

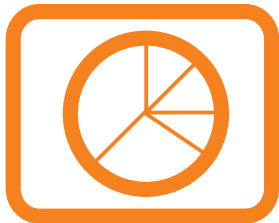
AEIS

Average earnings information system

**Quarterly statistical
sample survey**

2004
IV. quarter

MLSA



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**Quarterly statistical
sample survey**

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Average hourly earnings

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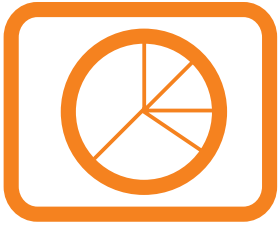
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Introduction

Introduction

This publication contains the results of the Average Earnings Information System (AEIS). The source of AEIS is a “Labour Costs Information System“. It is a regular statistical sample survey of pay level, which monitors the average hourly earnings, paid earnings and working time of every single employee quarterly. The survey is a part of the Program of Statistical Surveys commissioned by the Czech Statistical Office (CZSO) and published in the statute book every year (see appendix 1 and 2 of Act No. 576/2004 in the Czech statute book, article 196 dated November 8, 2004 setting the Program of Statistical Surveys for year 2004). The survey is conducted by the state statistical services of the Czech Ministry of Labour and Social Affairs. The survey procedure and AEIS development is managed by the commission, which consists of representatives of the Ministry of Labour and Social Affairs, the Ministry for Regional Development, the Czech Statistical Office, the CERGE-EI, VSE – the University of Economics Prague, the Czech-Moravian Confederation of Trade Unions and the Czech Confederation of Industry. AEIS is carried out by Trexima, Ltd. Zlín (www.trexima.cz).

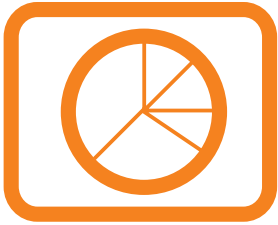
AEIS outputs provide another source of information on earnings in the Czech Republic. CZSO reporting as a traditional source of earnings information gathers the data on average earnings, from the information on the total sum of earnings, and the total recorded number of employees in an economic entity. Thus CZSO publishes the average earnings by firm characteristics. On the other hand the main goal of AEIS, based on an individuals’ data, is to estimate the 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 the Czech labour force. This publication contains the 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). Whilst the results of both, CZSO structural earnings survey and AEIS survey, come from the same basic data source, and the publications complement each other, it 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 the average hourly earnings for the current quarter, the 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 the developments of average hourly earnings. The results are divided according to which law 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 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 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 the Ministry of Labour and Social Affairs (www.mpsv.cz), *Příjmy a životní úroveň (Income and Living standard)* section. Individual occupation reviews are given in line with a publication criterion that they represent at least by one percentage point of the main CZ-ISCO classification class. The complete list of occupations examined, can be found at www.trexima.cz/vysledky.

The more detailed information on earnings levels by occupation and particular regions is brought by “The Regional Statistics of Labour Costs”, conducted by the Employment Services Administration of the Ministry of Labour and Social Affairs. Publications on particular regions can be found on Ministry of Labour and Social Affairs web pages www.mpsv.cz, *Služby zaměstnanosti (Employment services)* section.

The Ministry of Labour and Social Affairs would like to express gratitude to all survey respondents, for the preparation of input data for survey purposes. It is possible to regularly publish this information just through the cooperative approach of respondents, and their respect for the deadlines.



Results part CR business sector

**Average hourly earnings
in the business sector of the Czech Republic**

Average hourly earnings **113.25** CZK/hour

Differentials

1st Decile **53.59** CZK/hour

Median **93.28** CZK/hour

9th Decile **178.33** CZK/hour

Percentage share of the employees with less
than average hourly earnings **66.7** %

Average hourly earnings increase
in the business sector

interannual to 4th quarter 2003..... **104.5** %

4th quarter 2004**AEIS - business sector**

BS-V1

**Average hourly earnings
by the major CZ-ISCO 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	6.1	253.04	86.35	182.40	467.57
2 Professionals	8.0	183.76	91.91	155.10	295.76
3 Technicians and associate professionals	18.0	133.25	72.73	117.70	202.42
4 Clerks	7.0	93.13	55.11	85.63	136.74
5 Serv. workers and shop and market sales workers	6.1	69.17	43.00	59.30	106.46
6 Skilled agricultural and fishery workers	2.0	71.57	48.15	68.44	96.75
7 Craft and related trades workers	24.1	92.95	56.01	88.12	136.18
8 Plant and machine operators and assemblers	21.0	92.54	56.46	87.96	134.67
9 Elementary occupations	7.9	67.09	42.30	61.28	98.99
TOTAL Czech Republic - business sector	100	113.25	53.59	93.28	178.33

4th quarter 2004**AEIS - business sector**

BS-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	1.2	60.74	40.00	57.05	86.58
20 to 29 years	20.4	98.78	52.28	87.60	152.04
30 to 39 years	23.9	122.21	56.11	98.92	194.52
40 to 49 years	24.8	118.74	55.51	95.99	187.26
50 to 59 years	25.7	113.11	54.74	93.46	177.19
60 years or over	4.0	115.51	45.40	87.59	207.06
TOTAL Czech Republic - business sector	100	113.25	53.59	93.28	178.33

4th quarter 2004**AEIS - business sector**

BS-V3

**Average hourly earnings
by tariff grade**

Tariff grade	Structure of employees	Mean	Differentials		
			1 st Decile	Median	9 th Decile
	%	CZK/hour	CZK/hour	CZK/hour	CZK/hour
1 st	0.9	56.84	40.70	51.57	79.56
2 nd	2.3	70.34	46.30	65.19	99.75
3 rd	4.2	77.07	50.33	72.03	109.80
4 th	5.1	89.56	59.94	85.12	124.87
5 th	6.3	99.55	67.87	96.32	134.78
6 th	4.8	109.70	72.15	104.69	151.28
7 th	3.3	118.67	75.58	112.38	163.91
8 th	2.4	136.84	89.22	130.51	182.05
9 th	1.5	149.09	94.43	138.90	210.00
10 th	1.2	173.64	106.64	158.20	255.43
11 th	0.5	196.50	110.00	170.86	293.78
12 th	0.3	267.92	136.60	213.88	442.76
out of earnings scale	3.8	197.65	79.55	145.33	335.79
not applicable	63.4	111.77	50.80	89.14	180.57
T O T A L Czech Republic - business sector	100	113.25	53.59	93.28	178.33

4th quarter 2004**AEIS - business sector**

BS-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	
CBBE						
1 Basic and not complete	A-C	11.2	76.46	44.49	69.00	114.13
2 Secondary	D,E,H,J	46.6	89.90	51.75	84.22	133.41
3 Secondary with A-levels	K-M	29.9	122.73	62.35	107.43	189.11
4 Higher secondary	N,R	1.1	144.20	65.68	118.63	241.58
5 University and higher	T,V	10.1	231.64	95.98	178.00	401.21
not applicable		1.1	102.32	48.22	85.28	162.30
T O T A L Czech Republic - business sector		100	113.25	53.59	93.28	178.33

**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	1 475	2 289	645.10	170.45	434.29	1 325.60
1221 Production and operations department managers in agriculture	264	1 312	180.69	87.27	157.73	292.78
1222 Production and operations department managers in manufacturing	1 183	6 602	307.56	135.34	242.80	546.96
1223 Production and operations department managers in construction	235	1 754	283.60	125.46	238.28	486.13
1224 Prod. and operations dpt. managers in wholesale and retail trade	532	7 130	146.15	68.57	113.40	249.35
1226 Prod. and operations dpt. managers in transport, storage and com.	350	6 996	199.28	102.36	140.95	319.11
1227 Production and operations dpt. managers in business services	394	4 554	435.35	171.08	312.26	814.11
1229 Production and operations dpt. managers not elsewhere classified	249	2 312	265.43	128.84	223.98	428.57
1231 Finance and administration department managers	1 742	5 398	345.83	130.00	247.89	634.69
1232 Personnel and industrial relations department managers	687	1 086	339.22	129.49	246.19	642.88
1233 Sales and marketing department managers	1 145	3 717	369.91	140.71	280.56	676.70
1235 Supply and distribution department managers	727	1 472	243.05	108.18	192.57	419.81
1236 Computing services department managers	519	1 144	334.87	142.57	260.95	586.99
1237 Research and development department managers	519	1 394	292.82	127.38	242.03	514.01
1239 Other department managers not elsewhere classified	848	4 085	259.33	115.42	208.93	435.57
1312 General managers in manufacturing	429	1 444	249.95	112.44	207.40	430.37
1314 General managers in wholesale and retail trade	312	3 535	117.76	54.52	89.29	197.23
1316 General managers in transport, storage and communications	242	988	178.50	113.21	160.88	244.19
1317 General managers of business services	104	805	292.68	130.94	227.41	504.51
2113 Chemists	102	1 201	148.59	88.16	129.06	232.25
2119 Other professionals not elsewhere classified	97	1 127	173.58	101.19	157.39	264.83
2131 Computer systems designers and analysts	257	2 334	215.97	109.75	187.75	336.61
2132 Computer programmers	537	3 449	199.40	106.29	174.79	323.52
2139 Computing professionals not elsewhere classified	757	4 661	206.60	117.30	182.46	328.26
2142 Civil engineers	299	3 004	176.95	97.20	148.21	273.89
2143 Electrical engineers	325	2 663	198.15	107.83	177.74	309.54
2144 Electronics and telecommunications engineers	160	2 185	196.34	118.44	170.35	303.00
2145 Mechanical engineers	405	5 630	158.10	98.05	143.89	232.41
2149 Architects and engineers not elsewhere classified	366	2 804	203.61	119.11	170.71	316.82
2221 Medical doctors, excl. dentists	167	1 526	176.52	101.16	166.53	261.84
2311 College, university and higher education teaching professionals	40	15 658	178.08	86.93	147.32	302.45
2411 Accountants	1 295	7 016	198.44	102.90	164.89	326.99
2412 Personnel and careers professionals	467	1 393	195.64	105.98	166.59	337.00
2413 Banking professionals	282	19 159	192.03	103.83	150.87	303.25
2419 Business professionals not elsewhere classified	694	7 197	212.12	121.16	183.40	337.82
2421 Lawyers	524	1 501	263.59	138.66	222.82	395.06
2441 Economists	647	4 061	189.45	95.27	163.15	302.79
2451 Authors, journalists and other writers	63	1 980	156.23	83.70	144.34	239.98
2470 Administrative professionals not elsewhere classified	368	3 609	153.66	82.83	132.70	238.89
3112 Civil engineering technicians	866	8 871	161.83	94.00	144.54	245.00
3113 Electrical engineering technicians	720	9 516	153.68	99.04	141.04	220.14
3114 Electronics and telecommunications engineering technicians	213	4 909	168.02	105.00	145.98	261.15

**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
3115 Mechanical engineering technicians	811	17 845	138.99	86.65	132.84	193.31
3116 Chemical engineering technicians	307	4 549	142.90	82.48	135.90	210.41
3117 Mining and metallurgical technicians	101	3 143	179.11	126.07	171.99	240.34
3118 Draughtspersons	474	2 852	123.00	78.41	114.44	173.20
3119 Physical and engineering science technicians n. e. c.	1 744	22 389	137.44	82.44	128.61	199.60
3121 Computer assistants	384	2 492	209.64	105.36	174.87	366.15
3122 Computer equipment operators	718	3 902	130.24	65.10	116.67	208.31
3152 Safety, health and quality inspectors	855	4 528	137.07	82.28	127.37	193.04
3160 Railway transport technicians	139	10 096	138.97	115.49	136.48	165.94
3212 Agronomy and forestry technicians	490	5 150	116.78	78.59	112.05	158.27
3231 Nursing associate professionals	82	2 421	92.05	66.90	88.27	119.60
3411 Securities and finance dealers and brokers	47	2 855	154.08	88.04	125.29	230.98
3412 Insurance representatives	102	5 139	149.95	72.05	123.77	259.24
3415 Technical and commercial sales representatives	604	6 380	170.45	88.49	151.47	270.86
3416 Buyers	1 330	6 501	127.77	72.71	115.08	190.00
3421 Trade brokers	1 020	9 078	146.67	79.62	127.30	219.87
3422 Clearing and forwarding agents	1 056	8 857	130.68	76.73	116.25	190.00
3431 Administrative secretaries and related associate professionals	989	6 469	153.83	78.80	126.72	254.30
3433 Bookkeepers	2 744	23 457	122.62	73.89	113.15	177.72
3436 Personnel and careers professionals	953	2 752	139.77	86.59	126.80	201.74
3439 Administrative associate professionals not elsewhere classified	1 351	12 274	134.23	77.42	120.08	201.49
4113 Data entry operators	301	2 259	90.69	58.29	85.74	124.99
4115 Secretaries	1 520	7 982	107.83	63.83	97.40	160.64
4121 Accounting and bookkeeping clerks	804	3 469	93.35	58.59	84.60	132.96
4123 Finance, tax and other numerical clerks	82	1 101	141.80	85.31	135.69	200.49
4131 Stock clerks	1 599	12 738	92.60	60.25	87.75	128.47
4132 Production clerks	458	2 450	105.15	64.84	97.47	153.73
4133 Transport clerks	404	5 439	123.48	78.97	111.34	187.30
4142 Mail carriers and sorting clerks	136	19 466	87.28	68.73	82.99	112.02
4190 Other office clerks	351	2 066	98.45	58.99	88.74	150.56
4211 Cashiers in banks	628	4 004	105.26	77.38	101.70	132.62
4212 Tellers and other counter clerks	223	12 265	102.78	75.82	93.95	137.13
4213 Cashiers in shops and restaurants	308	12 321	64.03	49.01	61.65	80.85
4214 Ticket clerks	90	2 270	97.80	77.56	98.26	116.85
4215 Bookmakers and croupiers	67	2 670	69.60	43.51	55.94	114.47
4222 Receptionists	296	1 718	91.13	58.32	87.12	124.14
4223 Telephone switchboard operators	320	1 422	103.87	53.46	89.98	163.40
4224 Information clerks	115	1 999	108.98	73.91	102.28	150.91
5111 Travel attendants and travel stewards	9	939	285.69	160.39	280.84	387.32
5112 Transport conductors	55	3 478	116.37	104.29	116.16	129.92
5121 Housekeepers and related workers	230	1 181	93.91	56.23	86.34	138.17
5122 Cooks	506	9 288	71.18	45.58	64.16	103.49

