

AEIS

Average earnings information system

**Quarterly statistical
sample survey**

2003
IV. quarter

MLSA

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Average hourly earnings

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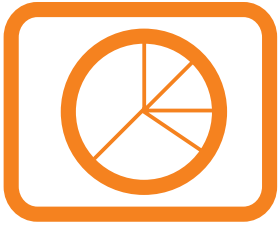
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Introduction

Introduction

This publication contains results of the Average Earnings Information System (AEIS). The source of AEIS is a “Labor Costs Information System“. It is a regular statistical sample survey of pay level, which quarterly monitors the average hourly earnings, paid earnings and working time of particular employees. The survey is a part of the Program of Statistical Surveys announced by Czech Statistical Office (CZSO) and published in the Collection of Laws every year (see appendix 1 and 2 of Decree No.470 in the Czech Collection of Laws, article 163 dated November 19, 2002 setting the Program of Statistical Surveys for year 2003). The survey is conducted by state statistical services of Czech Ministry of Labour and Social Affairs. The survey procedure and AEIS development is managed by a commission, which consists of representatives of Ministry of Labour and Social Affairs, Ministry for Regional Development, Czech Statistical Office, CERGE-EI, VSE – University of Economics Prague, Czech-Moravian Confederation of Trade Unions and Czech Confederation of Industry. The AEIS is carried out by Trexima, Ltd. Zlín (www.trexima.cz).

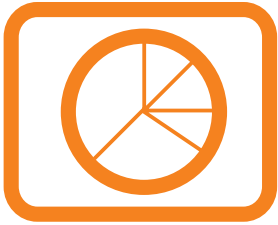
AEIS outputs provide another source of information on earnings in Czech Republic. CZSO reporting as a traditional source of earnings information gathers the data on average earnings from the information on the total sum of earnings and total recorded number of employees in the economic entity. Thus CZSO publishes average earnings by firm characteristics. On the other hand the main goal of AEIS based on individuals’ data is to estimate average earnings by occupation. Thus, the statistics of earnings levels in each particular occupation (in classification CZ-ISCO) is the primary result of AEIS. Furthermore, AEIS gives information on estimated earnings parameters of Czech labor force. This publication contains operative results of AEIS, which have been divided according to employers’ and employees’ characteristics. The AEIS yearly findings of gross earnings and time worked constitute a basis for CZSO structural earnings survey and for EUROSTAT survey SES (Structure of Earnings Survey). While the results of both, CZSO structural earnings survey and AEIS survey, come from the same basic data source and the publications supplement each other, there is important to take into account the different sample sets used and the different methodology of earnings estimation when comparing results of CZSO reporting and AEIS.

The AEIS publication shows average hourly earnings for current quarter, monthly gross earnings for a period from the beginning of the year till the end of current quarter, information on time worked and not worked for the same period and finally information on development of average hourly earnings. The results are divided according to law, which economic entities apply in their remuneration systems. The first part of the publication provides results for the business sector (economic entities, which apply Act No. 1/1992 Coll. on Wages, Remuneration for Stand-by, and Average Earnings). The second part of the publication summarizes results for non business sector (organizations, which apply Act No. 143/1992 Coll. on Salaries and Remuneration for Stand-by in Budgetary Organizations and some other Organizations and Institutions).

The publication can be downloaded in either Excel or PDF format from the web pages of Ministry of Labour and Social Affairs (www.mpsv.cz), section *Příjmy a životní úroveň (Income and Living standard)*. The review of particular occupation is given in line with a publication criterion according to which there can be published just occupations which have been represented at least by one percentage point in particular main classes of CZ-ISCO classification. The complete list of occupations examined can be found at www.trexima.cz/vysledky.

More detailed information on earnings level by occupation and particular regions is brought by “Regional Statistics of Labor Costs” (RSCP) conducted by employment services administration of Ministry of Labour and Social Affairs. Publications on particular regions can be found on web pages of Ministry of Labour and Social Affairs www.mpsv.cz, section *Služby zaměstnanosti (Employment services)*.

Ministry of Labour and Social Affairs would like to express gratitude to all survey respondents for preparation of input data for survey purposes. It is possible to regularly publish this publication just through a thorough approach of respondents and their conformance with the deadlines.



Results part CR business sector

**Average hourly earnings
Czech Republic - business sector**

Average hourly earnings	108,42 CZK/hour
 Differentials	
D1 - 1 st Decile	51,26 CZK/hour
Median	89,21 CZK/hour
D9 - 9 th Decile	169,68 CZK/hour
 Percentage share of employees with less than average hourly earnings	
	66,5 %
 Average hourly earnings increase in business sector (on panel of organizations)	
interannual to 4 th quarter 2002.....	107,5 %

4th quarter 2003

AEIS - business sector

P-V1

Average hourly earnings
by CZ-ISCO major groups of occupations

CZ-ISCO major group of occupations	Structure of employees	Mean	Differentials		
			1 st Decile	Median	9 th Decile
	%	CZK/hour	CZK/hour	CZK/hour	CZK/hour
1 Legislators, senior officials and managers	6,3	243,69	81,67	174,14	454,50
2 Professionals	7,3	173,88	86,67	146,46	281,17
3 Technicians and associate professionals	18,3	127,02	68,93	111,68	191,04
4 Clerks	6,8	91,25	52,88	83,24	134,39
5 Serv. workers and shop and market sales workers	5,8	66,79	40,44	57,20	103,17
6 Skilled agricultural and fishery workers	2,3	66,93	44,91	63,80	91,94
7 Craft and related trades workers	24,4	89,35	53,59	84,46	131,12
8 Plant and machine operators and assemblers	20,8	89,24	54,22	84,13	130,20
9 Elementary occupations	7,9	64,41	40,00	59,10	95,06
T O T A L Czech Republic - business sector	100	108,42	51,26	89,21	169,68

4th quarter 2003

AEIS - business sector

P-V2

Average hourly earnings
by age

Age category	Structure of employees	Mean	Differentials		
			1 st Decile	Median	9 th Decile
	%	CZK/hour	CZK/hour	CZK/hour	CZK/hour
less than 20 years	1,0	55,97	38,00	52,41	79,45
20 to 29 years	20,5	96,90	50,62	85,27	148,95
30 to 39 years	23,4	116,95	53,53	94,64	184,88
40 to 49 years	25,3	111,64	53,03	90,87	173,67
50 to 59 years	26,1	108,75	52,48	89,51	168,28
60 years or over	3,8	107,82	42,60	79,85	193,34
T O T A L Czech Republic - business sector	100	108,42	51,26	89,21	169,68

4th quarter 2003

AEIS - business sector

P-V3

Average hourly earnings
by tariff grades

Tariff grade	Structure of employees	Mean	Differentials		
			1 st Decile	Median	9 th Decile
	%	CZK/hour	CZK/hour	CZK/hour	CZK/hour
1 st	0,8	54,91	38,80	50,47	77,36
2 nd	2,5	68,00	43,73	63,02	98,76
3 rd	4,5	74,63	48,22	69,95	107,36
4 th	5,6	85,22	55,28	81,47	119,51
5 th	6,9	95,45	63,72	92,46	129,65
6 th	5,2	104,40	67,62	100,04	144,70
7 th	3,7	111,68	69,87	106,15	156,53
8 th	2,5	127,96	82,29	123,37	169,85
9 th	1,6	145,40	91,23	133,76	202,60
10 th	1,3	163,53	99,25	150,41	235,98
11 th	0,6	182,14	110,47	158,73	270,94
12 th	0,3	254,95	124,08	210,57	412,20
out of earnings scale	0,7	195,56	79,69	156,00	344,72
not applicable	63,8	111,48	49,18	86,55	182,48
T O T A L Czech Republic - business sector	100	108,42	51,26	89,21	169,68

4th quarter 2003

AEIS - business sector

P-V4

Average hourly earnings
by education

Education level	Structure of employees	Mean	Differentials			
			1 st Decile	Median	9 th Decile	
	%	CZK/hour	CZK/hour	CZK/hour	CZK/hour	
1 Basic and not complete	A-C	10,3	71,39	42,82	65,39	108,16
2 Secondary	D,E,H,J	45,0	84,80	49,53	79,38	125,43
3 Secondary with A-levels	K-M	27,3	116,72	60,00	102,25	178,94
4 Higher secondary	N,R	1,0	135,46	58,45	114,38	229,64
5 University and higher	T,V	9,5	226,34	91,70	170,67	402,06
not applicable		7,0	119,45	57,46	104,88	186,10
T O T A L Czech Republic - business sector		100	108,42	51,26	89,21	169,68

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**Average hourly earnings
by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Sample size		Mean	Differentials		
	Local units	Empl- yees		1 st Decile	Median	9 th Decile
			CZK/hour	CZK/hour	CZK/hour	CZK/hour
1210 Directors and chief executives	1 328	1 966	630,10	166,06	415,48	1 283,14
1221 Production and operations department managers in agriculture	262	1 355	176,46	87,57	153,00	276,17
1222 Production and operations department managers in manufacturing	1 088	6 152	292,12	130,20	232,50	522,23
1223 Production and operations department managers in construction	244	1 439	268,87	122,92	227,48	461,18
1224 Prod. and operations dpt. managers in wholesale and retail trade	462	6 205	140,60	65,23	109,28	232,11
1226 Prod. and operations dpt. managers in transport, storage and com.	395	6 774	195,98	101,58	147,23	313,27
1227 Production and operations dpt. managers in business services	328	3 676	438,46	180,44	320,36	811,33
1229 Production and operations dpt. managers not elsewhere classified	343	2 701	242,27	115,14	211,58	388,26
1231 Finance and administration department managers	1 517	4 981	322,68	124,33	239,20	600,16
1232 Personnel and industrial relations department managers	629	989	321,89	123,68	241,71	604,06
1233 Sales and marketing department managers	972	3 307	351,14	135,34	273,79	617,24
1235 Supply and distribution department managers	626	1 211	232,04	104,07	187,20	400,22
1236 Computing services department managers	464	1 094	297,73	122,24	231,07	563,02
1237 Research and development department managers	480	1 325	285,90	131,29	240,03	497,97
1239 Other department managers not elsewhere classified	738	3 795	247,56	113,59	198,24	407,00
1312 General managers in manufacturing	398	1 398	238,37	102,24	198,41	416,65
1314 General managers in wholesale and retail trade	197	3 340	107,45	51,64	85,46	178,89
1316 General managers in transport, storage and communications	204	893	174,92	110,05	157,41	244,15
1317 General managers of business services	138	1 022	261,06	136,48	217,97	423,29
2119 Other professionals not elsewhere classified	81	921	170,29	94,77	154,87	259,29
2131 Computer systems designers and analysts	248	2 195	215,42	115,29	183,77	328,41
2132 Computer programmers	437	2 981	190,18	102,40	171,33	299,69
2139 Computing professionals not elsewhere classified	643	3 849	197,77	111,85	177,67	313,11
2142 Civil engineers	279	2 685	162,01	93,46	138,99	248,40
2143 Electrical engineers	270	2 569	189,62	104,27	170,12	303,68
2144 Electronics and telecommunications engineers	150	2 122	180,81	115,15	153,10	275,86
2145 Mechanical engineers	359	4 998	149,36	93,11	138,34	217,82
2149 Architects and engineers not elsewhere classified	315	2 889	184,42	109,23	159,16	286,41
2211 Biologists, botanists, zoologists and related professionals	255	994	130,19	72,69	116,93	201,68
2221 Medical doctors, excl. dentists	143	1 330	166,44	91,24	155,54	247,39
2311 College, university and higher education teaching professionals	31	13 073	156,68	81,41	129,17	262,02
2411 Accountants	1 099	5 226	197,45	100,83	166,55	321,82
2412 Personnel and careers professionals	420	1 291	183,32	102,50	158,67	297,16
2413 Banking professionals	262	19 105	185,31	100,96	148,53	288,25
2419 Business professionals not elsewhere classified	593	6 535	211,71	119,74	183,03	329,26
2421 Lawyers	502	1 426	245,02	130,19	212,09	371,00
2433 Information professionals	123	1 524	142,18	89,85	116,53	231,96
2441 Economists	561	3 221	187,79	100,42	162,15	295,00
2451 Authors, journalists and other writers	54	1 741	145,57	76,62	132,31	227,58
2470 Administrative professionals not elsewhere classified	317	2 681	157,15	83,61	137,92	247,71
3112 Civil engineering technicians	816	7 902	151,14	91,23	136,46	223,69
3113 Electrical engineering technicians	654	8 778	139,53	92,52	130,70	198,00
3114 Electronics and telecommunications engineering technicians	187	4 988	160,53	95,60	140,15	251,82
3115 Mechanical engineering technicians	735	16 639	130,24	82,11	125,23	180,02

**Average hourly earnings
by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Sample size		Mean CZK/hour	Differentials		
	Local units	Empl- yees		1 st Decile	Median	9 th Decile
			CZK/hour	CZK/hour	CZK/hour	CZK/hour
3116 Chemical engineering technicians	283	4 030	134,31	75,43	127,04	201,22
3117 Mining and metallurgical technicians	106	3 238	170,57	121,00	161,54	228,90
3118 Draughtspersons	441	2 719	114,69	74,10	106,96	162,14
3119 Physical and engineering science technicians n. e. c.	1 550	21 779	127,53	76,17	119,00	186,54
3121 Computer assistants	375	2 375	194,80	100,20	156,91	344,74
3122 Computer equipment operators	701	4 078	119,76	60,87	107,44	191,61
3152 Safety, health and quality inspectors	784	4 186	129,48	78,90	121,50	180,97
3160 Railway transport technicians	126	10 160	133,71	110,10	132,50	157,90
3212 Agronomy and forestry technicians	474	5 383	109,62	70,80	104,57	155,27
3231 Nursing associate professionals	69	2 042	89,05	64,10	85,98	115,98
3411 Securities and finance dealers and brokers	53	2 768	160,03	97,88	130,94	236,86
3412 Insurance representatives	122	4 256	129,58	71,86	112,72	206,52
3415 Technical and commercial sales representatives	477	5 582	166,06	82,28	146,99	264,26
3416 Buyers	1 168	5 975	120,47	70,18	109,24	176,32
3421 Trade brokers	879	7 893	137,98	75,58	120,91	204,61
3422 Clearing and forwarding agents	903	8 263	124,84	74,84	112,17	186,00
3431 Administrative secretaries and related associate professionals	899	5 766	144,20	74,68	121,44	230,63
3433 Bookkeepers	2 406	22 008	116,33	69,63	108,32	167,92
3436 Personnel and careers professionals	923	2 670	131,73	81,37	118,37	189,07
3439 Administrative associate professionals not elsewhere classified	1 249	11 845	129,84	72,81	115,54	195,02
4113 Data entry operators	275	1 617	87,71	51,40	83,03	125,45
4115 Secretaries	1 304	7 093	104,85	61,06	94,27	157,91
4121 Accounting and bookkeeping clerks	657	3 109	86,29	54,88	78,58	124,46
4123 Finance, tax and other numerical clerks	73	985	138,98	78,74	130,81	196,98
4131 Stock clerks	1 440	11 576	88,21	56,73	84,39	122,39
4132 Production clerks	435	2 205	96,56	61,04	88,22	140,00
4133 Transport clerks	374	5 251	120,81	77,03	108,44	184,50
4142 Mail carriers and sorting clerks	129	18 820	83,12	65,99	80,34	103,83
4190 Other office clerks	332	3 415	74,49	40,36	60,00	135,02
4211 Cashiers in banks	607	3 970	106,82	77,88	106,32	132,89
4212 Tellers and other counter clerks	168	11 095	99,90	73,33	91,12	133,94
4213 Cashiers in shops and restaurants	200	10 309	63,44	47,80	61,14	81,36
4214 Ticket clerks	118	2 524	96,66	73,53	97,65	115,79
4222 Receptionists	230	1 297	88,52	53,18	81,66	123,46
4223 Telephone switchboard operators	328	1 227	109,35	48,36	91,05	185,27
4224 Information clerks	112	1 790	100,99	68,86	93,31	143,76
5111 Travel attendants and travel stewards	10	845	271,14	89,39	281,41	408,39
5112 Transport conductors	76	3 585	113,93	101,80	114,60	126,73
5121 Housekeepers and related workers	219	1 242	85,78	51,82	79,46	129,17
5122 Cooks	439	8 590	69,27	44,82	62,83	99,97
5123 Waiters and waitresses	114	1 754	71,44	42,62	69,54	98,12
5161 Fire-fighters	114	2 400	111,06	78,21	108,64	148,53
5162 Police officers	36	1 238	77,81	42,83	58,13	131,57
5169 Protective services workers not elsewhere classified	364	13 687	58,15	41,94	49,83	86,29

