0			100.0	

Source: www.kolektivnismlouv.cz

Table 2.3.6 Flexible working time arrangements, increase in leave entitlement in the classification by trade unions, 2018

Trade Union	Flexible working hours		Increase in leave entitlement						
			agreed in CA		of days		of one week	of two weeks	of three and more weeks
	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
Total	361	27.6	1144	87.4	8.3	4.1	76.7	2.4	
Czech-Moravian Trade Union of Civilian Employees of the Army	2	50.0	4	100.0	50.0	5.0	50.0		
of Transport	2	7.1	19	67.9	3.6	3.0	64.3		
of Transport, Road Holding and Car Repair	5	45.5	11	100.0			100.0		
of Woodworking Industry, Forestry, and Management of Water Supplies	31	45.6	63	92.6	11.8	5.3	77.9	2.9	
Trade Union ECHO	35	44.3	76	96.2	2.5	4.0	92.4	1.3	
of Workers in Mines, Geology and Oil Industry	18	66.7	25	92.6			74.1	18.5	
Trade Union KOVO	120	22.4	471	87.9	11.6	3.8	75.9	0.4	
Independent Trade Union of Food Industry and Related Sectors	13	20.0	56	86.2	13.8	4.4	72.3		
Railway Trade Union	17	60.7	26	92.9	14.3	4.5	64.3	14.3	
Trade Union of Orchestral Musicians of the Czech Republic			2	66.7			66.7		
Trade Union of Catering, Hotels and Tourism	1	7.1	4	28.6			28.6		
Trade Union of Employees in Postal, Telecommunication and Newspaper Services	5	62.5	8	100.0			100.0		
Trade Union of Banking and Insurance Workers	10	71.4	13	92.9			85.7	7.1	
Trade Union of Science and Research Workers	15	46.9	26	81.3	6.3	5.0	71.9	3.1	
Trade Union of Agriculture and Nutrition Workers	7	23.3	23	76.7	10.0	4.7	66.7		

Trade Union of Workers in Glass, ceramics, jewellery industry and porcelain	6	19.4	27	87.1			87.1	
STAVBA	22	20.2	92	84.4	2.8	2.3	81.7	
Trade Union of Workers in Textile, Clothing and Leather Industry	8	22.9	23	65.7	5.7	5.0	60.0	
UNIOS	18	14.6	118	95.9	8.1	4.6	86.2	1.6
Trade Union of Workers in Higher Education	13	61.9	21	100.0			38.1	61.9
Trade Union of Workers in Commerce, Logistics and Services	2	14.3	7	50.0			50.0	
Trade Union of Employees in Aviation	2	50.0	4	100.0	25.0	5.0	75.0	
Trade Union of the Health Service and Social Care of the Czech Republic	9	36.0	25	100.0			100.0	

Source: www.kolektivnismlouvy.cz

Table 2.3.7 Flexible working time arrangements, increase in leave entitlement in the classification by regions, 2006

REGION	Increase in leave entitlement				Supplementary leave
					Sec. 150 LC
	of one week	of two weeks	of three weeks	of more	
	% CA	% CA	% CA	% CA	% CA
Total	78.0	1.0	0.1	0.2	6.2
Capital City of Prague	81.1	2.5			7.5
Central Bohemia	77.7	1.1			7.4
South Bohemian	81.8				5.1
Pilsen	79.7	1.4			1.4
Karlovy Vary	67.6				5.9
Ústí	71.1				4.4
Liberec	76.0	4.0			
Hradec Králové	82.4				6.8
Pardubice	76.9				4.6
Southern Moravia	75.6	0.8		1.7	11.8
Vysočina	77.9	2.3			4.7
Olomouc	73.3	1.2	1.2		3.5
Moravian-Silesian	79.2				11.3
Zlín	81.6	1.0			1.9

Source: www.kolektivnismlouvy.cz

Table 2.3.8 Flexible working time arrangements, increase in leave entitlement in the classification by regions, 2009

Region NUTS 3	Application of working time account according to Sec. 86 LC			Flexible working hours		Increase in leave entitlement						
	NCA	% CA	compensatory time weeks			agreed in CA		of days		of one week	of two weeks	of three and more weeks
				NCA	% CA	% CA	days	% CA	% CA	% CA		
				NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
Total	79	5.9	47.2	251	18.8	1086	81.2	4.7	3.9	75.6	0.8	0.2
CZ010 City of Prague	15	6.7	50.3	47	21.0	190	84.8	3.6	4.9	79.0	2.2	
CZ020 Central Bohemia	4	4.5	52.0	9	10.2	69	78.4	6.8	5.5	71.6		
CZ031 South Bohemian	8	7.5	47.1	38	35.5	81	75.7	5.6	3.7	71.0		
CZ032 Pilsen	3	3.7	46.7	12	14.8	68	84.0	4.9	3.5	77.8	1.2	
CZ041 Karlovy Vary	1	2.6		6	15.8	29	76.3	2.6	3.0	71.1		2.6
CZ042 Ústí	5	6.8	46.8	12	16.4	57	78.1	12.3	4.2	65.8		
CZ051 Liberec	6	11.1	47.7	12	22.2	44	81.5	1.9	5.0	77.8	1.9	
CZ052 Hradec Králové	6	6.7	50.7	23	25.8	73	82.0	3.4	3.3	77.5	1.1	
CZ053 Pardubice	3	3.9	45.7	8	10.5	62	81.6	5.3	2.8	73.7		2.6
CZ061 Vysočina	1	1.2		9	10.8	66	79.5	4.8	2.8	72.3	2.4	
CZ062 Southern Moravia	9	7.6	49.1	10	8.4	95	79.8	4.2	3.4	76.5		
CZ071 Olomouc	2	2.4		21	25.6	61	74.4	3.7	4.0	69.5	1.2	
CZ072 Zlín	5	6.2	41.6	6	7.4	68	84.0	2.5	4.5	81.5		
CZ080 Moravian-Silesian	11	7.7	41.4	38	26.8	123	86.6	4.9	3.3	81.7		

Source: www.kolektivnismlouvy.cz

Table 2.3.9 Flexible working time arrangements, increase in leave entitlement in the classification by regions, 2010

Region NUTS 3	Flexible working hours		Increase in leave entitlement						
			agreed in CA		of days		of one week	of two weeks	of three and more weeks
	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
Total	301	22.9	1096	83.3	6.0	3.8	76.3	1.3	
CZ010 City of Prague	67	28.6	205	87.6	3.8	4.3	82.1	2.1	
CZ020 Central Bohemia	6	9.4	50	78.1	7.8	5.6	70.3		
CZ031 South Bohemian	28	30.1	68	73.1	6.5	4.3	67.7		
CZ032 Pilsen	15	19.5	69	89.6	7.8	3.5	80.5	1.3	
CZ041 Karlovy Vary	2	6.1	26	78.8	3.0	5.0	75.8		
CZ042 Ústí	16	21.3	66	88.0	9.3	4.3	74.7	5.3	
CZ051 Liberec	9	18.8	38	79.2			77.1	2.1	
CZ052 Hradec Králové	25	28.1	75	84.3	4.5	3.0	77.5	2.2	
CZ053 Pardubice	9	12.0	59	78.7	5.3	4.0	73.3		
CZ061 Vysočina	9	11.1	67	82.7	7.4	1.7	75.3		
CZ062 Southern Moravia	17	14.9	97	85.1	5.3	3.3	78.1	2.6	
CZ071 Olomouc	30	32.3	69	74.2	7.5	3.0	65.6	1.1	
CZ072 Zlín	13	14.3	74	81.3	1.1	5.0	80.2		
CZ080 Moravian-Silesian	55	36.9	133	89.3	11.4	4.1	77.9		

Source: www.kolektivnismlouvy.cz

Table 2.3.10 Flexible working time arrangements, increase in leave entitlement in the classification by regions, 2012

Region NUTS 3	Flexible working hours		Increase in leave entitlement						
			agreed in CA		of days		of one week	of two weeks	of three and more weeks
	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
Total	333	25.6	1116	85.8	7.0	3.5	77.8	1.2	0.1
CZ010 City of Prague	68	30.1	204	90.3	4.0	3.8	85.0	1.3	
CZ020 Central Bohemia	10	12.7	67	84.8	6.3	2.0	78.5		
CZ031 South Bohemian	27	32.5	71	85.5	2.4	3.0	84.3		
CZ032 Pilsen	15	19.7	68	89.5	10.5	3.8	77.6	1.3	
CZ041 Karlovy Vary	3	9.1	24	72.7	6.1	3.5	66.7		
CZ042 Ústí	24	28.9	74	89.2	7.2	5.0	74.7	7.2	
CZ051 Liberec	14	25.5	47	85.5	7.3	4.3	76.4	1.8	
CZ052 Hradec Králové	22	31.0	59	83.1	5.6	4.3	77.5		
CZ053 Pardubice	8	12.5	54	84.4	15.6	2.8	70.3	1.6	
CZ061 Vysočina	5	8.3	48	80.0	5.0	1.3	73.3	1.7	
CZ062 Southern Moravia	18	14.8	106	86.9	9.8	2.6	75.4	1.6	
CZ071 Olomouc	34	34.3	72	72.7	8.1	3.8	63.6		1.0
CZ072 Zlín	16	17.2	81	87.1	1.1	3.0	86.0		
CZ080 Moravian-Silesian	69	44.2	141	90.4	10.9	4.3	79.5		

Source: www.kolektivnismlouvy.cz

Table 2.3.11 Flexible working time arrangements, increase in leave entitlement in the classification by regions, 2015

Region NUTS 3	Flexible working hours		Increase in leave entitlement						
			agreed in CA		of days		of one week	of two weeks	of three and more weeks
	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
Total	336	26.1	1099	85.3	8.2	4.0	75.5	1.6	
CZ010 City of Prague	76	34.4	200	90.5	6.3	4.9	81.9	2.3	
CZ020 Central Bohemia	11	15.3	59	81.9	5.6	3.0	76.4		
CZ031 South Bohemian	23	26.1	72	81.8	3.4	3.7	78.4		
CZ032 Pilsen	21	31.8	59	89.4	15.2	4.4	72.7	1.5	
CZ041 Karlovy Vary	6	14.6	31	75.6	9.8	3.8	65.9		
CZ042 Ústí	20	22.7	82	93.2	9.1	4.1	81.8	2.3	
CZ051 Liberec	9	19.6	37	80.4	2.2	3.0	73.9	4.3	
CZ052 Hradec Králové	26	34.7	67	89.3	4.0	2.7	84.0	1.3	
CZ053 Pardubice	11	16.4	54	80.6	9.0	4.0	70.1	1.5	
CZ061 Vysočina	16	23.2	53	76.8	11.6	3.0	62.3	2.9	
CZ062 Southern Moravia	20	16.9	101	85.6	11.0	2.6	70.3	4.2	
CZ071 Olomouc	17	16.2	78	74.3	10.5	4.0	63.8		
CZ072 Zlín	12	14.8	67	82.7	3.7	6.0	79.0		
CZ080 Moravian-Silesian	68	45.0	139	92.1	11.9	4.6	78.8	1.3	

Source: www.kolektivnismlouvy.cz

Table 2.3.12 Flexible working time arrangements, increase in leave entitlement in the classification by regions, 2018

Region NUTS 3	Flexible working hours		Increase in leave entitlement						
			agreed in CA		of days		of one week	of two weeks	of three and more weeks
	NCA	% CA	NCA	% CA	% CA	days	% CA	% CA	% CA
Total	361	27.6	1144	87.4	8.3	4.1	76.7	2.4	
CZ010 City of Prague	76	38.0	179	89.5	7.0	5.0	78.5	4.0	
CZ020 Central Bohemia	13	16.5	65	82.3	2.5	5.0	79.7		
CZ031 South Bohemian	21	22.1	83	87.4	6.3	4.0	80.0	1.1	
CZ032 Pilsen	24	32.0	69	92.0	12.0	4.6	78.7	1.3	
CZ041 Karlovy Vary	7	16.7	34	81.0	7.1	2.3	73.8		
CZ042 Ústí	27	30.0	80	88.9	7.8	3.7	74.4	6.7	
CZ051 Liberec	9	17.6	44	86.3	3.9	3.5	78.4	3.9	
CZ052 Hradec Králové	22	25.6	74	86.0	3.5	3.0	81.4	1.2	
CZ053 Pardubice	11	17.7	52	83.9	9.7	4.5	72.6	1.6	
CZ061 Vysočina	15	19.5	62	80.5	15.6	4.0	61.0	3.9	
CZ062 Southern Moravia	23	19.5	102	86.4	11.9	3.0	70.3	4.2	
CZ071 Olomouc	24	23.3	88	85.4	6.8	3.9	78.6		
CZ072 Zlín	18	22.2	75	92.6	7.4	5.0	84.0	1.2	
CZ080 Moravian-Silesian	71	47.3	137	91.3	12.0	4.4	78.0	1.3	

Source: www.kolektivnismlouvy.cz

From a regional perspective (tables 2.3.7 to 2.3.12), we can observe certain differences. In 2006, the share of collective agreements with an agreed increase in leave entitlement in the Karlovy Vary region was significantly lower (ten percentage points less compared to the national average). This may be related to the conclusions of the previous section (lower share of additional leave in tourism-related sectors) and a higher share of tourism on employment in the Karlovy Vary region.