**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
5123 Waiters and waitresses	136	2 241	70.97	44.81	68.21	96.73
5132 Institution-based personal care workers	31	761	65.41	46.41	60.26	83.55
5161 Fire-fighters	109	2 425	118.31	82.93	114.86	162.00
5162 Police officers	38	1 233	79.48	45.27	54.95	140.35
5169 Protective services workers not elsewhere classified	397	15 662	62.58	44.68	54.01	89.98
5211 Shop salespersons	998	34 784	64.69	46.30	59.68	87.34
6111 Field crop and vegetable growers	150	1 574	63.24	43.75	61.89	82.41
6112 Tree and shrub crop growers	28	412	67.35	51.60	65.49	84.51
6113 Gardeners, horticultural and nursery growers	136	1 001	78.45	51.45	73.16	107.39
6121 Livestock producers	274	6 328	76.08	54.36	73.90	99.76
6122 Poultry producers	56	575	66.21	47.85	63.13	89.55
6124 Mixed-animal producers	20	218	69.68	48.45	64.23	98.46
6129 Other animal producers and related workers n. e. c.	36	186	72.85	46.62	71.84	94.87
6141 Forestry workers	79	2 691	59.06	45.00	55.98	76.14
6142 Loggers	73	1 484	82.90	59.67	79.71	110.28
6151 Aquatic-life cultivation workers	12	195	79.16	54.79	74.12	120.43
7111 Coal miners	6	4 217	149.00	99.18	147.19	197.58
7122 Bricklayers and stonemasons	675	9 004	89.21	60.98	85.17	119.95
7124 Carpenters and joiners	393	3 095	91.51	64.82	89.73	119.00
7129 Building frame and related trades workers n. e. c.	331	3 986	90.69	60.30	88.00	122.73
7136 Plumbers and pipe fitters	720	7 444	104.50	74.64	101.94	136.44
7137 Building and related electricians	464	3 232	107.71	74.14	106.80	142.48
7212 Welders and flamecutters	435	8 292	106.82	75.42	107.57	135.47
7213 Sheet metal workers	192	2 898	107.08	71.95	107.50	140.34
7221 Blacksmiths, hammer-smiths and forging-press workers	202	3 128	102.62	62.14	97.73	145.95
7222 Tool-makers and related workers	1 430	40 366	103.31	68.56	99.00	144.82
7223 Machine-tool setters and setter-operators	713	19 945	108.38	73.20	104.14	150.77
7224 Metal wheel-grinders, polishers and tool sharpeners	288	2 875	93.63	62.45	90.78	129.60
7231 Motor vehicle mechanics and fitters	719	8 170	102.84	70.44	100.54	138.19
7234 Rail-vehicles mechanics and fitters	100	6 012	117.27	87.60	117.60	145.95
7235 Agricultural- or industrial-machinery mechanics and fitters	803	14 802	112.42	67.67	107.93	161.92
7239 Other machinery mechanics not elsewhere classified	367	5 067	107.77	67.38	105.88	150.13
7241 Electrical mechanics and fitters	1 230	31 604	98.95	56.29	94.84	147.27
7242 Transport electro-mechanics and fitters	184	3 109	113.79	83.22	113.60	143.88
7243 Electronics mechanics and servicers	329	7 954	103.42	66.62	98.16	149.08
7246 Electrical line installers	173	4 624	116.00	87.38	113.44	147.57
7311 Precision-instrument makers and repairers	171	2 927	101.39	61.88	97.75	140.33
7322 Glass makers, cutters, grinders and finishers	42	5 477	87.65	53.01	84.67	123.32
7411 Butchers, fishmongers and related food preparers	155	5 337	82.37	55.49	78.22	115.90
7412 Bakers, pastry-cooks and confectionery makers	159	4 299	63.18	46.49	59.63	82.88
7422 Cabinet makers and related workers	211	3 252	77.94	51.52	75.25	107.28
7436 Sewers, embroiderers and related workers	80	3 899	60.58	42.20	57.80	82.88

**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
7439 Other textile, garment and related workers n. e. c.	84	3 546	88.87	51.94	80.49	139.03
8111 Mining-plant operators	53	5 446	134.07	67.71	130.94	199.47
8112 Mineral-ore- and stone-processing-plant operators	29	2 807	109.00	78.41	102.43	153.54
8121 Ore and metal furnace operators	24	3 106	143.55	96.53	145.54	185.90
8122 Metal melters, casters	87	4 373	97.64	66.28	94.32	135.28
8125 Rolling-mill operators	37	5 446	132.92	97.87	133.45	168.08
8131 Glass and ceramics kiln and related machine operators	53	3 107	113.39	72.72	112.13	157.35
8139 Glass, ceramics and related plant operators n. e. c.	54	4 679	113.08	65.48	110.56	162.31
8141 Wood-processing-plant operators	79	2 685	84.07	58.78	79.44	116.26
8159 Chemical-processing-plant operators n. e. c.	284	5 222	116.81	70.88	108.08	175.26
8161 Power-production plant operators	127	3 910	135.10	91.09	133.69	181.60
8162 Steam-engine and boiler operators	615	3 996	94.49	50.43	89.74	143.06
8163 Water-treatment and -supply operators	383	6 501	101.18	70.03	99.20	134.31
8171 Automated-assembly-line operators	132	5 800	100.31	62.47	97.98	136.45
8211 Machine-tool operators	354	10 519	100.94	65.73	98.47	137.21
8231 Rubber-products machine operators	53	7 807	104.32	67.15	98.14	145.76
8232 Plastic-products machine operators	115	6 009	91.67	59.88	90.28	124.98
8261 Fibre-preparing-, spinning- and winding machine operators	46	2 654	75.43	55.03	74.65	95.97
8262 Weaving- and knitting-machine operators	51	2 829	81.91	58.43	81.05	107.30
8263 Sewing machine operators	47	3 257	77.41	49.69	72.58	109.85
8264 Bleaching-, dyeing- and cleaning-machine operators	110	2 787	70.64	51.29	68.25	93.32
8274 Baked-goods, cereal-products machine operators	49	3 371	83.91	55.92	82.02	111.75
8281 Mechanical-machinery assemblers	119	14 287	98.54	64.93	99.31	127.72
8282 Electrical-equipment assemblers	117	12 948	87.56	57.89	89.58	113.60
8283 Electronic-equipment assemblers	31	4 235	73.57	52.65	74.39	90.30
8284 Metal-, rubber- and plastic-products assemblers	61	3 039	79.07	51.60	79.81	103.58
8290 Other machine operators and assemblers	164	3 960	89.58	56.49	85.73	130.63
8311 Locomotive-engine drivers	171	9 184	153.15	132.63	155.21	171.55
8313 Railway brakemen and shunters	139	9 968	106.77	92.38	106.07	121.72
8314 Other railway workers	67	4 030	102.42	83.67	100.70	123.44
8321 Car and van drivers	726	2 693	100.98	61.82	93.80	150.26
8323 Bus and tram drivers	120	16 521	100.88	72.33	97.59	133.10
8324 Heavy truck and lorry drivers	1 339	15 974	92.59	64.49	89.59	123.86
8331 Motorised farm and forestry plant operators	369	4 911	81.12	59.21	77.24	109.00
8332 Earth-moving- and related plant operators	412	5 074	110.18	77.64	107.54	143.30
8333 Crane, hoist and related plant operators	336	4 814	96.59	61.22	91.46	140.01
8334 Lifting-truck operators	601	7 624	95.95	63.87	94.88	125.93
9132 Helpers and cleaners in offices, hotels and other establishments	1 830	19 547	54.97	40.89	51.31	74.36
9141 Building caretakers	366	1 131	74.95	42.03	71.61	108.64
9152 Doorkeepers, watchpersons and related workers	814	6 909	59.03	42.82	55.16	80.54
9161 Garbage collectors	123	2 774	74.78	48.48	76.03	96.19
9162 Sweepers and related labourers	101	1 107	81.93	51.10	81.76	116.20

**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	Emplo- yees		1 st Decile	Median	9 th Decile
			CZK/hour	CZK/hour	CZK/hour	CZK/hour
9211 Farm-hands and labourers	151	1 349	61.54	39.60	57.86	87.43
9311 Mining and quarrying labourers	21	1 875	113.99	75.85	110.89	158.15
9312 Construction and maintenance labourers: roads, dams etc.	88	1 351	90.11	62.74	87.43	118.06
9313 Building construction labourers	76	867	78.13	45.41	73.27	114.48
9321 Assembling labourers	702	17 481	73.60	47.93	70.26	103.21
9322 Hand packers	184	2 390	72.60	45.76	69.19	102.31
9323 Yard labourers	217	2 886	78.06	52.80	75.21	100.56
9333 Freight handlers	192	1 381	83.11	54.29	80.04	114.15
9339 Other transport, stock or post labourers	1 045	17 829	81.19	53.57	77.74	114.47

4th quarter 2004**AEIS - business sector**

BS-V6

**Average hourly earnings
by occupation category**

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	60.6	86.45	49.33	81.00	129.61
T	Non - manual workers	39.4	154.57	69.40	122.58	255.52
Relation (%) M/T			55.9	71.1	66.1	50.7
TOTAL CR - business sector		100	113.25	53.59	93.28	178.33

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 2004**AEIS - business sector**

BS-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	5.2	82.70	49.71	73.98	120.22
C	Mining and quarrying	10-14	1.8	130.88	78.02	118.25	189.41
D	Manufacturing	15-37	42.3	106.05	55.85	92.06	158.86
E	Electricity, gas and water supply	40-41	3.0	136.43	73.53	118.74	203.64
F	Construction	45	8.1	109.64	59.01	92.76	170.81
G	Wholesale and retail trade, repair of motor vehicles	50-52	11.5	108.22	48.96	80.89	181.70
H	Hotels and restaurants	55	2.1	75.14	41.00	60.72	116.04
I	Transport, storage and communications	60-64	9.4	128.18	70.23	106.81	184.48
J	Financial intermediation	65-67	2.6	212.49	92.42	152.81	367.87
K	Real estate, renting, business activities	70-74	8.4	129.50	44.88	98.94	237.58
L	Public admin. and defence; compulsory social security	75	0.3	135.66	76.94	116.49	215.27
M	Education	80	1.4	144.57	62.50	119.01	251.33
N	Health and social work	85	1.5	100.02	54.63	83.99	160.99
O	Other community, social, personal service activities	90-93	2.3	95.84	49.17	79.53	158.81
TOTAL CR - business sector		100	113.25	53.59	93.28	178.33	

4th quarter 2004

AEIS - business sector

BS-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	125.44	60.43	102.20	195.84
Female	38.4	93.69	48.12	79.57	148.51
Relation (%) F/M		74.7	79.6	77.9	75.8
TOTAL CR - business sector	100	113.25	53.59	93.28	178.33

4th quarter 2004

AEIS - business sector

BS-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
CZ010 Capital Prague	18.1	154.78	57.95	118.94	262.97
CZ020 Středočeský	9.9	110.24	53.70	95.88	167.09
CZ031 Jihočeský	5.2	102.20	56.42	89.54	151.86
CZ032 Plzeňský	5.5	106.79	56.78	93.47	158.05
CZ041 Karlovarský	2.9	95.40	46.59	82.73	149.12
CZ042 Ústecký	6.0	105.71	53.21	92.30	161.29
CZ051 Liberecký	4.0	104.20	51.13	91.28	157.56
CZ052 Královéhradecký	5.2	101.42	54.85	87.25	152.06
CZ053 Pardubický	4.9	99.50	51.75	84.41	159.09
CZ061 Vysočina	5.1	99.66	55.56	84.53	151.49
CZ062 Jihomoravský	11.1	106.11	51.79	87.61	170.45
CZ071 Olomoucký	5.1	104.40	52.94	89.59	158.14
CZ072 Zlínský	5.6	101.38	52.73	86.86	157.82
CZ080 Moravskoslezský	11.4	108.53	52.96	94.66	167.98

**Average gross monthly earnings and their components,
differentiation, and time paid
in the business sector of the Czech Republic**

Average gross earnings **20 735 CZK/month**

Differentials

1st Decile **10 140 CZK/month**

Median **17 333 CZK/month**

9th Decile **31 880 CZK/month**

Structure of gross monthly earnings

premiums and bonuses **18.5 %**

overtime payments **0.8 %**

other payments **4.3 %**

compensation for absence **10.1 %**

bonuses for stand-by **0.2 %**

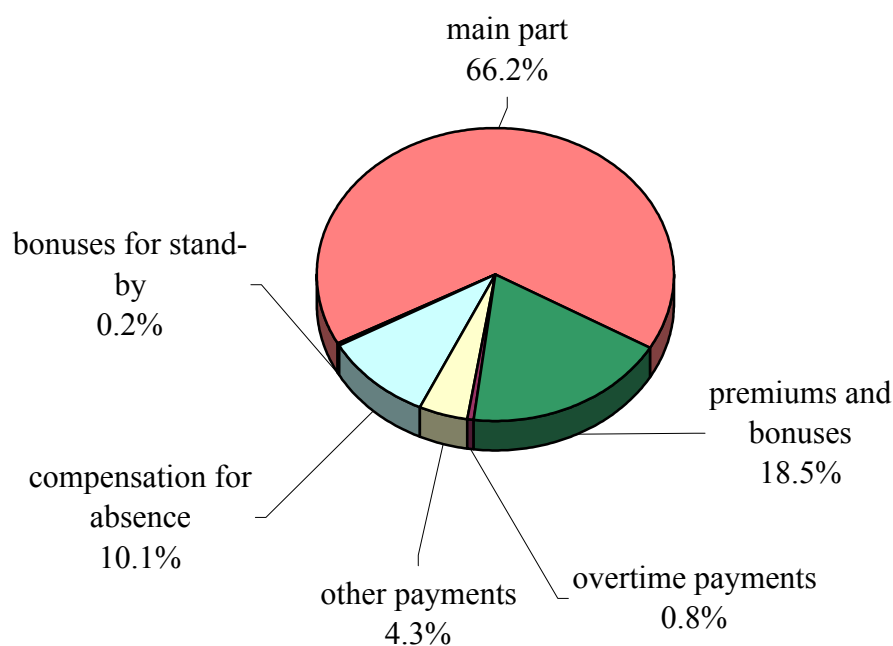
Employee time paid

total **172.5 hour/month**

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

CZ-ISCO major group of occupations	Structure of employees	Mean	Differentials			Struct. of gross mth. 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.	CZK/mth.	%	%	%	%	%
1 Legislators, senior officials and managers	7.0	44 483	15 623	32 077	81 893	23.2	0.1	1.7	8.9	0.1
2 Professionals	8.4	31 863	16 628	26 963	49 827	18.9	0.2	2.2	9.7	0.2
3 Technicians and associate professionals	19.6	23 030	12 936	20 442	34 608	18.9	0.4	3.0	9.4	0.2
4 Clerks	6.9	16 545	9 994	15 343	23 791	16.8	0.5	4.8	9.3	0.1
5 Serv. workers, shop, market sales workers	5.1	12 406	7 507	10 847	19 398	14.8	0.7	7.0	8.9	0.2
6 Skilled agricultural and fishery workers	1.6	13 066	9 019	12 654	17 310	15.6	1.4	4.7	10.8	0.1
7 Craft and related trades workers	24.2	16 988	10 348	16 207	24 480	16.9	1.4	5.1	11.4	0.3
8 Plant and machine operators and assemblers	20.7	16 977	10 566	16 416	23 859	17.3	1.6	8.2	10.9	0.2
9 Elementary occupations	6.3	12 409	7 767	11 549	18 290	15.6	1.4	5.2	10.5	0.1
TOTAL CR - business sector	100	20 735	10 140	17 333	31 880	18.5	0.8	4.3	10.1	0.2