**Average hourly earnings
by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Sample size		Mean CZK/hour	Differentials		
	Local units	Empl- yees		1 st Decile	Median	9 th Decile
			CZK/hour	CZK/hour	CZK/hour	CZK/hour
5211 Shop salespersons	764	32 374	62,26	43,91	57,29	83,61
6111 Field crop and vegetable growers	140	1 179	60,59	41,14	57,89	83,54
6112 Tree and shrub crop growers	29	356	64,17	45,98	60,58	89,69
6113 Gardeners, horticultural and nursery growers	130	987	72,97	47,02	67,06	102,97
6121 Livestock producers	264	6 163	71,63	50,89	69,95	93,73
6122 Poultry producers	60	862	63,82	48,81	60,72	81,01
6124 Mixed-animal producers	18	219	66,89	49,21	61,89	95,00
6129 Other animal producers and related workers n. e. c.	36	219	66,48	45,00	64,83	87,04
6141 Forestry workers	77	2 489	60,09	43,52	55,67	83,87
6142 Loggers	55	1 350	90,05	60,42	84,00	127,02
6151 Aquatic-life cultivation workers	12	205	77,24	55,16	70,44	112,95
7111 Coal miners	5	4 230	139,93	97,89	137,90	184,16
7122 Bricklayers and stonemasons	650	8 231	86,52	58,97	82,13	118,67
7124 Carpenters and joiners	379	2 826	89,27	65,05	87,11	116,56
7129 Building frame and related trades workers n. e. c.	285	3 275	90,34	59,74	85,22	126,00
7136 Plumbers and pipe fitters	671	6 989	100,16	72,13	97,75	131,34
7137 Building and related electricians	431	3 114	102,54	69,92	103,11	133,00
7142 Varnishers and related painters	309	2 353	100,85	69,55	97,70	137,10
7212 Welders and flamecutters	405	7 104	103,91	74,11	104,06	131,17
7213 Sheet metal workers	183	2 905	102,33	68,43	102,94	133,29
7221 Blacksmiths, hammer-smiths and forging-press workers	194	2 800	101,25	60,37	99,90	142,70
7222 Tool-makers and related workers	1 287	38 778	100,07	66,93	95,62	140,41
7223 Machine-tool setters and setter-operators	660	16 587	100,32	69,70	97,32	136,14
7224 Metal wheel-grinders, polishers and tool sharpeners	275	2 415	90,23	61,37	87,43	123,20
7231 Motor vehicle mechanics and fitters	707	7 675	99,85	67,43	98,08	134,11
7234 Rail-vehicles mechanics and fitters	101	6 296	109,96	84,53	109,79	135,52
7235 Agricultural- or industrial-machinery mechanics and fitters	743	13 944	105,47	63,74	100,80	152,13
7239 Other machinery mechanics not elsewhere classified	340	4 294	103,63	62,32	101,60	146,39
7241 Electrical mechanics and fitters	1 134	27 081	97,51	55,56	93,25	144,72
7242 Transport electro-mechanics and fitters	172	3 100	107,57	80,11	106,80	135,94
7243 Electronics mechanics and servicers	318	8 107	96,04	61,69	91,33	139,14
7244 Telegraph and telephone installers and servicers	122	3 084	111,80	81,34	105,88	152,92
7246 Electrical line installers	159	4 991	112,85	84,53	109,92	143,23
7311 Precision-instrument makers and repairers	155	3 596	93,27	58,59	89,27	127,34
7322 Glass makers, cutters, grinders and finishers	35	5 677	86,01	51,78	83,32	120,35
7411 Butchers, fishmongers and related food preparers	101	4 014	78,74	48,01	75,64	111,29
7412 Bakers, pastry-cooks and confectionery makers	116	3 865	58,68	42,15	55,29	77,85
7422 Cabinet makers and related workers	204	3 339	74,70	48,54	71,68	104,96
7436 Sewers, embroiderers and related workers	76	4 317	57,45	39,36	55,02	79,75
7439 Other textile, garment and related workers n. e. c.	78	3 150	80,22	49,05	70,16	127,43
8111 Mining-plant operators	49	5 358	123,67	69,55	120,01	181,59
8112 Mineral-ore- and stone-processing-plant operators	38	2 984	102,16	72,70	95,70	142,99
8121 Ore and metal furnace operators	22	4 429	123,81	78,34	119,78	174,70
8122 Metal melters, casters	81	4 102	97,07	65,79	93,42	135,87

**Average hourly earnings
by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Sample size		Mean	Differentials		
	Local units	Empl- yees		1 st Decile	Median	9 th Decile
			CZK/hour	CZK/hour	CZK/hour	CZK/hour
8125 Rolling-mill operators	33	5 369	126,48	92,32	126,27	160,18
8131 Glass and ceramics kiln and related machine operators	48	2 825	110,37	74,45	110,36	147,06
8139 Glass, ceramics and related plant operators n. e. c.	45	4 090	107,37	66,79	104,81	157,70
8141 Wood-processing-plant operators	81	2 544	80,00	55,41	74,42	113,96
8159 Chemical-processing-plant operators n. e. c.	278	4 961	112,19	68,36	105,02	164,52
8161 Power-production plant operators	131	3 508	132,10	89,23	133,09	171,01
8162 Steam-engine and boiler operators	619	4 012	92,13	50,02	87,08	140,42
8163 Water-treatment and -supply operators	380	6 363	96,72	63,50	95,42	130,62
8171 Automated-assembly-line operators	84	3 426	93,84	62,42	94,12	122,74
8211 Machine-tool operators	314	9 622	94,83	62,00	92,65	128,21
8231 Rubber-products machine operators	56	6 973	102,32	63,82	95,81	143,12
8232 Plastic-products machine operators	102	5 174	89,01	58,69	87,89	121,32
8261 Fibre-preparing-, spinning- and winding machine operators	45	2 717	69,89	50,18	69,80	88,58
8262 Weaving- and knitting-machine operators	51	3 000	77,66	55,11	76,37	102,63
8263 Sewing machine operators	54	3 635	67,45	43,53	62,19	103,11
8264 Bleaching-, dyeing- and cleaning-machine operators	100	2 685	66,88	46,94	65,00	89,25
8274 Baked-goods, cereal-products machine operators	45	3 400	81,35	54,09	78,71	111,84
8281 Mechanical-machinery assemblers	110	12 410	91,21	54,85	92,81	119,95
8282 Electrical-equipment assemblers	107	10 665	84,88	56,85	85,44	111,01
8283 Electronic-equipment assemblers	24	3 492	70,23	53,94	70,81	85,78
8284 Metal-, rubber- and plastic-products assemblers	59	2 807	78,46	50,11	76,46	105,52
8290 Other machine operators and assemblers	157	3 439	87,61	53,23	82,11	128,80
8311 Locomotive-engine drivers	174	9 661	141,89	121,81	144,31	158,98
8313 Railway brakemen and shunters	164	10 741	104,36	89,16	104,20	119,15
8314 Other railway workers	89	4 190	98,35	79,84	97,33	117,61
8323 Bus and tram drivers	123	16 131	97,29	70,08	95,70	125,26
8324 Heavy truck and lorry drivers	1 242	15 326	88,50	60,87	85,39	119,27
8331 Motorised farm and forestry plant operators	359	4 837	75,43	55,80	71,11	99,84
8332 Earth-moving- and related plant operators	382	4 807	107,54	75,90	103,66	141,11
8333 Crane, hoist and related plant operators	327	4 789	91,79	58,51	86,33	132,58
8334 Lifting-truck operators	535	6 508	92,61	60,88	92,92	120,30
9132 Helpers and cleaners in offices, hotels and other establishments	1 636	18 037	53,15	38,26	49,23	72,39
9141 Building caretakers	358	1 043	69,16	38,59	67,73	101,23
9152 Doorkeepers, watchpersons and related workers	781	6 476	56,75	40,70	52,91	77,30
9161 Garbage collectors	121	2 636	72,08	48,86	72,93	92,52
9162 Sweepers and related labourers	99	1 007	81,09	49,61	81,74	115,42
9211 Farm-hands and labourers	145	1 309	58,66	38,59	56,12	81,64
9311 Mining and quarrying labourers	31	2 026	105,23	70,32	102,96	144,53
9312 Construction and maintenance labourers: roads, dams etc.	96	1 294	85,69	58,00	83,88	114,39
9321 Assembling labourers	653	14 468	70,47	45,74	65,86	100,81
9322 Hand packers	165	1 980	69,42	45,01	64,41	100,80
9323 Yard labourers	192	2 865	81,03	49,74	76,47	112,04
9333 Freight handlers	185	1 419	82,03	52,24	77,90	117,96
9339 Other transport, stock or post labourers	949	17 587	77,41	50,96	75,13	107,73

4th quarter 2003

AEIS - business sector

P-V6

Average hourly earnings
by occupation categories

Occupation category		Structure of employees	Mean	Differentials		
				1 st Decile	Median	9 th Decile
		%	CZK/hour	CZK/hour	CZK/hour	CZK/hour
M	Manual workers	61,0	83,14	47,32	77,63	124,95
T	Non - manual workers	39,0	147,93	66,37	116,53	244,19
TOTAL CR - business sector		100	108,42	51,26	89,21	169,68

Relation (%) M/T

56,2

71,3

66,6

51,2

manual workers - employees, carrying out mainly manual jobs (CZ-ISCO major group 6 - 9, selected occupations of major group 5)

non-manual workers - employees, carrying out mainly non-manual work (CZ-ISCO major group 1 - 4, selected occup. of major group 5)

4th quarter 2003

AEIS - business sector

P-V7

Average hourly earnings
by industry in CZ-NACE classification

Industry in CZ-NACE classification		Structure of employees	Mean	Differentials			
				1 st Decile	Median	9 th Decile	
		%	CZK/hour	CZK/hour	CZK/hour	CZK/hour	
CZ-NACE							
A,B	Agriculture, forestry, fishing	01,02,05	5,7	77,53	46,44	68,06	114,17
C-E	Industry	10-41	48,0	104,72	53,61	90,55	158,81
F	Construction	45	8,2	103,92	55,92	86,81	162,22
G	Wholesale and retail trade, repair of motor vehicles	50-52	10,2	100,34	46,22	76,75	162,41
H	Hotels and restaurants	55	1,7	77,66	37,77	64,28	119,30
I	Transport, storage and communications	60-64	10,0	125,73	69,26	103,83	184,60
J	Financial intermediation	65-67	2,7	206,17	91,57	150,26	357,02
K	Real estate, renting, business activities	70-74	8,5	120,91	44,25	90,10	223,52
L	Public admin. and defence; compulsory social security	75	0,2	138,10	77,23	119,59	217,27
M	Education	80	1,3	130,89	57,97	107,10	227,61
N	Health and social work	85	1,1	95,12	53,05	82,71	143,99
O	Other community, social, personel service activities	90-93	2,3	93,83	48,22	78,73	148,43
TOTAL CR - business sector		100	108,42	51,26	89,21	169,68	

4th quarter 2003

AEIS - business sector

P-V8

Average hourly earnings
by gender

Gender	Structure of employees	Mean	Differentials		
			1 st Decile	Median	9 th Decile
	%	CZK/hour	CZK/hour	CZK/hour	CZK/hour
Male	61,6	120,24	58,24	98,03	185,08
Female	38,4	89,48	45,86	75,89	140,89
TOTAL CR - business sector	100	108,42	51,26	89,21	169,68
Relation (%) F/M		74,4	78,7	77,4	76,1

4th quarter 2003

AEIS - business sector

P-V9

Average hourly earnings
by region

Region NUTS 3	Structure of employees	Mean	Differentials		
			1 st Decile	Median	9 th Decile
	%	CZK/hour	CZK/hour	CZK/hour	CZK/hour
CZ011 Capital Prague	18,5	151,11	55,41	115,06	260,13
CZ021 Středočeský	10,5	104,87	51,31	91,09	160,00
CZ031 Jihočeský	5,4	95,58	50,71	82,97	144,90
CZ032 Plzeňský	5,2	104,16	55,28	89,88	156,57
CZ041 Karlovarský	2,9	92,67	50,52	81,23	140,50
CZ042 Ústecký	6,5	100,36	50,00	88,50	151,54
CZ051 Liberecký	4,1	99,63	50,00	85,54	154,89
CZ052 Královéhradecký	5,3	96,89	52,79	84,98	144,88
CZ053 Pardubický	4,1	94,81	51,51	81,04	148,73
CZ061 Vysočina	5,2	90,91	50,24	79,54	137,59
CZ062 Jihomoravský	10,8	99,68	49,84	81,72	155,30
CZ071 Olomoucký	5,3	97,45	48,84	83,68	147,50
CZ072 Zlínský	5,4	99,20	51,41	83,91	151,99
CZ081 Moravskoslezský	10,6	104,18	51,00	91,96	161,29

**Average gross monthly earnings and their parts,
differentiation and time paid
Czech Republic - business sector**

Average gross earnings **19 818 CZK/month**

Differentials

D1 - 1st Decile **9 700 CZK/month**

Median **16 458 CZK/month**

D9 - 9th Decile **30 439 CZK/month**

Structure of gross monthly earnings

premiums and bonuses **18,5 %**

overtime payments **0,8 %**

other payments **4,1 %**

compensation for absence **10,2 %**

bonuses for stand-by **0,2 %**

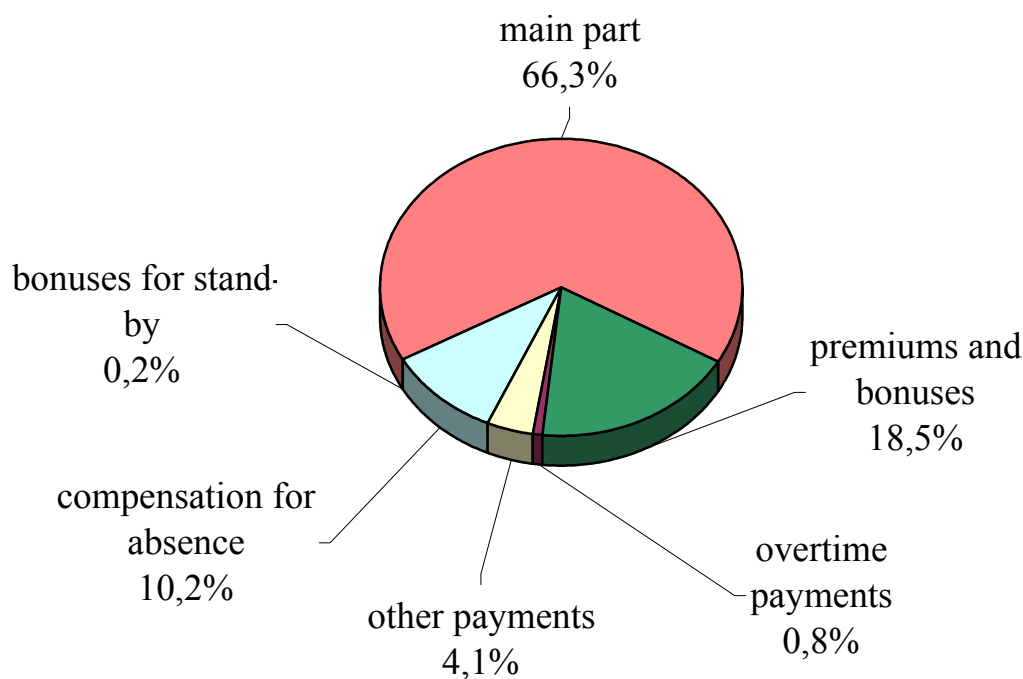
Employee time paid

total **171,5 hour/month**

**Average gross monthly earnings and their parts,
differentiation, time worked and not worked by CZ-ISCO major groups of occupation**

CZ-ISCO major group of occupations	Structure of employees	Mean	Differentials			Struct. of gross mnt. earnings				
			1 st Decile	Median	9 th Decile	premiums and bonuses	overtime payments	other payments	compensation for absence	bonuses for stand-by
			CZK/mth.	CZK/mth.	CZK/mth.	%	%	%	%	%
1 Legislators, senior officials and managers	7,2	42 517	14 715	30 527	80 214	23,2	0,1	1,3	8,9	0,1
2 Professionals	7,9	30 479	15 617	25 689	48 214	19,2	0,2	1,9	9,5	0,2
3 Technicians and associate professionals	20,1	21 929	12 213	19 382	32 947	18,5	0,4	2,9	9,4	0,2
4 Clerks	6,8	15 899	9 608	14 434	23 368	17,4	0,4	2,9	9,5	0,1
5 Serv. workers, shop, market sales workers	4,7	12 180	7 077	10 694	19 013	14,6	0,9	6,9	8,9	0,2
6 Skilled agricultural and fishery workers	1,8	11 956	8 333	11 538	16 105	14,6	1,5	5,0	10,5	0,1
7 Craft and related trades workers	24,3	16 290	9 941	15 512	23 539	16,9	1,3	5,1	11,7	0,3
8 Plant and machine operators and assemblers	20,7	16 137	10 030	15 573	22 806	17,1	1,5	8,3	11,2	0,2
9 Elementary occupations	6,5	11 806	7 351	11 031	17 219	16,4	1,3	5,4	10,8	0,1
TOTAL CR - business sector	100	19 818	9 700	16 458	30 439	18,5	0,8	4,1	10,2	0,2

Structure of gross monthly earnings



**Average gross monthly earnings and their parts,
differentiation and time paid by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Mean
		CZK/month
1210 Directors and chief executives	1 780	111 372
1221 Production and operations department managers in agriculture	1 175	29 362
1222 Production and operations department managers in manufacturing	5 706	50 102
1223 Production and operations department managers in construction	1 330	48 620
1224 Prod. and operations dpt. managers in wholesale and retail trade	5 228	25 100
1226 Prod. and operations dpt. managers in transport, storage and com.	6 311	30 180
1227 Production and operations dpt. managers in business services	3 449	77 937
1229 Production and operations dpt. managers not elsewhere classified	2 510	41 560
1231 Finance and administration department managers	4 630	55 542
1232 Personnel and industrial relations department managers	913	53 617
1233 Sales and marketing department managers	3 064	60 720
1235 Supply and distribution department managers	1 120	38 518
1236 Computing services department managers	1 029	50 245
1237 Research and development department managers	1 238	48 247
1239 Other department managers not elsewhere classified	3 473	42 038
1312 General managers in manufacturing	1 255	40 089
1314 General managers in wholesale and retail trade	2 822	19 109
1316 General managers in transport, storage and communications	837	28 578
1317 General managers of business services	944	42 801
2131 Computer systems designers and analysts	1 997	36 390
2132 Computer programmers	2 671	32 972
2139 Computing professionals not elsewhere classified	3 469	34 300
2142 Civil engineers	2 402	26 974
2143 Electrical engineers	2 409	32 038
2144 Electronics and telecommunications engineers	1 992	31 789
2145 Mechanical engineers	4 564	25 529
2149 Architects and engineers not elsewhere classified	2 625	31 674
2221 Medical doctors, excl. dentists	848	30 486
2311 College, university and higher education teaching professionals	8 413	27 602
2411 Accountants	4 762	33 307
2412 Personnel and careers professionals	1 161	30 911
2413 Banking professionals	16 814	32 032
2419 Business professionals not elsewhere classified	5 847	35 880
2421 Lawyers	1 217	42 577
2433 Information professionals	1 374	24 316
2441 Economists	2 934	31 918
2451 Authors, journalists and other writers	1 476	26 431
2470 Administrative professionals not elsewhere classified	2 230	27 394
3112 Civil engineering technicians	7 121	26 751
3113 Electrical engineering technicians	8 097	23 693
3114 Electronics and telecommunications engineering technicians	4 526	29 676
3115 Mechanical engineering technicians	15 115	22 650
3116 Chemical engineering technicians	3 615	23 057
3117 Mining and metallurgical technicians	2 680	28 049