The use of the working time account, which started to be monitored only after 2006, in 2009, also differs between regions. It can be most often observed in the Liberec region (11.1%), reaching almost twice the share of the national average. However, the results may be biased by the small number of observations. Similarly, the use of flexible working time arrangements differs (35.5% in the South Bohemian region at a national average of 18.8%), while it is minimally represented in the Southern Moravia (8.4%) and Zlín regions (7.4%). The question is what the factors of this difference are. In the South Bohemian region, the values of hourly and monthly tariffs are lower in comparison with the national average, see section 2.1. Regarding the increase in the leave entitlement, above-average values can be noticed in the Zlín and Moravian-Silesian regions and in the capital city of Prague, the lowest, on the contrary, in the Olomouc and South Bohemian regions. The factors are likely to be the different sectoral and regional structures.

In 2010, the flexible working time arrangements decreased in the Central Bohemian (to 9.4%) and Karlovy Vary (6.1%) regions. On the contrary, this tool is more significantly used in the Moravian-Silesian (36.9%), Olomouc (32.3%) and South Bohemian (30.1%) regions. In these regions, on the other hand, the rate of increase in the leave entitlement is lower, being approximately ten percentage points lower when compared to the national average.

The year 2012 does not bring significant changes to the monitored indicators or to inter-regional variability. The lowest share of collective agreements with agreed flexible working hours appears in the Karlovy Vary region (9.1%) and in the Vysočina region (8.3%); the highest was in the Moravian-Silesian region (44.2%). In the case of an increase in leave entitlement, the Olomouc and Karlovy Vary regions lag behind (both 72.7%). On the contrary, this most often appears in collective agreements in the Moravian-Silesian region and in the capital city of Prague (over 90%).

In 2015, the share of agreements with anchored flexible working hours increased significantly in the Vysočina region (the share tripled from 8.3% to 23.2% within three years); the increase

occurred in the Hradec Králové region and in the capital city of Prague (equally between 34 and 35%). The increase in leave entitlement still appears relatively little in the Karlovy Vary region and the Vysočina region.

In 2018, there is a further increase in the use of flexible working time arrangements in the capital city of Prague (38.0%), however, the capital still lags behind the Moravian-Silesian region, where this instrument is used under collective agreements by almost half of employers (47.3%). In a number of regions, the use of this tool is below 20%. On the contrary, the increase in leave entitlement is more often being promoted, reaching already at least 80% in all regions. However, in many cases this increase is only in terms of days. The increase by one week varies between regions, from 84% in the Zlín region to 61% in the Vysočina region.

2.4. Bonuses at the time of the first entitlement to old-age pension or disability pension

In this section, we will compare the extraordinary bonuses at the time of the first entitlement to old-age pension or disability pension. The comparisons will be again done for the years 2006, 2009, 2010, 2012, 2015 and 2018. Firstly, attention will be paid to comparisons by individual trade unions (tables 2.4.1 to 2.4.6), followed by regional comparisons (tables 2.4.7 to 2.4.18).

Year 2006

Table 2.4.1 shows the bonuses provided upon the first entitlement to old-age pension or disability pension for 2006, broken down by individual trade unions. On average, retirement bonuses for all trade unions are agreed in 582 collective agreements. Bonuses increase with the length of previous employment in the organization and ranges from an average of CZK 3,409 for employment length up to 5 years to an average of CZK 7,466 for employment length over 25 years. Average bonus varies significantly according in individual trade unions. If we compare the highest category (employment length over 25 years), we can see that the highest average bonus is in the TU of Postal, Telecommunications and Newspaper Services (CZK 16,667), followed by Railway TU. However, in the case of Postal, Telecommunications and Newspaper Services, the significance of the average may be reduced by the small number of collective agreements included (three agreements are the necessary minimum for the TU results to be included in the analysis). On the other side of the imaginary ranking is the TU of Textile, Clothing and Leather Industry, where the average value of the bonus only just exceeds CZK 4,000 (CZK 4,045).

For the survey for 2009 (table 2.4.2) and subsequent years, the scale for the distribution of employment length in the organization changes. As in 2006, it is divided into five-year intervals, with the highest value corresponding to the length of employment in the organization of 40 years or more – thus, it is a bonus for employees who have spent virtually their entire professional life in the organization. For spatial reasons, in this and the following tables, the data for intervals over 15 years (up to 20 years), over 25 years (up to 30 years) and over 35 years (up to 40 years) are omitted. The highest values of bonuses for employees with more than 40 years of experience already exceeded ten thousand crowns on average (CZK 10,639), while the most generous were organizations in TU ECHO (CZK 17,958), followed by TU of Postal, Telecommunications and Newspaper Services (CZK 17,250) and Railway TU (CZK 17,053). On the other hand, TU ECHO diversifies much more according to time worked compared to TU of Post and Telecommunications: for workers with experience between 5 and 10 years it offers only CZK 4,092 compared to Post and Telecommunications (CZK 9,125). The curve is therefore much steeper. The Railway TU is somewhere between these two unions in terms of the course of the curve according to the time worked. The least generous union is the TU of Workers in Commerce, who, on average after more than 40 years of experience, give an average bonus of only CZK 3,250; followed by TU of Textile, Clothing and Leather Industry with an average of CZK 4,038 after more than 40 years of experience.

In 2010 (table 2.4.3), i.e. during the economic recession, the bonus for the retirement entitlement increased relatively significantly. It is possible that a motivating element may have played a role in trying to strengthen the motivation of older workers to retire. The average bonus for retirement after 40 or more years of experience increased by almost 15% year-on-year to CZK 12,188 and the average bonuses in lower categories according to the length of experience also increased significantly (in the category up to 5 years of experience the average value of bonus increased by almost one-fifth to CZK 4,870). The TU of Postal, Telecommunications and Newspaper Services took the lead in the highest category with an average bonus of CZK 33,500 (which means a year-on-year increase of almost double), followed by TU of Employees in Aviation (CZK 30,000) and TU Echo with CZK 26,481. On the other side of the ranking remains the TU of the Textile, Clothing and Leather Industry (CZK 4,579), although there was also an increase of more than 13%. As for the workers with the shortest experience (up to 5 years), in their case, the most generous are the employers of the association within the Railway TU (CZK 9,500). The interesting thing in the TU of Postal, Telecommunications and Newspaper Services is a relatively significant increase in bonus in lower categories (for the

experience length between five and ten years, the year-on-year amount increased almost threefold to 25,375); this category is clearly dominated by this TU, as the second, Railway TU shows an average value of CZK 10,472; the national average is at the level of CZK 5,328).

The year 2012 (table 2.4.4) brought another slight increase in bonus associated with entitlement to old-age pension or disability pension. Average values range from CZK 5,166 (shortest experience length) to CZK 12,742 (experience length over 40 years). In the highest category, the most generous employers were again in TU of Postal, Telecommunications and Newspaper Services (CZK 37,000); there was a further increase in the category of 5–10 years of experience (to CZK 31,833).

Between 2012 and 2015 (table 2.4.5), the average retirement bonus in the lowest category (up to 5 years of experience) decreased by one tenth to CZK 4,517, while the bonuses in the highest category increased to CZK 13,939. The leader in the highest category is still the TU of Postal, Telecommunications and Newspaper Services (CZK 44,000, i.e. more than three times the national average), followed by TU ECHO (CZK 36,655). The lowest is the TU of Workers in Higher Education with CZK 6,000; however, there, we can see a very flat curve per individual experience category – the average value of the bonus CZK 5,000 for a category up to 5 years exceeds the national average.

In 2018 (table 2.4.6), the values of average bonuses increased slightly in all monitored categories, ranging from CZK 4,823 in the employment category to five years to CZK 15,612 in the category over 40 years of experience. The order of individual TU does not change significantly. In the TU of Postal, Telecommunications and Newspaper Services, the average retirement bonus was increased to CZK 51,250, and this value is the same for all categories starting from five years of experience (where the national average is otherwise CZK 6,216). Other employers with high retirement bonuses include employers in TU ECHO (CZK 40,490) and Railway TU (CZK 29,429). In the TU ECHO and Railway TU, however, the curve is relatively steep and with the increasing length of experience, the retirement bonus also increases significantly. At the end of the scale are employees in agriculture, commerce and services, whether they are TU of Catering, Hotels and Tourism (CZK 7,692), TU of Workers in Commerce, Logistics and Services (CZK 5,556) or TU of Agriculture and Nutrition Workers (CZK 6,817). In the manufacturing industries, bonuses tend to be higher, with the exception of TU of Textile, Clothing and Leather Industry (CZK 7,019). Bonuses for retirement in health care and education are not very high, whether it is the TU of Workers in Higher Education with

the lowest value of all (CZK 5,556) or the TU of Health and Social Care with a slightly higher but still below-average value (CZK 10,808).

The regional view is presented in tables 2.4.1 to 2.4.18.

Table 2.4.1 Bonus at the time of the first entitlement to old-age pension or disability pension by trade unions, CZK, year 2006

TRADE UNION	Bonus at the time of the first entitlement to old-age pension or disability pension												
	agreed in CA	length of work in the organisation:											
		up to 5 years		above 5 years		above 10 years		above 15 years		above 20 years		above 25 years	
	NO	NO	CZ K	NO	CZK	NO	CZK	NO	CZK	NO	CZK	NO	CZK
Total	582	259	3,409	540	3,839	577	4,812	582	5,753	582	6,688	582	7,466
Czech-Moravian Trade Union of Civilian Employees of the Army													
of Transport	34	10	2,510	29	3,331	34	4,162	34	4,765	34	5,294	34	5,676
of Transport, Road Holding and Car Repair	8	3	4,167	8	5,375	8	5,875	8	8,250	8	8,813	8	12,938
of Woodworking Industry, Forestry, and Management of Water Supplies	31	11	1,555	30	3,114	31	4,443	31	5,591	31	7,130	31	8,276
Trade Union ECHO	38	20	2,775	36	3,888	38	6,042	38	8,091	38	10,145	38	12,149
of Workers in Mines, Geology and Oil Industry	12	4	4,250	11	4,000	12	4,650	12	5,792	12	6,542	12	6,833
Trade Union KOVO	144	52	2,875	128	3,075	141	4,012	144	5,017	144	5,968	144	6,883
Independent basic organization	1	1		1		1		1		1		1	
Independent Trade Union of Food Industry and Related Sectors	52	10	5,755	44	4,150	52	5,228	52	6,023	52	7,375	52	8,202
Railway Trade Union	16	7	5,214	14	8,693	15	10,293	16	11,700	16	13,231	16	14,075
Trade Union of Catering, Hotels and Tourism	21	18	4,028	21	4,929	21	5,357	21	5,857	21	6,048	21	6,095
Trade Union of Employees in Postal, Telecommunication and Newspaper Services	3	2		3	11,333	3	13,333	3	16,667	3	16,667	3	16,667
Trade Union of Banking and Insurance Workers													
Trade Union of Workers in Agriculture and Nutrition of Bohemia and Moravia	17	8	2,156	16	3,547	17	4,059	17	4,691	17	5,559	17	5,926
Trade Union of Workers in Commerce	14	6	2,083	14	2,814	14	3,521	14	3,879	14	4,536	14	5,021
PROJEKT	2	2		2		2		2		2		2	
Trade Union of Workers in Glass, ceramics, jewellery industry and porcelain	10	2		9	2,267	10	3,070	10	3,690	10	4,910	10	6,360
STAVBA	32	12	4,808	30	4,633	31	6,035	32	6,841	32	7,803	32	8,281
Trade Union of Workers in Textile, Clothing and Leather Industry	37	12	2,300	36	2,451	37	2,961	37	3,314	37	3,809	37	4,045
UNIOS	103	76	3,940	102	4,336	103	5,041	103	5,716	103	6,188	103	6,423
Trade Union of the Health Service and Social Care of the Czech Republic	7	3	2,567	6	3,450	7	4,529	7	5,600	7	6,600	7	6,886