Structure of gross monthly earnings



1st - 4th quarter 2004**AEIS - business sector**

**Average gross monthly earnings and their components,
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	2 070	117 278
1221 Production and operations department managers in agriculture	1 168	30 186
1222 Production and operations department managers in manufacturing	6 168	53 165
1223 Production and operations department managers in construction	1 605	51 833
1224 Prod. and operations dpt. managers in wholesale and retail trade	6 268	25 282
1226 Prod. and operations dpt. managers in transport, storage and com.	6 037	31 922
1227 Production and operations dpt. managers in business services	4 226	77 697
1229 Production and operations dpt. managers not elsewhere classified	2 139	44 870
1231 Finance and administration department managers	4 978	59 533
1232 Personnel and industrial relations department managers	981	57 571
1233 Sales and marketing department managers	3 394	64 350
1235 Supply and distribution department managers	1 346	41 833
1236 Computing services department managers	1 096	56 992
1237 Research and development department managers	1 247	50 960
1239 Other department managers not elsewhere classified	3 720	43 961
1312 General managers in manufacturing	1 326	41 624
1314 General managers in wholesale and retail trade	2 991	21 070
1316 General managers in transport, storage and communications	944	30 867
1317 General managers of business services	720	53 307
2113 Chemists	1 012	26 014
2119 Other professionals not elsewhere classified	957	29 486
2131 Computer systems designers and analysts	2 075	38 059
2132 Computer programmers	3 060	34 315
2139 Computing professionals not elsewhere classified	4 139	35 991
2142 Civil engineers	2 653	30 080
2143 Electrical engineers	2 448	33 967
2144 Electronics and telecommunications engineers	2 032	33 838
2145 Mechanical engineers	5 098	27 255
2149 Architects and engineers not elsewhere classified	2 565	34 412
2221 Medical doctors, excl. dentists	1 036	32 755
2311 College, university and higher education teaching professionals	9 199	30 079
2411 Accountants	6 212	33 693
2412 Personnel and careers professionals	1 244	32 816
2413 Banking professionals	16 797	33 655
2419 Business professionals not elsewhere classified	6 311	36 345
2421 Lawyers	1 284	43 540
2441 Economists	3 599	32 104
2451 Authors, journalists and other writers	1 682	27 410
2470 Administrative professionals not elsewhere classified	3 109	25 997
3112 Civil engineering technicians	7 774	28 904
3113 Electrical engineering technicians	8 777	26 008
3114 Electronics and telecommunications engineering technicians	4 525	28 703

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
30 723	77 511	247 118	29.4	0.0	1.2	8.9	0.0	169.6
15 675	26 481	48 004	26.8	0.2	1.3	9.3	0.3	172.4
23 394	41 503	95 888	24.6	0.2	2.3	9.4	0.1	167.2
22 872	42 196	93 593	31.2	0.4	0.5	8.9	0.0	173.5
10 773	19 176	43 501	17.7	0.1	3.2	9.1	0.0	172.7
18 247	24 649	50 129	21.8	0.1	5.5	10.3	0.5	162.4
29 414	54 543	146 223	29.1	0.0	0.8	9.7	0.0	171.0
22 607	40 868	71 766	17.6	0.3	10.3	9.8	0.2	170.9
22 845	41 856	108 382	26.9	0.0	2.0	9.1	0.0	168.3
22 124	40 598	111 017	24.6	0.0	2.1	9.7	0.0	166.8
24 328	48 410	118 764	25.7	0.0	1.7	9.2	0.0	168.3
18 325	33 461	70 598	20.1	0.2	2.1	9.3	0.0	168.3
24 658	42 871	98 262	22.3	0.0	2.0	9.4	0.4	167.7
23 611	41 351	89 553	22.8	0.1	1.2	9.6	0.1	166.6
20 035	35 855	70 819	23.3	0.1	2.1	9.6	0.1	168.1
19 037	34 830	72 454	21.7	0.1	2.3	9.2	0.2	167.2
9 278	16 490	38 248	20.8	0.2	5.1	9.2	0.1	171.4
20 454	27 990	41 303	24.0	0.2	6.5	9.3	0.0	166.9
22 832	38 676	88 364	28.5	0.0	1.6	9.5	0.1	170.7
16 677	22 771	40 073	15.2	0.3	6.9	9.7	0.3	165.2
18 231	27 934	40 015	20.3	0.4	5.0	9.9	0.0	168.8
19 481	33 417	59 588	14.1	0.3	4.5	9.7	1.6	170.4
18 495	29 750	55 116	16.5	0.2	2.2	9.4	0.5	169.8
20 882	31 749	56 198	16.4	0.4	2.1	9.6	1.2	169.7
17 288	24 875	45 096	22.8	0.2	1.3	9.6	0.2	169.6
19 302	30 650	52 781	19.2	0.3	3.2	9.5	0.3	167.6
20 359	28 497	52 515	15.3	0.5	2.1	9.5	2.2	169.1
16 918	24 846	39 659	16.2	0.5	2.4	9.9	0.1	168.9
20 560	30 053	51 946	17.8	0.3	3.4	9.9	0.2	168.3
20 454	30 157	48 157	12.8	0.8	10.8	9.4	5.7	170.3
16 959	26 028	47 175	24.1	0.0	9.0	14.1	0.0	172.6
17 507	28 070	54 037	18.2	0.1	1.2	9.7	0.0	168.2
18 046	27 897	55 659	16.4	0.1	1.6	10.2	0.0	168.4
18 476	25 858	52 965	21.0	0.1	0.9	10.1	0.0	169.4
20 678	31 195	57 247	18.2	0.2	3.1	9.9	0.1	167.7
24 598	38 201	67 153	19.8	0.0	1.3	9.9	0.0	169.0
16 579	27 249	50 719	19.0	0.2	2.2	9.9	0.0	169.5
15 978	24 441	42 281	10.4	0.2	2.9	8.9	0.0	173.1
14 444	22 216	40 970	17.3	0.2	2.1	9.4	0.1	171.2
16 991	25 528	43 222	24.3	0.7	1.7	9.4	0.2	173.3
17 035	24 277	35 718	17.7	0.7	6.3	10.2	1.2	167.9
17 937	24 030	46 119	14.9	0.7	3.0	9.2	1.5	170.0

1st - 4th quarter 2004**AEIS - business sector**

**Average gross monthly earnings and their components,
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
3115 Mechanical engineering technicians	16 297	24 075
3116 Chemical engineering technicians	4 138	24 497
3117 Mining and metallurgical technicians	2 934	30 335
3118 Draughtspersons	2 536	20 883
3119 Physical and engineering science technicians n. e. c.	19 875	23 672
3121 Computer assistants	2 197	36 863
3122 Computer equipment operators	3 113	23 434
3152 Safety, health and quality inspectors	4 116	22 901
3160 Railway transport technicians	8 563	22 882
3212 Agronomy and forestry technicians	4 623	19 413
3231 Nursing associate professionals	1 991	15 661
3411 Securities and finance dealers and brokers	2 541	26 381
3412 Insurance representatives	4 398	28 984
3415 Technical and commercial sales representatives	5 531	30 155
3416 Buyers	5 789	21 893
3421 Trade brokers	7 996	25 559
3422 Clearing and forwarding agents	7 464	22 784
3431 Administrative secretaries and related associate professionals	5 262	27 481
3433 Bookkeepers	21 007	20 871
3436 Personnel and careers professionals	2 395	23 636
3439 Administrative associate professionals not elsewhere classified	10 617	23 027
4113 Data entry operators	1 912	15 463
4115 Secretaries	6 469	18 540
4121 Accounting and bookkeeping clerks	2 966	15 877
4123 Finance, tax and other numerical clerks	885	25 093
4131 Stock clerks	10 240	16 375
4132 Production clerks	2 195	18 069
4133 Transport clerks	4 622	21 065
4142 Mail carriers and sorting clerks	15 351	15 379
4190 Other office clerks	1 621	17 943
4211 Cashiers in banks	3 547	18 119
4212 Tellers and other counter clerks	10 190	18 147
4213 Cashiers in shops and restaurants	7 263	11 140
4214 Ticket clerks	1 804	16 930
4215 Bookmakers and croupiers	1 871	12 089
4222 Receptionists	1 215	15 979
4223 Telephone switchboard operators	1 068	18 763
4224 Information clerks	1 539	18 439
5112 Transport conductors	2 860	19 915
5121 Housekeepers and related workers	961	16 033
5122 Cooks	6 222	12 659
5123 Waiters and waitresses	1 506	12 765

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
15 054	23 095	33 785	14.8	0.7	4.8	10.0	0.1	168.7
14 478	23 012	36 278	15.0	1.0	6.9	10.6	0.2	165.7
22 139	29 715	39 251	22.0	2.4	7.0	10.8	0.3	168.6
13 429	19 508	29 440	16.6	0.4	2.2	10.2	0.1	168.3
14 532	22 180	34 020	19.4	0.7	3.7	9.6	0.3	169.3
18 498	30 291	66 752	15.5	0.2	1.7	9.5	0.7	170.6
13 217	20 945	35 887	15.4	0.5	4.1	9.6	0.6	169.3
14 058	21 109	32 027	17.8	0.5	3.8	10.4	0.4	167.8
18 695	22 827	26 674	10.8	1.7	13.5	11.3	0.9	174.1
13 955	18 813	25 209	20.6	0.2	1.1	10.3	0.2	172.9
11 793	15 197	19 961	8.9	0.6	13.5	9.8	1.2	166.4
15 423	21 585	38 936	13.7	0.3	0.5	10.8	0.1	175.0
14 807	22 709	49 542	16.4	0.0	0.2	10.4	0.0	173.1
16 107	27 104	47 487	26.8	0.2	1.2	9.5	0.0	170.1
12 705	19 396	32 668	16.6	0.2	2.6	9.8	0.1	167.9
14 104	21 815	37 658	20.8	0.1	2.5	9.4	0.0	168.0
13 486	20 163	33 044	21.0	0.3	3.0	9.6	0.0	169.8
13 984	22 435	46 823	19.6	0.1	4.5	9.2	0.4	170.1
12 832	19 208	30 295	17.5	0.2	2.3	9.9	0.0	169.0
14 911	21 507	33 346	16.7	0.1	3.4	10.2	0.0	167.3
13 721	20 451	34 357	17.8	0.1	3.2	9.8	0.1	169.1
9 705	14 939	20 831	14.2	0.2	5.1	10.2	0.0	169.6
11 503	16 758	26 972	17.1	0.2	2.8	9.5	0.0	169.8
9 811	14 606	22 761	17.6	0.2	1.6	9.6	0.0	170.9
16 489	23 138	36 477	12.5	0.3	2.2	9.7	0.1	173.6
10 679	15 348	22 949	16.8	1.0	6.3	10.0	0.2	172.5
11 016	16 357	27 303	17.8	0.8	3.5	10.1	0.1	167.7
14 022	19 223	30 899	14.1	0.8	9.1	10.5	0.1	172.9
12 305	14 691	19 278	17.3	0.3	12.3	9.8	0.0	160.9
10 823	15 990	28 166	16.3	0.3	3.6	9.4	0.1	169.7
13 891	17 341	22 592	15.6	0.3	4.1	9.8	0.0	167.7
13 492	16 442	24 397	17.4	0.3	8.1	9.2	0.0	162.9
8 332	10 752	14 140	13.6	0.2	5.7	9.5	0.0	169.1
13 909	16 857	19 944	8.2	1.4	12.5	12.0	0.4	179.9
6 702	10 817	19 943	24.2	0.0	5.9	7.0	0.0	161.1
10 819	14 984	21 533	15.7	0.5	8.6	8.9	0.0	169.4
9 133	15 424	30 707	16.9	0.2	3.5	9.6	0.0	168.3
13 255	17 198	24 853	16.1	0.4	4.8	10.4	0.1	170.6
17 566	19 707	22 699	10.4	2.7	16.3	11.2	1.5	179.4
9 967	14 875	23 792	16.5	0.5	5.7	9.6	0.1	171.4
8 104	11 648	18 342	15.8	0.4	4.6	9.6	0.0	171.3
8 146	12 247	17 158	16.3	0.7	8.7	8.8	0.0	171.4

1st - 4th quarter 2004**AEIS - business sector**

**Average gross monthly earnings and their components,
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
5132 Institution-based personal care workers	585	11 461
5161 Fire-fighters	2 124	20 759
5162 Police officers	940	15 053
5169 Protective services workers not elsewhere classified	9 579	11 717
5211 Shop salespersons	21 770	11 463
6111 Field crop and vegetable growers	830	11 606
6112 Tree and shrub crop growers	260	12 273
6113 Gardeners, horticultural and nursery growers	770	12 999
6121 Livestock producers	3 817	13 697
6122 Poultry producers	424	12 193
6124 Mixed-animal producers	110	12 317
6129 Other animal producers and related workers n. e. c.	119	13 939
6141 Forestry workers	1 746	10 113
6142 Loggers	1 130	13 766
6151 Aquatic-life cultivation workers	159	14 235
7111 Coal miners	3 819	25 553
7122 Bricklayers and stonemasons	6 849	16 627
7124 Carpenters and joiners	2 436	16 800
7129 Building frame and related trades workers n. e. c.	2 714	17 886
7136 Plumbers and pipe fitters	6 314	18 469
7137 Building and related electricians	2 808	19 769
7142 Varnishers and related painters	2 086	19 146
7212 Welders and flamecutters	6 544	19 758
7213 Sheet metal workers	2 479	19 603
7221 Blacksmiths, hammer-smiths and forging-press workers	2 504	18 509
7222 Tool-makers and related workers	34 538	18 436
7223 Machine-tool setters and setter-operators	17 007	19 237
7224 Metal wheel-grinders, polishers and tool sharpeners	2 287	16 830
7231 Motor vehicle mechanics and fitters	7 050	18 776
7234 Rail-vehicles mechanics and fitters	4 847	18 718
7235 Agricultural- or industrial-machinery mechanics and fitters	12 912	20 057
7239 Other machinery mechanics not elsewhere classified	4 379	18 984
7241 Electrical mechanics and fitters	25 531	17 850
7242 Transport electro-mechanics and fitters	2 628	18 770
7243 Electronics mechanics and servicers	6 399	18 313
7246 Electrical line installers	4 334	20 437
7311 Precision-instrument makers and repairers	2 572	17 678
7322 Glass makers, cutters, grinders and finishers	4 353	14 948
7411 Butchers, fishmongers and related food preparers	3 844	15 030
7412 Bakers, pastry-cooks and confectionery makers	2 425	11 561
7422 Cabinet makers and related workers	2 545	14 081
7436 Sewers, embroiderers and related workers	2 954	10 650