**Average gross monthly earnings and their parts,
differentiation and time paid by CZ-ISCO unit groups of occupations**

Differentials			Structure of gross monthly earnings					Time paid
			premiums and bonuses	overtime payments	other payments	compensation for absence	bonuses for stand-by	
1 st Decile	Median	9 th Decile						
CZK/month	CZK/month	CZK/month	%	%	%	%	%	hours/month
29 839	74 923	230 979	28,2	0,0	1,1	8,6	0,0	168,2
15 358	25 306	44 150	26,1	0,2	0,8	9,0	0,2	171,0
22 000	39 311	91 161	24,3	0,1	1,8	9,5	0,1	165,9
22 358	40 037	83 414	30,3	0,3	0,3	8,9	0,0	172,4
10 629	19 100	42 467	17,7	0,1	3,1	8,8	0,0	170,7
16 127	23 756	47 916	23,4	0,1	1,8	10,2	0,7	163,0
29 793	55 255	150 295	29,4	0,0	0,8	9,3	0,0	169,9
19 627	38 186	68 192	16,9	0,3	8,4	9,1	0,2	169,9
21 158	40 253	101 940	26,1	0,0	1,6	9,2	0,0	167,2
20 925	38 758	105 255	23,8	0,0	0,9	9,6	0,0	165,6
22 925	46 892	112 380	24,9	0,0	1,1	9,1	0,0	167,2
17 516	30 999	65 802	19,9	0,1	1,2	9,5	0,0	166,4
20 963	39 274	92 562	19,2	0,1	0,9	9,7	0,3	166,6
22 926	39 491	83 141	23,4	0,1	0,8	9,7	0,1	165,5
19 187	34 122	68 850	23,2	0,1	1,3	9,7	0,1	167,1
17 606	33 583	71 047	23,5	0,1	2,1	9,1	0,1	166,0
8 713	15 889	32 377	16,7	0,2	4,9	9,2	0,1	169,8
18 644	25 021	39 025	26,1	0,2	0,9	9,4	0,2	165,8
22 338	34 177	66 892	21,9	0,0	2,5	9,2	0,0	168,4
19 492	31 315	56 169	15,0	0,3	3,7	9,6	1,4	169,0
17 773	29 166	52 239	15,2	0,2	1,7	9,5	0,5	168,2
19 825	30 435	54 168	17,0	0,4	1,8	9,5	1,2	168,4
16 131	23 437	41 029	21,4	0,1	1,3	9,8	0,2	168,2
18 387	29 058	49 439	18,4	0,3	3,4	9,7	0,3	166,3
19 422	26 150	51 592	17,4	0,4	2,5	9,5	2,1	167,3
16 046	23 646	36 782	15,6	0,4	2,3	10,1	0,1	167,6
19 770	27 773	46 017	18,2	0,2	4,0	10,1	0,2	166,9
19 012	28 050	44 099	11,7	1,0	11,2	9,2	5,9	168,3
15 481	24 231	43 621	22,8	0,0	8,3	14,3	0,0	171,7
17 154	28 176	54 347	18,1	0,1	1,2	9,6	0,0	167,8
17 452	26 449	50 525	17,6	0,2	1,5	10,0	0,0	167,1
18 017	25 120	49 079	21,4	0,2	0,9	9,7	0,1	168,8
19 936	30 373	56 285	18,3	0,1	2,8	9,7	0,1	166,7
22 947	36 344	64 277	21,5	0,0	1,1	9,5	0,0	168,0
15 477	19 787	39 077	16,7	0,8	0,8	9,6	0,2	165,8
17 317	27 025	49 358	18,6	0,1	2,2	9,8	0,0	167,3
14 689	23 650	41 585	11,3	0,2	2,5	8,8	0,1	171,5
15 230	24 062	42 374	18,9	0,2	2,4	9,3	0,1	169,2
16 261	24 268	39 457	23,3	0,9	1,2	9,3	0,3	172,6
16 064	22 511	32 595	17,6	0,7	6,4	10,1	1,4	167,2
17 161	24 773	49 391	19,9	0,5	2,8	8,8	1,1	168,0
14 105	21 720	31 979	14,2	0,6	4,6	10,2	0,2	167,5
13 560	21 723	34 581	15,7	1,1	6,4	10,7	0,1	165,1
20 460	27 303	36 351	19,1	1,1	6,8	10,8	0,3	165,4

**Average gross monthly earnings and their parts,
differentiation and time paid by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Mean
		CZK/month
3118 Draughtspersons	2 440	19 447
3119 Physical and engineering science technicians n. e. c.	19 064	21 979
3121 Computer assistants	2 135	34 082
3122 Computer equipment operators	3 188	21 747
3152 Safety, health and quality inspectors	3 754	21 618
3160 Railway transport technicians	9 331	21 932
3212 Agronomy and forestry technicians	4 842	18 067
3231 Nursing associate professionals	1 644	15 424
3411 Securities and finance dealers and brokers	2 557	25 946
3412 Insurance representatives	3 659	22 072
3415 Technical and commercial sales representatives	4 817	29 277
3416 Buyers	5 332	20 437
3421 Trade brokers	6 891	23 623
3422 Clearing and forwarding agents	7 181	21 371
3431 Administrative secretaries and related associate professionals	4 684	26 357
3433 Bookkeepers	19 764	19 593
3436 Personnel and careers professionals	2 372	21 983
3439 Administrative associate professionals not elsewhere classified	10 375	22 224
4113 Data entry operators	1 278	14 672
4115 Secretaries	5 856	18 152
4121 Accounting and bookkeeping clerks	2 545	14 789
4123 Finance, tax and other numerical clerks	825	23 773
4131 Stock clerks	9 420	15 493
4132 Production clerks	1 973	16 481
4133 Transport clerks	4 611	19 886
4141 Library and filing clerks	727	14 861
4142 Mail carriers and sorting clerks	14 416	13 274
4190 Other office clerks	1 536	17 541
4211 Cashiers in banks	3 578	17 420
4212 Tellers and other counter clerks	9 189	16 536
4213 Cashiers in shops and restaurants	5 992	10 822
4214 Ticket clerks	2 178	16 139
4222 Receptionists	927	15 492
4223 Telephone switchboard operators	927	19 839
4224 Information clerks	1 331	17 734
5112 Transport conductors	3 034	19 179
5121 Housekeepers and related workers	1 023	15 114
5122 Cooks	5 997	12 236
5123 Waiters and waitresses	1 182	13 004
5132 Institution-based personal care workers	463	11 334
5161 Fire-fighters	2 057	19 528
5162 Police officers	619	17 164
5169 Protective services workers not elsewhere classified	8 381	11 582
5211 Shop salespersons	18 060	11 166

**Average gross monthly earnings and their parts,
differentiation and time paid by CZ-ISCO unit groups of occupations**

Differentials			Structure of gross monthly earnings					Time paid
			premiums and bonuses	overtime payments	other payments	compensation for absence	bonuses for stand-by	
1 st Decile	Median	9 th Decile						
CZK/month	CZK/month	CZK/month	%	%	%	%	%	hours/month
12 777	18 216	27 235	16,7	0,3	2,0	10,4	0,1	167,0
13 153	20 724	31 814	18,6	0,6	3,0	9,6	0,3	168,1
17 112	26 471	62 205	15,0	0,2	1,5	9,5	0,7	169,4
12 506	19 136	33 977	14,9	0,6	3,7	9,9	0,5	168,7
13 657	20 277	29 547	16,0	0,4	4,3	10,5	0,1	166,8
17 891	21 878	25 626	12,2	1,8	13,8	10,7	0,9	173,3
12 730	17 670	23 428	20,4	0,1	1,0	9,6	0,2	171,7
11 474	14 993	19 568	8,0	0,6	14,0	9,4	1,4	164,9
15 423	20 999	38 862	15,8	0,2	0,5	10,3	0,1	173,8
12 725	18 869	34 994	14,8	0,1	0,1	9,9	0,0	171,7
15 204	26 052	46 272	26,0	0,1	1,2	9,5	0,0	168,9
12 286	18 395	30 097	16,1	0,2	2,2	9,9	0,1	166,7
13 200	20 289	34 240	19,1	0,2	1,8	9,4	0,0	167,1
13 040	18 980	31 866	20,4	0,3	2,7	9,7	0,0	168,9
13 065	21 686	43 864	19,2	0,1	4,5	8,9	0,4	169,5
11 969	18 140	28 481	17,1	0,2	2,0	9,9	0,0	167,8
13 850	19 776	31 100	16,8	0,1	2,6	10,2	0,0	166,0
12 798	19 594	33 459	17,5	0,2	2,8	9,7	0,1	168,2
8 346	13 953	20 700	16,1	0,2	2,0	10,0	0,0	165,5
10 935	16 210	27 314	16,7	0,1	2,1	9,4	0,0	168,4
8 903	13 865	21 378	16,7	0,1	1,7	9,4	0,0	167,5
14 871	21 895	33 704	14,0	0,3	2,5	9,4	0,0	173,4
10 095	14 678	21 766	16,4	0,9	6,2	10,0	0,3	171,7
10 479	14 946	24 178	17,1	0,5	2,5	10,4	0,1	166,0
13 122	18 248	29 239	14,6	0,7	9,4	10,0	0,1	172,6
9 942	13 926	20 570	15,2	0,1	4,0	10,2	0,0	168,2
10 495	12 683	16 692	18,8	0,4	1,7	11,0	0,0	160,4
10 411	15 663	28 052	17,3	0,3	3,5	9,6	0,1	168,3
13 331	16 873	21 838	17,4	0,3	1,2	9,7	0,1	166,7
11 702	14 438	23 448	18,6	0,3	1,6	9,7	0,0	162,6
7 794	10 532	14 029	11,5	0,3	7,6	9,3	0,0	166,2
12 953	16 147	19 144	10,6	1,2	12,2	11,3	0,4	178,1
10 008	14 324	21 045	14,3	0,4	8,6	9,3	0,0	167,9
8 220	15 543	33 696	20,6	0,1	4,4	9,3	0,0	167,1
12 981	16 433	23 939	14,1	0,5	5,9	10,2	0,1	171,8
16 825	18 986	21 995	11,8	2,7	16,5	10,5	1,5	179,1
9 440	14 026	22 555	17,0	0,7	5,3	9,6	0,1	170,4
7 848	11 205	17 644	16,8	0,5	4,8	9,4	0,0	170,5
8 452	12 493	17 968	17,3	0,7	8,7	9,4	0,0	170,0
7 886	10 098	15 175	6,0	0,5	15,7	9,6	1,5	164,2
13 578	19 445	25 317	10,7	1,3	16,4	9,9	2,0	169,0
8 810	13 317	29 791	17,9	0,8	6,1	8,5	0,4	172,9
7 570	10 138	17 431	8,5	2,1	11,3	8,3	0,2	178,8
6 946	10 175	15 582	12,8	0,3	6,2	8,8	0,0	167,6

**Average gross monthly earnings and their parts,
differentiation and time paid by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Mean
		CZK/month
6111 Field crop and vegetable growers	715	10 757
6112 Tree and shrub crop growers	246	11 564
6113 Gardeners, horticultural and nursery growers	731	12 432
6121 Livestock producers	3 579	12 822
6122 Poultry producers	657	10 917
6124 Mixed-animal producers	103	11 792
6129 Other animal producers and related workers n. e. c.	150	12 254
6141 Forestry workers	1 664	9 679
6142 Loggers	1 111	13 258
6151 Aquatic-life cultivation workers	170	13 591
7111 Coal miners	3 001	24 028
7122 Bricklayers and stonemasons	6 421	15 772
7124 Carpenters and joiners	2 297	16 219
7129 Building frame and related trades workers n. e. c.	2 344	16 781
7136 Plumbers and pipe fitters	5 767	17 672
7137 Building and related electricians	2 704	18 779
7142 Varnishers and related painters	1 922	18 283
7212 Welders and flamecutters	5 729	18 930
7213 Sheet metal workers	2 465	18 853
7221 Blacksmiths, hammer-smiths and forging-press workers	2 192	17 944
7222 Tool-makers and related workers	32 745	17 686
7223 Machine-tool setters and setter-operators	14 096	17 687
7224 Metal wheel-grinders, polishers and tool sharpeners	1 953	15 944
7231 Motor vehicle mechanics and fitters	6 404	18 122
7234 Rail-vehicles mechanics and fitters	5 446	17 935
7235 Agricultural- or industrial-machinery mechanics and fitters	11 508	18 681
7239 Other machinery mechanics not elsewhere classified	3 720	18 167
7241 Electrical mechanics and fitters	21 203	17 647
7242 Transport electro-mechanics and fitters	2 587	18 083
7243 Electronics mechanics and servicers	6 352	16 963
7244 Telegraph and telephone installers and servicers	2 856	21 082
7246 Electrical line installers	4 401	19 674
7311 Precision-instrument makers and repairers	2 884	16 488
7322 Glass makers, cutters, grinders and finishers	4 239	14 522
7411 Butchers, fishmongers and related food preparers	2 818	14 428
7412 Bakers, pastry-cooks and confectionery makers	2 017	10 951
7422 Cabinet makers and related workers	2 488	13 430
7436 Sewers, embroiderers and related workers	3 054	10 159
7439 Other textile, garment and related workers n. e. c.	2 535	14 412
8111 Mining-plant operators	3 223	24 095
8112 Mineral-ore- and stone-processing-plant operators	2 367	17 477
8121 Ore and metal furnace operators	3 779	20 452
8122 Metal melters, casters	3 334	17 268
8125 Rolling-mill operators	4 826	20 883

**Average gross monthly earnings and their parts,
differentiation and time paid by CZ-ISCO unit groups of occupations**

Differentials			Structure of gross monthly earnings					Time paid
			premiums and bonuses	overtime payments	other payments	compensation for absence	bonuses for stand-by	
1 st Decile	Median	9 th Decile						
CZK/month	CZK/month	CZK/month	%	%	%	%	%	hours/month
7 535	10 521	14 221	11,6	1,1	2,5	12,6	0,0	181,0
8 900	11 351	14 978	18,5	1,0	0,6	13,4	0,0	179,8
8 582	11 885	17 046	17,4	0,9	4,4	11,4	0,3	174,4
9 299	12 705	16 275	14,9	1,6	7,6	9,4	0,1	180,7
8 705	10 423	13 867	22,8	1,1	6,5	10,3	0,1	176,9
9 133	11 044	15 568	14,9	0,7	6,5	10,2	0,0	175,1
8 253	11 773	16 649	16,0	2,2	6,3	9,7	0,1	180,8
7 563	9 226	12 364	8,9	0,3	1,7	16,1	0,0	165,4
9 850	12 905	16 893	10,7	0,3	1,9	16,7	0,0	163,8
9 942	13 133	18 116	26,5	1,7	1,6	9,2	0,8	181,3
16 556	24 010	31 155	23,6	1,4	7,9	16,1	0,1	159,9
11 120	15 012	21 620	19,2	1,4	3,0	12,6	0,1	179,0
11 785	15 548	21 685	17,9	1,6	2,7	12,5	0,1	179,3
11 206	15 954	23 487	19,5	1,8	1,5	11,6	0,1	183,2
12 382	17 351	23 385	20,6	1,2	3,0	11,9	1,6	173,6
12 723	18 433	25 101	17,1	1,4	6,9	10,5	1,7	173,8
12 214	17 360	25 400	16,3	1,0	9,3	11,5	0,0	170,0
13 686	19 009	23 748	15,5	1,3	9,2	12,0	0,1	172,0
12 461	18 604	24 964	12,3	0,6	9,2	11,9	0,0	168,0
10 835	17 530	24 649	17,2	1,0	13,2	12,1	0,0	168,7
11 929	16 901	24 668	17,0	1,3	6,7	11,8	0,5	170,0
12 211	16 829	24 604	15,7	1,5	6,6	12,1	0,1	170,9
10 326	15 522	21 956	17,1	1,4	6,5	13,0	0,1	171,2
12 243	17 354	24 818	15,7	0,9	6,6	11,1	0,2	169,8
14 075	17 904	21 667	16,3	0,9	11,6	12,0	0,4	171,7
11 640	17 757	26 919	17,9	1,4	7,6	11,9	0,3	172,4
11 163	17 613	25 354	18,7	1,5	7,9	10,7	0,1	170,1
10 554	17 050	25 033	16,4	1,2	7,5	11,5	0,6	168,8
13 860	17 723	22 612	15,7	0,7	8,3	12,1	0,3	171,3
10 792	16 224	24 560	15,5	1,9	8,8	10,7	0,4	168,0
14 135	18 809	33 334	23,4	0,8	2,7	8,8	2,0	169,9
14 556	19 026	25 327	17,1	1,2	6,3	11,0	2,2	171,4
10 939	15 773	22 689	17,0	0,9	12,4	11,7	0,5	164,1
8 974	14 024	20 578	19,6	1,1	8,2	13,6	0,0	163,4
9 727	13 846	19 352	15,7	1,0	6,5	10,2	0,0	175,6
7 691	10 395	14 616	15,1	1,8	8,9	10,1	0,2	175,8
9 024	12 617	19 077	15,3	1,2	4,1	13,4	0,0	168,0
6 964	9 574	14 293	17,9	0,7	5,4	13,1	0,0	165,0
8 292	12 946	22 758	22,1	2,2	5,6	13,0	0,0	168,7
16 194	22 943	32 990	22,2	1,2	8,1	13,0	0,2	165,1
12 472	17 345	22 903	19,7	0,9	10,4	11,4	0,3	164,6
13 813	20 218	27 204	11,9	0,6	18,4	11,2	0,0	165,4
11 665	16 575	24 156	16,4	1,5	12,5	12,7	0,0	172,1
15 941	20 959	25 817	13,8	0,6	13,9	10,7	0,0	167,8

**Average gross monthly earnings and their parts,
differentiation and time paid by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Mean
		CZK/month
8131 Glass and ceramics kiln and related machine operators	2 268	19 023
8139 Glass, ceramics and related plant operators n. e. c.	3 473	17 270
8141 Wood-processing-plant operators	1 936	14 896
8159 Chemical-processing-plant operators n. e. c.	3 984	17 462
8161 Power-production plant operators	3 204	21 638
8162 Steam-engine and boiler operators	2 849	16 854
8163 Water-treatment and -supply operators	5 249	16 246
8171 Automated-assembly-line operators	2 709	16 319
8211 Machine-tool operators	7 837	17 073
8231 Rubber-products machine operators	5 250	19 380
8232 Plastic-products machine operators	3 994	15 285
8261 Fibre-preparing-, spinning- and winding machine operators	1 945	12 590
8262 Weaving- and knitting-machine operators	2 038	13 212
8263 Sewing machine operators	2 739	12 073
8264 Bleaching-, dyeing- and cleaning-machine operators	2 152	11 779
8274 Baked-goods, cereal-products machine operators	2 506	14 463
8281 Mechanical-machinery assemblers	9 466	17 110
8282 Electrical-equipment assemblers	8 395	14 974
8283 Electronic-equipment assemblers	2 544	12 459
8284 Metal-, rubber- and plastic-products assemblers	2 091	13 619
8290 Other machine operators and assemblers	2 750	15 264
8311 Locomotive-engine drivers	8 717	22 562
8313 Railway brakemen and shunters	9 464	17 225
8314 Other railway workers	3 673	16 377
8323 Bus and tram drivers	11 900	20 323
8324 Heavy truck and lorry drivers	11 638	16 723
8331 Motorised farm and forestry plant operators	3 686	14 147
8332 Earth-moving- and related plant operators	4 000	19 355
8333 Crane, hoist and related plant operators	4 014	16 109
8334 Lifting-truck operators	5 487	16 356
9132 Helpers and cleaners in offices, hotels and other establishments	10 086	9 410
9141 Building caretakers	665	13 141
9152 Doorkeepers, watchpersons and related workers	4 081	10 022
9161 Garbage collectors	1 983	12 816
9162 Sweepers and related labourers	695	14 293
9211 Farm-hands and labourers	526	11 447
9311 Mining and quarrying labourers	1 399	17 129
9312 Construction and maintenance labourers: roads, dams etc.	933	15 880
9321 Assembling labourers	10 295	12 650
9322 Hand packers	1 384	12 236
9323 Yard labourers	2 324	14 406
9333 Freight handlers	1 146	14 006
9339 Other transport, stock or post labourers	13 456	13 540