Source: www.kolektivnislouvy.cz

Table 2.4.2 Bonus at the time of the first entitlement to old-age pension or disability pension by trade unions, CZK, year 2009

Trade Union	agreed in CA		length of employment in the organisation:											
			up to 5 years		above 5 years		above 10 years		above 20 years		above 30 years		above 40 years	
	NC A	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	86	64.		4,04		4,66		5,88		8,39		9,83		10,6
	0	3	377	5	790	3	845	8	860	1	860	7	860	39
Czech-Moravian Trade Union of Civilian Employees of the Army														
of Transport	73	84.	39	2,89	69	3,72	73	4,57	73	5,61	73	6,16	73	6,62
		9	2	2	5	5	5	6	6	1	1	1	1	7
of Transport, Road Holding and Car Repair	8	66.		6,85	7	7,62	8	8,50	8	9,37	8	10,24	8	11,11
		7		7	7	5	5	50	50	88	88	88	88	38
of Woodworking Industry, Forestry, and Management of Water Supplies	36	57.	19	2,26	33	3,61	36	5,08	36	6,55	36	8,02	36	9,49
		1	3	3	1	1	1	8	8	85	85	85	85	74
Trade Union ECHO	12	66.	7	3,07	12	4,09	12	5,11	12	6,13	12	7,15	12	8,17
		7	1	1	2	2	5	5	67	50	50	50	50	58
of Workers in Mines, Geology and Oil Industry	7	63.	3	4,00	7	4,54	7	5,08	7	5,62	7	6,16	7	6,70
		6	0	0	3	3	4	4	0	86	86	86	86	00
Trade Union KOVO	32	56.	105	4,80	277	4,47	308	5,77	322	7,04	322	8,31	322	9,58
		4	0	0	8	8	2	2	2	06	06	06	06	31
Independent Trade Union of Food Industry and Related Sectors	62	68.	23	2,93	57	4,25	62	5,57	62	6,89	62	8,21	62	9,53
		9	3	3	1	1	6	6	5	15	15	15	15	50
Railway Trade Union	17	73.	7	7,27	17	9,72	17	12,17	17	14,62	17	17,07	17	19,52
		9	1	1	9	9	06	06	06	29	29	29	29	53
Trade Union of Catering, Hotels and Tourism	17	89.	16	5,43	17	6,29	17	7,15	17	8,01	17	8,87	17	9,73
		5	8	8	4	4	2	2	1	9	9	9	9	9
Trade Union of Employees in Postal, Telecommunication and Newspaper Services	4	66.	2	9,12	4	11,7	4	15,2	4	18,7	4	22,2	4	25,7
		7		5	5	50	50	50	50	50	50	50	50	50
Trade Union of Banking and Insurance Workers	5	35.		7,40	5	8,40	5	9,40	5	10,4	5	11,4	5	12,4
		7		0	0	0	0	0	00	00	00	00	00	00
Trade Union of Workers in Commerce	4	36.	3	1,66	4	2,50	4	3,34	4	4,18	4	5,02	4	5,86
		4	7	7	0	0	0	0	0	0	0	0	0	0
Trade Union of Science and Research Workers	10	41.	6	5,25	10	4,30	10	3,35	10	2,40	10	1,45	10	0,50
		7	0	0	0	0	0	0	0	0	0	0	0	0
Trade Union of Agriculture and Nutrition Workers	26	59.	9	4,31	25	4,01	26	3,71	26	3,41	26	3,11	26	2,81
		1	1	1	0	0	8	8	8	6	6	6	6	7
Trade Union of Workers in Glass, ceramics, jewellery industry and porcelain	16	72.	8	3,33	15	5,70	16	8,07	16	10,44	16	12,81	16	15,18
		7	8	8	7	7	5	5	0	88	88	88	88	25
STAVBA	95	73.	29	5,64	91	6,24	94	6,84	95	7,44	95	8,04	95	8,64
		1	3	3	8	8	8	8	59	37	37	37	37	13
Trade Union of Workers in Textile, Clothing and Leather Industry	38	86.	18	2,26	35	2,64	38	3,02	38	3,40	38	3,78	38	4,16
		4	7	7	1	1	4	4	7	9	9	9	9	8

UNIOS	93	74.4	73	3,995	91	4,548	93	5,386	93	6,786	93	7,009	93	7,041
Trade Union of the Health Service and Social Care of the Czech Republic	15	71.4	6	1,542	14	2,607	15	3,367	15	4,430	15	5,063	15	5,463

Source: www.kolektivnismlouvy.cz

Table 2.4.3 Bonus at the time of the first entitlement to old-age pension or disability pension by trade unions, CZK, year 2010

Region NUTS 3	agreed in CA		length of employment in the organisation:											
			up to 5 years		above 5 years		above 10 years		above 20 years		above 30 years		above 40 years	
	NC A	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	848	64.4	335	4,870	771	5,328	827	6,637	846	9,386	848	11,228	848	12,188
CZ010 City of Prague	145	62.0	74	4,378	134	6,151	143	7,668	145	10,800	145	12,618	145	14,011
CZ020 Central Bohemia	39	60.9	12	2,875	35	4,410	37	6,943	38	10,726	39	14,600	39	14,997
CZ031 South Bohemian	70	75.3	34	5,321	68	7,519	70	8,083	70	9,808	70	11,099	70	12,149
CZ032 Pilsen	54	70.1	18	4,778	43	6,077	46	8,293	54	15,185	54	17,381	54	18,431
CZ041 Karlovy Vary	20	60.6	6	5,567	18	3,989	20	5,233	20	7,730	20	9,150	20	9,380
CZ042 Ústí	45	60.0	13	5,115	42	6,314	45	8,127	45	11,244	45	13,173	45	14,018
CZ051 Liberec	36	75.0	9	7,056	31	4,732	35	6,073	36	8,518	36	9,972	36	10,566
CZ052 Hradec Králové	57	64.0	21	3,305	48	4,557	55	5,658	56	7,816	57	9,093	57	9,612
CZ053 Pardubice	52	69.3	18	3,578	48	4,235	52	5,755	52	7,830	52	9,440	52	10,169
CZ061 Vysočina	55	67.9	26	3,435	49	3,459	55	4,247	55	5,384	55	6,360	55	6,496
CZ062 Southern Moravia	66	57.9	25	9,237	63	6,192	66	7,705	66	10,627	66	13,426	66	14,839
CZ071 Olomouc	70	75.3	17	3,869	65	3,477	67	4,647	70	7,412	70	9,875	70	11,730
CZ072 Zlín	55	60.4	26	2,927	53	3,929	55	5,199	55	8,140	55	10,299	55	10,990
CZ080 Moravian-Silesian	84	56.4	36	6,854	74	6,180	81	6,851	84	8,144	84	9,155	84	9,948

Source: www.kolektivnismlouvy.cz

Table 2.4.4 Bonus at the time of the first entitlement to old-age pension or disability pension by trade unions, CZK, year 2012

Trade Union	agreed in CA		length of employment in the organisation:											
			up to 5 years		above 5 years		above 10 years		above 20 years		above 30 years		above 40 years	
	NC A	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	860	66.2	343	5,166	766	5,549	833	6,935	858	9,792	860	11,665	860	12,742
Czech-Moravian Trade Union of Civilian Employees of the Army	1	33.3			1		1		1		1		1	
of Transport	29	74.4	16	3,425	26	3,771	29	4,707	29	5,931	29	6,595	29	7,147
of Transport, Road Holding and Car Repair	14	66.7	2		12	5,125	13	7,692	14	13,750	14	17,071	14	18,357
of Woodworking Industry, Forestry, and Management of Water Supplies	32	47.8	16	2,031	29	3,231	30	4,400	31	7,371	32	8,888	32	9,327
Trade Union ECHO	50	72.5	26	4,812	46	7,038	50	10,267	50	17,531	50	24,907	50	27,223
of Workers in Mines, Geology and Oil Industry	21	77.8	4	11,500	20	7,190	21	8,943	21	13,429	21	16,643	21	17,833
Trade Union KOVO	338	66.7	105	6,394	290	5,701	321	7,101	338	10,181	338	12,179	338	13,610
Independent Trade Union of Food Industry and Related Sectors	46	71.9	14	4,218	39	4,103	46	5,271	46	7,670	46	9,565	46	10,641
Railway Trade Union	21	80.8	8	9,113	18	11,439	18	14,244	20	18,345	21	19,852	21	20,757
Trade Union of Catering, Hotels and Tourism	15	100.0	15	4,067	15	5,333	15	5,700	15	6,200	15	6,200	15	6,200
Trade Union of Employees in Postal, Telecommunication and Newspaper Services	3	30.0	2		3	31,833	3	33,667	3	35,333	3	37,000	3	37,000
Trade Union of Banking and Insurance Workers	9	47.4	4	4,750	8	11,938	9	12,111	9	13,722	9	14,833	9	15,944
Trade Union of Workers in Commerce	11	64.7	4	2,500	11	2,818	11	3,500	11	4,773	11	5,773	11	6,682
Trade Union of Science and Research Workers	13	41.9	8	6,813	13	5,538	13	6,269	13	7,038	13	7,038	13	7,038
Trade Union of Agriculture and Nutrition Workers	33	58.9	18	3,278	30	3,965	33	4,558	33	5,509	33	5,985	33	6,303
Trade Union of Workers in Glass, ceramics, jewellery industry and porcelain	22	71.0	8	2,338	18	5,811	21	7,195	22	10,823	22	14,145	22	16,645
STAVBA	94	71.2	28	8,096	89	5,920	93	7,781	94	10,778	94	11,876	94	12,772
Trade Union of Workers in Textile, Clothing and Leather Industry	22	73.3	8	3,225	19	2,992	22	3,561	22	4,623	22	5,168	22	5,327

UNIOS	62	62. 0	44	3,72 3	60	3,93 8	62	4,46 9	62	5,10 8	62	5,26 1	62	5,30 2
Trade Union of Workers in Higher Education	5	50. 0	4	5,62 5	5	4,92 0	5	6,86 0	5	7,22 0	5	7,60 0	5	7,60 0
Trade Union of the Health Service and Social Care of the Czech Republic	19	73. 1	9	3,58 3	14	4,72 5	17	5,58 8	19	6,82 6	19	7,53 7	19	7,77 4

Source: www.kolektivnismlouvy.cz

Table 2.4.5 Bonus at the time of the first entitlement to old-age pension or disability pension by trade unions, CZK, year 2015

Trade Union	agreed in CA		length of employment in the organisation:											
			up to 5 years		above 5 years		above 10 years		above 20 years		above 30 years		above 40 years	
	N CA	% C A	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	86	67		4,5		5,85		7,61		10,6		12,5		13,9
	6	.2	349	17	764	2	844	0	865	19	865	99	866	39
Czech-Moravian Trade Union of Civilian Employees of the Army	1	.25	1		1		1		1		1		1	
of Transport	27	.77	13	2,2	25	2,94	27	3,94	27	5,20	27	5,85	27	6,14
of Transport, Road Holding and Car Repair	9	.75	3	3,6	8	4,75	9	8,22	9	11,8	9	14,9	9	16,9
of Woodworking Industry, Forestry, and Management of Water Supplies	33	.61	12	2,3	31	3,21	33	4,52	33	6,79	33	8,11	33	8,53
Trade Union ECHO	33	.67	13	6,9	31	10,7	32	15,3	33	22,6	33	30,2	33	36,6
of Workers in Mines, Geology and Oil Industry	20	.83	5	9,4	18	7,08	20	8,21	20	11,9	20	15,1	20	16,0
Trade Union KOVO	37	.66	123	4,2	312	5,19	359	6,78	372	9,85	372	12,0	373	13,5
Independent Trade Union of Food Industry and Related Sectors	40	.63	15	4,5	30	4,71	39	6,17	40	8,67	40	10,5	40	11,6
Railway Trade Union	19	.76	7	3,7	17	8,72	18	14,5	19	20,9	19	23,9	19	26,2
Trade Union of Catering, Hotels and Tourism	11	.91	11	4,0	11	5,54	11	5,81	11	6,27	11	6,27	11	6,27
Trade Union of Employees in Postal, Telecommunication and Newspaper Services	5	.50	4	7,7	5	41,6	5	42,0	5	43,0	5	44,0	5	44,0
Trade Union of Banking and Insurance Workers	9	.52	4	5,7	7	9,92	9	12,4	9	13,0	9	13,0	9	13,5
Trade Union of Workers in Commerce	9	.75	3	5,0	8	3,36	9	3,87	9	5,10	9	6,32	9	7,43
Trade Union of Science and Research Workers	12	.37	8	3,3	12	4,91	12	5,16	12	5,45	12	5,45	12	5,45
Trade Union of Agriculture and Nutrition Workers	22	.68	8	6,3	22	7	22	4,81	22	5,95	22	6,81	22	7,58
		.8		13		0		4		0		4		6