**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
8 322	10 332	14 847	8.1	0.6	13.7	10.1	1.6	166.6
15 087	20 567	27 273	11.5	1.2	16.6	9.6	2.1	168.2
8 557	11 356	29 307	12.7	1.1	6.7	8.4	0.3	172.6
7 724	10 306	17 444	8.8	1.9	11.4	8.3	0.2	175.8
7 638	10 422	16 215	13.7	0.3	5.7	8.8	0.0	170.0
8 337	11 237	15 303	12.1	1.2	2.4	12.2	0.1	182.5
9 205	12 072	15 387	18.5	1.0	0.5	13.0	0.0	179.7
9 030	12 059	18 121	17.5	1.0	3.4	10.9	0.4	176.0
10 144	13 376	17 416	15.8	1.5	7.3	9.8	0.1	182.1
9 084	11 623	15 901	22.3	1.4	7.1	10.1	0.2	180.4
8 774	11 584	16 013	18.3	0.6	6.4	9.9	0.0	174.5
10 106	13 482	18 305	15.6	2.2	7.4	9.4	0.1	185.1
7 991	9 688	12 815	7.7	0.3	1.2	16.5	0.0	168.5
10 249	13 381	17 634	10.0	0.3	1.7	17.0	0.0	168.3
11 427	13 664	18 280	23.2	2.0	2.5	9.7	0.6	185.4
16 887	25 630	33 370	25.6	1.3	8.6	14.8	0.1	164.9
11 697	15 902	22 508	18.5	1.5	3.0	12.5	0.1	180.2
12 036	16 171	22 512	17.8	1.7	2.6	12.6	0.1	180.5
12 117	17 121	24 856	20.7	1.9	2.3	11.6	0.1	185.3
13 298	18 247	23 801	20.2	1.2	3.1	11.7	1.7	173.3
13 525	19 362	26 274	16.5	1.6	7.1	10.3	1.7	174.9
12 829	18 357	26 378	16.2	1.1	9.5	11.2	0.0	171.5
14 200	19 844	24 834	16.1	1.6	8.3	12.1	0.1	173.8
12 926	19 579	25 818	13.8	1.0	8.8	11.0	0.0	169.6
11 234	17 855	25 712	17.1	1.3	12.5	12.0	0.0	171.0
12 389	17 661	25 666	17.0	1.5	6.5	11.6	0.5	171.2
13 067	18 387	26 591	16.5	1.6	8.6	11.4	0.0	172.4
10 715	16 398	23 422	16.0	1.5	7.6	12.1	0.1	172.4
13 095	18 012	25 501	15.8	1.0	7.1	10.9	0.2	171.2
14 726	18 704	22 683	16.4	0.9	11.0	12.2	0.3	172.0
12 406	19 317	28 609	19.2	1.6	7.8	11.6	0.2	174.5
11 808	18 715	26 113	17.7	1.6	8.4	10.6	0.1	171.4
10 247	17 243	26 037	17.1	1.5	7.4	11.7	0.6	170.3
14 307	18 477	23 567	15.8	0.8	8.1	12.1	0.2	171.8
11 740	17 518	26 086	17.1	1.9	9.5	10.5	0.4	167.7
15 220	19 744	26 607	16.6	1.2	6.0	11.2	2.1	171.9
11 986	16 949	24 286	18.7	1.0	12.5	11.5	0.4	164.1
9 549	14 454	20 936	19.2	1.2	8.0	13.2	0.0	164.6
10 667	14 436	20 373	18.3	1.0	5.5	10.8	0.0	177.5
8 211	10 911	15 257	13.9	1.9	7.8	10.1	0.3	176.6
9 349	13 294	19 709	18.1	1.4	3.6	12.4	0.0	170.2
7 315	10 086	14 814	17.5	0.8	4.0	12.4	0.0	164.9

1st - 4th quarter 2004**AEIS - business sector**

**Average gross monthly earnings and their components,
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
7439 Other textile, garment and related workers n. e. c.	2 738	15 675
8111 Mining-plant operators	4 042	25 714
8112 Mineral-ore- and stone-processing-plant operators	2 558	18 286
8121 Ore and metal furnace operators	2 810	23 188
8122 Metal melters, casters	3 573	18 026
8125 Rolling-mill operators	4 955	21 850
8131 Glass and ceramics kiln and related machine operators	2 534	19 505
8139 Glass, ceramics and related plant operators n. e. c.	3 904	18 702
8141 Wood-processing-plant operators	2 119	16 099
8159 Chemical-processing-plant operators n. e. c.	4 258	18 097
8161 Power-production plant operators	3 586	22 323
8162 Steam-engine and boiler operators	2 832	17 483
8163 Water-treatment and -supply operators	5 417	17 127
8171 Automated-assembly-line operators	4 474	18 374
8211 Machine-tool operators	8 466	18 162
8231 Rubber-products machine operators	5 643	19 810
8232 Plastic-products machine operators	4 668	16 140
8261 Fibre-preparing-, spinning- and winding machine operators	2 084	13 240
8262 Weaving- and knitting-machine operators	2 061	13 739
8263 Sewing machine operators	2 292	12 852
8264 Bleaching-, dyeing- and cleaning-machine operators	2 273	12 230
8274 Baked-goods, cereal-products machine operators	2 368	14 923
8281 Mechanical-machinery assemblers	11 213	18 381
8282 Electrical-equipment assemblers	10 075	15 971
8283 Electronic-equipment assemblers	3 086	14 173
8284 Metal-, rubber- and plastic-products assemblers	2 195	13 609
8290 Other machine operators and assemblers	3 193	15 961
8311 Locomotive-engine drivers	7 176	23 660
8313 Railway brakemen and shunters	8 340	17 907
8314 Other railway workers	3 222	17 398
8321 Car and van drivers	2 156	18 681
8323 Bus and tram drivers	12 757	20 679
8324 Heavy truck and lorry drivers	12 640	17 572
8331 Motorised farm and forestry plant operators	3 703	15 345
8332 Earth-moving- and related plant operators	4 212	20 079
8333 Crane, hoist and related plant operators	4 027	17 136
8334 Lifting-truck operators	6 256	17 299
9132 Helpers and cleaners in offices, hotels and other establishments	10 858	9 600
9141 Building caretakers	705	14 027
9152 Doorkeepers, watchpersons and related workers	4 344	10 570
9161 Garbage collectors	1 958	13 095
9162 Sweepers and related labourers	735	14 301

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
8 803	14 541	24 373	21.1	2.5	5.5	12.1	0.0	170.2
17 439	24 584	35 443	25.8	1.3	7.9	12.0	0.2	168.8
13 354	18 156	23 781	21.7	1.0	10.5	11.2	0.0	166.3
17 294	23 478	28 570	17.4	0.4	15.2	10.6	0.0	163.8
12 060	17 397	25 088	16.0	1.6	12.7	11.6	0.0	173.9
16 720	21 908	26 875	17.1	0.6	13.6	11.0	0.0	165.4
13 154	19 493	25 593	22.5	1.9	11.3	10.5	0.1	168.1
12 120	18 662	24 599	22.8	1.2	6.1	11.4	0.0	166.6
10 516	14 403	24 522	17.1	2.2	6.6	11.1	0.0	173.6
11 905	17 337	25 333	15.3	0.6	13.2	11.7	0.0	159.2
15 692	22 402	28 929	12.1	0.8	18.3	10.1	0.3	163.6
11 135	17 020	24 366	14.8	1.5	14.1	10.3	0.2	171.6
12 361	16 609	22 408	17.7	0.9	10.1	10.7	0.5	166.9
12 466	18 208	23 515	15.9	1.8	11.6	10.4	0.0	168.9
11 988	17 914	24 321	17.4	1.4	9.8	11.8	0.0	171.2
11 810	18 348	29 561	19.4	2.0	9.6	12.3	0.0	170.2
10 653	15 926	21 740	20.2	1.8	10.2	11.5	0.0	169.6
9 632	13 151	17 000	16.8	0.9	11.8	12.1	0.0	166.1
9 712	13 506	18 031	17.0	0.8	11.0	12.6	0.0	165.0
8 791	12 323	17 693	20.1	0.9	4.5	11.4	0.0	166.3
8 609	11 833	16 318	17.0	1.0	8.2	12.1	0.0	168.0
11 282	14 476	18 810	9.7	1.7	10.1	10.8	0.0	172.8
12 807	18 291	23 343	16.4	1.1	11.0	10.6	0.0	169.4
10 683	15 688	21 514	19.0	0.9	12.9	12.4	0.0	170.3
10 031	13 688	19 091	12.7	1.2	4.6	9.7	0.0	169.7
8 991	13 801	17 645	21.0	1.2	5.7	13.5	0.0	167.3
10 398	14 843	22 984	13.1	1.0	12.7	11.4	0.0	169.4
20 997	23 775	26 250	14.2	1.3	18.1	11.8	0.2	171.8
15 575	17 743	20 614	7.9	2.2	17.9	11.4	0.5	176.7
14 773	17 085	20 382	7.9	2.1	18.3	11.2	0.8	178.8
12 007	17 264	28 146	18.4	1.3	5.6	9.9	0.3	174.5
16 000	19 960	26 820	11.1	2.0	13.6	9.7	1.0	189.0
12 732	17 136	22 981	20.1	2.1	4.7	10.7	0.5	184.6
11 625	15 023	19 386	17.0	2.7	2.8	12.4	0.1	193.6
14 857	19 863	25 245	22.5	2.0	5.6	12.2	0.3	180.5
10 837	16 677	23 824	16.6	1.3	9.1	11.0	0.1	171.5
11 392	17 241	22 550	17.4	1.5	7.8	10.4	0.1	170.9
6 943	9 138	12 756	12.9	0.5	5.6	10.3	0.0	167.1
8 653	13 870	18 847	16.8	0.5	5.9	10.1	0.3	169.4
7 645	10 027	13 904	11.2	1.2	12.2	9.3	0.2	172.9
9 575	13 150	16 250	16.0	1.4	9.0	10.7	0.1	177.8
8 735	14 487	19 160	19.7	0.7	5.2	12.2	1.7	167.6

1st - 4th quarter 2004**AEIS - business sector****Average gross monthly earnings and their components,
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
9211 Farm-hands and labourers	533	12 291
9311 Mining and quarrying labourers	1 630	19 843
9312 Construction and maintenance labourers: roads, dams etc.	1 010	16 339
9313 Building construction labourers	500	16 021
9321 Assembling labourers	11 866	13 347
9322 Hand packers	1 621	13 003
9323 Yard labourers	2 323	13 457
9333 Freight handlers	1 128	15 346
9339 Other transport, stock or post labourers	14 092	14 171

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
8 466	12 066	16 796	19.3	1.7	5.0	10.8	0.1	181.1
13 722	18 627	26 996	26.0	1.5	6.7	13.3	0.4	166.7
11 173	15 416	22 686	26.9	1.8	2.0	12.2	0.6	178.2
9 868	15 737	21 768	25.7	1.7	2.4	12.3	0.1	177.3
8 960	12 892	18 546	15.7	1.4	7.1	11.5	0.0	170.1
8 683	12 448	18 438	18.4	1.1	7.7	11.6	0.0	168.8
9 555	13 111	16 892	15.7	0.2	3.4	8.7	0.0	168.9
10 071	14 916	21 095	20.0	1.3	3.9	10.1	0.2	173.7
9 431	13 370	20 537	14.2	0.8	7.0	11.2	0.3	169.9

**Average time worked and not worked monthly
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	2 088	151.7	0.2	2.3	0.2	1.9
1221 Production and operations dpt. manag. in agriculture	1 189	153.1	1.2	2.5	0.4	2.0
1222 Production and operations dpt. manag. in manufacturing	6 239	147.5	1.5	2.6	0.3	2.0
1223 Production and operations dpt. manag. in construction	1 627	153.2	0.9	2.6	0.3	2.0
1224 Prod. and operat. dpt. manag. in wholesale and retail trade	6 441	151.9	0.9	2.6	0.5	1.8
1226 Prod. and operations dpt. manag. in transp., storage and com.	6 190	137.9	0.8	3.3	0.5	2.3
1227 Production and operations dpt. manag. in business services	4 281	149.0	0.4	2.8	0.3	2.1
1229 Production and operat. dpt. manag. not elsewhere classified	2 169	146.8	2.9	3.1	0.3	2.2
1231 Finance and administration department managers	5 041	148.5	0.3	2.6	0.3	2.0
1232 Personnel and industrial relations department managers	994	146.6	0.2	2.6	0.3	2.0
1233 Sales and marketing department managers	3 434	148.6	0.3	2.6	0.2	2.0
1235 Supply and distribution department managers	1 368	147.9	1.1	2.7	0.4	2.0
1236 Computing services department managers	1 107	147.8	0.5	2.6	0.2	2.1
1237 Research and development department managers	1 261	147.2	0.5	2.5	0.2	2.1
1239 Other department managers not elsewhere classified	3 779	146.9	0.7	2.8	0.3	2.1
1312 General managers in manufacturing	1 346	148.6	0.8	2.4	0.3	1.9
1314 General managers in wholesale and retail trade	3 069	149.6	1.4	2.8	0.5	1.8
1316 General managers in transport, storage and communications	963	143.4	1.2	3.1	0.4	2.1
1317 General managers of business services	737	149.2	0.0	2.7	0.4	2.1
2113 Chemists	1 039	142.9	1.2	2.9	0.6	2.1
2119 Other professionals not elsewhere classified	973	146.3	2.6	3.0	0.3	2.1
2131 Computer systems designers and analysts	2 110	148.5	1.4	2.8	0.3	2.1
2132 Computer programmers	3 110	148.5	1.5	2.8	0.3	2.1
2139 Computing professionals not elsewhere classified	4 199	148.2	1.7	2.8	0.3	2.0
2142 Civil engineers	2 711	148.2	0.8	2.8	0.4	2.1
2143 Electrical engineers	2 489	146.8	1.7	2.7	0.3	2.0
2144 Electronics and telecommunications engineers	2 061	147.1	3.6	2.9	0.3	2.2
2145 Mechanical engineers	5 195	148.1	2.5	2.7	0.4	2.0
2149 Architects and engineers not elsewhere classified	2 608	145.5	1.7	3.0	0.3	2.1
2221 Medical doctors, excl. dentists	1 063	148.5	5.8	2.8	0.5	2.1
2311 College, university and higher education teaching professiona	9 355	141.8	0.0	3.9	0.3	3.3
2411 Accountants	6 352	146.0	0.8	2.9	0.4	2.0
2412 Personnel and careers professionals	1 274	145.2	0.8	3.0	0.5	2.1
2413 Banking professionals	17 342	143.9	0.7	3.3	0.7	2.1
2419 Business professionals not elsewhere classified	6 435	145.3	1.1	2.9	0.4	2.2
2421 Lawyers	1 316	145.9	0.1	3.0	0.5	2.1
2441 Economists	3 676	147.6	2.0	2.8	0.4	2.0
2451 Authors, journalists and other writers	1 723	151.3	1.3	2.8	0.5	2.0
2470 Administrative professionals not elsewhere classified	3 193	147.9	1.3	3.0	0.5	2.0
3112 Civil engineering technicians	7 962	150.7	2.5	2.9	0.5	2.0
3113 Electrical engineering technicians	8 988	145.6	3.7	3.0	0.5	2.1
3114 Electronics and telecommunications engineering technicians	4 630	146.3	5.6	3.1	0.5	2.1