**Average gross monthly earnings and their parts,
differentiation and time paid by CZ-ISCO unit groups of occupations**

Differentials			Structure of gross monthly earnings					Time paid
			premiums and bonuses	overtime payments	other payments	compensation for absence	bonuses for stand-by	
1 st Decile	Median	9 th Decile						
CZK/month	CZK/month	CZK/month	%	%	%	%	%	hours/month
13 426	19 073	24 315	22,7	1,9	11,4	10,6	0,1	168,0
11 839	17 299	21 587	24,5	1,0	6,3	11,8	0,0	164,7
9 986	13 269	22 399	16,8	2,2	6,5	11,7	0,0	173,3
11 523	16 700	24 287	14,1	0,6	14,0	11,7	0,0	159,1
15 105	21 809	27 652	12,2	0,8	17,6	10,0	0,3	164,0
10 596	16 177	23 736	14,6	1,6	13,9	10,0	0,2	171,1
11 164	15 912	21 814	18,1	0,9	9,2	10,7	0,5	166,5
11 356	15 873	21 059	13,7	1,9	8,8	11,4	0,0	168,7
11 037	16 972	22 905	17,8	1,2	10,3	12,4	0,0	170,3
11 442	17 829	28 995	19,0	2,3	9,1	13,1	0,0	169,5
10 260	14 904	20 646	19,7	1,7	10,4	11,5	0,0	169,2
8 954	12 487	15 979	14,3	0,8	11,5	12,7	0,0	163,9
9 252	12 779	17 944	17,3	0,9	10,7	13,4	0,0	164,3
7 988	11 256	17 381	21,2	1,0	4,5	12,4	0,0	165,3
8 170	11 386	15 947	17,6	1,1	8,6	12,6	0,0	167,2
10 920	13 897	18 730	11,8	1,3	11,2	10,9	0,0	172,0
11 396	17 108	22 212	16,3	0,9	10,8	10,9	0,0	167,8
10 202	14 602	20 003	19,8	0,4	12,4	13,6	0,1	169,1
9 065	12 498	15 435	13,7	1,2	5,4	12,0	0,0	166,8
8 816	13 570	18 144	19,7	1,8	5,9	12,7	0,0	168,5
9 378	14 313	22 226	13,9	1,0	12,5	11,3	0,0	168,7
20 023	22 586	25 018	13,3	1,4	19,1	11,6	0,2	172,2
14 896	17 056	19 900	9,3	2,2	18,4	10,6	0,5	176,0
13 832	16 123	19 261	9,5	2,1	18,9	10,4	0,9	177,5
15 577	19 609	25 835	10,2	2,1	13,3	10,0	0,8	188,7
12 168	16 118	22 072	19,2	2,0	3,9	10,8	0,5	183,4
10 820	13 822	17 847	16,0	2,7	2,6	12,9	0,1	191,7
14 048	18 955	24 709	21,6	2,0	5,5	11,5	0,3	180,2
10 230	15 454	22 652	15,6	1,2	8,9	11,3	0,1	171,5
10 755	16 341	21 264	16,8	1,4	7,6	10,6	0,1	169,8
6 564	8 760	13 011	13,0	0,5	5,5	10,3	0,0	166,1
8 138	13 043	17 940	14,8	1,1	6,0	10,0	0,3	169,0
7 182	9 471	13 554	10,3	1,5	12,3	9,2	0,3	172,4
9 519	12 805	16 049	15,2	1,3	10,2	10,7	0,1	176,5
8 884	13 975	20 280	20,4	0,7	5,1	12,3	1,6	166,5
7 899	11 130	15 190	18,7	1,3	5,7	10,9	0,0	180,1
12 439	16 406	23 060	22,9	0,9	6,5	14,2	0,3	162,0
10 741	14 778	22 514	26,4	1,8	1,9	11,8	0,6	176,8
8 387	11 992	17 994	15,6	1,3	6,7	12,3	0,0	168,3
8 309	11 627	17 445	18,5	1,0	7,2	12,6	0,0	166,8
9 540	13 384	19 738	19,6	0,2	2,8	8,1	0,0	168,2
9 128	14 079	18 447	16,4	1,3	4,2	10,6	0,1	171,6
9 132	12 890	19 410	14,4	0,7	7,2	11,4	0,3	168,9

**Average monthly worked and not worked time
by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Worked time		Not worked time		
		total	of which overtime	total	of which	
					sick leave	leave
hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.		
1210 Directors and chief executives	1 796	151,3	0,1	2,2	0,2	1,8
1221 Production and operations department managers in agriculture	1 198	152,0	0,9	2,4	0,4	1,9
1222 Production and operations department managers in manufacturing	5 797	146,0	1,2	2,6	0,3	2,0
1223 Production and operations department managers in construction	1 352	151,9	0,9	2,6	0,3	1,9
1224 Prod. and operations dpt. managers in wholesale and retail trade	5 418	148,4	1,0	2,8	0,6	1,7
1226 Prod. and operations dpt. managers in transport, storage and com.	6 493	138,2	0,9	3,3	0,6	2,2
1227 Production and operations dpt. managers in business services	3 501	147,3	0,4	2,9	0,3	2,0
1229 Production and operations dpt. managers not elsewhere classified	2 556	146,8	2,6	3,0	0,4	2,0
1231 Finance and administration department managers	4 714	146,7	0,2	2,7	0,4	2,0
1232 Personnel and industrial relations department managers	931	144,8	0,1	2,7	0,4	2,0
1233 Sales and marketing department managers	3 110	146,9	0,3	2,6	0,3	2,0
1235 Supply and distribution department managers	1 144	145,3	0,8	2,8	0,4	2,0
1236 Computing services department managers	1 043	145,9	0,5	2,7	0,3	2,0
1237 Research and development department managers	1 254	145,7	0,5	2,6	0,2	2,0
1239 Other department managers not elsewhere classified	3 546	145,2	0,7	2,8	0,4	2,0
1312 General managers in manufacturing	1 283	146,6	0,6	2,6	0,4	1,9
1314 General managers in wholesale and retail trade	2 925	146,5	1,3	3,0	0,7	1,8
1316 General managers in transport, storage and communications	857	142,5	1,4	3,1	0,5	2,0
1317 General managers of business services	966	148,0	0,0	2,6	0,5	2,0
2131 Computer systems designers and analysts	2 039	146,2	1,5	2,9	0,4	2,1
2132 Computer programmers	2 735	145,6	1,2	2,9	0,5	2,0
2139 Computing professionals not elsewhere classified	3 542	146,1	1,6	2,9	0,4	2,0
2142 Civil engineers	2 476	145,8	0,6	2,9	0,6	2,0
2143 Electrical engineers	2 464	144,5	1,4	2,9	0,4	2,0
2144 Electronics and telecommunications engineers	2 033	144,4	3,1	3,0	0,4	2,1
2145 Mechanical engineers	4 690	145,2	2,2	2,9	0,5	2,0
2149 Architects and engineers not elsewhere classified	2 685	142,9	1,4	3,2	0,4	2,1
2221 Medical doctors, excl. dentists	880	145,5	5,4	3,0	0,7	2,0
2311 College, university and higher education teaching professionals	8 559	142,4	0,0	3,7	0,3	3,3
2411 Accountants	4 891	145,1	0,6	3,0	0,5	2,0
2412 Personnel and careers professionals	1 198	143,0	1,0	3,1	0,6	2,1
2413 Banking professionals	17 486	142,4	1,1	3,4	0,8	2,0
2419 Business professionals not elsewhere classified	6 001	143,5	0,9	3,0	0,5	2,1
2421 Lawyers	1 253	144,8	0,1	3,0	0,6	2,0
2433 Information professionals	1 432	138,9	1,4	3,6	0,8	2,0
2441 Economists	3 021	144,7	0,8	2,9	0,5	2,0
2451 Authors, journalists and other writers	1 517	149,4	1,3	2,8	0,6	2,1
2470 Administrative professionals not elsewhere classified	2 304	145,9	1,5	3,0	0,6	2,0
3112 Civil engineering technicians	7 341	149,3	2,6	3,0	0,6	2,0
3113 Electrical engineering technicians	8 337	144,0	3,4	3,1	0,6	2,1
3114 Electronics and telecommunications engineering technicians	4 654	143,4	4,4	3,2	0,6	2,0
3115 Mechanical engineering technicians	15 646	143,0	3,1	3,2	0,7	2,0
3116 Chemical engineering technicians	3 740	141,6	2,7	3,1	0,7	2,1
3117 Mining and metallurgical technicians	2 755	142,5	3,8	3,1	0,5	2,1

**Average monthly worked and not worked time
by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Worked time		Not worked time		
		total	of which overtime	total	of which	
					sick leave	leave
hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.		
3118 Draughtspersons	2 531	143,2	1,6	3,1	0,7	2,0
3119 Physical and engineering science technicians n. e. c.	19 777	145,1	3,1	3,0	0,7	1,9
3121 Computer assistants	2 192	145,7	1,3	3,1	0,5	2,1
3122 Computer equipment operators	3 309	144,6	2,3	3,1	0,8	2,0
3152 Safety, health and quality inspectors	3 900	142,1	1,9	3,2	0,8	2,1
3160 Railway transport technicians	9 658	145,9	8,8	3,7	0,6	2,7
3212 Agronomy and forestry technicians	4 984	150,4	0,7	2,7	0,6	2,0
3231 Nursing associate professionals	1 736	140,6	2,6	3,2	1,1	2,0
3411 Securities and finance dealers and brokers	2 667	145,0	1,3	3,6	0,9	2,0
3412 Insurance representatives	3 820	144,3	0,1	3,5	0,9	2,0
3415 Technical and commercial sales representatives	4 952	147,2	0,7	2,8	0,5	1,9
3416 Buyers	5 528	143,0	1,1	3,1	0,7	2,0
3421 Trade brokers	7 140	143,6	0,8	3,1	0,7	1,9
3422 Clearing and forwarding agents	7 504	143,0	2,1	3,4	0,9	2,0
3431 Administrative secretaries and related associate professionals	4 887	146,4	0,4	3,0	0,9	1,8
3433 Bookkeepers	20 504	144,1	0,7	3,1	0,7	2,0
3436 Personnel and careers professionals	2 457	141,3	0,5	3,2	0,7	2,1
3439 Administrative associate professionals not elsewhere classified	10 809	143,0	1,0	3,3	0,8	2,0
4113 Data entry operators	1 350	138,7	0,9	3,5	1,1	2,0
4115 Secretaries	6 130	143,8	0,6	3,2	0,9	1,9
4121 Accounting and bookkeeping clerks	2 665	143,7	0,7	3,1	0,9	1,8
4123 Finance, tax and other numerical clerks	855	148,2	1,8	3,2	0,7	2,0
4131 Stock clerks	10 014	143,7	5,0	3,6	1,2	2,0
4132 Production clerks	2 059	141,2	2,1	3,3	0,9	2,0
4133 Transport clerks	4 837	144,7	4,5	3,6	1,0	2,3
4141 Library and filing clerks	771	140,7	0,2	3,5	1,2	2,1
4142 Mail carriers and sorting clerks	15 654	127,0	1,9	4,6	1,7	2,1
4190 Other office clerks	1 612	142,9	1,3	3,3	1,0	1,9
4211 Cashiers in banks	3 767	138,4	1,6	3,7	1,1	2,0
4212 Tellers and other counter clerks	9 756	133,5	1,7	3,9	1,2	2,0
4213 Cashiers in shops and restaurants	6 660	134,8	1,2	4,1	2,0	1,7
4214 Ticket clerks	2 299	144,5	6,3	4,3	1,1	3,0
4222 Receptionists	970	145,7	2,1	2,9	0,9	1,7
4223 Telephone switchboard operators	993	139,8	0,5	3,5	1,4	1,9
4224 Information clerks	1 436	137,8	2,1	4,3	1,5	2,2
5112 Transport conductors	3 256	143,0	13,6	4,8	1,5	2,9
5121 Housekeepers and related workers	1 074	146,0	3,6	3,2	1,0	1,9
5122 Cooks	6 507	140,4	2,1	3,9	1,6	1,7
5123 Waiters and waitresses	1 251	146,0	3,8	3,1	1,1	1,6
5132 Institution-based personal care workers	502	135,9	2,2	3,7	1,6	1,9
5161 Fire-fighters	2 142	147,0	7,3	2,9	0,7	1,9
5162 Police officers	658	149,7	6,0	3,0	1,2	1,6
5169 Protective services workers not elsewhere classified	9 007	153,7	15,0	3,2	1,4	1,6
5211 Shop salespersons	19 642	139,7	2,6	3,6	1,6	1,7

**Average monthly worked and not worked time
by CZ-ISCO unit groups of occupations**

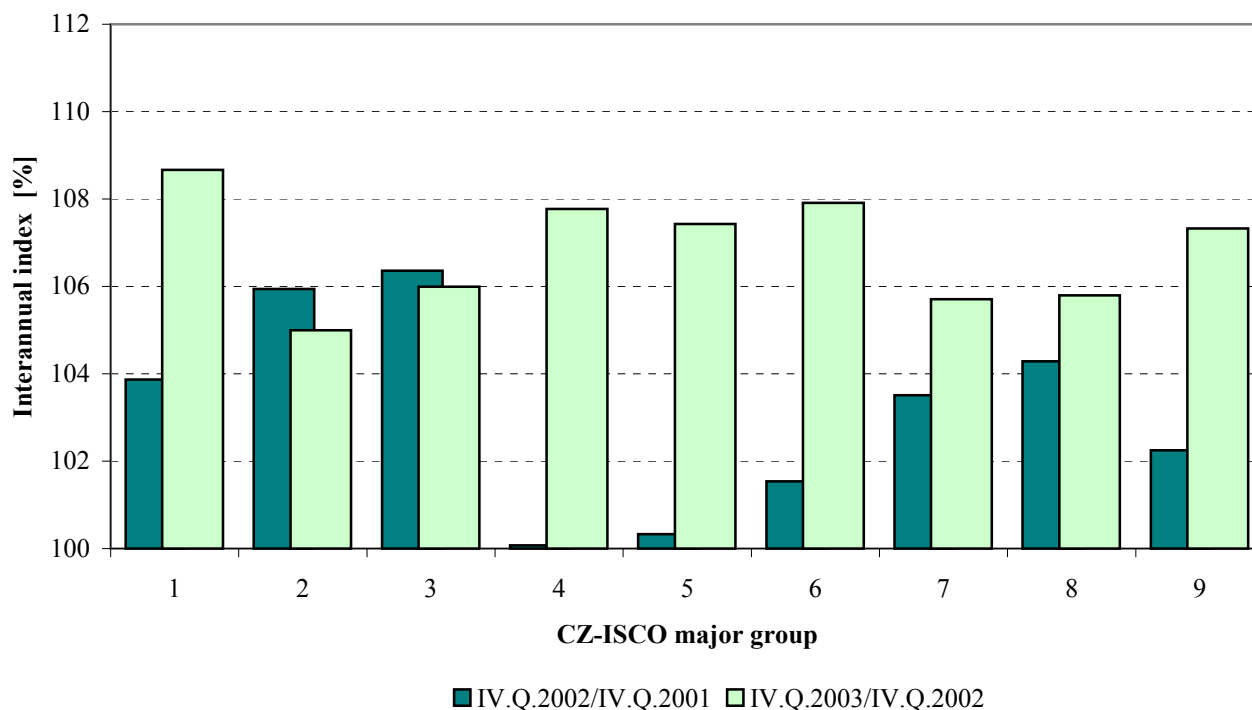
CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Worked time		Not worked time		
		total	of which overtime	total	of which	
					sick leave	leave
hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.		
6111 Field crop and vegetable growers	809	139,8	6,0	5,1	2,4	1,7
6112 Tree and shrub crop growers	278	138,5	5,1	5,1	2,4	1,8
6113 Gardeners, horticultural and nursery growers	801	140,3	4,5	4,3	1,9	1,9
6121 Livestock producers	3 981	146,7	7,5	4,2	2,2	1,8
6122 Poultry producers	725	143,5	5,8	4,2	2,0	1,8
6124 Mixed-animal producers	116	139,4	3,1	4,5	2,3	1,8
6129 Other animal producers and related workers n. e. c.	165	148,3	9,6	4,0	1,8	2,0
6141 Forestry workers	1 864	127,0	1,2	5,0	2,2	1,9
6142 Loggers	1 221	126,2	0,6	5,0	1,9	2,2
6151 Aquatic-life cultivation workers	180	155,3	9,2	3,2	1,1	1,9
7111 Coal miners	3 386	121,0	4,8	5,2	2,4	2,4
7122 Bricklayers and stonemasons	7 192	139,7	7,3	4,9	2,2	1,9
7124 Carpenters and joiners	2 543	141,6	8,8	4,7	2,0	2,0
7129 Building frame and related trades workers n. e. c.	2 595	145,1	9,2	4,7	2,1	1,9
7136 Plumbers and pipe fitters	6 201	141,7	6,6	4,1	1,4	2,0
7137 Building and related electricians	2 841	146,4	8,3	3,5	1,0	2,0
7142 Varnishers and related painters	2 097	136,2	5,9	4,4	1,7	2,0
7212 Welders and flamecutters	6 348	134,9	7,1	4,8	2,0	2,0
7213 Sheet metal workers	2 681	134,1	3,8	4,5	1,6	2,0
7221 Blacksmiths, hammer-smiths and forging-press workers	2 437	132,6	5,3	4,7	2,1	1,9
7222 Tool-makers and related workers	35 353	138,6	6,7	4,1	1,5	2,0
7223 Machine-tool setters and setter-operators	15 267	138,5	7,7	4,2	1,6	2,0
7224 Metal wheel-grinders, polishers and tool sharpeners	2 140	136,0	6,9	4,6	1,8	2,0
7231 Motor vehicle mechanics and fitters	6 853	139,4	4,9	4,0	1,4	1,9
7234 Rail-vehicles mechanics and fitters	5 815	138,1	4,1	4,4	1,3	2,6
7235 Agricultural- or industrial-machinery mechanics and fitters	12 317	141,5	7,8	4,0	1,4	2,0
7239 Other machinery mechanics not elsewhere classified	3 946	142,0	6,9	3,7	1,2	1,9
7241 Electrical mechanics and fitters	22 817	138,4	6,0	4,0	1,4	1,9
7242 Transport electro-mechanics and fitters	2 760	139,5	4,0	4,1	1,2	2,4
7243 Electronics mechanics and servicers	6 807	141,0	7,0	3,5	1,3	1,6
7244 Telegraph and telephone installers and servicers	2 963	142,8	6,2	3,6	0,8	2,2
7246 Electrical line installers	4 657	142,4	5,7	3,8	1,1	2,2
7311 Precision-instrument makers and repairers	3 078	134,1	4,3	4,0	1,3	1,8
7322 Glass makers, cutters, grinders and finishers	4 708	127,7	4,2	4,8	2,1	2,0
7411 Butchers, fishmongers and related food preparers	3 124	141,7	6,3	4,3	2,0	1,7
7412 Bakers, pastry-cooks and confectionery makers	2 293	140,5	10,7	4,5	2,4	1,7
7422 Cabinet makers and related workers	2 806	130,8	5,8	4,9	2,4	1,8
7436 Sewers, embroiderers and related workers	3 443	128,5	4,0	4,8	2,3	1,7
7439 Other textile, garment and related workers n. e. c.	2 779	134,1	6,8	4,5	1,7	1,9
8111 Mining-plant operators	3 552	130,6	5,5	4,6	1,7	2,1
8112 Mineral-ore- and stone-processing-plant operators	2 559	135,2	4,2	3,9	1,4	1,9
8121 Ore and metal furnace operators	4 107	134,1	3,6	4,2	1,5	2,0
8122 Metal melters, casters	3 686	135,6	8,4	4,7	2,0	1,9
8125 Rolling-mill operators	5 217	138,0	3,9	3,9	1,5	2,0