Trade Union of Orchestral Musicians of the Czech Republic	3	100	2	2	3	7,00	3	7,00	3	7,00	3	7,00
		92.				0		0		0		0
			4,84			7,07		7,30		7,69		7,69
Trade Union of Catering, Hotels and Tourism	13	9	13	6	13	7	13	8	13	2	13	2
Trade Union of Employees in Postal, Telecommunication and Newspaper Services	4	50.	3	10,0	4	51,2	4	51,2	4	51,2	4	51,2
		4		00		50		50		50		50
Trade Union of Banking and Insurance Workers	9	64.	4	4,00	8	12,0	9	13,4	9	14,0	9	14,0
		9		0		63		44		00		00
Trade Union of Science and Research Workers	11	34.	7	6,00	11	6,31	11	7,04	11	7,81	11	7,81
		11		0		8		5		8		8
Trade Union of Agriculture and Nutrition Workers	18	60.	7	4,60	16	5,32	18	5,67	18	6,59	18	6,76
		18		0		5		8		4		1
Trade Union of Workers in Glass, ceramics, jewellery industry and porcelain	19	61.	7	4,35	16	6,43	19	8,44	19	11,8	19	16,4
		19		7		8		7		95		74
STAVBA	87	79.	40	8,73	83	9,01	86	12,4	87	17,5	87	19,1
		87		8		2		36		52		32
Trade Union of Workers in Textile, Clothing and Leather Industry	27	77.	9	1,85	26	2,95	27	4,19	27	5,43	27	6,27
		27		6		8		6		9		8
UNIOS	79	64.	45	4,61	75	5,16	76	6,02	79	7,21	79	7,96
		79		6		0		2		1		5
Trade Union of Workers in Higher Education	15	71.	8	5,00	14	4,89	15	5,76	15	6,20	15	6,46
		15		0		3		7		0		7
Trade Union of Workers in Commerce, Logistics and Services	9	64.	2	4,62	8	4,62	9	4,77	9	5,44	9	5,55
		9		5		5		8		4		6
Trade Union of Employees in Aviation	4	100	1	8,00	3	8,00	4	14,5	4	15,7	4	17,5
		4		0		0		00		50		00
Trade Union of the Health Service and Social Care of the Czech Republic	13	52.	3	2,66	10	6,65	10	8,15	13	10,1	13	10,7
		13		7		0		0		92		31
												08

Source: www.kolektivnismlouvy.cz

Table 2.4.7 Bonus at the time of the first entitlement to old-age pension or disability pension by regions, CZK, year 2006

REGION	Bonus at the time of the first entitlement to old-age pension or disability pension												
	agreed in CA	length of work in the organisation:											
		up to 5 years		above 5 years		above 10 years		above 15 years		above 20 years		above 25 years	
	NO	CZK	NO	CZK	NO	CZK	NO	CZK	NO	CZK	NO	CZK	
Total	582	259	3,409	540	3,839	577	4,812	582	5,753	582	6,688	582	7,466
Capital City of Prague	91	56	4,629	89	5,890	91	6,913	91	7,779	91	8,649	91	9,137
Central Bohemia	49	17	3,294	43	3,623	46	4,352	49	5,245	49	5,869	49	6,604
South Bohemian	51	17	2,935	48	3,363	51	4,685	51	5,817	51	7,127	51	8,078

Pilsen	22	12	2,913	21	4,036	22	5,108	22	6,890	22	7,986	22	10,168
Karlovy Vary	13	6	3,417	13	3,538	13	4,646	13	5,731	13	6,385	13	7,077
Ústí	49	14	2,964	40	4,535	49	6,102	49	7,358	49	8,360	49	9,177
Liberec	25	8	2,263	24	2,515	25	3,417	25	4,422	25	5,436	25	6,060
Hradec Králové	31	14	2,871	29	3,040	31	3,773	31	4,560	31	5,523	31	6,290
Pardubice	24	10	4,070	23	4,159	24	4,963	24	5,748	24	6,400	24	6,935
Southern Moravia	38	17	3,003	32	3,827	37	4,912	38	6,214	38	8,001	38	9,500
Vysočina	47	23	2,513	45	2,722	47	3,345	47	3,898	47	4,604	47	5,155
Olomouc	30	7	3,586	29	2,856	29	3,752	30	4,317	30	4,980	30	5,430
Moravian-Silesian	47	22	3,411	44	3,316	47	3,752	47	4,200	47	4,553	47	4,779
Zlín	65	36	3,136	60	3,363	65	4,478	65	5,603	65	6,789	65	7,828

Source: www.kolektivnismlouvy.cz

Table 2.4.8 Bonus at the time of the first entitlement to old-age pension or disability pension by regions, CZ=100, year 2006

REGION	Bonus at the time of the first entitlement to old-age pension or disability pension												
	agreed	length of work in the organisation:											
	in CA	up to 5 years		above 5 years	above 10 years	above 15 years	above 20 years	above 25 years					
	NO	NO	CZK	NO	CZK	NO	CZK	NO	CZK	NO	CZK	NO	CZK
Total	582	259	100.0	540	100.0	577	100.0	582	100.0	582	100.0	582	100.0
Capital City of Prague	91	56	135.8	89	153.4	91	143.7	91	135.2	91	129.3	91	122.4
Central Bohemia	49	17	96.6	43	94.4	46	90.4	49	91.2	49	87.8	49	88.5
South Bohemian	51	17	86.1	48	87.6	51	97.4	51	101.1	51	106.6	51	108.2
Pilsen	22	12	85.4	21	105.1	22	106.1	22	119.8	22	119.4	22	136.2
Karlovy Vary	13	6	100.2	13	92.2	13	96.5	13	99.6	13	95.5	13	94.8
Ústí	49	14	87.0	40	118.1	49	126.8	49	127.9	49	125.0	49	122.9
Liberec	25	8	66.4	24	65.5	25	71.0	25	76.9	25	81.3	25	81.2
Hradec Králové	31	14	84.2	29	79.2	31	78.4	31	79.3	31	82.6	31	84.3
Pardubice	24	10	119.4	23	108.3	24	103.1	24	99.9	24	95.7	24	92.9
Southern Moravia	38	17	88.1	32	99.7	37	102.1	38	108.0	38	119.6	38	127.3
Vysočina	47	23	73.7	45	70.9	47	69.5	47	67.7	47	68.8	47	69.1
Olomouc	30	7	105.2	29	74.4	29	78.0	30	75.0	30	74.5	30	72.7
Moravian-Silesian	47	22	100.1	44	86.4	47	78.0	47	73.0	47	68.1	47	64.0
Zlín	65	36	92.0	60	87.6	65	93.1	65	97.4	65	101.5	65	104.9

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.4.9 Bonus at the time of the first entitlement to old-age pension or disability pension by regions, CZK, year 2009

Region NUTS 3	agreed in CA		length of employment in the organisation:											
			up to 5 years		above 5 years		above 10 years		above 20 years		above 30 years		above 40 years	
	NC A	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	860	64.3	377	4,045	790	4,663	845	5,888	860	8,391	860	9,837	860	10,639
CZ010 City of Prague	140	64.3	73	4,422	133	5,780	143	7,560	144	10,299	144	11,963	144	13,109
CZ020 Bohemia	49	55.7	19	3,858	47	4,300	49	5,331	49	7,253	49	8,271	49	8,802
CZ031 South Bohemian	78	72.9	44	4,444	77	5,354	78	6,069	78	7,401	78	8,248	78	9,030
CZ032 Pilsen	59	72.8	21	3,457	46	5,616	50	7,918	59	15,522	59	17,815	59	18,731
CZ041 Karlovy Vary	24	63.2	7	4,071	23	3,172	24	4,460	24	6,644	24	8,148	24	8,798
CZ042 Ústí	48	65.8	20	4,250	46	5,176	48	6,740	48	8,485	48	9,652	48	10,506
CZ051 Liberec	40	74.1	24	3,392	38	3,677	40	4,407	40	5,568	40	6,127	40	6,252
CZ052 Hradec Králové	64	71.9	28	2,686	56	3,935	64	5,032	64	7,073	64	8,638	64	8,936
CZ053 Pardubice	46	60.5	16	3,322	42	3,882	46	4,845	46	6,686	46	8,145	46	8,752
CZ061 Vysočina	52	62.7	28	3,082	45	3,293	52	4,156	52	6,060	52	7,035	52	7,169
CZ062 Southern Moravia	71	59.7	27	7,287	67	5,548	71	6,724	71	9,698	71	12,008	71	13,028
CZ071 Olomouc	51	62.2	12	5,208	46	3,971	48	5,153	51	8,364	51	10,535	51	12,187
CZ072 Zlín	54	66.7	25	3,053	51	3,624	54	4,766	54	6,650	54	7,818	54	8,910
CZ080 Moravian-Silesian	80	56.3	33	3,502	73	4,397	78	5,306	80	6,819	80	7,851	80	8,508

Source: www.kolektivnislouvy.cz

Table 2.4.10 Bonus at the time of the first entitlement to old-age pension or disability pension by regions, average CZ=100, year 2009

Region NUTS 3	agreed in CA		length of employment in the organisation:											
			up to 5 years		above 5 years		above 10 years		above 20 years		above 30 years		above 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	860	64.3	377	100.00	790	100.00	845	100.00	860	100.00	860	100.00	860	100.00
CZ010 City of Prague	144	64.3	73	109.32	133	123.94	143	128.40	144	122.74	144	121.61	144	123.21
CZ020 Central Bohemia	49	55.7	19	95.38	47	92.21	49	90.53	49	86.44	49	84.09	49	82.73
CZ031 South Bohemian	78	72.9	44	109.87	77	114.82	78	103.06	78	88.21	78	83.85	78	84.88
CZ032 Pilsen	59	72.8	21	85.47	46	120.44	50	134.47	59	184.99	59	181.11	59	176.06
CZ041 Karlovy Vary	24	63.2	7	100.66	23	68.02	24	75.75	24	79.18	24	82.83	24	82.70
CZ042 Ústí	48	65.8	20	105.07	46	111.00	48	114.46	48	101.13	48	98.12	48	98.75
CZ051 Liberec	40	74.1	24	83.85	38	78.86	40	74.84	40	66.36	40	62.29	40	58.77
CZ052 Hradec Králové	64	71.9	28	66.40	56	84.38	64	85.46	64	84.30	64	87.81	64	83.99
CZ053 Pardubice	46	60.5	16	82.12	42	83.25	46	82.28	46	79.68	46	82.80	46	82.27
CZ061 Vysočina	52	62.7	28	76.20	45	70.62	52	70.58	52	72.22	52	71.51	52	67.39
CZ062 Southern Moravia	71	59.7	27	180.15	67	118.97	71	114.20	71	115.58	71	122.07	71	122.45
CZ071 Olomouc	51	62.2	12	128.76	46	85.15	48	87.52	51	99.68	51	107.10	51	114.55
CZ072 Zlín	54	66.7	25	75.49	51	77.71	54	80.94	54	79.26	54	79.47	54	83.75
CZ080 Moravian-Silesian	80	56.3	33	86.57	73	94.30	78	90.12	80	81.27	80	79.81	80	79.97

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.4.11 Bonus at the time of the first entitlement to old-age pension or disability pension by regions, CZK, year 2010