**Average time worked and not worked monthly
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.
3115 Mechanical engineering technicians	16 727	145.7	3.5	3.0	0.5	2.0
3116 Chemical engineering technicians	4 238	143.5	2.7	2.9	0.5	2.1
3117 Mining and metallurgical technicians	3 002	146.2	6.1	3.0	0.4	2.1
3118 Draughtspersons	2 605	146.1	2.1	2.9	0.5	2.0
3119 Physical and engineering science technicians n. e. c.	20 420	147.5	3.3	2.8	0.5	2.0
3121 Computer assistants	2 244	148.1	1.2	2.9	0.4	2.1
3122 Computer equipment operators	3 213	146.5	1.9	2.9	0.7	2.0
3152 Safety, health and quality inspectors	4 222	145.0	2.2	3.0	0.6	2.1
3160 Railway transport technicians	8 757	146.4	8.6	3.7	0.5	2.9
3212 Agronomy and forestry technicians	4 739	150.8	0.8	2.8	0.5	2.1
3231 Nursing associate professionals	2 081	142.6	2.9	3.1	0.9	2.1
3411 Securities and finance dealers and brokers	2 632	146.8	1.4	3.5	0.7	2.2
3412 Insurance representatives	4 611	145.9	0.1	3.4	0.8	2.1
3415 Technical and commercial sales representatives	5 675	148.6	0.7	2.8	0.5	2.0
3416 Buyers	5 944	145.5	1.3	2.9	0.5	2.0
3421 Trade brokers	8 226	145.3	0.8	3.0	0.6	2.0
3422 Clearing and forwarding agents	7 726	145.4	2.1	3.2	0.7	2.1
3431 Administrative secretaries and related associate professionals	5 428	147.9	0.3	2.8	0.6	1.9
3433 Bookkeepers	21 618	146.5	0.9	2.9	0.6	2.0
3436 Personnel and careers professionals	2 461	143.8	0.6	3.1	0.5	2.1
3439 Administrative associate professionals not elsewhere classif.	10 958	145.2	0.8	3.1	0.6	2.0
4113 Data entry operators	2 001	143.5	0.7	3.4	0.9	2.0
4115 Secretaries	6 725	145.7	0.9	3.1	0.8	2.0
4121 Accounting and bookkeeping clerks	3 072	148.2	0.9	2.9	0.7	1.9
4123 Finance, tax and other numerical clerks	914	149.1	1.5	3.1	0.6	2.0
4131 Stock clerks	10 728	146.7	5.2	3.3	0.9	2.0
4132 Production clerks	2 272	144.5	3.1	3.0	0.7	2.0
4133 Transport clerks	4 798	145.8	4.6	3.5	0.8	2.4
4142 Mail carriers and sorting clerks	16 545	128.9	1.8	4.4	1.6	2.1
4190 Other office clerks	1 688	146.2	1.4	3.0	0.8	1.9
4211 Cashiers in banks	3 691	141.2	1.7	3.5	0.8	2.1
4212 Tellers and other counter clerks	10 753	135.1	1.6	3.7	1.1	2.1
4213 Cashiers in shops and restaurants	7 877	141.0	1.1	3.7	1.6	1.7
4214 Ticket clerks	1 874	146.7	7.2	4.3	0.8	3.2
4215 Bookmakers and croupiers	1 909	146.4	0.0	2.0	0.4	1.5
4222 Receptionists	1 256	148.8	2.7	2.7	0.6	1.8
4223 Telephone switchboard operators	1 131	141.3	0.6	3.5	1.2	2.0
4224 Information clerks	1 637	139.7	2.1	4.0	1.2	2.2
5112 Transport conductors	3 009	144.7	13.5	4.7	1.1	3.1
5121 Housekeepers and related workers	1 003	147.9	2.6	3.0	0.8	2.0
5122 Cooks	6 662	143.2	1.8	3.6	1.4	1.8
5123 Waiters and waitresses	1 589	148.4	3.7	3.0	1.0	1.7

**Average time worked and not worked monthly
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.	
5132 Institution-based personal care workers	626	138.7	3.1	3.7	1.3	2.1
5161 Fire-fighters	2 176	148.6	6.6	2.6	0.5	1.9
5162 Police officers	989	151.0	7.1	2.8	1.1	1.6
5169 Protective services workers not elsewhere classified	10 095	154.3	11.6	2.8	1.1	1.6
5211 Shop salespersons	23 193	145.2	2.0	3.2	1.3	1.7
6111 Field crop and vegetable growers	932	143.0	6.2	4.8	2.2	1.8
6112 Tree and shrub crop growers	287	141.9	5.0	4.7	2.0	1.9
6113 Gardeners, horticultural and nursery growers	824	145.6	5.1	3.8	1.4	1.9
6121 Livestock producers	4 188	148.8	7.6	4.1	1.9	2.0
6122 Poultry producers	458	149.9	8.4	3.8	1.6	1.9
6124 Mixed-animal producers	120	143.3	2.2	4.0	1.7	1.8
6129 Other animal producers and related workers n. e. c.	127	155.0	11.4	3.7	1.4	2.0
6141 Forestry workers	1 940	128.2	1.2	5.2	2.0	2.0
6142 Loggers	1 232	129.1	0.8	5.1	1.7	2.2
6151 Aquatic-life cultivation workers	168	158.4	11.2	3.3	1.1	2.0
7111 Coal miners	4 180	129.8	5.9	4.7	1.8	2.4
7122 Bricklayers and stonemasons	7 544	143.1	7.8	4.6	1.9	2.0
7124 Carpenters and joiners	2 648	144.9	8.6	4.4	1.7	2.1
7129 Building frame and related trades workers n. e. c.	2 938	150.0	10.1	4.3	1.5	2.0
7136 Plumbers and pipe fitters	6 687	143.6	6.3	3.8	1.2	2.1
7137 Building and related electricians	2 929	148.8	8.8	3.4	0.9	2.0
7142 Varnishers and related painters	2 237	140.6	6.7	4.0	1.4	2.0
7212 Welders and flamecutters	7 061	141.0	8.3	4.2	1.5	2.0
7213 Sheet metal workers	2 628	139.9	5.4	3.9	1.2	2.0
7221 Blacksmiths, hammer-smiths and forging-press workers	2 717	137.7	6.9	4.3	1.7	1.9
7222 Tool-makers and related workers	36 696	142.1	7.4	3.8	1.2	2.0
7223 Machine-tool setters and setter-operators	18 057	143.4	8.7	3.8	1.2	2.0
7224 Metal wheel-grinders, polishers and tool sharpeners	2 452	141.4	7.2	4.0	1.4	2.0
7231 Motor vehicle mechanics and fitters	7 466	142.7	5.3	3.7	1.1	1.9
7234 Rail-vehicles mechanics and fitters	5 069	140.4	4.3	4.2	0.9	2.8
7235 Agricultural- or industrial-machinery mechanics and fitters	13 584	146.4	8.9	3.6	1.0	2.0
7239 Other machinery mechanics not elsewhere classified	4 585	144.2	7.5	3.6	1.0	1.9
7241 Electrical mechanics and fitters	27 204	141.1	7.1	3.8	1.2	1.9
7242 Transport electro-mechanics and fitters	2 746	142.5	4.5	3.8	0.9	2.5
7243 Electronics mechanics and servicers	6 718	143.3	6.9	3.2	1.0	1.8
7246 Electrical line installers	4 532	144.1	5.6	3.6	0.9	2.3
7311 Precision-instrument makers and repairers	2 733	137.9	4.9	3.5	1.3	1.8
7322 Glass makers, cutters, grinders and finishers	4 736	131.9	4.4	4.4	1.7	2.1
7411 Butchers, fishmongers and related food preparers	4 215	144.6	5.9	4.1	1.8	1.8
7412 Bakers, pastry-cooks and confectionery makers	2 674	145.6	9.5	3.9	1.9	1.8
7422 Cabinet makers and related workers	2 813	136.6	7.2	4.4	1.9	1.8
7436 Sewers, embroiderers and related workers	3 265	131.8	3.5	4.4	2.0	1.7

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

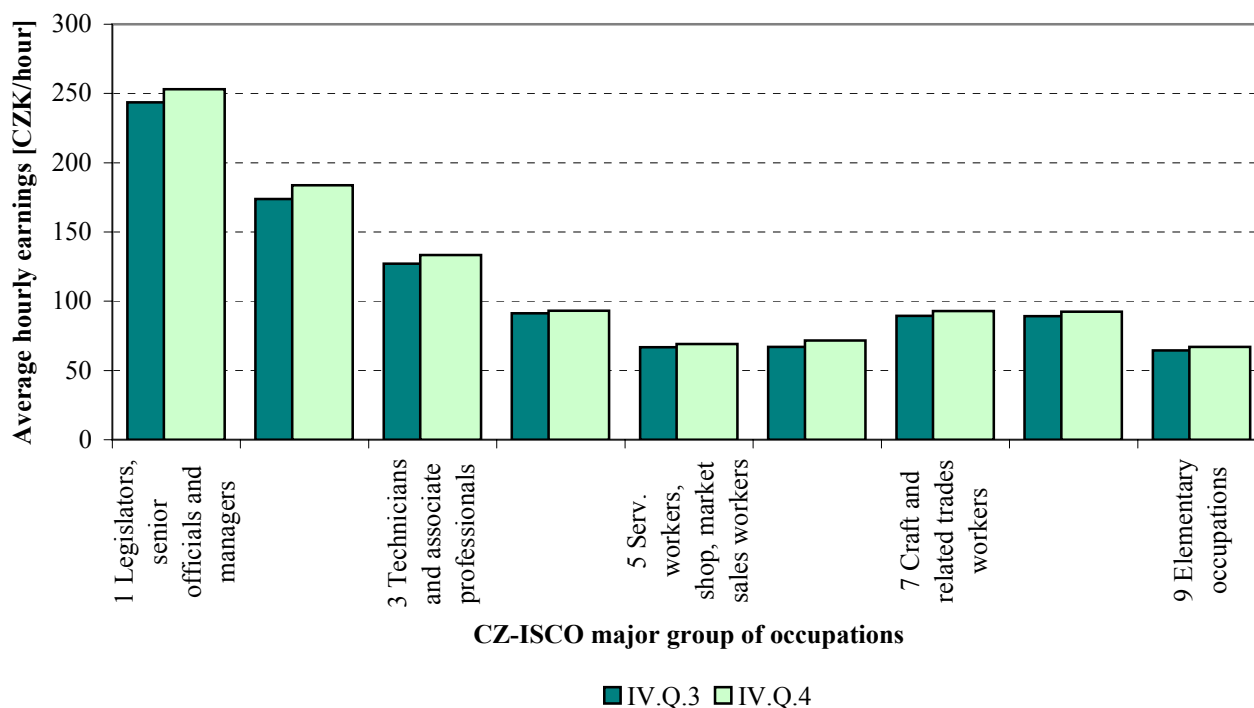
CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Worked time		Not worked time		
		total	of which overtime	total	of which	
					sick leave	leave
		hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.
7439 Other textile, garment and related workers n. e. c.	2 889	138.5	8.0	4.2	1.4	1.9
8111 Mining-plant operators	4 354	137.2	7.4	4.2	1.3	2.2
8112 Mineral-ore- and stone-processing-plant operators	2 716	139.6	5.7	3.5	1.1	1.9
8121 Ore and metal furnace operators	2 944	139.8	2.4	3.2	0.9	2.0
8122 Metal melters, casters	3 873	141.4	9.3	4.2	1.6	1.9
8125 Rolling-mill operators	5 237	138.8	3.6	3.6	1.1	2.1
8131 Glass and ceramics kiln and related machine operators	2 660	144.8	7.3	3.1	1.0	1.8
8139 Glass, ceramics and related plant operators n. e. c.	4 124	141.4	5.3	3.3	1.1	1.8
8141 Wood-processing-plant operators	2 304	142.9	9.0	4.0	1.7	1.8
8159 Chemical-processing-plant operators n. e. c.	4 460	134.6	2.6	3.4	0.9	2.0
8161 Power-production plant operators	3 688	143.6	4.0	2.7	0.6	1.9
8162 Steam-engine and boiler operators	2 960	147.7	8.6	3.1	0.9	1.9
8163 Water-treatment and -supply operators	5 627	143.6	4.7	3.1	0.8	2.0
8171 Automated-assembly-line operators	3 635	143.3	8.7	3.5	1.4	1.9
8211 Machine-tool operators	9 050	141.9	7.8	3.8	1.3	1.9
8231 Rubber-products machine operators	6 064	138.5	8.6	4.2	1.4	1.9
8232 Plastic-products machine operators	5 027	140.1	7.3	3.9	1.5	1.9
8261 Fibre-preparing-, spinning- and winding machine operators	2 284	134.2	5.0	4.2	1.9	1.8
8262 Weaving- and knitting-machine operators	2 225	134.6	4.1	4.0	1.5	1.8
8263 Sewing machine operators	2 538	133.3	4.6	4.4	2.0	1.8
8264 Bleaching-, dyeing- and cleaning-machine operators	2 453	137.0	4.9	4.1	1.5	2.0
8274 Baked-goods, cereal-products machine operators	2 567	142.2	9.6	4.0	1.5	1.9
8281 Mechanical-machinery assemblers	12 107	137.9	6.1	4.1	1.5	1.9
8282 Electrical-equipment assemblers	10 982	138.0	6.8	4.2	1.7	1.9
8283 Electronic-equipment assemblers	3 368	137.9	5.4	4.2	1.8	2.0
8284 Metal-, rubber- and plastic-products assemblers	2 407	132.8	5.2	4.6	1.8	1.9
8290 Other machine operators and assemblers	3 411	141.4	5.8	3.7	1.3	1.9
8311 Locomotive-engine drivers	7 362	141.9	6.6	4.1	0.5	2.8
8313 Railway brakemen and shunters	8 655	144.7	11.1	4.3	0.8	3.1
8314 Other railway workers	3 331	147.3	11.1	4.2	0.7	3.2
8321 Car and van drivers	2 241	150.5	7.3	3.1	0.8	2.0
8323 Bus and tram drivers	13 895	158.8	17.1	3.7	1.4	1.6
8324 Heavy truck and lorry drivers	13 362	155.2	14.0	3.7	1.1	2.0
8331 Motorised farm and forestry plant operators	3 971	159.4	17.8	4.1	1.4	1.9
8332 Earth-moving- and related plant operators	4 462	148.7	11.7	4.0	1.1	2.1
8333 Crane, hoist and related plant operators	4 343	140.9	7.1	4.0	1.5	2.0
8334 Lifting-truck operators	6 632	143.3	7.0	3.6	1.2	1.9
9132 Helpers and cleaners in offices, hotels and other establishments	11 787	137.8	2.5	3.9	1.6	1.9
9141 Building caretakers	735	144.3	2.3	3.3	0.9	2.1
9152 Doorkeepers, watchpersons and related workers	4 650	147.2	6.7	3.3	1.3	1.7
9161 Garbage collectors	2 140	143.7	7.0	4.3	1.8	2.3
9162 Sweepers and related labourers	792	135.2	3.2	4.3	1.5	2.3