**Average monthly worked and not worked time
by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Worked time		Not worked time		
		total	of which overtime	total	of which	
					sick leave	leave
hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.		
8131 Glass and ceramics kiln and related machine operators	2 399	143,3	8,2	3,2	1,1	1,8
8139 Glass, ceramics and related plant operators n. e. c.	3 727	136,9	4,2	3,7	1,4	1,8
8141 Wood-processing-plant operators	2 126	140,1	9,0	4,3	1,9	1,8
8159 Chemical-processing-plant operators n. e. c.	4 249	132,2	2,7	3,7	1,2	2,0
8161 Power-production plant operators	3 339	141,9	4,0	3,0	0,8	1,9
8162 Steam-engine and boiler operators	3 017	145,7	8,8	3,3	1,1	1,9
8163 Water-treatment and -supply operators	5 543	140,7	4,5	3,4	1,1	2,0
8171 Automated-assembly-line operators	2 960	137,1	7,6	4,1	1,8	1,8
8211 Machine-tool operators	8 552	137,2	7,3	4,3	1,7	2,0
8231 Rubber-products machine operators	5 732	134,2	9,0	4,6	1,7	2,0
8232 Plastic-products machine operators	4 368	136,8	7,0	4,2	1,8	1,9
8261 Fibre-preparing-, spinning- and winding machine operators	2 180	127,5	3,8	4,9	2,3	1,8
8262 Weaving- and knitting-machine operators	2 243	130,1	4,4	4,5	1,9	1,8
8263 Sewing machine operators	3 084	129,0	4,5	4,8	2,3	1,8
8264 Bleaching-, dyeing- and cleaning-machine operators	2 375	132,9	5,0	4,5	2,0	1,9
8274 Baked-goods, cereal-products machine operators	2 753	139,9	9,0	4,2	1,8	1,9
8281 Mechanical-machinery assemblers	10 481	132,5	5,0	4,6	1,9	1,9
8282 Electrical-equipment assemblers	9 348	132,0	5,6	4,8	2,1	1,9
8283 Electronic-equipment assemblers	2 855	131,1	5,2	4,7	2,3	1,8
8284 Metal-, rubber- and plastic-products assemblers	2 312	133,3	6,0	4,6	2,0	1,9
8290 Other machine operators and assemblers	2 984	138,1	5,7	4,0	1,6	1,8
8311 Locomotive-engine drivers	9 067	141,3	7,2	4,2	0,7	2,7
8313 Railway brakemen and shunters	9 950	144,1	11,1	4,3	1,0	2,8
8314 Other railway workers	3 859	145,5	10,6	4,2	1,0	2,9
8323 Bus and tram drivers	13 080	156,5	18,4	3,9	1,7	1,6
8324 Heavy truck and lorry drivers	12 426	152,7	13,8	3,8	1,3	1,9
8331 Motorised farm and forestry plant operators	4 007	155,3	16,8	4,4	1,7	1,9
8332 Earth-moving- and related plant operators	4 290	147,5	11,5	4,1	1,3	2,0
8333 Crane, hoist and related plant operators	4 433	137,3	6,8	4,4	1,9	2,0
8334 Lifting-truck operators	5 892	139,6	6,3	3,9	1,4	1,9
9132 Helpers and cleaners in offices, hotels and other establishments	11 099	135,3	2,5	4,1	1,9	1,8
9141 Building caretakers	701	143,3	2,9	3,4	1,1	2,0
9152 Doorkeepers, watchpersons and related workers	4 447	144,1	7,0	3,6	1,6	1,7
9161 Garbage collectors	2 203	139,6	6,3	4,7	2,1	2,3
9162 Sweepers and related labourers	765	131,9	3,0	4,6	1,9	2,2
9211 Farm-hands and labourers	597	140,9	6,2	4,8	2,5	1,8
9311 Mining and quarrying labourers	1 555	126,4	4,4	4,8	2,1	2,1
9312 Construction and maintenance labourers: roads, dams etc.	1 051	137,4	8,1	5,0	2,3	2,0
9321 Assembling labourers	11 436	133,1	5,9	4,6	2,0	1,9
9322 Hand packers	1 547	130,5	5,0	4,8	2,2	1,9
9323 Yard labourers	2 547	136,1	1,3	4,2	1,8	1,6
9333 Freight handlers	1 279	136,4	6,6	4,5	2,2	2,0
9339 Other transport, stock or post labourers	14 583	136,7	3,7	4,2	1,6	2,1

**Average hourly earnings development
by CZ-ISCO major groups of occupations
panel of the same economic entities**

CZ-ISCO major group of occupations	Index		
	IV.Q.2002/IV.Q.2001	IV.Q.2003/IV.Q.2002	IV.Q.2003/IV.Q.2001
	%	%	%
1 Legislators, senior officials and managers	103,9	108,7	112,9
2 Professionals	105,9	105,0	111,2
3 Technicians and associate professionals	106,4	106,0	112,7
4 Clerks	100,1	107,8	107,9
5 Serv. workers, shop, market sales workers	100,3	107,4	107,8
6 Skilled agricultural and fishery workes	101,5	107,9	109,6
7 Craft and related trades workers	103,5	105,7	109,4
8 Plant and machine operators and assemblers	104,3	105,8	110,3
9 Elementary occupations	102,2	107,3	109,7
TOTAL CR - business sector	105,0	107,5	112,8



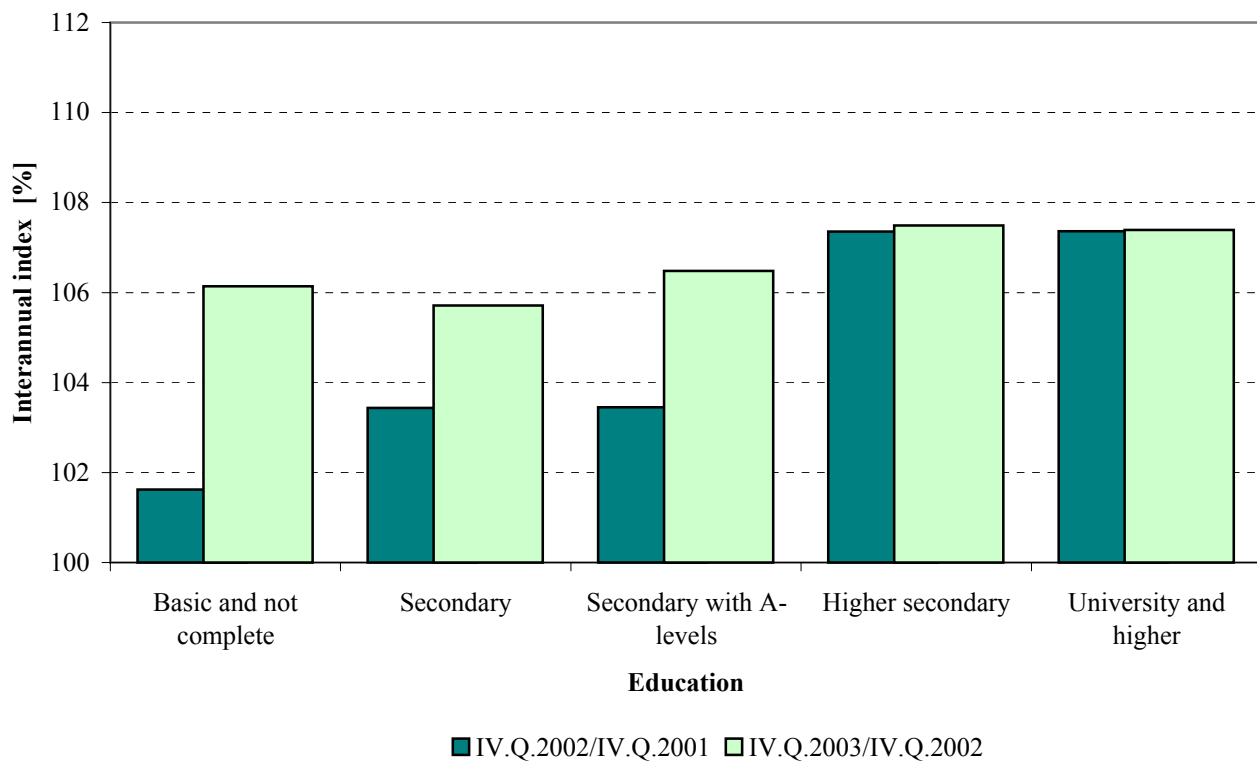
**Average hourly earnings development
by education level**
panel of the same economic entities

Education level	Index		
	IV.Q.2002/IV.Q.2001	IV.Q.2003/IV.Q.2002	IV.Q.2003/IV.Q.2001
	%	%	%

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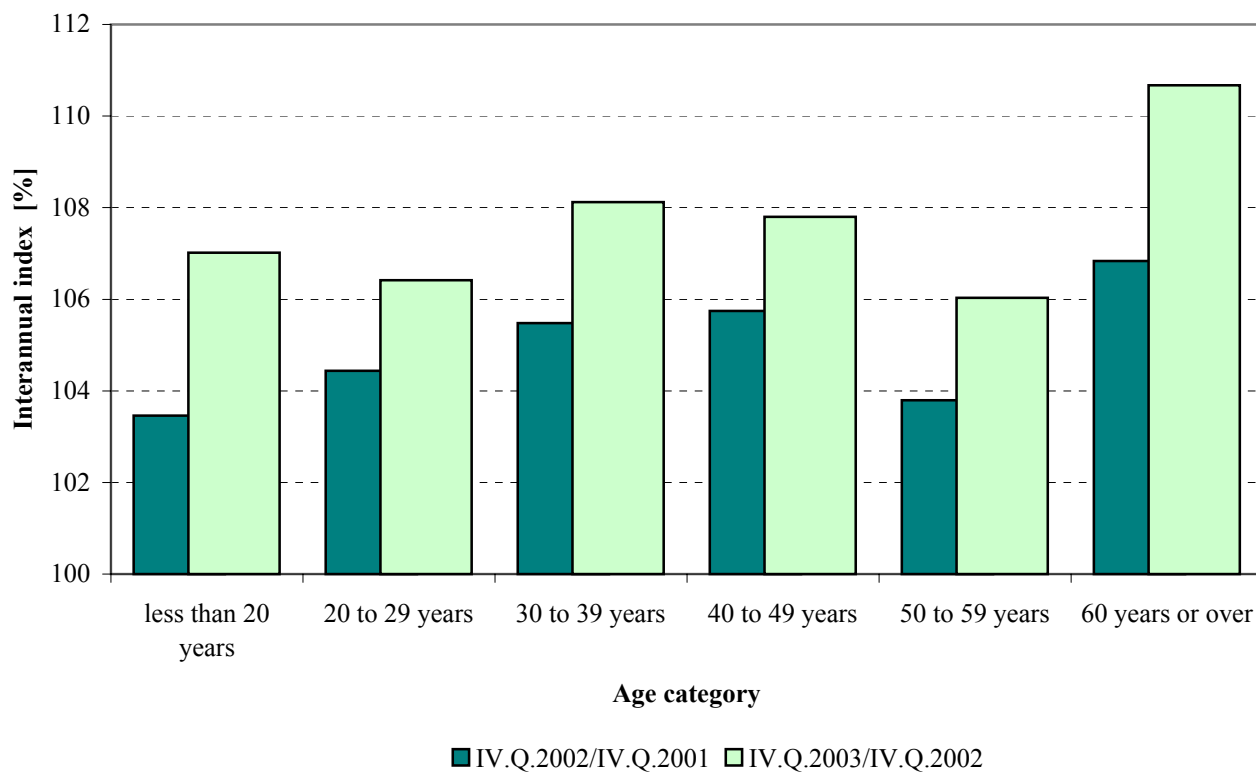
1	Basic and not complete	A-C	101,6	106,1	107,9
2	Secondary	D,E,H,J	103,4	105,7	109,3
3	Secondary with A-levels	K-M	103,4	106,5	110,2
4	Higher secondary	N,R	107,4	107,5	115,4
5	University and higher	T,V	107,4	107,4	115,3
	not applicable		109,4	106,1	116,1

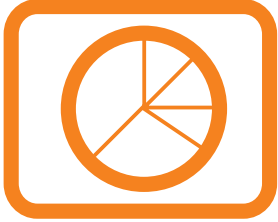
TOTAL CR - business sector			105,0	107,5	112,9
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**Average hourly earnings development
by age**
panel of the same economic entities

Age category	Index		
	IV.Q.2002/IV.Q.2001	IV.Q.2003/IV.Q.2002	IV.Q.2003/IV.Q.2001
	%	%	%
less than 20 years	103,5	107,0	110,7
20 to 29 years	104,4	106,4	111,1
30 to 39 years	105,5	108,1	114,0
40 to 49 years	105,7	107,8	114,0
50 to 59 years	103,8	106,0	110,1
60 years or over	106,8	110,7	118,2
TOTAL CR - business sector	105,0	107,5	112,8





Results part CR non-business sector

**Average hourly earnings
by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Sample size		Mean CZK/hour	Differentials		
	Local units	Emple- yees		1 st Decile	Median	9 th Decile
			CZK/hour	CZK/hour	CZK/hour	CZK/hour
0101 Armed forces	3	21 600	114,54	68,43	108,12	167,42
1127 Senior government ministry officials	59	3 481	203,54	132,42	176,60	305,63
1128 Senior government police and safety officials	39	1 532	153,85	112,20	137,63	214,71
1150 Senior officials of district and local governments	27	1 319	183,75	123,08	168,01	264,70
1210 Directors and chief executives	427	485	216,01	144,44	199,77	324,09
1225 Production and operations dpt. managers in restaurants and hotels	170	214	99,73	77,36	98,07	127,67
1229 Production and operations dpt. managers not elsewhere classified	190	1 153	208,73	115,41	196,73	318,62
1231 Finance and administration department managers	201	635	174,92	111,90	161,08	260,64
1237 Research and development department managers	29	149	216,91	141,56	201,31	319,88
1239 Other department managers not elsewhere classified	75	181	165,27	96,69	142,34	266,88
1319 General managers not elsewhere classified	76	117	187,58	117,64	169,78	293,81
2139 Computing professionals not elsewhere classified	109	815	130,36	93,79	126,38	170,33
2211 Biologists, botanists, zoologists and related professionals	92	1 223	136,37	76,54	126,56	199,20
2212 Pharmacologists, pathologists and related professionals	68	620	145,22	85,48	136,22	208,68
2221 Medical doctors, excl. dentists	151	13 452	167,03	95,67	155,00	247,50
2321 Secondary education general subjects teaching professionals	111	2 386	119,25	90,97	115,86	147,56
2322 Secondary education vocational subjects teaching professionals	104	2 051	121,90	96,86	119,56	147,99
2331 Primary education teaching professionals	160	5 144	106,33	81,98	104,53	128,31
2341 Special education general subjects teaching professionals	53	516	115,63	85,75	115,13	140,68
2353 Primary artistic school teaching professionals	19	542	107,29	79,04	101,84	134,25
2411 Accountants	87	996	123,84	81,53	115,11	179,54
2421 Lawyers	94	524	149,83	104,91	142,99	201,75
2432 Librarians	57	598	103,88	65,97	99,54	143,56
2441 Economists	88	541	114,72	76,02	108,78	157,87
2445 Psychologists	111	546	125,38	83,68	122,56	162,70
2453 Composers, musicians and singers	8	919	93,45	67,19	91,44	120,50
2470 Administrative professionals not elsewhere classified	73	5 989	139,81	92,26	131,81	198,38
3118 Draughtspersons	29	2 183	101,28	77,55	99,45	126,64
3119 Physical and engineering science technicians n. e. c.	161	1 921	106,78	77,86	104,98	134,97
3122 Computer equipment operators	140	1 002	105,91	70,90	101,99	147,51
3134 Medical equipment operators	95	1 813	109,02	82,48	106,40	138,29
3211 Life science technicians	115	4 420	102,52	76,81	100,30	129,77
3226 Physiotherapists and related associate professionals	118	2 163	89,08	69,27	87,19	111,39
3231 Nursing associate professionals	162	30 357	105,27	80,24	103,34	131,85
3232 Midwifery associate professionals	71	2 219	108,36	83,02	108,32	131,67
3233 Child's nurses	83	4 256	109,01	84,86	108,25	133,38
3234 Psychiatric nurses	30	1 623	116,78	90,17	116,97	141,33
3235 Intensive care nurses	74	4 831	115,33	91,01	114,81	139,85
3311 Tutors in children's institutions	250	1 455	85,86	65,73	84,53	105,25
3341 Foremen of vocational training	66	1 268	98,62	78,03	98,00	121,11
3431 Administrative secretaries and related associate professionals	154	1 126	91,89	62,80	86,34	128,31
3433 Bookkeepers	510	4 883	103,41	74,88	99,95	136,59
3439 Administrative associate professionals not elsewhere classified	422	6 027	102,39	72,55	100,31	133,70
3442 Government tax and excise officials	18	12 666	107,19	85,14	106,55	128,36