Region NUTS 3	agreed in CA		length of employment in the organisation:											
	NC A	% CA	up to 5 years		above 5 years		above 10 years		above 20 years		above 30 years		above 40 years	
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	84 8	64. 4	335	4,87 0	771	5,32 8	827	6,63 7	846	9,386	848	11,22 8	848	12,18 8
CZ01 0 City of Prague	14 5	62. 0	74	4,37 8	134	6,15 1	143	7,66 8	145	10,80 0	145	12,61 8	145	14,01 1
CZ02 0 Central Bohemia	39	60. 9	12	2,87 5	35	4,41 0	37	6,94 3	38	10,72 6	39	14,60 0	39	14,99 7
CZ03 1 South Bohemian	70	75. 3	34	5,32 1	68	7,51 9	70	8,08 3	70	9,808	70	11,09 9	70	12,14 9
CZ03 2 Pilsen	54	70. 1	18	4,77 8	43	6,07 7	46	8,29 3	54	15,18 5	54	17,38 1	54	18,43 1
CZ04 1 Karlovy Vary	20	60. 6	6	5,56 7	18	3,98 9	20	5,23 3	20	7,730	20	9,150	20	9,380
CZ04 2 Ústí	45	60. 0	13	5,11 5	42	6,31 4	45	8,12 7	45	11,24 4	45	13,17 3	45	14,01 8
CZ05 1 Liberec	36	75. 0	9	7,05 6	31	4,73 2	35	6,07 3	36	8,518	36	9,972	36	10,56 6
CZ05 2 Hradec Králové	57	64. 0	21	3,30 5	48	4,55 7	55	5,65 8	56	7,816	57	9,093	57	9,612
CZ05 3 Pardubice	52	69. 3	18	3,57 8	48	4,23 5	52	5,75 5	52	7,830	52	9,440	52	10,16 9
CZ06 1 Vysočina	55	67. 9	26	3,43 5	49	3,45 9	55	4,24 7	55	5,384	55	6,360	55	6,496
CZ06 2 Southern Moravia	66	57. 9	25	9,23 7	63	6,19 2	66	7,70 5	66	10,62 7	66	13,42 6	66	14,83 9
CZ07 1 Olomouc	70	75. 3	17	3,86 9	65	3,47 7	67	4,64 7	70	7,412	70	9,875	70	11,73 0
CZ07 2 Zlín	55	60. 4	26	2,92 7	53	3,92 9	55	5,19 9	55	8,140	55	10,29 9	55	10,99 0
CZ08 0 Moravian-Silesian	84	56. 4	36	6,85 4	74	6,18 0	81	6,85 1	84	8,144	84	9,155	84	9,948

Source: www.kolektivnislouvy.cz

Table 2.4.12 Bonus at the time of the first entitlement to old-age pension or disability pension by regions, average CZ=100, year 2010

Region NUTS 3	agreed in CA		length of employment in the organisation:											
	NCA	% CA	up to 5 years		above 5 years		above 10 years		above 20 years		above 30 years		above 40 years	
			NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	848	64.4	335	100.00	771	100.00	827	100.00	846	100.00	848	100.00	848	100.00
CZ010 City of Prague	145	62.0	74	89.91	134	115.44	143	115.54	145	115.07	145	112.38	145	114.96
CZ020 Central Bohemia	39	60.9	12	59.04	35	82.77	37	104.62	38	114.28	39	130.04	39	123.05
CZ031 South Bohemian	70	75.3	34	109.25	68	141.12	70	121.79	70	104.50	70	98.85	70	99.68
CZ032 Pilsen	54	70.1	18	98.11	43	114.05	46	124.96	54	161.79	54	154.81	54	151.22
CZ041 Karlovy Vary	20	60.6	6	114.31	18	74.86	20	78.84	20	82.36	20	81.50	20	76.96
CZ042 Ústí	45	60.0	13	105.04	42	118.51	45	122.45	45	119.80	45	117.33	45	115.01
CZ051 Liberec	36	75.0	9	144.88	31	88.81	35	91.51	36	90.75	36	88.81	36	86.69
CZ052 Hradec Králové	57	64.0	21	67.86	48	85.53	55	85.26	56	83.28	57	80.99	57	78.87
CZ053 Pardubice	52	69.3	18	73.47	48	79.49	52	86.72	52	83.42	52	84.07	52	83.44
CZ061 Vysočina	55	67.9	26	70.53	49	64.92	55	64.00	55	57.36	55	56.65	55	53.30
CZ062 Southern Moravia	66	57.9	25	189.67	63	116.20	66	116.10	66	113.23	66	119.58	66	121.75
CZ071 Olomouc	70	75.3	17	79.44	65	65.26	67	70.02	70	78.97	70	87.95	70	96.24
CZ072 Zlín	55	60.4	26	60.10	53	73.74	55	78.34	55	86.73	55	91.73	55	90.17
CZ080 Moravian-Silesian	84	56.4	36	140.74	74	115.99	81	103.23	84	86.77	84	81.54	84	81.62

Source: own calculation based on www.kolektivnismlouvny.cz

Table 2.4.13 Bonus at the time of the first entitlement to old-age pension or disability pension by regions, CZK, year 2012

Region NUTS 3	agreed in CA		length of employment in the organisation:											
			up to 5 years		above 5 years		above 10 years		above 20 years		above 30 years		above 40 years	
	NC A	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	86	66.				5,54		6,93				11,66		12,74
	0	2	343	5,166	766	9	833	5	858	9,792	860	5	860	2
CZ01	14	65.				6,70		8,64		12,10		14,31		15,72
0 City of Prague	7	0	70	4,540	133	5	143	9	147	4	147	2	147	8
CZ02	47	59.				6,80		9,00		12,72		16,41		17,19
0 Bohemia	16	5	16	7,688	39	8	43	0	46	0	47	5	47	1
CZ03	57	68.				6,48		7,47				10,14		10,61
1 Bohemian	29	7	29	5,460	53	2	57	5	57	9,121	57	9	57	4
CZ03	54	71.				6,10		8,83		15,62		17,71		18,39
2 Pilsen	15	1	15	3,100	40	8	44	6	54	2	54	3	54	1
CZ04	19	57.				5,62		7,05				10,71		11,32
1 Karlovy Vary	6	6	6	3	17	9	19	5	19	9,526	19	6	19	6
CZ04	53	63.				6,19		7,88		11,32		13,62		14,86
2 Ústí	14	9	14	5,411	45	6	52	9	53	5	53	4	53	9
CZ05	40	72.				4,25		5,52						
1 Liberec	16	7	16	4,275	35	1	39	2	40	7,980	40	9,378	40	9,938
CZ05	46	64.				4,27		5,29						
2 Hradec Králové	18	8	18	3,578	42	1	45	4	45	7,153	46	8,154	46	8,946
CZ05	42	65.				4,11		5,25						
3 Pardubice	16	6	16	4,341	40	9	42	9	42	7,108	42	8,523	42	9,462
CZ06	47	78.				3,49		4,33						
1 Vysočina	28	3	28	3,761	41	5	47	8	47	5,568	47	6,580	47	7,234
CZ06	73	59.				6,31		7,70		10,91		13,82		15,36
2 Southern Moravia	28	8	28	7,758	68	2	73	9	73	2	73	3	73	0
CZ07	79	79.				3,44		4,62						
1 Olomouc	20	8	20	3,348	69	7	74	0	79	7,584	79	9,990	79	9
CZ07	58	62.				4,28		5,33						
2 Zlín	27	4	27	3,893	55	4	57	5	58	7,611	58	9,499	58	6
CZ08	98	62.				6,65		7,21						
0 Moravian-Silesian	40	8	40	7,219	89	7	98	0	98	8,717	98	9,484	98	7

Source: www.kolektivnislouvy.cz

Table 2.4.14 Bonus at the time of the first entitlement to old-age pension or disability pension by regions, average CZ=100, year 2012

Region NUTS 3	agreed in CA		length of employment in the organisation:											
			up to 5 years		above 5 years		above 10 years		above 20 years		above 30 years		above 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	860	66.2	343	100.00	766	100.00	833	100.00	858	100.00	860	100.00	860	100.00
CZ010 City of Prague	147	65.0	70	87.88	133	120.81	143	124.71	147	123.61	147	122.69	147	123.43
CZ020 Central Bohemia	47	59.5	16	148.81	39	122.67	43	129.78	46	129.89	47	140.72	47	134.92
CZ031 South Bohemian	57	68.7	29	105.70	53	116.80	57	107.80	57	93.14	57	87.00	57	83.30
CZ032 Pilsen	54	71.1	15	60.01	40	110.06	44	127.42	54	159.54	54	151.84	54	144.33
CZ041 Karlovy Vary	19	57.6	6	209.70	17	101.44	19	101.74	19	97.28	19	91.86	19	88.89
CZ042 Ústí	53	63.9	14	104.73	45	111.64	52	113.77	53	115.66	53	116.79	53	116.69
CZ051 Liberec	40	72.7	16	82.75	35	76.60	39	79.63	40	81.49	40	80.39	40	77.99
CZ052 Hradec Králové	46	64.8	18	69.25	42	76.97	45	76.35	45	73.05	46	69.90	46	70.20
CZ053 Pardubice	42	65.6	16	84.02	40	74.22	42	75.83	42	72.59	42	73.06	42	74.26
CZ061 Vysočina	47	78.3	28	72.80	41	62.98	47	62.56	47	56.86	47	56.40	47	56.77
CZ062 Southern Moravia	73	59.8	28	150.17	68	113.73	73	111.17	73	111.43	73	118.50	73	120.54
CZ071 Olomouc	79	79.8	20	64.81	69	62.11	74	66.62	79	77.45	79	85.64	79	96.29
CZ072 Zlín	58	62.4	27	75.35	55	77.20	57	76.92	58	77.72	58	81.43	58	82.06
CZ080 Moravian-Silesian	98	62.8	40	139.73	89	119.96	98	103.97	98	89.01	98	81.30	98	79.55

Source: own calculation based on www.kolektivnismlouvvy.cz

Table 2.4.15 Bonus at the time of the first entitlement to old-age pension or disability pension by regions, CZK, year 2015

Region NUTS 3	agreed in CA		length of employment in the organisation:												
			up to 5 years		above 5 years		above 10 years		above 20 years		above 30 years		above 40 years		
	NC A	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	
Total	86	67.		4,51		5,85					10,61		12,59		13,93
	6	2	349	7	764	2	844	7,610	865	9	865	9	866	9	
CZ01	13	59.		4,59		6,72					12,57		14,42		16,02
0 City of Prague	2	7	62	8	116	9	129	9,250	131	6	131	3	132	9	
CZ02		62.		7,15		6,91					11,05		12,60		14,04
0 Bohemia	45	5	20	0	39	7	44	8,625	45	8	45	0	45	4	
CZ03		65.		4,48		6,68					10,65		13,21		14,73
1 Bohemian	58	9	26	5	53	0	57	8,201	58	8	58	0	58	5	
CZ03		72.		3,33		5,13					14,66		16,46		17,28
2 Pilsen	48	7	15	3	37	6	41	8,034	48	3	48	7	48	8	
CZ04		53.		9,98		5,60					10,79		10,79		10,99
1 Karlovy Vary	22	7	6	3	19	0	22	6,973	22	9,473	22	1	22	5	
CZ04		68.		4,25		7,69					15,19		18,85		21,26
2 Ústí	60	2	15	0	54	1	58	5	60	2	60	1	60	8	
CZ05		71.		3,44		4,47					11,83		11,83		13,11
1 Liberec	33	7	9	4	28	5	32	6,233	33	9,578	33	4	33	9	
CZ05		77.		3,43		4,34					10,98		10,98		10,98
2 Hradec Králové	58	3	26	5	55	6	58	5,678	58	8,159	58	9,995	58	6	
CZ05		68.		6,07		5,12					10,40		10,40		10,40
3 Pardubice	46	7	21	1	39	7	45	5,829	46	7,496	46	9,228	46	0	
CZ06		72.		2,68		3,50					10,98		10,98		10,98
1 Vysočina	50	5	26	5	45	4	49	4,367	50	6,054	50	7,424	50	8,236	
CZ06		65.		5,47		6,65					12,39		15,38		17,00
2 Moravia	77	3	34	1	76	9	77	8,791	77	6	77	5	77	1	
CZ07		81.		2,26		3,89					11,32		11,32		13,65
1 Olomouc	85	0	34	9	73	8	81	5,294	85	8,664	85	1	85	0	
CZ07		64.		3,53		4,41					10,92		11,51		11,95
2 Zlín	52	2	25	6	49	4	52	5,387	52	7,290	52	8,713	52	9,550	
CZ08		66.		6,30		7,72					10,92		11,51		11,95
0 Moravian-Silesian	10	2	30	0	81	6	99	9,003	100	1	100	1	100	0	

Source: www.kolektivnismlouvy.cz

Table 2.4.16 Bonus at the time of the first entitlement to old-age pension or disability pension by regions, average CZ=100, year 2015