**Average time worked and not worked monthly
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	leave
		hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.	hrs./mth.
9311 Mining and quarrying labourers	1 782	133.2	6.8	4.4	1.8	2.2
9312 Construction and maintenance labourers: roads, dams etc.	1 112	141.5	7.9	4.6	1.9	2.1
9313 Building construction labourers	554	140.6	7.3	4.6	2.0	1.9
9321 Assembling labourers	14 307	137.1	6.4	4.3	1.8	1.8
9322 Hand packers	1 781	135.8	5.8	4.3	1.8	1.9
9323 Yard labourers	2 504	138.6	1.5	3.9	1.5	1.7
9333 Freight handlers	1 236	141.1	7.4	4.2	1.8	2.0
9339 Other transport, stock or post labourers	15 015	140.4	4.1	3.9	1.3	2.1

**Development of average hourly earnings
by CZ-ISCO major groups of occupations**

CZ-ISCO major group of occupations	Main		Index
	IV.Q.3	IV.Q.4	IV.Q.4/IV.Q.3
	CZK/hour	CZK/hour	%
1 Legislators, senior officials and managers	243.69	253.04	103.8
2 Professionals	173.88	183.76	105.7
3 Technicians and associate professionals	127.02	133.25	104.9
4 Clerks	91.25	93.13	102.1
5 Serv. workers, shop, market sales workers	66.79	69.17	103.6
6 Skilled agricultural and fishery workers	66.93	71.57	106.9
7 Craft and related trades workers	89.35	92.95	104.0
8 Plant and machine operators and assemblers	89.24	92.54	103.7
9 Elementary occupations	64.41	67.09	104.2
TOTAL CR - business sector	108.42	113.25	104.5



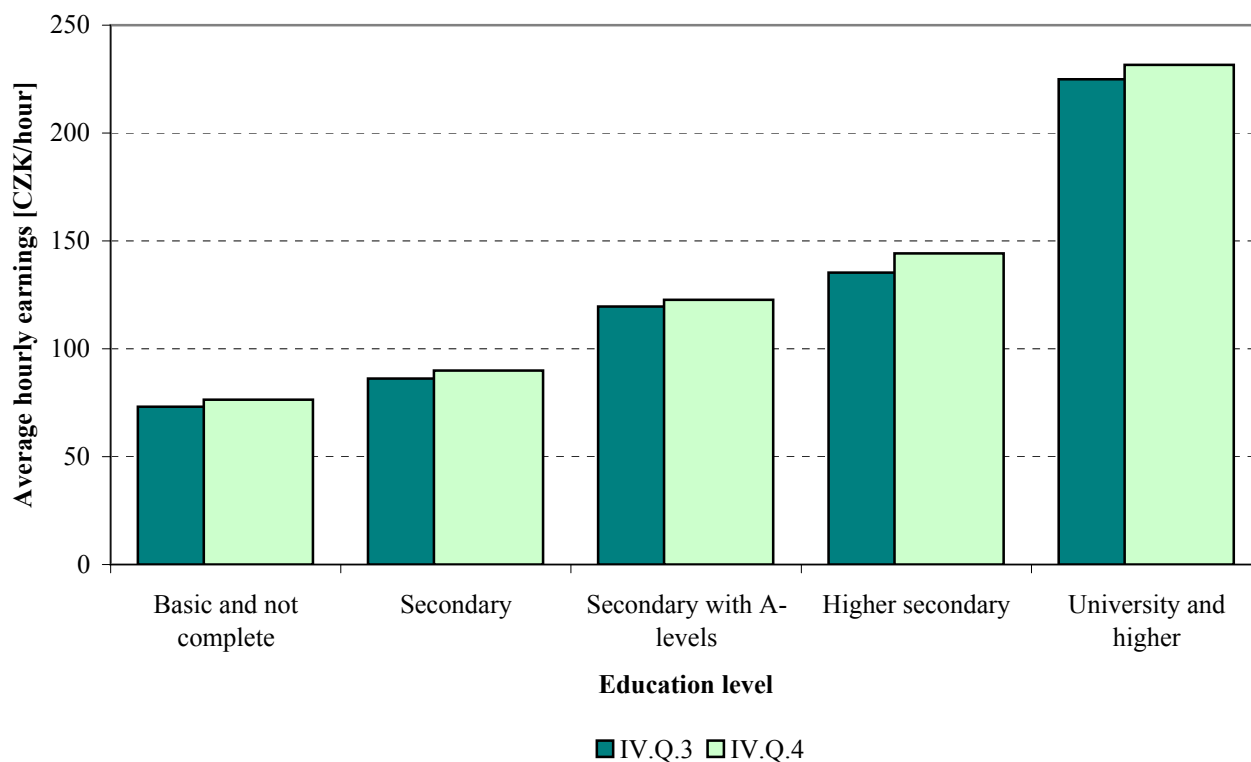
**Development of average hourly earnings
by education**

Education level	Main		Index
	IV.Q.3	IV.Q.4	IV.Q.4/IV.Q.3
	CZK/hour	CZK/hour	%

CBBE

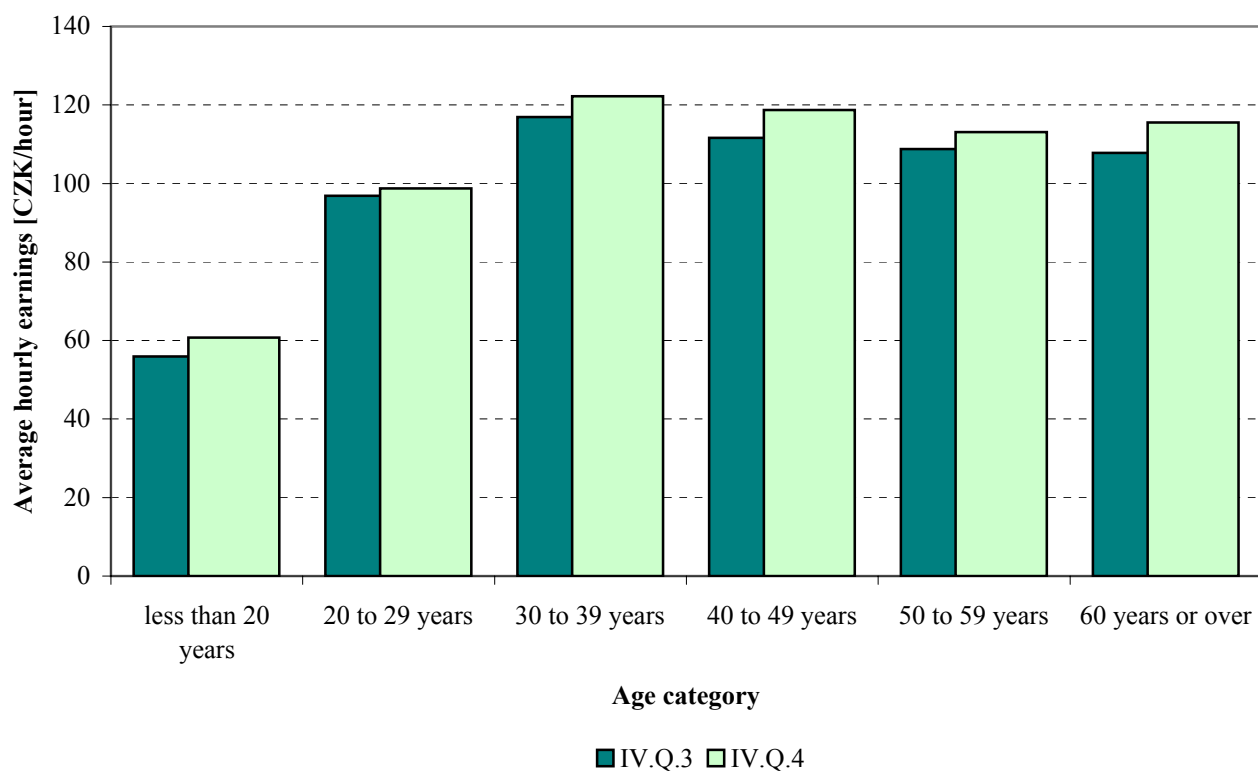
1 Basic and not complete	A-C	73.16	76.46	104.5
2 Secondary	D,E,H,J	86.21	89.90	104.3
3 Secondary with A-levels	K-M	119.64	122.73	102.6
4 Higher secondary	N,R	135.30	144.20	106.6
5 University and higher	T,V	224.96	231.64	103.0
not applicable		85.97	102.32	119.0

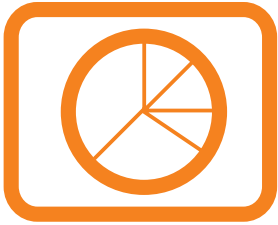
T O T A L Czech Republic - business sector		108.42	113.25	104.5
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**Development of average hourly earnings
by age**

Age category	Main		Index
	IV.Q.3	IV.Q.4	IV.Q.4/IV.Q.3
	CZK/hour	CZK/hour	%
less than 20 years	55.97	60.74	108.5
20 to 29 years	96.90	98.78	101.9
30 to 39 years	116.95	122.21	104.5
40 to 49 years	111.64	118.74	106.4
50 to 59 years	108.75	113.11	104.0
60 years or over	107.82	115.51	107.1
TOTAL Czech Republic - business sector	108.42	113.25	104.5





Results part CR non-business sector

**Average hourly earnings
in the non-business sector of the Czech Republic**

Average hourly earnings	110.96 CZK/hour
 Differentials	
1 st Decile	60.02 CZK/hour
Median	106.73 CZK/hour
9 th Decile	159.88 CZK/hour
 Percentage share of the employees with less than average hourly earnings	
	54.6 %
 Average hourly earnings increase in the non-business sector	
interannual to 4 th quarter 2003.....	103.4 %

4th quarter 2004 **AEIS - non-business sector** NS-V1

**Average hourly earnings
by the major CZ-ISCO 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
0 Armed forces	5.0	112.97	69.05	105.95	165.77
1 Legislators, senior officials and managers	5.1	176.55	100.91	164.67	260.44
2 Professionals	30.4	129.03	89.11	121.87	172.95
3 Technicians and associate professionals	32.7	113.71	80.18	110.83	150.17
4 Clerks	3.8	87.54	58.26	84.55	118.84
5 Serv. workers and shop and market sales workers	9.3	81.17	52.67	73.31	123.30
6 Skilled agricultural and fishery workers	0.2	76.10	51.81	73.09	102.63
7 Craft and related trades workers	1.3	83.65	59.31	83.20	108.00
8 Plant and machine operators and assemblers	2.5	79.89	50.76	78.02	109.82
9 Elementary occupations	9.6	59.14	42.73	55.67	79.71
T O T A L Czech Republic - non - business sector	100	110.96	60.02	106.73	159.88

4th quarter 2004 **AEIS - non-business sector** NS-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	0.3	57.57	39.59	54.50	76.95
20 to 29 years	17.4	95.72	62.20	93.16	129.03
30 to 39 years	24.1	109.34	61.60	107.20	151.41
40 to 49 years	27.5	114.89	60.34	111.00	166.47
50 to 59 years	25.7	117.78	59.86	113.10	174.26
60 years or over	5.0	117.98	51.20	112.20	187.06
T O T A L Czech Republic - non - business sector	100	110.96	60.02	106.73	159.88

4th quarter 2004

AEIS - non-business sector

NS-V3

Average hourly earnings
by earning class

Earning class	Structure of employees	Mean	Differentials		
			1 st Decile	Median	9 th Decile
	%	CZK/hour	CZK/hour	CZK/hour	CZK/hour
1. earning class	1.1	49.26	38.92	45.36	64.33
2. earning class	5.8	55.54	43.38	53.73	69.49
3. earning class	4.0	60.90	45.74	58.96	78.27
4. earning class	5.0	71.53	52.16	69.36	93.50
5. earning class	4.0	74.49	56.63	71.42	95.96
6. earning class	4.9	84.05	63.31	81.99	107.22
7. earning class	7.0	98.03	70.44	94.86	129.11
8. earning class	15.3	105.73	79.45	103.18	135.26
9. earning class	17.1	113.19	86.29	110.98	142.21
10. earning class	8.6	132.13	98.84	130.41	166.32
11. earning class	6.8	133.95	85.96	129.02	185.00
12. earning class	15.7	138.76	103.16	129.67	186.60
13. earning class	2.6	178.45	118.99	164.08	255.43
14. earning class	1.7	214.51	141.69	196.81	303.62
15. earning class	0.3	260.56	154.94	232.52	397.24
16. earning class	0.1	295.83	173.00	259.00	460.00
not applicable					
TOTAL CR - non - business sector	100	110.96	60.02	106.73	159.88

4th quarter 2004

AEIS - non-business sector

NS-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	
CBBE						
1 Basic and not complete	A-C	9.3	76.15	45.79	66.65	116.52
2 Secondary	D,E,H,J	15.9	76.69	49.10	72.71	108.97
3 Secondary with A-levels	K-M	45.1	109.88	74.00	107.60	146.77
4 Higher secondary	N,R	4.1	119.95	77.78	116.48	162.89
5 University and higher	T,V	25.6	145.37	97.51	133.00	206.28
not applicable						
TOTAL CR - non - business sector	100.0	110.96	60.02	106.73	159.88	