**Average hourly earnings
by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Sample size		Mean	Differentials		
	Local units	Empl- yees		1 st Decile	Median	9 th Decile
			CZK/hour	CZK/hour	CZK/hour	CZK/hour
3443 Government social benefits officials	14	3 836	97,58	74,69	94,13	125,08
3460 Social work associate professionals	137	1 436	96,16	63,33	96,98	126,44
4111 Stenographers and typists	18	206	90,21	57,74	91,24	117,19
4112 Word-processor and related operators	100	1 004	84,12	59,06	83,47	107,64
4113 Data entry operators	51	309	71,23	52,23	68,41	90,36
4115 Secretaries	182	2 136	92,04	62,07	88,80	127,31
4121 Accounting and bookkeeping clerks	65	720	84,58	65,96	84,06	102,70
4131 Stock clerks	159	1 262	81,77	63,08	79,95	102,86
4133 Transport clerks	48	175	100,52	74,11	98,91	129,31
4141 Library and filing clerks	136	1 035	75,44	52,79	71,31	104,71
4142 Mail carriers and sorting clerks	18	122	80,15	60,34	78,58	103,56
4190 Other office clerks	138	1 101	86,14	60,03	82,15	119,12
4211 Cashiers in banks	100	220	88,46	62,65	83,72	120,18
4214 Ticket clerks	26	126	61,83	46,19	57,76	85,31
4222 Receptionists	31	267	78,01	55,75	79,29	96,24
4223 Telephone switchboard operators	142	472	65,57	44,86	63,03	88,67
4224 Information clerks	29	155	80,17	53,12	81,75	104,96
5122 Cooks	390	4 272	67,53	48,84	64,79	90,12
5132 Institution-based personal care workers	131	12 259	73,42	55,94	71,77	92,85
5133 Home-based personal care workers	12	335	67,69	47,10	65,32	88,57
5139 Personal care and related workers not elsewhere classified	38	493	72,42	55,63	70,29	91,92
5161 Fire-fighters	8	1 455	128,02	94,97	128,85	159,30
5162 Police officers	15	854	124,59	87,83	123,20	161,06
5169 Protective services workers not elsewhere classified	34	900	89,21	63,18	90,87	110,42
6113 Gardeners, horticultural and nursery growers	79	394	75,43	48,97	68,19	112,92
6121 Livestock producers	10	27	76,66	55,78	76,18	96,32
6125 ZOO animals producers	3	100	79,23	61,09	78,93	99,27
6129 Other animal producers and related workers n. e. c.	15	108	78,15	54,36	75,66	104,35
6141 Forestry workers	7	72	72,16	50,60	70,32	92,32
6142 Loggers	5	54	97,05	67,93	94,88	122,29
7122 Bricklayers and stonemasons	101	291	76,80	61,06	75,85	93,74
7124 Carpenters and joiners	54	136	75,08	56,02	75,65	90,62
7125 Building fitters	8	230	74,25	52,38	72,82	101,20
7129 Building frame and related trades workers n. e. c.	40	234	85,38	61,75	82,51	113,43
7136 Plumbers and pipe fitters	114	875	83,48	66,60	83,48	100,45
7137 Building and related electricians	78	421	84,72	62,25	82,97	109,02
7141 Painters and related workers	42	87	70,01	56,24	68,91	84,22
7222 Tool-makers and related workers	128	611	82,86	60,17	81,58	108,29
7223 Machine-tool setters and setter-operators	12	82	98,03	82,12	97,00	113,13
7231 Motor vehicle mechanics and fitters	81	749	87,45	72,01	87,00	102,62
7235 Agricultural- or industrial-machinery mechanics and fitters	17	66	88,26	61,86	85,20	118,67
7239 Other machinery mechanics not elsewhere classified	21	108	86,06	61,51	85,90	107,51
7241 Electrical mechanics and fitters	87	449	84,63	66,12	84,60	102,36

**Average hourly earnings
by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Sample size		Mean	Differentials		
	Local units	Emple- yees		1 st Decile	Median	9 th Decile
			CZK/hour	CZK/hour	CZK/hour	CZK/hour
7243 Electronics mechanics and servicers	36	204	91,04	67,09	90,17	112,67
7244 Telegraph and telephone installers and servicers	18	123	94,75	66,74	97,93	117,83
7246 Electrical line installers	8	127	87,56	73,90	88,66	99,79
7422 Cabinet makers and related workers	54	160	78,21	58,04	76,69	100,50
7433 Tailors, dressmakers and hatters	61	473	65,17	50,05	61,08	86,77
8162 Steam-engine and boiler operators	133	916	76,27	57,03	74,45	99,84
8163 Water-treatment and -supply operators	48	242	81,84	59,59	81,83	101,94
8164 Incinerator operators	31	153	90,65	62,58	91,95	116,23
8264 Bleaching-, dyeing- and cleaning-machine operators	79	1 236	55,79	43,05	55,25	69,19
8321 Car and van drivers	162	864	80,04	57,06	78,22	104,19
8322 Ambulance car drivers	52	879	91,17	66,30	87,62	121,05
8323 Bus and tram drivers	20	135	91,94	72,35	90,93	105,82
8324 Heavy truck and lorry drivers	65	1 019	77,17	59,59	76,66	94,52
8326 Special vehicle drivers	27	721	83,09	65,42	84,14	99,44
8331 Motorised farm and forestry plant operators	23	127	75,28	57,25	73,54	94,42
8332 Earth-moving- and related plant operators	19	159	115,13	70,05	91,51	203,25
8334 Lifting-truck operators	25	123	66,80	50,77	66,66	82,04
9131 Domestic helpers and cleaners	21	162	51,76	41,99	51,04	62,17
9132 Helpers and cleaners in offices, hotels and other establishments	608	8 100	52,24	41,19	50,98	64,33
9133 Hand-launders and pressers	34	223	53,36	44,57	51,96	64,60
9141 Building caretakers	154	496	70,24	45,56	69,87	92,41
9143 School caretakers	307	502	72,87	51,65	71,37	93,41
9152 Doorkeepers, watchpersons and related workers	221	2 306	59,57	42,47	56,58	84,20
9161 Garbage collectors	24	292	63,41	48,34	61,66	80,82
9312 Construction and maintenance labourers: roads, dams etc.	19	169	66,21	52,68	65,61	82,31
9323 Yard labourers	65	453	57,76	43,39	56,05	73,29
9333 Freight handlers	29	152	58,80	45,84	55,24	75,64
9339 Other transport, stock or post labourers	118	1 255	63,34	48,29	62,64	79,01

**Average gross monthly earnings and their parts,
differentiation and time paid by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Mean
		CZK/month
0101 Armed forces	1 721	22 388
1127 Senior government ministry officials	3 269	31 392
1128 Senior government police and safety officials	1 378	27 792
1150 Senior officials of district and local governments	1 221	31 401
1210 Directors and chief executives	456	36 894
1225 Production and operations dpt. managers in restaurants and hotels	170	16 810
1229 Production and operations dpt. managers not elsewhere classified	1 007	39 536
1231 Finance and administration department managers	571	29 943
1237 Research and development department managers	108	32 753
1239 Other department managers not elsewhere classified	165	27 976
1319 General managers not elsewhere classified	107	31 921
2139 Computing professionals not elsewhere classified	691	22 901
2211 Biologists, botanists, zoologists and related professionals	793	25 125
2212 Pharmacologists, pathologists and related professionals	413	26 967
2221 Medical doctors, excl. dentists	9 797	36 490
2224 Pharmacists	339	33 008
2321 Secondary education general subjects teaching professionals	1 782	21 703
2322 Secondary education vocational subjects teaching professionals	1 497	22 038
2331 Primary education teaching professionals	3 873	18 940
2341 Special education general subjects teaching professionals	441	20 132
2411 Accountants	827	22 233
2421 Lawyers	405	26 490
2432 Librarians	444	17 013
2441 Economists	419	21 024
2445 Psychologists	368	22 815
2453 Composers, musicians and singers	627	17 047
2470 Administrative professionals not elsewhere classified	4 942	23 449
3118 Draughtspersons	1 840	16 369
3119 Physical and engineering science technicians n. e. c.	1 580	19 713
3134 Medical equipment operators	1 558	22 071
3211 Life science technicians	3 663	20 225
3226 Physiotherapists and related associate professionals	1 748	16 021
3231 Nursing associate professionals	25 095	18 688
3232 Midwifery associate professionals	1 839	18 822
3233 Child's nurses	3 548	18 901
3234 Psychiatric nurses	1 332	20 306
3235 Intensive care nurses	3 884	20 413
3311 Tutors in children's institutions	1 073	15 403
3341 Foremen of vocational training	999	17 565
3431 Administrative secretaries and related associate professionals	929	16 091
3433 Bookkeepers	4 247	18 269
3439 Administrative associate professionals not elsewhere classified	4 995	18 129

**Average gross monthly earnings and their parts,
differentiation and time paid by CZ-ISCO unit groups of occupations**

Differentials			Structure of gross monthly earnings					Time paid
			premiums and bonuses	overtime payments	other payments	compensation for absence	bonuses for stand-by	
1 st Decile	Median	9 th Decile						
CZK/month	CZK/month	CZK/month	%	%	%	%	%	hours/month
12 196	19 998	34 704	9,5	3,2	24,7	0,1	3,2	194,6
22 170	27 883	44 970	10,5	0,0	27,1	9,6	0,1	169,4
19 966	24 815	39 679	4,9	0,1	28,9	7,0	0,5	168,5
21 344	28 642	45 487	15,9	0,0	22,8	9,9	1,4	171,1
25 708	34 163	53 634	15,4	0,0	29,1	12,6	0,3	171,6
13 173	16 689	20 295	9,7	0,1	19,9	10,0	0,1	169,3
20 514	37 037	62 868	10,5	2,4	27,5	9,0	4,4	179,8
20 107	27 367	42 323	15,4	0,3	26,0	9,5	0,5	172,3
22 248	32 289	44 485	21,4	0,1	17,0	9,9	0,0	172,2
18 199	25 413	42 305	14,8	0,2	22,8	9,6	1,8	172,2
19 540	28 260	47 369	15,6	0,6	19,8	11,2	1,6	173,7
16 472	22 032	29 904	9,1	0,2	17,9	10,0	1,0	171,6
15 647	23 767	36 107	13,8	0,6	13,9	10,7	0,8	172,3
15 804	25 705	39 815	10,8	1,3	16,4	10,8	1,6	174,1
21 088	33 861	54 673	11,6	4,1	19,7	8,8	6,4	192,2
22 109	31 430	43 959	10,6	1,0	27,5	9,9	1,0	173,2
17 282	21 458	25 950	7,5	0,7	12,2	14,8	0,2	175,8
18 089	21 863	26 253	7,8	0,7	11,8	14,9	0,2	175,5
15 568	18 691	22 399	7,3	0,5	12,9	15,0	0,0	173,9
15 291	20 235	24 145	6,4	0,5	15,6	15,2	0,0	174,0
15 275	20 839	30 528	13,1	0,1	14,7	10,4	0,1	173,1
19 134	25 099	35 170	12,2	0,0	17,0	9,9	0,1	171,0
12 170	16 649	22 204	17,3	0,0	11,7	9,8	0,1	170,6
14 143	19 944	29 469	12,6	0,2	15,7	10,0	0,3	172,2
15 705	22 679	29 357	5,9	0,2	16,6	11,7	0,3	168,7
12 420	16 699	22 616	10,2	0,0	8,4	10,1	0,0	175,6
15 838	22 146	32 540	11,5	0,1	13,6	9,9	0,5	171,2
12 756	16 129	20 211	10,3	0,0	13,8	10,5	0,0	169,9
14 479	19 389	24 981	9,9	0,7	14,3	9,9	1,0	174,4
15 268	21 334	29 495	5,9	3,5	16,5	10,2	5,0	183,5
14 530	19 588	26 615	6,1	2,7	14,7	10,7	3,4	182,1
12 501	15 698	19 930	5,1	0,6	13,8	10,4	0,0	170,4
14 249	18 146	23 789	5,1	0,9	21,7	10,2	0,9	168,1
14 709	18 653	23 185	4,9	0,9	21,2	9,7	0,6	166,9
14 855	18 519	23 365	4,7	0,7	22,0	10,1	0,5	166,4
16 010	20 086	24 534	4,6	1,1	24,9	11,8	0,5	167,8
16 017	20 091	25 127	5,1	1,4	25,6	10,0	1,1	168,8
11 886	15 242	19 115	7,0	0,2	12,4	14,6	1,3	169,4
14 137	17 329	21 652	9,3	0,2	9,9	15,6	0,1	172,8
11 197	15 354	21 714	10,0	0,1	15,4	9,9	0,2	170,9
13 574	17 718	23 503	9,6	0,1	13,9	9,8	0,1	171,8
13 241	17 805	23 509	9,0	0,1	15,1	9,9	0,2	171,8

**Average gross monthly earnings and their parts,
differentiation and time paid by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Mean
		CZK/month
3442 Government tax and excise officials	11 237	18 235
3443 Government social benefits officials	3 521	16 622
3460 Social work associate professionals	1 238	17 224
4111 Stenographers and typists	175	13 029
4112 Word-processor and related operators	808	14 894
4113 Data entry operators	246	12 620
4115 Secretaries	1 763	16 135
4121 Accounting and bookkeeping clerks	640	14 708
4131 Stock clerks	1 030	14 924
4133 Transport clerks	147	18 160
4141 Library and filing clerks	798	13 510
4142 Mail carriers and sorting clerks	99	14 625
4190 Other office clerks	908	14 952
4211 Cashiers in banks	187	15 598
4222 Receptionists	201	13 990
4223 Telephone switchboard operators	359	11 720
4224 Information clerks	115	14 711
5122 Cooks	3 372	12 067
5132 Institution-based personal care workers	9 857	13 090
5133 Home-based personal care workers	276	11 487
5139 Personal care and related workers not elsewhere classified	411	12 663
5161 Fire-fighters	430	21 732
5162 Police officers	750	21 554
5169 Protective services workers not elsewhere classified	681	16 280
6113 Gardeners, horticultural and nursery growers	311	12 581
6121 Livestock producers	18	14 746
6125 ZOO animals producers	90	13 553
6129 Other animal producers and related workers n. e. c.	85	14 940
6141 Forestry workers	64	12 075
6142 Loggers	48	16 213
7122 Bricklayers and stonemasons	246	14 432
7124 Carpenters and joiners	119	13 856
7125 Building fitters	160	13 351
7129 Building frame and related trades workers n. e. c.	196	15 276
7136 Plumbers and pipe fitters	768	16 241
7137 Building and related electricians	330	16 293
7141 Painters and related workers	75	12 692
7222 Tool-makers and related workers	512	15 440
7223 Machine-tool setters and setter-operators	62	17 934
7231 Motor vehicle mechanics and fitters	580	16 463
7235 Agricultural- or industrial-machinery mechanics and fitters	54	16 884
7239 Other machinery mechanics not elsewhere classified	89	15 454

**Average gross monthly earnings and their parts,
differentiation and time paid by CZ-ISCO unit groups of occupations**

Differentials			Structure of gross monthly earnings					Time paid
			premiums and bonuses	overtime payments	other payments	compensation for absence	bonuses for stand-by	
1 st Decile	Median	9 th Decile						
CZK/month	CZK/month	CZK/month	%	%	%	%	%	hours/month
14 788	18 212	21 519	1,9	0,0	18,3	10,0	0,0	167,4
13 152	16 152	20 768	12,1	0,0	9,3	10,0	0,1	173,1
12 406	17 205	21 718	6,4	0,0	16,5	10,3	0,7	168,8
10 662	12 732	16 399	13,6	0,1	6,6	8,4	0,6	173,8
10 843	14 574	19 289	7,3	0,1	13,3	10,2	0,2	171,0
9 348	12 205	15 979	9,5	0,4	11,9	9,9	0,0	170,3
11 292	15 671	21 383	9,6	0,1	14,6	10,0	0,1	170,5
11 669	14 465	17 980	11,1	0,0	7,4	10,0	0,0	173,1
11 241	14 638	18 920	9,7	0,2	12,0	10,5	0,1	173,5
13 238	18 307	22 675	8,6	0,7	16,0	9,3	0,6	174,6
9 815	12 801	18 308	9,8	0,1	9,4	10,1	0,0	171,1
11 559	14 205	18 314	9,8	0,0	11,7	10,7	0,1	173,6
10 763	14 178	20 371	12,2	0,1	10,9	9,9	0,1	170,2
11 404	15 032	20 261	10,8	0,2	13,0	9,5	0,3	172,0
10 591	13 976	17 503	8,5	2,6	12,9	9,5	0,0	169,9
8 024	11 585	16 246	5,0	0,7	17,1	9,6	0,1	167,3
10 773	14 594	17 999	9,3	0,3	13,4	9,7	0,9	170,6
8 821	11 426	16 227	6,9	1,1	15,9	10,1	0,1	173,4
10 085	12 712	16 486	5,2	1,0	19,2	10,3	0,8	169,6
8 937	11 346	14 085	7,3	0,4	12,5	8,7	0,2	172,6
9 902	12 125	15 588	5,1	0,6	18,8	11,2	0,6	166,1
16 640	21 766	26 699	4,0	3,3	27,1	2,6	9,9	161,6
15 843	21 096	27 625	8,7	1,5	28,8	9,9	2,1	175,0
11 412	16 432	20 474	6,8	4,6	13,5	9,4	0,0	174,8
9 061	12 346	16 297	14,9	0,9	8,0	10,0	0,7	174,5
11 667	14 123	18 359	6,4	2,1	14,0	8,7	0,9	181,0
10 372	13 640	16 651	18,3	0,7	7,6	9,8	0,0	175,7
10 914	14 183	20 101	7,7	3,6	16,1	10,1	0,4	182,6
9 051	11 337	15 623	16,1	0,1	3,1	14,6	0,0	164,7
12 662	15 401	20 331	24,1	0,6	2,8	14,5	0,1	170,9
11 444	14 597	17 396	9,0	0,5	9,9	10,2	1,2	174,2
10 334	13 732	17 492	8,7	0,6	12,4	10,2	1,0	174,2
9 916	12 895	17 661	10,2	1,2	17,1	10,6	0,0	182,0
11 497	15 084	19 607	7,9	0,9	14,2	9,7	0,5	173,9
12 856	16 102	19 912	7,5	1,9	14,7	9,4	3,2	179,8
12 194	16 213	20 360	6,2	2,4	16,5	9,3	4,4	180,0
10 184	12 504	15 705	6,6	0,7	12,6	9,9	0,0	173,7
11 252	15 234	19 520	6,6	1,3	13,9	9,8	1,9	175,2
14 788	17 839	21 063	5,2	0,5	14,8	10,4	2,1	171,9
13 452	16 305	19 630	9,9	1,3	9,8	9,9	1,2	176,7
12 518	16 452	22 094	8,9	2,5	16,6	9,1	3,0	183,4
10 982	15 173	19 526	9,3	0,2	11,7	10,9	0,3	174,2