Region NUTS 3	agreed in CA		length of employment in the organisation:											
			up to 5 years		above 5 years		above 10 years		above 20 years		above 30 years		above 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	866	67.2	349	100.00	764	100.00	844	100.00	865	100.00	865	100.00	866	100.00
CZ010 City of Prague	132	59.7	62	101.80	116	114.99	129	121.54	131	118.42	131	114.47	132	114.99
CZ020 Central Bohemia	45	62.5	20	158.29	39	118.20	44	113.33	45	104.13	45	100.01	45	100.75
CZ031 South Bohemian	58	65.9	26	99.28	53	114.16	57	107.76	58	100.36	58	104.84	58	105.71
CZ032 Pilsen	48	72.7	15	73.79	37	87.78	41	105.57	48	138.07	48	130.70	48	124.02
CZ041 Karlovy Vary	22	53.7	6	221.01	19	95.70	22	91.62	22	89.20	22	85.65	22	78.88
CZ042 Ústí	60	68.2	15	94.09	54	131.42	58	140.01	60	143.06	60	149.62	60	152.57
CZ051 Liberec	33	71.7	9	76.25	28	76.47	32	81.90	33	90.19	33	93.93	33	94.12
CZ052 Hradec Králové	58	77.3	26	76.04	55	74.27	58	74.62	58	76.83	58	79.33	58	78.81
CZ053 Pardubice	46	68.7	21	134.41	39	87.61	45	76.59	46	70.58	46	73.24	46	74.61
CZ061 Vysočina	50	72.5	26	59.43	45	59.89	49	57.39	50	57.01	50	58.92	50	59.08
CZ062 Southern Moravia	77	65.3	34	121.11	76	113.80	77	115.51	77	116.73	77	122.11	77	121.96
CZ071 Olomouc	85	81.0	34	50.23	73	66.61	81	69.56	85	81.59	85	89.85	85	97.92
CZ072 Zlín	52	64.2	25	78.28	49	75.43	52	70.78	52	68.65	52	69.16	52	68.51
CZ080 Moravian-Silesian	100	66.2	30	139.46	81	132.02	99	118.30	100	102.84	100	91.36	100	85.73

Source: own calculation based on www.kolektivnismlouvy.cz

Table 2.4.17 Bonus at the time of the first entitlement to old-age pension or disability pension by regions, CZK, year 2018

Region NUTS 3	agreed in CA		length of employment in the organisation:													
			up to 5 years		above 5 years		above 10 years		above 20 years		above 30 years		above 40 years			
	NC A	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK		
Total	85	65.				6,21						11,70		14,06		15,61
	3	2	339	4,823	747	6	825	8,188	851	7	852	7	853	2		
CZ01	12	62.				8,79		11,82				15,86		17,84		19,35
0 City of Prague	5	5	52	5,577	110	7	122	5	124	0	124	8	125	3		
CZ02		51.				5,95		14,57				19,11		20,96		
0 Central Bohemia	41	9	14	3,000	34	6	37	9,000	41	6	41	0	41	3		
CZ03		74.				7,21		11,96				15,15		16,75		
1 South Bohemian	71	7	29	5,190	66	3	69	8,779	71	8	71	9	71	0		
CZ03		64.				5,36		14,51				16,11		16,78		
2 Pilsen	48	0	15	3,827	39	5	41	7,632	48	7	48	3	48	8		
CZ04		47.				7,11		11,35				12,25		12,47		
1 Karlovy Vary	20	6	5	0	18	1	20	8,725	20	0	20	0	20	5		
CZ04		66.				8,10		11,60				16,49		24,40		
2 Ústí	60	7	17	6,235	54	6	59	6	60	3	60	5	60	2		
CZ05		58.				4,83		11,13				14,00		16,02		
1 Liberec	30	8	8	4,313	25	6	29	6,730	30	9	30	8	30	1		
CZ05		79.				4,55		10,22				11,25		11,25		
2 Hradec Králové	68	1	29	3,872	60	8	65	6,033	67	8,415	68	8	68	9		
CZ05		69.				4,61		7,767				9,553		10,71		
3 Pardubice	43	4	17	4,294	39	2	43	5,902	43	7,767	43	9,553	43	9		
CZ06		75.				4,24		10,02				11,08		11,08		
1 Vysočina	58	3	27	2,878	52	1	58	5,590	58	7,934	58	1	58	3		
CZ06		65.				7,50		13,34				16,54		18,44		
2 Southern Moravia	77	3	36	5,486	73	2	76	9,411	77	9	77	6	77	8		
CZ07		70.				3,96		10,03				12,86		15,63		
1 Olomouc	73	9	31	3,132	62	0	70	5,709	73	2	73	9	73	4		
CZ07		58.				5,25		10,06				10,06		10,85		
2 Zlín	47	0	28	5,386	46	7	47	6,449	47	8,460	47	6	47	3		
CZ08		61.				5,68		8,535				9,248		9,867		
0 Moravian-Silesian	92	3	31	5,719	69	3	89	6,943	92	8,535	92	9,248	92	9,867		

 Source: www.kolektivnismlouvy.cz

Table 2.4.18 Bonus at the time of the first entitlement to old-age pension or disability pension by regions, average CZ=100, year 2018

Region NUTS 3	agreed in CA		length of employment in the organisation:											
			up to 5 years		above 5 years		above 10 years		above 20 years		above 30 years		above 40 years	
	NCA	% CA	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK	NCA	CZK
Total	853	65.2	339	100.00	747	6,216	825	8,188	851	11,707	852	14,067	853	15,612
CZ010 City of Prague	125	62.5	52	115.62	110	141.53	122	144.43	124	135.48	124	126.88	125	123.97
CZ020 Central Bohemia	41	51.9	14	62.20	34	95.82	37	109.92	41	124.51	41	135.85	41	134.28
CZ031 South Bohemian	71	74.7	29	107.60	66	116.04	69	107.23	71	102.23	71	107.76	71	107.29
CZ032 Pilsen	48	64.0	15	79.34	39	86.32	41	93.21	48	124.00	48	114.54	48	107.53
CZ041 Karlovy Vary	20	47.6	5	286.11	18	114.41	20	106.56	20	96.95	20	87.08	20	79.91
CZ042 Ústí	60	66.7	17	129.27	54	130.42	59	141.75	60	140.89	60	147.97	60	156.30
CZ051 Liberec	30	58.8	8	89.41	25	77.80	29	82.19	30	95.15	30	99.58	30	102.62
CZ052 Hradec Králové	68	79.1	29	80.29	60	73.34	65	73.69	67	71.88	68	72.71	68	72.12
CZ053 Pardubice	43	69.4	17	89.03	39	74.19	43	72.09	43	66.35	43	67.91	43	68.66
CZ061 Vysočina	58	75.3	27	59.66	52	68.24	58	68.27	58	67.78	58	71.23	58	70.99
CZ062 Southern Moravia	77	65.3	36	113.74	73	120.70	76	114.94	77	114.02	77	117.62	77	118.17
CZ071 Olomouc	73	70.9	31	64.94	62	63.70	70	69.72	73	85.69	73	91.48	73	100.14
CZ072 Zlín	47	58.0	28	111.66	46	84.57	47	78.76	47	72.26	47	71.56	47	69.52
CZ080 Moravian-Silesian	92	61.3	31	118.58	69	91.42	89	84.80	92	72.90	92	65.74	92	63.20

Source: own calculation based on www.kolektivnismlouvy.cz

Let us now look at bonuses for old-age pension and disability pension from a regional perspective. We have already commented on the total amounts (averages for the whole of the Czech Republic) in the previous text (in the description to tables 2.4.1 to 2.4.6), hence, we do not have to deal with them and can focus only on regional differentiation. For each year, we have an original table with the values of average bonus per individual region and then a table with our own calculations for spatial relative comparison. On the one hand, absolute values are better imaginable; on the other hand, we can use relative indices to monitor, for example, the “difference in regional differences” either over time or between individual job categories.

In table 2.4.7, we see that the only region in which in 2006 the average bonus for retirement after twenty-five or more years exceeded ten thousand crowns is the Pilsen region (CZK 10,168). At the same time, this region is below average when comparing retirement of workers with five or less years of experience. We can see the facts more clearly in table 2.4.8. The Pilsen region reaches 1.36 times the national average in workers with the longest experience, but on the contrary only 0.85 times in workers with the shortest experience. Above-average values in all categories are achieved in the capital City of Prague, however, it shall be noted that the average values will most likely be monitored by the registered office of the company and not by the place of work performance. Above-average values in the higher categories and, conversely, below-average values in the lower categories are also achieved by the Southern Moravia region (from 88.1% to 127.3% of the national average) and the Ústí region (from 87% to 122.9% of the average). Below-average bonus is in the Vysočina region (between 65 and 75%), which, taking into account table 2.4.1, may also be affected by the sectoral structure of employees.

In 2009 (table 2.4.9), the curve shape between the shortest and the longest experience upon retirement changed. However, it should be noted that the scale changed (as in table 2.4.2), where the experience length “over 25 years” is divided into several more detailed categories. The highest bonuses are reached in the Pilsen region, where there are also the biggest differences according to the experience length. The average bonus here for the length of experience over 40 years is CZK 18,731, i.e. 1.76 times the national average (table 2.4.10). The lowest bonuses are the Liberec (59% of the national average) and Vysočina (67%) regions.

Let us look at how regional distribution changed with a significant, year-on-year increase in remuneration in 2010 (table 2.4.11) mentioned above. The Pilsen region again leads in the highest category (CZK 18,431), whereby both the average absolute amount (by CZK 300) and the relative distance from the national average decreased (from 1.76 times to 1.51 times, see

table 2.4.12). Bonuses increased in the Liberec region, while the Vysočina region remains on the bottom. The high, relative bonuses in the Southern Moravia region in the lowest working group (almost twice the national average) are surprising. These do not then occur in this region in other groups.

In 2012 (table 2.4.13), the situation does not change significantly when compared to 2010. The average values of bonus in the Pilsen region are practically stagnant, conversely, they are increasing in the Central Bohemian region. With a value of CZK 17,191, CB region occupies the second place in the ranking of regions based on the amount of bonus in the highest employee category. Quite interesting phenomena is the high average bonus of employees under 5 years in the Karlovy Vary region (CZK 10,833), which is significantly higher than in higher categories. However, given the low number of employers entering the calculation (only six collective agreements), this difference may be explained by the different structure of employers and more advanced index decomposition methods would need to be used based on detailed data sources (e.g. Fischer et al., 2019). To a lesser extent, a similar phenomenon can be found in the Southern Moravia and Moravian-Silesian regions, where the average bonus is also higher for workers who have spent fewer years with a given employer. In relative terms (table 2.4.14), the inter-regional range in the highest category ranges from 56.8% (Vysočina region) to 144.3% (Pilsen region) of the national average.

The retirement average bonus value in the Pilsen region in 2015 (table 2.4.15) also decreased in absolute terms to CZK 17,288. Conversely, there was a significant increase in the Ústí region (to CZK 21,268), which is, with 153% of the national average (table 2.4.16), a region with the highest bonus provided to employees with 40 years of experience or more. In the Karlovy Vary region still remained the high bonuses for workers with up to 5 years of experience.

In 2018, the absolute average amount provided upon retirement (table 2.4.17) further decreased to a total of CZK 16,788. The region is thus only less than CZK 1,200 above the national average, and the bonus is basically at the level of the average. The highest bonus is in the Ústí region (CZK 24,402, i.e. 1.56 times the national average, see table 2.4.18). The outliers are still the high bonuses for workers with short experience in the Karlovy Vary region (CZK 13,800, i.e. almost three times the national average in the given category).

Conclusion

The presented study brings an overview of the results of collective bargaining at the central and corporate level, evaluating both through impacts on the final form of collective agreements. The reviewed period is delimited by the years 2006 and 2018, as detailed data on collective agreements are not available before 2006 and for 2019, data on gross domestic product may be subject to an even more significant revision (Hronová et al., 2019). For better clarity, six years that were somehow important in terms of overall economic development were selected from this period.

The first part of the study presents the basic development of gross domestic product. GDP grew significantly in the period after accession to the EU (2006–2008), after a downturn in 2009, there was a slight recovery and subsequent stagnation for several years until 2014. Since 2015, gross domestic product has grown significantly again. In addition to the overall development, the sectoral and regional structure was also observed. From a sectoral perspective, we can notice a decline in the share of manufacturing until 2010 and a renewed increase in the following period. The share of the automotive industry grew significantly, which is to some extent risky given the cyclical nature of both the manufacturing industry and its sub-sector. From a regional perspective, the continuing regional divergence of economically weakest regions of the Czech Republic (the Karlovy Vary region and the Ústí region) moving further away from the national average should be noted. The regional gross domestic product in the Karlovy Vary region increased by only two percent between 1995–2018, while the average growth of the Central Bohemian region in the same period was 3.2% per year.