**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	64	33 491	112.97	69.05	105.95	165.77
1121 Senior government officials of embassies, legations and consulates	4	483	128.48	96.38	120.63	171.25
1125 Senior government officials of state offices	109	649	253.52	156.00	227.27	375.81
1127 Senior government ministry officials	604	6 896	209.43	134.00	191.35	300.71
1128 Senior government police and safety officials	94	1 402	175.56	119.97	164.95	247.60
1150 Senior officials of district and local governments	627	7 031	173.35	119.37	161.83	240.58
1210 Directors and chief executives	4 737	4 919	199.30	141.99	193.18	255.31
1225 Production and operations dpt. managers in restaurants and hotels	3 456	3 804	98.60	68.51	95.23	131.16
1229 Production and operations dpt. managers not elsewhere classified	532	1 468	194.33	101.00	167.80	321.16
1231 Finance and administration department managers	844	1 491	178.12	109.35	161.00	264.19
1239 Other department managers not elsewhere classified	282	551	160.25	90.46	144.59	263.45
1319 General managers not elsewhere classified	3 256	3 480	160.78	117.06	155.41	208.32
2139 Computing professionals not elsewhere classified	640	2 153	130.83	90.00	123.97	178.64
2211 Biologists, botanists, zoologists and related professionals	273	3 056	144.59	83.00	130.03	214.00
2221 Medical doctors, excl. dentists	446	12 624	179.86	106.65	164.98	266.87
2321 Secondary education general subjects teaching professionals	951	17 717	133.06	99.28	128.86	167.98
2322 Secondary education vocational subjects teaching professionals	829	12 317	133.04	100.72	129.00	167.83
2331 Primary education teaching professionals	3 315	51 092	121.74	92.37	119.47	148.85
2332 Pre-primary education teaching professionals	3 499	15 085	98.59	78.93	96.51	119.95
2341 Special education general subjects teaching professionals	798	6 041	131.06	94.89	127.66	168.58
2353 Primary artistic school teaching professionals	415	6 732	125.27	91.81	121.26	158.92
2411 Accountants	1 487	3 403	124.55	85.97	118.95	168.07
2432 Librarians	408	2 488	100.10	70.84	95.42	133.00
2446 Social work professionals	457	2 517	109.29	78.59	107.85	138.69
2470 Administrative professionals not elsewhere classified	1 799	36 583	130.11	90.84	124.15	173.98
3118 Draughtspersons	133	3 463	106.16	80.71	104.31	133.27
3119 Physical and engineering science technicians n. e. c.	729	3 465	107.78	76.00	104.35	138.49
3211 Life science technicians	267	4 899	103.56	75.23	101.43	131.58
3226 Physiotherapists and related associate professionals	410	2 594	91.93	70.29	89.46	115.18
3231 Nursing associate professionals	812	32 346	107.97	81.83	105.52	136.16
3233 Child's nurses	163	3 833	110.13	84.92	107.79	137.60
3235 Intensive care nurses	93	3 954	115.99	90.89	113.72	142.57
3311 Tutors in children's institutions	4 073	14 090	95.97	67.70	93.14	125.13
3341 Foremen of vocational training	420	6 674	109.08	84.91	106.24	135.97
3431 Administrative secretaries and related associate professionals	792	3 302	99.93	67.37	95.08	135.07
3433 Bookkeepers	6 713	16 563	109.32	78.03	105.83	143.17
3439 Administrative associate professionals not elsewhere classified	3 912	24 809	124.17	79.72	117.13	175.78
3442 Government tax and excise officials	123	11 780	119.84	98.33	117.48	142.87
3443 Government social benefits officials	174	6 298	94.70	76.61	93.01	113.50
3451 Police inspectors and detectives	9	40 399	131.67	105.41	131.35	159.36
3460 Social work associate professionals	970	5 111	98.87	67.83	98.92	127.37
4111 Stenographers and typists	197	3 342	73.77	54.81	71.41	95.10

**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
4112 Word-processor and related operators	689	2 018	87.44	60.48	85.80	113.82
4113 Data entry operators	153	495	77.48	57.36	74.23	102.33
4115 Secretaries	1 620	6 282	93.86	60.87	92.23	125.26
4121 Accounting and bookkeeping clerks	222	552	95.68	63.99	92.78	130.34
4131 Stock clerks	681	1 924	83.74	62.00	82.21	105.95
4133 Transport clerks	157	456	104.63	74.60	101.46	139.31
4141 Library and filing clerks	1 058	3 368	88.83	61.78	86.32	117.35
4142 Mail carriers and sorting clerks	138	382	73.99	54.86	71.85	94.85
4190 Other office clerks	1 317	3 318	96.99	62.74	95.04	131.31
4211 Cashiers in banks	550	890	88.31	59.14	87.54	117.25
4214 Ticket clerks	129	312	67.48	49.40	66.84	87.21
4222 Receptionists	124	603	80.48	56.35	79.82	103.89
4223 Telephone switchboard operators	373	751	67.91	48.00	65.41	89.13
4224 Information clerks	174	456	81.61	54.24	79.46	111.26
5121 Housekeepers and related workers	1 154	2 029	74.84	47.57	69.07	108.16
5122 Cooks	6 354	25 339	66.71	49.49	64.03	86.15
5132 Institution-based personal care workers	807	16 597	76.89	57.27	75.20	98.62
5133 Home-based personal care workers	116	1 638	73.10	52.77	72.77	92.77
5139 Personal care and related workers not elsewhere classified	165	1 304	71.60	53.68	70.08	91.32
5162 Police officers	280	4 452	125.63	92.22	123.49	163.23
5169 Protective services workers not elsewhere classified	223	1 338	83.91	56.35	82.35	109.37
6113 Gardeners, horticultural and nursery growers	280	876	72.45	48.71	70.04	97.12
6115 Mixed-crop growers	3	112	63.80	51.00	65.04	75.44
6121 Livestock producers	11	72	76.47	53.23	75.32	100.20
6125 ZOO animals producers	12	262	89.24	65.87	86.91	118.96
6129 Other animal producers and related workers n. e. c.	29	128	83.16	59.00	80.54	114.06
6141 Forestry workers	11	40	75.17	53.82	75.00	98.07
6142 Loggers	9	19	94.70	71.00	87.34	143.00
7122 Bricklayers and stonemasons	336	704	76.01	54.71	75.76	95.90
7124 Carpenters and joiners	115	215	79.03	57.99	76.86	102.76
7125 Building fitters	30	244	75.54	56.07	71.51	103.01
7129 Building frame and related trades workers n. e. c.	184	488	82.88	51.08	83.11	111.56
7136 Plumbers and pipe fitters	313	1 060	85.46	65.32	84.12	107.56
7137 Building and related electricians	232	534	86.51	64.84	85.80	110.21
7141 Painters and related workers	95	130	74.60	56.07	73.23	92.95
7222 Tool-makers and related workers	560	1 275	81.96	55.93	81.82	106.37
7231 Motor vehicle mechanics and fitters	226	1 176	88.13	68.23	88.32	106.84
7232 Aircraft engine mechanics and fitters	10	106	115.24	101.42	113.25	127.29
7235 Agricultural- or industrial-machinery mechanics and fitters	37	110	86.42	66.70	82.09	111.01
7239 Other machinery mechanics not elsewhere classified	84	176	91.22	60.77	90.12	121.30
7241 Electrical mechanics and fitters	233	548	87.00	65.85	86.74	107.78
7243 Electronics mechanics and servicers	58	189	92.95	67.65	92.14	119.63

**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
7246 Electrical line installers	28	89	91.55	76.39	89.96	105.27
7311 Precision-instrument makers and repairers	36	104	91.69	69.57	91.00	115.05
7422 Cabinet makers and related workers	68	123	83.23	62.26	81.25	103.44
7433 Tailors, dressmakers and hatters	171	442	66.87	50.30	63.69	88.04
7436 Sewers, embroiderers and related workers	83	107	66.96	45.05	66.02	88.47
8162 Steam-engine and boiler operators	1 999	3 153	62.73	43.28	56.40	90.00
8163 Water-treatment and -supply operators	103	340	85.72	62.26	86.16	107.58
8264 Bleaching-, dyeing- and cleaning-machine operators	328	1 732	60.67	47.94	58.87	74.54
8321 Car and van drivers	987	2 493	86.72	61.23	84.00	112.99
8322 Ambulance car drivers	125	2 326	104.79	72.74	103.83	134.69
8323 Bus and tram drivers	91	264	89.88	69.00	90.62	107.20
8324 Heavy truck and lorry drivers	187	3 540	81.75	62.54	82.03	98.99
8326 Special vehicle drivers	141	1 523	81.01	62.77	81.00	97.31
8331 Motorised farm and forestry plant operators	54	352	72.24	53.28	73.44	90.28
8332 Earth-moving- and related plant operators	45	170	81.99	64.71	82.19	99.28
9132 Helpers and cleaners in offices, hotels and other establishments	9 016	35 136	56.05	43.69	54.06	70.13
9141 Building caretakers	1 991	3 640	72.23	48.67	69.79	98.06
9143 School caretakers	5 963	8 754	70.51	50.16	66.88	95.04
9152 Doorkeepers, watchpersons and related workers	925	3 987	60.41	44.27	56.43	82.12
9161 Garbage collectors	696	3 126	52.21	39.00	47.48	72.54
9169 Other workers not elsewhere classified	1 097	3 836	50.01	39.52	45.02	68.40
9323 Yard labourers	313	1 208	58.27	39.84	53.69	85.19
9339 Other transport, stock or post labourers	424	1 661	65.57	46.18	63.22	85.78

4th quarter 2004

AEIS - non-business sector

NS-V6

**Average hourly earnings
by occupation category**

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	17.9	66.40	44.99	61.85	93.11
T Non - manual workers	82.1	120.67	77.54	114.40	166.51
Relation (%) M/T		55.03	58.02	54.06	55.92
T O T A L CR - non - business sector	100	110.96	60.02	106.73	159.88

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 2004

AEIS - non-business sector

NS-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	0.2	108.47	60.20	94.47	158.76
C Mining and quarrying	10-14					
D Manufacturing	15-37	0.0	*	*	*	*
E Electricity, gas and water supply	40-41	0.0	89.27	38.13	86.69	135.01
F Construction	45	0.0	90.68	62.22	86.48	129.45
G Wholesale and retail trade, repair of motor vehicles	50-52					
H Hotels and restaurants	55	0.4	80.92	52.04	69.52	125.62
I Transport, storage and communications	60-64	1.5	88.29	58.70	83.43	121.63
J Financial intermediation	65-67					
K Real estate, renting, business activities	70-74	2.6	127.60	64.32	112.00	206.85
L Public admin. and defence; compulsory social security	75	39.9	120.26	72.60	115.97	167.71
M Education	80	31.4	105.22	54.50	104.45	150.67
N Health and social work	85	20.4	104.95	59.54	96.60	151.97
O Other community, social, personal service activities	90-93	3.6	92.90	49.52	86.35	139.05
T O T A L CR - non - business sector		100.0	110.96	60.02	106.73	159.88

4th quarter 2004**AEIS - non-business sector**

NS-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	35.8	124.16	68.60	119.05	179.53
Female	64.2	103.62	57.05	101.12	146.40
Relation (%) F/M		83.46	83.16	84.94	81.55
TOTAL CR - non - business sector	100	110.96	60.02	106.73	159.88

4th quarter 2004**AEIS - non - business sector**

NS-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
CZ010 Capital Prague	34.4	123.32	72.14	118.02	173.13
CZ020 Středočeský	7.5	103.96	55.00	99.68	150.42
CZ031 Jihočeský	4.7	105.12	57.16	102.13	149.93
CZ032 Plzeňský	4.2	107.24	57.62	103.25	154.70
CZ041 Karlovarský	1.8	106.36	55.82	104.14	154.61
CZ042 Ústecký	3.9	104.47	53.68	101.41	152.55
CZ051 Liberecký	3.0	105.99	57.23	102.23	152.10
CZ052 Královéhradecký	4.7	106.91	59.03	102.26	151.42
CZ053 Pardubický	3.7	103.40	56.24	99.48	148.84
CZ061 Vysočina	4.0	100.70	54.35	97.39	145.07
CZ062 Jihomoravský	9.9	104.44	56.75	100.90	149.61
CZ071 Olomoucký	4.5	105.96	56.62	102.79	150.48
CZ072 Zlínský	4.3	103.23	55.44	99.90	147.02
CZ080 Moravskoslezský	9.4	103.25	55.68	101.22	147.49

**Average gross monthly earnings and their components,
differentiation, and time paid
in the non-business sector of the Czech Republic**

Average gross earnings **19 802 CZK/month**

Differentials

1 st Decile	10 821 CZK/month
Median	19 012 CZK/month
9 th Decile	28 486 CZK/month

Structure of gross monthly earnings

premiums and bonuses	6.2	%
overtime payments	0.6	%
other payments	16.1	%
compensation for absence	9.8	%
bonuses for stand-by	0.7	%

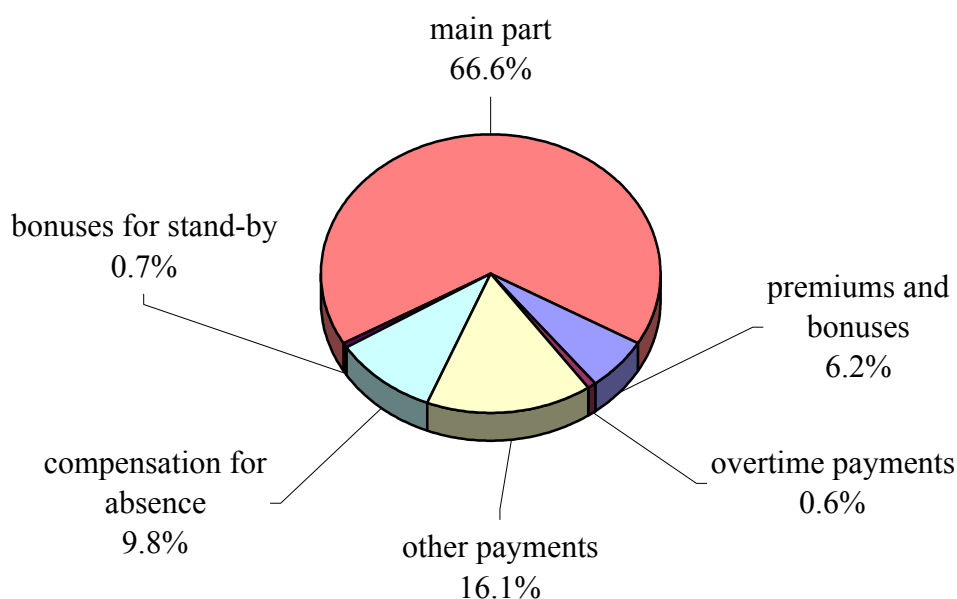
Employee time paid

total **176.0 hour/month**

Average gross monthly earnings and their components, differentiation, time worked and not worked by CZ-ISCO major groups of occupations