**Average gross monthly earnings and their parts,
differentiation and time paid by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Mean
		CZK/month
7241 Electrical mechanics and fitters	381	16 127
7243 Electronics mechanics and servicers	168	18 239
7244 Telegraph and telephone installers and servicers	111	17 255
7246 Electrical line installers	107	16 716
7422 Cabinet makers and related workers	125	14 223
7433 Tailors, dressmakers and hatters	398	11 612
8162 Steam-engine and boiler operators	651	14 991
8163 Water-treatment and -supply operators	203	15 003
8164 Incinerator operators	124	16 558
8264 Bleaching-, dyeing- and cleaning-machine operators	1 007	10 081
8321 Car and van drivers	726	15 042
8322 Ambulance car drivers	743	17 291
8323 Bus and tram drivers	109	19 102
8324 Heavy truck and lorry drivers	837	16 498
8326 Special vehicle drivers	611	16 339
8331 Motorised farm and forestry plant operators	111	14 610
8332 Earth-moving- and related plant operators	129	22 225
8334 Lifting-truck operators	108	12 406
9131 Domestic helpers and cleaners	123	9 327
9132 Helpers and cleaners in offices, hotels and other establishments	5 309	9 200
9133 Hand-launders and pressers	179	9 785
9141 Building caretakers	359	12 947
9143 School caretakers	382	12 605
9152 Doorkeepers, watchpersons and related workers	1 184	11 276
9161 Garbage collectors	192	12 373
9312 Construction and maintenance labourers: roads, dams etc.	139	14 409
9323 Yard labourers	347	10 985
9333 Freight handlers	105	11 165
9339 Other transport, stock or post labourers	1 030	11 722

**Average gross monthly earnings and their parts,
differentiation and time paid by CZ-ISCO unit groups of occupations**

Differentials			Structure of gross monthly earnings					Time paid
			premiums and bonuses	overtime payments	other payments	compensation for absence	bonuses for stand-by	
1 st Decile	Median	9 th Decile						
CZK/month	CZK/month	CZK/month	%	%	%	%	%	hours/month
12 741	16 064	19 633	6,6	1,3	13,1	9,4	3,5	176,8
13 300	17 986	23 180	6,1	3,0	17,9	8,6	4,3	183,5
13 216	17 594	21 025	7,9	1,4	10,7	9,7	1,2	172,9
14 016	16 597	19 616	10,7	0,6	9,8	9,8	2,0	176,9
10 592	14 165	17 510	8,8	0,5	12,6	10,5	0,7	174,0
8 810	10 978	15 275	7,7	0,7	9,8	10,5	0,0	174,3
11 877	14 646	18 513	5,7	3,3	15,6	9,5	0,5	175,1
11 182	14 603	19 373	8,8	3,5	13,4	10,0	0,6	177,1
11 524	16 684	21 685	6,2	2,9	24,0	10,1	0,8	178,5
8 070	9 924	12 198	6,8	0,5	15,8	10,3	0,0	170,8
10 746	14 569	20 300	9,0	3,2	14,5	9,0	1,0	181,6
12 897	16 830	22 342	4,5	4,0	21,1	8,7	1,7	185,4
14 847	19 592	23 040	10,0	9,0	10,2	8,9	1,9	192,6
12 883	16 708	19 461	9,0	1,7	8,3	8,9	3,3	180,3
13 576	16 270	19 131	9,1	1,1	10,8	9,1	3,1	179,4
11 712	14 623	17 709	12,9	1,3	6,3	10,3	1,9	178,8
14 143	17 380	39 444	8,3	0,7	12,4	9,9	4,1	173,9
9 276	12 717	15 994	6,3	2,5	15,4	10,0	0,3	181,4
7 683	9 104	11 534	6,1	0,8	12,8	9,5	0,0	169,5
7 397	9 043	11 171	6,0	0,6	13,9	10,0	0,2	168,9
8 334	9 461	11 662	7,7	0,7	10,4	10,0	0,3	173,7
9 251	12 938	16 302	8,0	1,1	12,8	10,0	0,4	171,6
9 211	12 415	15 752	9,4	0,3	14,9	9,8	0,3	171,0
8 025	10 636	15 577	5,3	2,1	18,7	9,4	0,0	169,6
8 999	11 861	16 423	13,7	1,0	6,8	8,9	0,2	174,4
11 644	14 080	17 751	8,3	0,7	4,2	9,2	2,8	175,8
8 189	10 680	14 213	4,1	1,3	14,2	9,7	1,3	175,8
8 193	10 048	16 007	8,8	1,7	11,2	9,4	0,1	175,7
8 882	11 565	14 803	7,2	1,3	14,2	10,1	0,1	175,4

**Average monthly worked and not worked time
by CZ-ISCO unit groups of occupations**

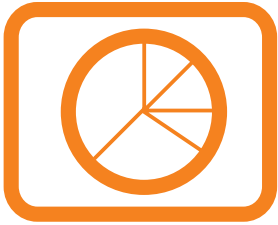
CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Worked time		Not worked time		
		total	of which overtime	total	of which	
					sick leave	leave
hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.	
0101 Armed forces	1 785	167,1	4,6	3,2	0,7	2,3
1127 Senior government ministry officials	3 370	146,9	0,1	2,8	0,6	2,1
1128 Senior government police and safety officials	1 429	147,9	0,3	2,6	0,6	1,6
1150 Senior officials of district and local governments	1 263	148,6	0,2	2,8	0,7	2,0
1210 Directors and chief executives	463	146,2	0,1	3,2	0,3	2,8
1225 Product. and operations dpt. managers in rest. and hotels	176	146,3	0,3	2,9	0,7	2,1
1229 Product. and operations dpt. managers not elsewhere classified	1 026	158,7	10,1	2,6	0,4	2,2
1231 Finance and administration department managers	589	150,3	1,0	2,8	0,6	2,1
1237 Research and development department managers	112	148,9	0,6	2,9	0,3	2,1
1239 Other department managers not elsewhere classified	170	149,9	0,7	2,8	0,5	2,1
1319 General managers not elsewhere classified	109	149,3	0,8	3,1	0,4	2,6
2139 Computing professionals not elsewhere classified	720	147,6	0,8	3,0	0,8	2,1
2211 Biologists, botanists, zoologists and related professionals	825	146,7	2,2	3,2	0,6	2,3
2212 Pharmacologists, pathologists and related professionals	434	146,6	4,9	3,5	0,9	2,3
2221 Medical doctors, excl. dentists	10 053	169,0	21,8	2,9	0,5	2,2
2224 Pharmacists	350	150,0	4,8	2,9	0,6	2,1
2321 Secondary education general subjects teaching professionals	1 843	143,4	5,3	4,1	0,6	3,3
2322 Secondary education vocational subjects teaching professionals	1 540	143,6	5,0	4,0	0,5	3,3
2331 Primary education teaching professionals	4 046	140,2	3,5	4,2	0,8	3,3
2341 Special education general subjects teaching professionals	457	141,2	3,5	4,1	0,7	3,3
2411 Accountants	877	145,6	0,3	3,4	1,0	2,0
2421 Lawyers	427	145,4	0,1	3,2	1,0	2,0
2432 Librarians	478	141,7	0,1	3,7	1,1	2,1
2441 Economists	439	147,3	0,5	3,1	0,9	2,1
2445 Psychologists	386	140,5	0,8	3,6	1,0	2,3
2453 Composers, musicians and singers	650	150,2	0,0	3,2	0,6	2,3
2470 Administrative professionals not elsewhere classified	5 165	145,6	0,3	3,2	0,9	2,0
3118 Draughtspersons	1 972	141,1	0,1	3,7	1,4	2,1
3119 Physical and engineering science technicians n. e. c.	1 661	148,4	2,1	3,3	0,9	2,1
3134 Medical equipment operators	1 635	155,3	15,5	3,5	1,0	2,4
3211 Life science technicians	3 881	152,1	12,0	3,7	1,1	2,4
3226 Physiotherapists and related associate professionals	1 866	142,4	1,5	3,6	1,3	2,1
3231 Nursing associate professionals	26 465	142,5	4,2	3,3	1,1	2,1
3232 Midwifery associate professionals	1 922	143,6	3,6	3,1	0,9	2,1
3233 Child's nurses	3 717	142,2	3,2	3,2	1,0	2,1
3234 Psychiatric nurses	1 397	140,9	5,6	3,5	1,0	2,4
3235 Intensive care nurses	4 085	143,6	6,3	3,3	1,0	2,1
3311 Tutors in children's institutions	1 136	134,7	1,0	4,4	1,1	3,2
3341 Foremen of vocational training	1 046	137,7	0,5	4,4	0,9	3,3
3431 Administrative secretaries and related associate professionals	973	146,2	0,6	3,1	0,9	2,1
3433 Bookkeepers	4 469	146,3	0,2	3,2	0,9	2,0
3439 Administrative associate professionals not elsewhere classified	5 282	145,1	0,4	3,4	1,1	2,1
3442 Government tax and excise officials	11 912	141,1	0,1	3,3	1,2	2,1
3443 Government social benefits officials	3 742	145,8	0,0	3,4	1,1	2,1

**Average monthly worked and not worked time
by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Worked time		Not worked time		
		total	of which overtime	total	of which	
					sick leave	leave
hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.		
3460 Social work associate professionals	1 309	141,8	0,2	3,4	1,1	2,2
4111 Stenographers and typists	186	146,5	0,1	3,4	1,0	2,0
4112 Word-processor and related operators	873	141,4	0,3	3,7	1,5	2,0
4113 Data entry operators	263	142,5	0,5	3,5	1,3	2,0
4115 Secretaries	1 865	144,3	0,5	3,3	1,1	2,0
4121 Accounting and bookkeeping clerks	680	145,9	0,1	3,4	1,1	2,1
4131 Stock clerks	1 109	143,9	0,5	3,7	1,4	2,1
4133 Transport clerks	154	150,8	3,2	3,0	0,8	2,0
4141 Library and filing clerks	857	142,5	0,2	3,6	1,3	2,1
4142 Mail carriers and sorting clerks	107	142,9	0,0	3,8	1,5	2,0
4190 Other office clerks	973	142,5	0,2	3,5	1,3	2,0
4211 Cashiers in banks	196	147,9	0,6	3,0	0,9	2,0
4222 Receptionists	210	147,2	5,1	2,9	0,9	2,0
4223 Telephone switchboard operators	390	138,3	3,3	3,8	1,6	2,0
4224 Information clerks	124	142,6	1,2	3,6	1,4	2,0
5122 Cooks	3 673	142,5	3,3	3,9	1,7	2,0
5132 Institution-based personal care workers	10 604	140,8	4,2	3,7	1,5	2,1
5133 Home-based personal care workers	297	143,7	1,1	3,6	1,5	2,1
5139 Personal care and related workers not elsewhere classified	442	136,9	1,9	3,8	1,5	2,2
5161 Fire-fighters	464	139,2	7,8	3,0	0,3	1,4
5162 Police officers	806	147,1	6,6	3,5	1,5	1,9
5169 Protective services workers not elsewhere classified	720	150,7	10,0	3,1	0,9	1,9
6113 Gardeners, horticultural and nursery growers	339	142,7	2,6	4,0	1,7	2,1
6121 Livestock producers	20	152,2	9,0	3,5	1,5	1,9
6125 ZOO animals producers	94	152,1	2,3	3,0	1,0	1,9
6129 Other animal producers and related workers n. e. c.	90	154,9	10,1	3,4	1,0	2,2
6141 Forestry workers	73	125,8	0,4	5,1	2,5	2,0
6142 Loggers	53	133,1	1,8	4,8	2,4	2,1
7122 Bricklayers and stonemasons	274	139,3	2,0	4,4	2,1	2,1
7124 Carpenters and joiners	129	143,6	2,5	3,8	1,6	2,1
7125 Building fitters	169	153,4	7,7	3,5	1,1	2,4
7129 Building frame and related trades workers n. e. c.	214	142,5	3,9	3,9	1,7	2,1
7136 Plumbers and pipe fitters	821	151,3	7,7	3,5	1,4	2,1
7137 Building and related electricians	347	154,8	10,1	3,1	1,0	2,1
7141 Painters and related workers	80	146,4	2,4	3,4	1,3	2,1
7222 Tool-makers and related workers	545	147,2	5,2	3,5	1,3	2,1
7223 Machine-tool setters and setter-operators	67	141,0	2,4	3,9	1,6	2,2
7231 Motor vehicle mechanics and fitters	623	147,2	2,8	3,7	1,4	2,1
7235 Agricultural- or industrial-machinery mechanics and fitters	58	155,0	10,9	3,5	1,4	2,0
7239 Other machinery mechanics not elsewhere classified	97	142,7	0,5	3,9	1,6	2,1
7241 Electrical mechanics and fitters	402	150,4	5,3	3,3	1,1	2,1
7243 Electronics mechanics and servicers	173	161,8	14,3	2,7	0,6	2,1
7244 Telegraph and telephone installers and servicers	114	152,4	4,0	2,6	0,6	1,9
7246 Electrical line installers	115	147,3	1,7	3,7	1,4	2,1

**Average monthly worked and not worked time
by CZ-ISCO unit groups of occupations**

CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Worked time		Not worked time		
		total	of which overtime	total	of which	
		hrs./mth.	hrs./mth.	hrs./mth.	sick leave hrs./mth.	leave hrs./mth.
7422 Cabinet makers and related workers	135	143,1	1,7	3,9	1,6	2,2
7433 Tailors, dressmakers and hatters	426	145,3	2,7	3,6	1,4	2,2
8162 Steam-engine and boiler operators	686	150,4	8,9	3,2	1,1	2,0
8163 Water-treatment and -supply operators	214	150,5	8,3	3,3	1,1	2,1
8164 Incinerator operators	130	152,9	13,5	3,3	1,0	2,2
8264 Bleaching-, dyeing- and cleaning-machine operators	1 114	137,8	2,0	4,2	2,0	2,0
8321 Car and van drivers	761	156,4	10,4	3,1	1,0	2,0
8322 Ambulance car drivers	779	161,0	19,6	3,1	1,0	2,0
8323 Bus and tram drivers	115	165,1	20,5	3,3	1,1	2,1
8324 Heavy truck and lorry drivers	916	147,6	6,4	4,0	1,6	2,1
8326 Special vehicle drivers	666	147,3	5,1	4,0	1,4	2,0
8331 Motorised farm and forestry plant operators	120	146,8	5,5	4,0	1,5	2,1
8332 Earth-moving- and related plant operators	139	144,5	3,2	3,7	1,3	2,0
8334 Lifting-truck operators	116	151,1	10,1	3,7	1,5	2,2
9131 Domestic helpers and cleaners	134	139,8	2,3	3,8	1,8	1,9
9132 Helpers and cleaners in offices, hotels and other establishments	5 743	139,9	2,1	3,7	1,6	2,0
9133 Hand-laundresses and pressers	196	142,0	2,5	4,0	1,9	2,1
9141 Building caretakers	378	147,0	3,0	3,1	1,0	2,0
9143 School caretakers	401	146,0	1,4	3,2	1,0	2,1
9152 Doorkeepers, watchpersons and related workers	1 274	142,9	5,9	3,5	1,5	1,9
9161 Garbage collectors	211	142,6	3,4	4,0	1,9	1,9
9312 Construction and maintenance labourers: roads, dams etc.	159	136,3	2,8	4,9	2,3	2,1
9323 Yard labourers	376	145,7	5,8	3,8	1,6	2,0
9333 Freight handlers	114	145,2	6,3	3,8	1,6	2,1
9339 Other transport, stock or post labourers	1 119	144,8	4,3	3,8	1,7	2,1



Technical annex

- technical description of survey

Technical Annex – technical description of survey

This part presents basic information on survey framework, methodology used in data collection, data analysis and creation of output set-ups for AEIS publication. Annex consists of following three main sections: survey framework, AEIS data collection methods, and data processing and analysis.

Survey framework

This part gives information on the coverage of AEIS survey, sample frame and selection of economic entities into the sample.

Coverage of AEIS survey

There are 3 061 economic entities representing approx. 1 295 thousands employees included in the AEIS statistical survey for the 4th Quarter of 2003. The base of respondents consists of economic entities, which are legal entities with at least 10 employees. The survey is complete for economic entities with a number of employees equal or larger than 1000 and selective for the economic entities (firms) with 10 to 999 employees.

The AEIS survey sample comprises of economic entities from various industries (in OKEC classification). For the purposes of AEIS the economic entities have been divided into business and non-business sectors according to the law, which units apply in their remuneration systems. Economic entities applying Act No. 1/1992 Coll. on Wages, Remuneration for Stand-by, and Average Earnings are classified as a business sector, whereas units, which apply Act No. 143/1992 Coll. on Salaries and Remuneration for Stand-By in Budgetary Organizations and some other Organizations and Institutions as amended are classified as a non-business sector. Regarding the number of employees the most represented industries of the business sector in the survey are manufacturing industries and transport, storage and communication. For non-business sector the most represented is a section of health and social work and veterinary activities. From the geographical point of view the AEIS survey captures entire Czech Republic. Following tables show the structure of AEIS sample data set without non response (further sample data set) for the 1st Quarter of 2003 is shown in.

AEIS sample data set			
	Business sector	Non-business sector	Total
Number of Economic Entities	2 445	616	3 061
Number of Employees	1 055 thousands	240 thousands	1 295 thousands

Table 1

The structure of AEIS sample data set by industry and by region is shown in Table 2 and Table 3, respectively.