The second part of the study presents an analysis of the results of collective bargaining in four different perspectives. Most space is devoted to the differences in hourly and monthly tariffs, whereby attention is paid not only to comparisons by regions, but also by individual tariff degrees. Two different perspectives are used to observe the relative differences of a given region in a given tariff degree compared to the national average and subsequently the differences between individual tariff degrees (i.e. how many times the hourly or monthly tariff in the twelfth tariff degree is higher compared to the first degree). This comparison is made for each of the six selected years. From a regional perspective, the highest tariffs have long been established in the Pilsen region. We may notice that there is no clear link between the results of collective bargaining and economic development, nor between differences in the economic development of regions. The following part outlines the differences in the manner remuneration

is bargained not only by regions, but also by individual trade unions. The share of remuneration agreed in a collective agreement was already high in 2006 (i.e. it did not have much where to grow); the share of remuneration agreed in an internal wage regulation and agreed in an individual agreement is slightly gradually increasing. At the same time, significant differences are evident both between individual trade unions and regions. The third part is devoted to flexible working hours arrangement and increased leave. Here again, there is a significant difference between individual trade unions, where additional leave occurs either in employers whose employees perform demanding or risky work (mining, etc.) or in employers, where the bargaining power of trade unions is traditionally strong (railway workers). The share of collective agreements with the agreed increase in leave entitlement in the period under review grew regularly and slightly; however, even the period of strong economic growth (2014–2018) in this sense did not lead to a significant improvement in employees working conditions. The final part focuses on the development of bonus for employees entitled to old-age pension or disability pension. Again, there is very strong variability between individual trade unions; quite exceptional is the bonus in the trade union of post, telecommunications and newspaper services. A quite interesting is the relatively significant year-on-year increase in retirement-related bonuses between 2009 and 2010, which may be related to the efforts to accelerate retirement in times of economic recession. However, after the recession subsided, these higher bonuses did not drop down.

Sources used

Czech Statistical Office (2020). Database of annual national accounts. www.czso.cz

Fischer, J. et al. (2019). Basic methods of statistical comparison. Prague: Oeconomica, 2019. 88 p.

Hronová, S. et al. (2019). National Accounting (From Production to Wealth). 1st ed. Prague C. H. Beck, 2019. 401 p.

Košťáková, T. (2019). Simply about the complicated. Prague: Czech Statistical Office, 2019. 100 p.

MLSA (2019). Information on working conditions established in collective agreements. Prague, 2019. 134 p.

Data from the ISPP survey from 2006, 2009, 2010, 2012, 2015 and 2018.

Annexes

Annex 1 – Description of the data source used

The description of the data source given in this appendix is based on the publication of the *Ministry of Labour and Social Affairs “Information on working conditions established in collective agreements (2019)* published on the website www.kolektivnismlouvy.cz. The aim of the appendix is to select and present key information about the ISPP survey, including a description of those tables that were used in the individual chapters of the present study. Some texts are used literally, others are loosely paraphrased. *Any comments beyond the used sources are given in italics.*

Basic information on the survey Information on working conditions (selection)

The survey entitles “Information on working conditions” annually monitors working and wage conditions of employers in the Czech Republic based on an analysis of collective agreements. The survey has been conducted regularly since 1993 by the Ministry of Labour and Social Affairs, with the aim of mapping and analysing collective bargaining in the Czech Republic. The aim of the survey is to provide the state and other institutions with an overview of trends in collective bargaining and contractual partners with adequate information for further bargaining at the company level or in the bargaining of a higher-level collective agreement.

The survey focuses on employee remuneration, cooperation between the parties, working hours and increase in leave, changes in employment relationship, employment, provision of benefits and working conditions for employees, barriers to work as well as professional development, equal treatment and issues of occupational safety and health.

The survey monitors corporate collective agreements and higher-level collective agreements. The outcomes are divided into the business sector, public service and administration outside municipalities and regions, as well as into municipalities and regions. The breakdown of results is available by trade unions and higher territorial self-governing units (regions). Each table shows the number of collective agreements that were the subject of the analysis, indicated in the tables as NCA. This abbreviation is also used in all tables in the present study. Data representing outcomes from less than three collective agreements are not included in the analysis outcomes (*probably due to the protection of individual data, note JF*).

The present study uses only table outputs for the business sector.

The description below includes the tables presented in the study.

Minimum wage and wage tariffs

The output is the number of organizations and their share in the total number of collective agreements in the cohort with a minimum wage established in collective agreements. The minimum wage is reported only in cases where it is set above the limit governed by Government Regulation No. 567/2006 Coll. *In the tables of the present study, this data is given only in the results for 2006.*

Monthly wage tariffs – 12-degree tariff system

The survey included collective agreements with established twelve-degree tariff system. The output is the average monthly wage agreed for individual tariff degrees. If the tariff degrees were established with a range, the lowest tariff degree was included in the survey. The different number of survey participants in the lowest tariff degrees is due to their non-use in the tariff system and in the highest levels by bargaining contractual wages.

Hourly wage tariffs (37.5 hours/week) – 12-degree tariff system

The output is the agreed average hourly wage tariffs in individual degrees in a system other than the twelve-degree tariff system with working time account of 37.5 hours per week.

Bonuses for life anniversary II

The output is the average bonus provided to employees at the first termination of employment after the award of a third-degree invalidity pension or after qualifying age for a retirement pension, graduated according to the length of employment with the same employer.

Bonuses for employees II (selection)

The output is the number of organizations and the average length of the compensation period, during which the possibility of applying a working time account is agreed.

Bonuses for employees III

The output is the number of organizations and their share in the total number of collective agreements in the cohort with employee remuneration established in collective agreements, internal wage regulation, individual agreement or a combination of the provided options.

Working hours and leave (selection)

The output is the number of organizations and the average length of working hours established in collective agreements in general for all employees, the number of organizations and their share in the total number of collective agreements in the cohort with flexible working hours arrangement established in collective agreement and the number of organizations and their share to the total number of collective agreements in the cohort that increased the basic legal entitlement to recovery leave by additional days or weeks.

Annex 2 – Tables with background data for graphs in Chapter 1

Table P.1 Development of the Czech Republic's gross domestic product in constant prices 2015, millions of CZK

Name	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Production	9225762	9934290	10118909	9298076	9725227	9983549	9758838	9754077	10115629	10634751	10917190	11564120	12037295
Intermediate consumption	5623843	6139418	6189422	5579240	5895660	6086153	5896855	5892780	6142380	6469577	6647958	7073841	7396863
Gross value added	3599127	3789407	3924814	3717603	3829223	3896473	3863790	3863175	3973593	4165174	4269232	4491268	4642530
Taxes on products	520463	558297	528102	533610	520926	527240	518165	511372	499982	546676	562630	588096	596457
Subsidies on products (-)	-108520	-103448	-102863	-99390	-102742	-99266	-89614	-83459	-84665	-86472	-89125	-91435	-92187
Gross domestic product	4016919	4240675	4354597	4151789	4252881	4327747	4293774	4291803	4388888	4625378	4742737	4987876	5146556

Source: Database of national annual accounts, CZSO, table M000101c, situation on 28 September 2020.

Table P.2 Development of gross domestic product, volume indices, same period of last year=100

Name	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Production	109.6	107.7	101.9	91.9	104.6	102.7	97.7	100	103.7	105.1	102.7	105.9	104.1
Intermediate consumption	111.1	109.2	100.8	90.1	105.7	103.2	96.9	99.9	104.2	105.3	102.8	106.4	104.6
Gross value added	107.3	105.3	103.6	94.7	103	101.8	99.2	100	102.9	104.8	102.5	105.2	103.4
Taxes on products	101.7	107.3	94.6	101	97.6	101.2	98.3	98.7	97.8	109.3	102.9	104.5	101.4
Subsidies on products (-)	99.2	95.3	99.4	96.6	103.4	96.6	90.3	93.1	101.4	102.1	103.1	102.6	100.8
Gross domestic product	106.8	105.6	102.7	95.3	102.4	101.8	99.2	100	102.3	105.4	102.5	105.2	103.2

Source: Database of national annual accounts, CZSO, table M000101d, situation on 28 9. 2020.

NACE	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	3209206	3495330	3667964	3578059	3613528	3668903	3677512	3713015	3930576	4165174	4314719	4592620	4874217
A Agriculture, forestry and fishing	76442	80622	77620	69469	61514	80536	92049	97968	104883	102277	100113	105159	104733
B Mining and quarrying	41706	44784	50889	43837	45032	46579	42979	33759	39198	37558	31561	32813	33151
C Manufacturing	821118	895355	888059	805216	836892	898056	897263	909902	1030576	1106468	1152741	1202728	1227835
D Electricity, gas, steam and air conditioning supply	111712	118906	149928	165527	145800	142966	146889	154929	136595	140043	138789	138138	135504
E Water supply; sewerage; waste management and remediation activities	34439	36624	39324	40621	41852	43385	41997	40431	42593	42872	43741	46605	49697
F Construction	203290	223625	232531	249238	254889	236009	217037	213444	221617	235596	235771	251353	271851
G Wholesale and retail trade; repair of motor vehicles and motorcycles	364824	387284	400460	370105	380926	379177	389277	385707	412947	457816	466536	514431	540037
H Transporting and storage	218332	236685	240158	214388	220760	213846	213466	212506	221541	237863	249056	266076	275615
I Accommodation and food service activities	77709	84420	98011	79410	76036	79729	72228	73312	74341	78089	84346	95478	99982
J Information and communication	160941	181812	188822	190648	185549	189939	189499	188646	199234	216062	228179	252822	284001
K Financial and insurance activities	98668	125809	149207	157226	167283	166317	164556	170714	167529	177664	179461	188073	208659
L Real estate activities	257326	276868	309341	330172	330243	329417	331381	334226	345742	356041	375082	395036	445618
M Professional, scientific and technical activities	150479	167123	178606	173132	174843	172255	187651	192034	199030	213109	228014	244094	260128
N Administrative and support service activities	58213	69322	75177	72535	70687	66857	65525	69630	71504	75073	80469	90203	98310
O Public administration and defence; compulsory social security	210588	222925	231216	237255	236712	225045	224966	227492	235412	245433	254852	269465	292066
P Education	129642	139575	144402	151567	151665	155487	158355	162832	168919	174498	180310	195081	216970
Q Human health and social work activities	118854	123953	136590	148782	149320	152266	160400	163471	174310	179356	190981	205482	225510
R Arts, entertainment and recreation	37032	38431	39599	39091	37612	40125	36963	37031	38465	41707	44211	46543	48748
S Other services activities	36289	39534	35879	37069	43292	48342	42163	41830	42806	44185	46313	48207	50235
T Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use	1602	1673	2145	2771	2621	2570	2868	3151	3334	3464	4193	4833	5567

Source: Database of national annual accounts, CZSO, table M000104a, situation on 28 September 2020.

Table P.4 Development of gross domestic product structure, current prices, %

NACE	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	100.000												
A Agriculture, forestry and fishing	2.382	2.307	2.116	1.942	1.702	2.195	2.503	2.639	2.668	2.456	2.320	2.290	2.149
B Mining and quarrying	1.300	1.281	1.387	1.225	1.246	1.270	1.169	0.909	0.997	0.902	0.731	0.714	0.680
C Manufacturing	25.586	25.616	24.211	22.504	23.160	24.478	24.399	24.506	26.219	26.565	26.716	26.188	25.190
D Electricity, gas, steam and air conditioning supply	3.481	3.402	4.087	4.626	4.035	3.897	3.994	4.173	3.475	3.362	3.217	3.008	2.780
E Water supply; sewerage; waste management and remediation activities	1.073	1.048	1.072	1.135	1.158	1.183	1.142	1.089	1.084	1.029	1.014	1.015	1.020
F Construction	6.335	6.398	6.340	6.966	7.054	6.433	5.902	5.749	5.638	5.656	5.464	5.473	5.577
G Wholesale and retail trade; repair of motor vehicles and motorcycles	11.368	11.080	10.918	10.344	10.542	10.335	10.585	10.388	10.506	10.992	10.813	11.201	11.079
H Transporting and storage	6.803	6.771	6.547	5.992	6.109	5.829	5.805	5.723	5.636	5.711	5.772	5.794	5.655
I Accommodation and food service activities	2.421	2.415	2.672	2.219	2.104	2.173	1.964	1.974	1.891	1.875	1.955	2.079	2.051
J Information and communication	5.015	5.202	5.148	5.328	5.135	5.177	5.153	5.081	5.069	5.187	5.288	5.505	5.827
K Financial and insurance activities	3.075	3.599	4.068	4.394	4.629	4.533	4.475	4.598	4.262	4.265	4.159	4.095	4.281
L Real estate activities	8.018	7.921	8.434	9.228	9.139	8.979	9.011	9.001	8.796	8.548	8.693	8.602	9.142
M Professional, scientific and technical activities	4.689	4.781	4.869	4.839	4.839	4.695	5.103	5.172	5.064	5.116	5.285	5.315	5.337
N Administrative and support service activities	1.814	1.983	2.050	2.027	1.956	1.822	1.782	1.875	1.819	1.802	1.865	1.964	2.017
O Public administration and defence; compulsory social security	6.562	6.378	6.304	6.631	6.551	6.134	6.117	6.127	5.989	5.893	5.907	5.867	5.992
P Education	4.040	3.993	3.937	4.236	4.197	4.238	4.306	4.385	4.298	4.189	4.179	4.248	4.451
Q Human health and social work activities	3.704	3.546	3.724	4.158	4.132	4.150	4.362	4.403	4.435	4.306	4.426	4.474	4.627
R Arts, entertainment and recreation	1.154	1.099	1.080	1.093	1.041	1.094	1.005	0.997	0.979	1.001	1.025	1.013	1.000
S Other services activities	1.131	1.131	0.978	1.036	1.198	1.318	1.147	1.127	1.089	1.061	1.073	1.050	1.031
T Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use	0.050	0.048	0.058	0.077	0.073	0.070	0.078	0.085	0.085	0.083	0.097	0.105	0.114

Source: own calculation based on the Database of national annual accounts, CZSO, table M000104a, situation on 28 September 2020.

Table P.5 Development of gross value added by industry in two-digit classification, manufacturing, current prices, millions of CZK

NACE	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	3209206	3495330	3667964	3578059	3613528	3668903	3677512	3713015	3930576	4165174	4314719	4592620	4874217
10 Manufacture of food products	50913	52251	52993	56212	53471	53817	52329	52498	56332	58734	60746	63404	64975
11 Manufacture of beverages	25750	25864	26081	25739	24542	24143	25969	24057	24597	25215	27121	27285	29555
12 Manufacture of tobacco products	3762	3835	4071	5456	4317	4547	4496	4220	4518	4812	5264	6221	6782
13 Manufacture of textiles	15910	16158	16525	14648	12909	12985	12696	13395	15055	14918	15175	15638	15185
14 Manufacture of wearing apparel	8674	8976	8209	7899	7953	7989	6493	6842	7422	7700	8349	9182	9275
15 Manufacture of leather and related products	2194	2430	2691	2847	2669	2589	2416	2296	2248	2472	2714	2686	2305
16 Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	24268	25923	26614	22309	21129	21077	21280	20620	22957	24581	26493	28248	31389
17 Manufacture of paper and paper products	16288	16909	14653	14117	14974	14152	13768	13740	16335	18937	20119	21896	21967
18 Printing and reproduction of recorded media	13350	16038	16491	14551	15686	14260	12507	12148	13152	14070	14350	14198	15174
19 Manufacture of coke and refined petroleum products	6640	5632	6629	5818	5363	4656	4540	4777	4664	4848	5046	3671	1033
20 Manufacture of chemicals and chemical products	27781	29601	30503	24227	24027	25955	29108	27050	34138	40617	39035	47815	46683
21 Manufacture of basic pharmaceutical products and pharmaceutical preparations	14943	14611	13951	15203	16917	15729	16334	16527	18491	17998	17872	18865	17641
22 Manufacture of rubber and related products	58880	59782	61860	61421	62611	64751	65219	67460	77803	87236	90303	89781	87230
23 Manufacture of other non-metallic mineral products	51642	54587	53289	44758	41326	44225	41515	41473	46227	51192	49100	50917	55624

24 Manufacture of basic metals, metal production; casting	50975	52123	44964	28423	25831	32235	28942	31980	39497	41149	39294	36348	38619
25 Manufacture of fabricated metal products, except machinery and equipment	84100	91421	93653	80377	87163	94669	98443	100986	114739	125235	129508	135157	140665
26 Manufacture of computer, electronic and optical products	41166	47243	46395	41861	44394	47207	56208	53845	58675	63299	67420	73467	77889
27 Manufacture of electrical equipment	49322	58676	54835	53635	59595	71427	69404	70956	80643	86208	86067	90642	93022
28 Manufacture of machinery and equipment n.e.c.	74966	87828	88112	75547	80654	89904	89861	94443	100983	105077	102509	107037	105479
29 Manufacture of motor vehicles (except motorcycles), trailers and semi-trailers	127277	142388	139474	127573	149787	160948	156488	158868	195087	212561	238257	252271	253601
30 Manufacture of other transport equipment	10080	12465	14618	15533	16044	19634	19548	19801	22319	24525	25387	22686	23437
31 Manufacture of furniture	13109	13898	15079	13682	12172	13199	12394	12390	12943	12966	15410	15988	15880
32 Other manufacturing	17546	18814	18072	17262	18076	19136	19108	20025	20872	22228	24837	26614	28250

Source: Database of national annual accounts, CZSO, table TB0001B1Ga, situation on 28 September 2020.

Table P.6 Development of gross value added structure by industry in two-digit classification, manufacturing, current prices, %

NACE	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	100.000												
10 Manufacture of food products	6.448	6.094	6.236	7.309	6.670	6.263	6.091	6.032	5.692	5.507	5.471	5.466	5.499
11 Manufacture of beverages	3.261	3.016	3.069	3.347	3.062	2.810	3.023	2.764	2.485	2.364	2.443	2.352	2.501
12 Manufacture of tobacco products	0.476	0.447	0.479	0.709	0.539	0.529	0.523	0.485	0.457	0.451	0.474	0.536	0.574
13 Manufacture of textiles	2.015	1.884	1.945	1.905	1.610	1.511	1.478	1.539	1.521	1.399	1.367	1.348	1.285
14 Manufacture of wearing apparel	1.099	1.047	0.966	1.027	0.992	0.930	0.756	0.786	0.750	0.722	0.752	0.792	0.785
15 Manufacture of leather and related products	0.278	0.283	0.317	0.370	0.333	0.301	0.281	0.264	0.227	0.232	0.244	0.232	0.195
16 Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	3.074	3.023	3.132	2.901	2.636	2.453	2.477	2.369	2.320	2.305	2.386	2.435	2.656

17 Manufacture of paper and paper products	2.063	1.972	1.724	1.836	1.868	1.647	1.603	1.579	1.651	1.775	1.812	1.888	1.859
18 Printing and reproduction of recorded media	1.691	1.870	1.941	1.892	1.957	1.660	1.456	1.396	1.329	1.319	1.292	1.224	1.284
19 Manufacture of coke and refined petroleum products	0.841	0.657	0.780	0.756	0.669	0.542	0.528	0.549	0.471	0.455	0.454	0.316	0.087
20 Manufacture of chemicals and chemical products	3.519	3.452	3.590	3.150	2.997	3.021	3.388	3.108	3.449	3.808	3.515	4.122	3.951
21 Manufacture of basic pharmaceutical products and pharmaceutical preparations	1.893	1.704	1.642	1.977	2.110	1.831	1.901	1.899	1.868	1.687	1.610	1.626	1.493
22 Manufacture of rubber and related products	7.458	6.972	7.280	7.986	7.811	7.536	7.592	7.750	7.861	8.179	8.133	7.740	7.382
23 Manufacture of other non-metallic mineral products	6.541	6.366	6.271	5.820	5.155	5.147	4.833	4.765	4.671	4.800	4.422	4.389	4.707
24 Manufacture of basic metals, metal production; casting	6.456	6.079	5.291	3.696	3.222	3.752	3.369	3.674	3.991	3.858	3.539	3.133	3.268
25 Manufacture of fabricated metal products, except machinery and equipment	10.652	10.662	11.021	10.451	10.873	11.018	11.459	11.602	11.593	11.742	11.663	11.651	11.904
26 Manufacture of computer, electronic and optical products	5.214	5.510	5.460	5.443	5.538	5.494	6.543	6.186	5.929	5.935	6.072	6.333	6.591
27 Manufacture of electrical equipment	6.247	6.843	6.453	6.974	7.434	8.313	8.079	8.152	8.148	8.083	7.751	7.814	7.872
28 Manufacture of machinery and equipment n.e.c.	9.495	10.243	10.369	9.823	10.062	10.463	10.460	10.851	10.203	9.852	9.232	9.227	8.926
29 Manufacture of motor vehicles (except motorcycles), trailers and semi-trailers	16.120	16.606	16.413	16.587	18.686	18.732	18.216	18.252	19.712	19.929	21.457	21.747	21.461
30 Manufacture of other transport equipment	1.277	1.454	1.720	2.020	2.001	2.285	2.275	2.275	2.255	2.299	2.286	1.956	1.983
31 Manufacture of furniture	1.660	1.621	1.774	1.779	1.518	1.536	1.443	1.423	1.308	1.216	1.388	1.378	1.344
32 Other manufacturing	2.222	2.194	2.127	2.244	2.255	2.227	2.224	2.301	2.109	2.084	2.237	2.294	2.391

Source: Own calculation based on the Database of national annual accounts, CZSO, table TB0001B1Ga, situation on 28 September 2020.

Table P.7 Development of regional GDP, constant prices of 2015, 1995=100

Territory	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Czech Republic	141.3	149.3	153.3	145.9	149.2	151.9	150.7	149.9	154	162.2	166.2	173.4	178.3
Cohesion regions - NUTS2													
Prague	164.6	179.8	183.9	173.8	177.5	176	175.6	176.5	180.6	198.3	202.6	212	220.4
Central Bohemia	164.4	176.9	190.2	177.5	180	191.3	189.8	186.6	194.3	201.6	214.1	230.6	234.3
Southwest	138.5	139	137	134.1	138.3	139.6	137	138.5	142	146.5	150.3	155.6	159.7
Northwest	115.8	118.6	119.6	118.8	115.4	113.7	112.9	111.3	111.9	116.8	115.4	117.2	117.4
Northeast	136	142.5	146.5	139.5	145.6	149.2	144.6	143.2	147.7	154.8	160	170.6	175.1
Southeast	136.6	145.2	150.1	143.4	146.8	151.3	152.9	155.1	158.4	165.8	167.6	171.6	178.6
Central Moravia	134.4	141	148.3	142.2	146.5	150.7	148.4	147	154.3	158.2	162.7	169.6	173.4
Moravia-Silesia	124.2	128.5	129.8	119.2	123.6	128.2	127.6	122.1	125	129	132.3	135.9	139.7
Regions - NUTS3													
City of Prague	164.6	179.8	183.9	173.8	177.5	176	175.6	176.5	180.6	198.3	202.6	212	220.4
Central Bohemia region	164.4	176.9	190.2	177.5	180	191.3	189.8	186.6	194.3	201.6	214.1	230.6	234.3
South Bohemian region	132.8	133.7	133	128.4	129.7	129.3	130	129.1	130.1	134	136.9	141	148
Pilsen region	144.9	144.9	141.6	140.5	147.9	151.3	145	149.2	155.6	160.8	165.7	172.3	173
Karlovy Vary region	105.6	109.4	106.2	103.5	101.7	100.3	99	97.4	98.6	100.2	100.5	103.3	102.1
Ústí region	119.5	122	124.5	124.5	120.5	118.7	118.1	116.4	116.8	123	120.8	122.3	123
Liberec region	134.1	135.8	140.5	131.1	137.4	141.4	141.1	139.3	141.5	148.6	152.2	158.4	164.7
Hradec Králové region	135	143.4	148.7	143.1	148.3	150.1	147.3	144.6	150.2	156.4	163.6	180.3	181.3
Pardubice region	138.8	147.2	149.1	142.6	149.7	154.8	144.5	145	150.1	158.3	162.6	169.9	177
Vysočina region	145.1	152.1	151.4	146.1	148.4	153.2	153.5	150.6	152.3	157.6	161.2	167.9	169.2
Southern Moravia region	133.2	142.5	149.4	142.2	146.1	150.4	152.5	156.7	160.7	168.9	169.8	172.9	182.1

Olomouc region	128	133.7	137.4	131.5	136.9	140.7	139.9	137.5	142.2	148	153	159.8	163.1
Zlín region	141.2	148.7	160.1	153.6	156.8	161.3	157.2	157.1	167.3	169.2	173.1	180	184.3
Moravian-Silesian region	124.2	128.5	129.8	119.2	123.6	128.2	127.6	122.1	125	129	132.3	135.9	139.7

Source: Database of national annual accounts, CZSO, table REG_HDP_SC_V, situation on 28 September 2020.