AEIS sample data set by industry (No. of Economic Entities)			
Industry CZ-NACE	Business sector	Non-business sector	Total
A,B Agriculture, hunting and forestry, fishing	320	4	324
C Mining and quarrying	27	0	27
D Manufacturing	961	0	961
E Electricity, gas and water supply	92	0	92
F Construction	230	0	230
G Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	212	0	212
H Hotels and restaurants	38	1	39
I Transport, storage and communication	110	9	119
J Financial intermediation	81	0	81
K Real estate, renting and business activities	236	24	260
L Public administration and defence; compulsory social security	3	56	59
M Education	18	342	360
N Health and social work, veterinary activities	34	125	159
O Other community, social and personal service activities	83	55	138

Table 2

AEIS sample data set by region (No. of Economic Entities)				
NUTS 3	Region	Business sector	Non-business sector	Total
CZ011	Prague	350	93	443
CZ021	Central Bohemia	225	58	283
CZ031	South Bohemia	154	41	195
CZ032	Plzeň	123	26	149
CZ041	Karlovy Vary	89	10	99
CZ042	Ústí	140	43	183
CZ051	Liberec	107	23	130
CZ052	Hradec Králové	124	33	157
CZ053	Pardubice	128	29	157
CZ061	Vysočina	166	44	210
CZ062	South Moravia	310	78	388
CZ071	Olomouc	135	36	171
CZ072	Zlín	144	33	177
CZ081	Moravia-Silesia	250	69	319

Table 3

Sample frame

Economic entities that have been randomly selected into AEIS survey have a duty to provide requested information. The statistical units for AEIS survey are generally employees and they are the units carrying statistical information. The basic database from which the economic entities have been selected into AEIS sample - sample frame – is a Business Register of the Czech Republic (BR). Business Register is described in detail on the web pages of Czech Statistical Office (CZSO) www.czso.cz. For the purposes of establishing whether the economic entity belongs to the business or non-business sector there has been used Budget Information System (ARIS). ARIS contains information on accountancy and financial reporting of all non-profit and public organizations, municipalities, district authorities and voluntary municipalities associations, state financial assets and state fund in the Czech Republic. For detailed information see web pages of Czech Ministry of Finance <http://www.info.mfcr.cz/aris>

The basic AEIS database consists of active economic entities registered in the Business Register employing 10 and more employees, which belong into institutional sectors such as non-financial enterprises, financial or governmental institutions.

Sample

Selection of economic entities into AEIS follows One-Stage Stratified Sampling method (for economic entities with 10 to 999 employees). BR as a basic dataset is divided by:

- Business and non-business sector affiliation
- Regions
- Size
- Industry

Region is defined as a region (NUTS 3) according to Act No. 347/97 Coll. on Constitution. There are 4 categories of size used for further stratification, see Table 4 – Size categories for stratification. Division by industry gives ten industry groups in the business sector and ten industry groups in the non-business sector. The delimitation of particular stratification groups has been conducted on the basis of similarities in the nature of economic activity and employment structure.

There have been selected economic entities in proportion given in advance from each particular section of BR delimited by corresponding stratification criteria. Economic entities with 1000 employees or more are all included into the survey (sample with probability 1). Economic entities with 10 to 999 employees are selected randomly with unequal probabilities without return. The selection probabilities are given by sampling ratio, see Table 4. The number of economic entities selected is given by actual state of BR at the end of year. The sample of economic entities with 10 to 249 employees is permuted using the method of rotating panel with 9 years periodicity rotation, so that the permutation of all economic entities is done in 9 years.

Selected economic entities stay in the sample for a minimum of one rotation period plus one year necessary for their intake. There is documentation kept for all cases of early rejection from the survey and the reasons (e.g. firm bankruptcy).

Size categories for stratification		
Category	Number of employees	Sampling ratio [%]
1	10 to 49	4,5
2	50 to 249	15
3	250 to 999	70
4	More than 1000	100

Table 4

Input data for AEIS

The following chapter gives description of data collection for the AEIS sample. There are further information on classifications and nomenclatures and main input items on earnings and time worked.

Data collection

Economic entities which are obliged to provide requested information to AEIS sample provide information on all their employees to authorities of state statistical services. The deadline for delivering the data by respondent is the end of month following the reference period.

Delivered data contain information on both employer and employees. The data are in majority taken directly from pay and personnel evidence information systems, i.e. 90 % of input data to AEIS comes from pay and personnel system of the respondent. As regards a form of data delivery, 3% of the reporting units deliver data on printed form, more then 50% electronically and the rest on diskette.

For the purposes of checking the data there has been made so called “Acquisition program AEIS 2002”. It is available on the web pages of Trexima, www.trexima.cz, in the section *Labour Cost Statistical Information*.

The Acquisition program solves the security of data transfer from the reporting unit to Trexima. For this purposes it uses hybrid encryption with public and private key. The public key is part of an acquisition program installation. The private key is placed on internal server of Trexima. Encrypted data are stored in the S/MIME version 3 file.

Classification and Nomenclatures

AEIS uses standard statistical classifications and nomenclatures (see detailed description on www.czso.cz). As the „Quarterly Survey of Labor Costs“ is a part of the Statistical Surveys Program, the valid statistical classifications and nomenclatures are obligatory for both state statistical services and for reporting

units providing information for survey purposes. AEIS uses following classifications and nomenclatures:

- CZ-ISCO **Classification of occupation**; issued by CZSO provision from 22. July 1996 for the purposes of introduction of extended Classification of occupation KZAM-R (62/1996 Coll.).
- CZ-ICSE **Classification of Status in Employment**; issued by CZSO provision from 20. October 1997 for the purposes of introduction of Classification of Status in Employment (90/1997 Coll.).
- CBBE **Classification of Basic Branches of Education**; issued by CZSO provision from 16. July 1998 for the purposes of introduction of Classification of Basic Branches of Education (68/1998 Coll.); last update by CZSO provision from 26. September 2002 on updating Classification of Basic Branches of Education (154/2002 Coll.).
- CZ-NUTS **Classification of Territorial Statistical Units**; issued by CZSO provision from 27. April 1999 for the purposes of introduction of Classification of Territorial Statistical Units (33/1999 Coll.); last update by CZSO provision from 15. June 2001 on updating Classification of Territorial Statistical Units - CZ-NUTS (88/2001 Coll.).
- CZ.NACE **Industrial Classification of Economic Activities**; issued by CZSO provision from 1. December 1993 for the purposes of introduction of Industrial Classification of Economic Activities (77/1993 Coll.); last update by CZSO notification from 26. September 2002 on updating Industrial Classification of Economic Activities (160/2002 Coll.).
- ČZEM **Classification of Countries** issued by CZSO provision from 7. May 1993 for the purposes of introduction of Classification of Countries (44/1993 Coll.); last update by CZSO provision from 6. June 2002 on introduction of geographical areas into the Classification of Countries (101/2002 Coll.).
- FORMA **Classification of legal form of ownership**

Earnings and time worked

AEIS monitors quarterly the earnings levels in particular occupations according to classification CZ-ISCO. For each employee from selected economic entities in particular reference period (quarter) there are surveyed average hourly earnings which have been calculated for purposes of compensation provided for time not worked in compliance with employment law § 17 Act No. 1/1992 Coll.

Another surveyed pay indicator is earnings information from the beginning of the year till the end of reference period. Earnings are defined as a remuneration for work done in accordance with both §4 Act No. 1/1992 Coll. on Wages, Remuneration for Stand-By and Average Earnings, and with §3 Act No. 143/1992 Coll. on Salaries and Remuneration for Stand-By in Budgetary Organizations and some other Organizations and Institutions as amended, for Business Sector and for

Non-Business Sector respectively. The average hourly earnings represent a short run indicator of pay level, whether the total sum of earnings for work done is used for the purposes of monthly gross earnings calculation. Another indicator of pay level are monthly gross earnings, which are showing the earnings level for the period from the beginning of the year till the end of quarter. In addition to the total amount of earnings the survey gives information on premium and bonuses, overtime payment and other payments.

Besides remuneration for work there are also surveyed other payments in connection with work performance. AEIS estimates compensation for absence and bonuses for stand-by, which are paid in the period from the beginning of the year till the end of reference period. AEIS survey enable to follow the structure of monthly gross earnings, which consist of above mentioned earnings parts - premiums and bonuses, overtime payments and other payments, compensation for absence and bonuses for stand-by.

AEIS observes information on working and non-working time as well. This information is used for the monthly gross earnings calculation. An input record on employee contains information on time worked and number of overtime hours. Further the input record contains total not worked time from the beginning of year, the number of sick leave days and not worked days with compensation. The number of leave days is monitored as well.

Data processing and analysis

The following chapter on data processing and analysis gives an overview of published earnings statistics, methods of calculation of monthly gross earnings and indicators of time worked. It further describes the weighting and estimation used.

Review of published tables

The earnings statistics by CZ-ISCO occupation are main results of the AEIS survey. Table V5 shows average hourly earnings by CZ-ISCO occupation on the level of occupation subgroups (4 digits CZ-ISCO). There are published only occupations, which are represented with at least 1 percentage point in each main occupation group. The information on average monthly gross earnings, structure of the earnings and average time worked for each CZ-ISCO occupation level is given in the Table M5.

Table T5 is structured likewise according to CZ-ISCO levels and it shows average monthly time worked and not worked, proportion of overtime in the total time worked, and proportion of sickness absence and holidays in the total not worked time.

Besides the results by occupation, there are tables showing average hourly earnings and their differentiation by:

- main CZ–ISCO classes of occupation
- occupation categories (manual/non-manual)
- tariff grades
- age
- education
- gender
- industry in CZ-NACE classification
- region

The economic entities are further divided into organization units if it is possible to make an internal disaggregating by districts, where the units have their activity, or by industry in CZ-NACE classification. The results by regions are in this sense obtained by a method known as the workplace approach.

AEIS as a personal information system is a part of public administration information systems. Currently under the guarantee of Czech Ministry of Finance there is prepared implementation of salary information system (ISP) according to Act No. 143/1992 Coll. on Salaries and Remuneration for Stand-By in Budgetary and Some Other Organizations and Institutions. Non-business sector respondents selected into AEIS will gradually hand over the data to ISP and thus the non-business part of AEIS will gradually take over data from ISP. Therefore, there will be changes in the result part structure of AEIS publication according to non-business sector coverage and quality of ISP data.

Calculation of monthly gross earnings

Unlike the average hourly earnings, the second indicator of earnings level – monthly gross earnings – must be calculated from other directly surveyed earnings’ items and non-financial performances. However, directly surveyed items contains cumulative amounts only for the period longer than one month, i.e. for quarter till one year. At the same time the employees do not necessary have to be in the evidence for the entire observed period.

Gross earnings are defined as a sum of remuneration for a work, earnings compensation and bonuses for stand-by. Monthly gross earnings of *i*-th employee are thus calculated as:

$$MGE_i = \frac{EAR_i + STANDBY_i + COMPENS_i}{MONTHS_i}$$

Where :

- MGE_i* denotes monthly gross earnings of *i*-th employee;
- EAR_i* denotes earnings for a work of *i*-th employee in an accumulation from the beginning till the end of reference period (input item of employee record);
- STANDBY_i* denotes bonuses for *i*-th employee stand-by duty in an accumulation from the beginning till the end of reference period (input item of employee record);
- COMPENS_i* denotes earnings compensation of *i*-th employee in an accumulation from the beginning till the end of reference period (input item of employee record);
- MONTHS_i* denotes number of months paid for *i*-th employee, i.e. number of months equivalent to a sum of time worked and time during which an employee has been receiving compensation.

In the case of an employee, who has been working or getting compensation during the entire period observed, the number of months paid *MONTHS_i* is equal to number of calendar months. If the employee has been in the evidence for time shorter than the period under observation then the number of months paid *MONTHS_i* is calculated as a proportion of time in the evidence to entire observed period. The number of months paid is calculated in a similar way for employee having other absence than absence with compensation, e.g. in the case of sickness.

Monthly gross earnings for particular groups of employees are calculated as “weighted” gross earnings, where the number of months paid for each particular employee represents the weight. This method of calculation makes it possible to compare correctly both earnings levels of particular occupations and to make comparisons in time.

Together with monthly gross earnings, differentiation and structure of gross earnings, there is as well information on employee's time paid in the AEIS results part. This information shows a number of hours paid per month (time worked and time with compensation). This is consistent with calculation of monthly gross earnings. Information on time worked and not worked (Table T5) is not possible to relate to time paid. Therefore the time worked and not worked and its components are related to the number of months in the evidence.

Despite the fact that since year 2002 the AEIS data collection structure enables to include employees being in the evidence just for a part of observed period into calculations, it is still not possible to involve all employees into calculations. There are following criteria for selection of an employee into calculations:

- employee is paid for at least one month,
- there are selected just employees in the employment status,
- following condition must be fulfilled: sum of time worked and not worked is approximately equal to the number of working days in the period observed,
- just full-time workers are included; full-time job is for the purposes of AEIS defined in compliance with EUROSTAT criteria (at least 30 hours a week).

Weighting method and solution to non-response

Weighting methods used in AEIS make it possible to obtain characteristics of the employment population by using data from the sample. Information on entire employment population is given in weighted aggregate tables. The weight coefficients, which are attached to all economic entities and further to all their employees, are given by initial probabilities of selection of each particular economic entity into the sample. The importance of economic entities with relatively low representation in the sample is increased by using weights in the calculations. The economic entities with 10 to 49 employees are relatively least represented in the AEIS sample file and therefore they have the highest weights in the calculations.

The characteristics of AEIS sample file are given in the Tables P-V5, P-M5, P-T5, P-D1, P-D2, P-D3 and in the tables NP-V5, NP-M5, NP-T5 for business and non-business sectors, respectively. Other Tables in AEIS publication show estimates of basic file characteristics. While interpreting the results one should bear in mind that the characteristics of the sample file do not necessary mean valid estimations for entire labour force. Sample characteristics might be partly influenced by higher relative representation of large economic entities in the AEIS sample file.

The non-response problem, i.e. missing information from selected economic entity, is solved by using a historical imputation method and further by method of correcting weights of economic entities that are equivalent to the unavailable statistical unit in the stratification categories.

Estimation of statistical characteristics

Group of Tables	Methodology of estimation
P-V0 to P-V4, P-V6 to P-V9	Estimated characteristics of average hourly earnings are calculated by using selection weights and weights as a consequence of non-response in the sample dataset.
P-M0, P-M1	Estimated characteristics of monthly gross earnings, the particular parts of earnings and time paid are calculated by using sample dataset, selection weights, non-response weights and weights considering different lengths of not worked non- paid time (sickness, non-paid absence) and time in the evidence.
P-V5, NP-V5	Estimated characteristics of average hourly earnings by occupational subgroups and units are calculated by using the sample dataset.
P-M5, NP-M5	Estimated characteristics of monthly gross earnings and the particular parts of earnings by occupational subgroups and units are calculated by using sample dataset, selection weights, non-response weights and weights considering different lengths of not worked non- paid time (sickness, non-paid absence) and time in evidence. Time paid is calculated in the same way.
P-D1 to P-D3	Estimated characteristics of average hourly earnings are calculated using three-year panel data on the same economic entities from the sample.
P-T5, NP-T5	Estimated characteristics of time worked and not worked by occupational subgroups and units are calculated by using sample dataset and weights, which consider different lengths of time in evidence.

The AEIS Survey gives information on earnings characteristics and it does not serve a source of information on the number of employees in particular sorting categories. The information on numbers of employees is given in percentage points in aggregate tables. Their purpose is to give an approximation of relative representation of categories published. The information on numbers of employees in the Czech Republic are monitored by surveys conducted by Czech Statistical Office, see www.czso.cz.

Statistical characteristics used in the tables:

First decile – D1	The first decile is defined as the value below which 10% of the smallest values fall.
Median	Median is defined as the value of the middle item of a group of values when they are arrayed from smallest to largest. Thus, half of the values is lower than median, half of the values is higher than median.
Ninth decile – D9	The ninth decile is the value with 90% of the values below it and 10% of the highest values above it.
Mean	Mean is calculated as a weighted (optionally as simple) arithmetic mean.

Reliability of estimates (Quality of estimates)

Estimated characteristics are subjects to two types of errors – sampling errors and non-sampling errors. Sampling errors arise randomly through the process of probability sampling. There is not possible to measure the random sampling error from the current AEIS sample. However, the stratification used helps significantly to decrease the random sampling error. Non-sampling errors are in majority caused by low quality of data given by reporting units (i.e. response biases as incomplete or incorrect data). Nevertheless, impact of this kind of errors is decreasing due to multistage monitoring mechanisms and frequent contacts between the firm carrying out the AEIS survey and reporting units.

Definitions

Economic Entity	Economic Entity is a legal person or natural person with the status of an entrepreneur registered in the CZSO Business Register. The identification number (IČO) is assigned to each economic entity.
Organization Unit (Geographic unit)	From the AEIS point of view the economic entities are divided into organization units according to the district where they perform their economic activity and according to industry (CZ-NACE), to which their economic activity belongs. Organization unit consists of all plants of economic entity, which are located in the same district and belong to the same CZ-NACE category.
Reporting Unit	Reporting Unit is a legal person, state’s organization unit or a natural person, which is required to provide information for the purposes of statistical surveys according to the Act No. 89/1995 Coll. on the State Statistical Service.

Reference Period	AEIS is a quarterly statistical survey. The quarter for which the statistical survey is conducted is called a Reference Period. The average hourly earnings and number of employees are surveyed as for the reference period, whereas other earnings' characteristics and information on time worked are surveyed as from the beginning of the year till the end of reference period.
Period Observed	Period Observed means period from the beginning of the year till the end of relevant quarter (reference period).
Business Sector	Statistical units are sorted into Business and Non-business sector according to the law, which units apply in their remuneration systems. For AEIS purposes statistical units have been sorted into a business sector if they apply Act No. 1/1992 Coll. on Wages, Remuneration for Stand-by, and Average Earnings.
Non-Business Sector	Statistical units are sorted into Business and Non-business sector according to the law, which units apply in their remuneration systems. For AEIS purposes statistical units have been sorted into a non-business sector if they apply Act No. 143/1992 Coll. on Salaries and Remuneration for Stand-by in Budgetary Organizations and some other Organizations and Institutions.
Basic dataset	The basic AEIS dataset consists of active economic entities registered in the Business Register employing 10 and more employees and which belong into institutional sectors such as non-financial enterprises, financial or governmental institutions.
Other symbols used in the tables in the Results part:	
"out of tariffs"	Category of employees whose earnings are negotiated by employment contract without sorting into tariff grades.
"missing"	Category of employees where the code of particular sorting characteristics is missing.
"**"	Item of the input data is calculated, but not stated because of insufficient number of input values (min. 3 economic entities and 10 employees).