CZ-ISCO major group of occupations	Structure of employees	Mean	Differentials			Struct. of gross mth. 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.	CZK/mth.	%	%	%	%	%
0 Armed forces	0.5	*	*	*	*	*	*	*	*	*
1 Legislators, senior officials and managers	5.9	30 575	19 390	28 703	43 532	11.3	0.1	23.6	11.0	0.4
2 Professionals	32.1	22 391	15 817	21 064	29 703	7.0	0.7	11.6	12.0	0.8
3 Technicians and associate professionals	35.9	20 271	14 380	19 383	27 291	4.4	0.6	19.2	7.8	0.8
4 Clerks	3.7	15 684	10 872	15 269	20 989	8.2	0.1	10.8	10.1	0.1
5 Serv. workers, shop, market sales workers	9.6	14 113	9 285	12 508	22 139	4.5	0.7	18.5	8.8	0.4
6 Skilled agricultural and fishery workers	0.2	13 732	9 898	13 371	18 028	7.4	1.0	13.5	10.4	0.4
7 Craft and related trades workers	1.4	15 360	10 978	15 306	19 664	6.2	0.9	13.8	10.0	1.9
8 Plant and machine operators and assemblers	2.4	15 799	10 511	15 661	21 197	5.9	1.7	16.0	9.5	2.7
9 Elementary occupations	8.2	10 080	7 412	9 489	13 590	5.5	0.3	10.0	9.9	0.1
TOTAL CR - non - business sector	100	19 802	10 821	19 012	28 486	6.2	0.6	16.1	9.8	0.7

Structure of gross monthly earnings



1st - 4th quarter 2004**AEIS - non-business sector****Average gross monthly earnings and their components,
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
1121 Senior government officials of embassies, legations and consulates	462	25 359
1125 Senior government officials of state offices	591	42 589
1127 Senior government ministry officials	6 336	34 479
1128 Senior government police and safety officials	1 150	31 250
1150 Senior officials of district and local governments	6 397	30 140
1210 Directors and chief executives	4 717	32 514
1225 Production and operations dpt. managers in restaurants and hotels	1 789	16 270
1229 Production and operations dpt. managers not elsewhere classified	1 292	34 097
1231 Finance and administration department managers	1 305	30 212
1239 Other department managers not elsewhere classified	461	27 752
1319 General managers not elsewhere classified	3 271	26 345
2139 Computing professionals not elsewhere classified	1 738	22 736
2211 Biologists, botanists, zoologists and related professionals	1 978	24 975
2221 Medical doctors, excl. dentists	10 150	37 125
2321 Secondary education general subjects teaching professionals	13 625	22 454
2322 Secondary education vocational subjects teaching professionals	8 931	22 479
2331 Primary education teaching professionals	41 088	20 709
2332 Pre-primary education teaching professionals	13 042	16 057
2341 Special education general subjects teaching professionals	4 926	21 912
2353 Primary artistic school teaching professionals	3 960	20 595
2411 Accountants	2 575	22 028
2432 Librarians	1 913	17 176
2446 Social work professionals	2 131	18 955
2470 Administrative professionals not elsewhere classified	30 753	22 610
3118 Draughtspersons	2 916	16 856
3119 Physical and engineering science technicians n. e. c.	2 591	19 716
3211 Life science technicians	4 235	19 903
3226 Physiotherapists and related associate professionals	2 195	16 055
3231 Nursing associate professionals	28 515	18 987
3233 Child's nurses	3 361	18 927
3235 Intensive care nurses	3 497	20 885
3311 Tutors in children's institutions	9 655	16 086
3341 Foremen of vocational training	5 265	18 192
3431 Administrative secretaries and related associate professionals	2 509	17 639
3433 Bookkeepers	12 562	18 767
3439 Administrative associate professionals not elsewhere classified	20 006	22 891
3442 Government tax and excise officials	11 002	19 608
3443 Government social benefits officials	5 291	16 422
3451 Police inspectors and detectives	32 897	24 592
3460 Social work associate professionals	4 099	17 166
4111 Stenographers and typists	1 902	13 441
4112 Word-processor and related operators	1 464	15 236

AEIS - non-business sector

NS-M5

**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
18 418	23 741	34 745	7.9	0.0	11.4	10.0	0.0	175.5
25 856	41 271	61 829	16.5	0.1	28.0	9.5	0.6	175.7
23 426	31 543	47 865	13.0	0.1	21.3	9.7	0.3	176.1
21 276	29 308	43 782	7.1	0.2	29.3	7.6	0.6	180.5
21 332	28 303	41 257	12.0	0.1	22.9	10.5	0.2	177.7
23 703	31 910	40 192	9.5	0.0	27.2	14.5	0.0	174.9
12 147	15 900	20 504	7.2	0.0	17.5	9.8	0.0	170.3
18 138	29 011	58 406	10.5	1.5	25.0	9.5	3.0	180.8
19 833	27 829	43 474	14.7	0.1	25.8	9.9	0.3	175.8
17 073	25 547	42 902	13.4	0.1	21.7	9.8	0.4	176.3
20 389	25 503	33 070	7.1	0.0	23.8	14.1	0.1	175.3
16 384	21 891	29 967	9.7	0.2	15.2	9.8	0.4	176.7
15 369	22 918	35 820	13.1	0.2	11.2	10.5	0.3	174.4
22 011	34 395	55 863	9.3	3.9	14.5	9.0	6.2	194.5
17 882	22 239	26 790	5.7	0.8	10.8	14.6	0.1	179.4
18 198	22 254	26 889	5.3	0.8	10.6	14.6	0.0	179.5
16 935	20 545	24 390	4.4	0.5	8.3	14.8	0.0	177.9
13 758	15 910	18 604	4.4	0.0	5.8	15.3	0.0	173.2
17 017	21 770	26 737	5.4	0.4	12.7	15.2	0.0	177.0
16 207	20 388	25 089	5.4	0.4	7.5	14.6	0.0	174.1
15 930	21 168	29 586	9.9	0.0	15.1	10.3	0.0	176.0
12 588	16 547	22 463	7.7	0.1	8.7	10.1	0.0	172.8
14 136	18 932	23 235	7.2	0.0	12.5	10.3	1.0	176.8
16 382	21 607	30 061	8.3	0.1	15.4	8.2	0.2	176.7
13 288	16 555	20 785	9.8	0.0	3.2	10.2	0.0	177.3
14 032	19 275	25 408	8.5	0.4	16.0	10.0	0.9	176.7
14 411	19 189	26 170	5.3	2.2	10.3	10.7	2.9	183.7
12 599	15 728	19 948	4.0	0.3	9.4	11.0	0.0	174.1
14 534	18 514	23 917	3.4	0.9	16.7	10.5	0.8	171.9
14 994	18 570	23 503	2.8	0.8	16.6	10.3	0.5	170.4
16 179	20 296	26 197	2.2	1.7	20.6	10.2	1.3	174.4
11 937	15 801	20 481	4.6	0.2	10.4	14.5	1.0	171.5
15 075	17 879	21 814	5.1	0.1	10.9	15.5	0.0	175.2
12 209	17 130	23 394	9.9	0.1	13.5	10.0	0.1	176.4
13 976	18 348	23 982	8.2	0.1	13.5	10.0	0.0	175.2
14 430	20 834	33 726	5.6	0.4	23.2	5.8	1.0	177.0
16 305	19 423	23 045	4.1	0.0	10.1	10.1	0.0	174.4
13 293	16 328	19 542	5.3	0.0	7.3	10.4	0.0	175.2
19 327	24 261	30 307	0.9	1.0	33.7	0.0	1.1	175.6
12 021	17 198	22 244	6.8	0.0	14.7	10.6	0.7	174.9
10 716	13 371	16 757	9.6	0.0	4.7	9.6	0.3	181.2
10 948	14 827	19 926	7.3	0.1	10.1	10.0	0.1	175.5

1st - 4th quarter 2004

AEIS - non-business sector

**Average gross monthly earnings and their components,
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
4113 Data entry operators	405	13 404
4115 Secretaries	4 883	16 810
4121 Accounting and bookkeeping clerks	433	17 156
4131 Stock clerks	1 350	14 870
4133 Transport clerks	351	19 090
4141 Library and filing clerks	2 467	15 800
4142 Mail carriers and sorting clerks	246	13 736
4190 Other office clerks	2 504	16 880
4211 Cashiers in banks	635	15 650
4214 Ticket clerks	171	11 659
4222 Receptionists	407	14 152
4223 Telephone switchboard operators	535	11 897
4224 Information clerks	325	14 640
5121 Housekeepers and related workers	1 072	13 184
5122 Cooks	18 992	11 112
5132 Institution-based personal care workers	14 199	13 418
5133 Home-based personal care workers	1 362	12 370
5139 Personal care and related workers not elsewhere classified	1 113	12 271
5162 Police officers	3 772	22 481
5169 Protective services workers not elsewhere classified	691	14 988
6113 Gardeners, horticultural and nursery growers	678	13 026
6115 Mixed-crop growers	83	12 095
6121 Livestock producers	51	14 969
6125 ZOO animals producers	233	15 378
6129 Other animal producers and related workers n. e. c.	83	15 629
6141 Forestry workers	29	13 317
6142 Loggers	14	15 774
7122 Bricklayers and stonemasons	554	14 006
7124 Carpenters and joiners	185	13 864
7125 Building fitters	175	13 905
7129 Building frame and related trades workers n. e. c.	402	14 993
7136 Plumbers and pipe fitters	914	16 205
7137 Building and related electricians	454	16 186
7141 Painters and related workers	118	13 235
7222 Tool-makers and related workers	979	14 944
7231 Motor vehicle mechanics and fitters	850	16 660
7232 Aircraft engine mechanics and fitters	82	21 823
7235 Agricultural- or industrial-machinery mechanics and fitters	86	16 170
7239 Other machinery mechanics not elsewhere classified	110	16 325
7241 Electrical mechanics and fitters	421	16 164
7243 Electronics mechanics and servicers	133	17 700
7246 Electrical line installers	73	17 153

AEIS - non-business sector

NS-M5

**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
9 945	12 922	17 488	4.3	0.1	9.3	10.1	0.0	174.0
11 394	16 595	22 178	8.9	0.1	12.2	10.3	0.1	175.5
11 941	16 965	22 402	8.4	0.1	11.9	10.2	0.0	175.5
11 042	14 595	19 227	7.5	0.1	12.8	10.2	0.2	175.2
14 093	18 590	24 827	8.8	0.5	14.3	10.3	0.4	178.1
11 458	15 626	20 207	7.3	0.1	8.8	10.2	0.0	174.3
9 937	13 479	17 715	8.2	0.1	8.9	9.9	0.0	177.5
11 533	16 450	22 972	8.7	0.1	11.0	10.1	0.1	174.5
10 856	15 573	20 478	7.6	0.1	12.0	10.0	0.0	174.8
8 072	11 738	14 657	6.8	0.5	12.9	9.7	0.1	171.4
10 660	13 811	17 807	6.5	0.8	19.2	9.6	0.0	173.5
8 362	11 503	16 032	5.5	0.5	12.9	10.2	0.1	172.1
10 316	14 160	19 351	8.2	0.2	11.7	10.0	0.0	174.9
8 511	11 926	19 097	6.3	0.3	13.1	10.1	0.0	173.3
8 622	10 685	14 051	5.6	0.3	9.8	10.2	0.0	172.9
10 361	13 155	16 704	3.9	0.9	15.8	10.7	0.7	172.2
9 799	12 343	14 807	6.0	0.2	14.9	10.3	0.0	174.6
9 685	12 070	14 988	4.7	0.2	15.9	10.8	0.4	171.1
16 873	22 111	28 658	5.7	1.2	27.7	10.4	0.3	176.3
10 773	14 540	19 534	4.5	1.7	20.5	9.2	0.1	175.9
9 324	12 765	17 170	7.9	0.7	12.2	10.5	0.6	177.4
9 899	12 158	14 130	2.9	0.1	2.9	11.9	0.1	174.4
11 092	14 529	19 097	11.6	2.6	21.1	9.5	0.0	182.3
11 640	15 088	19 264	6.8	0.8	18.7	9.8	0.0	178.0
11 369	14 244	21 035	5.8	3.2	14.4	9.8	0.6	185.5
9 777	12 871	16 816	10.4	1.2	10.5	12.0	0.3	178.5
11 837	14 225	21 314	8.9	0.3	12.2	12.6	0.1	176.7
10 938	14 017	17 332	5.3	0.5	13.5	10.3	1.2	177.3
10 424	13 699	17 284	5.5	0.4	12.6	10.5	0.5	177.2
10 741	13 280	18 026	6.6	0.8	16.4	10.3	0.1	182.7
10 542	14 742	19 221	6.7	0.6	13.1	10.2	0.5	177.3
12 326	16 025	20 219	4.8	1.6	13.9	9.9	3.2	181.7
12 271	16 130	20 013	5.2	1.5	13.8	9.6	3.7	181.9
9 931	13 358	16 121	4.8	0.5	12.3	10.3	0.3	176.7
10 839	14 828	19 021	6.4	0.7	13.6	10.2	1.4	178.4
13 119	16 698	19 714	7.6	0.7	15.7	9.8	2.5	178.6
19 863	21 713	23 895	6.6	0.3	17.7	10.9	0.0	177.5
12 624	15 453	20 921	7.6	0.8	13.0	10.3	1.7	178.2
12 448	15 826	20 878	8.6	0.4	13.8	10.0	0.6	177.6
12 573	15 862	20 288	6.0	1.0	12.7	9.7	2.8	179.6
12 791	17 336	22 679	4.9	2.2	15.2	9.4	4.3	182.7
14 811	16 707	19 976	5.3	0.3	13.0	10.3	2.1	177.0

1st - 4th quarter 2004**AEIS - non-business sector**

**Average gross monthly earnings and their components,
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
7311 Precision-instrument makers and repairers	76	17 645
7422 Cabinet makers and related workers	105	14 664
7433 Tailors, dressmakers and hatters	377	11 608
7436 Sewers, embroiderers and related workers	84	10 306
8162 Steam-engine and boiler operators	816	14 561
8163 Water-treatment and -supply operators	248	15 880
8264 Bleaching-, dyeing- and cleaning-machine operators	1 527	10 412
8321 Car and van drivers	1 970	16 298
8322 Ambulance car drivers	2 078	19 548
8323 Bus and tram drivers	152	17 835
8324 Heavy truck and lorry drivers	2 889	15 932
8326 Special vehicle drivers	1 250	16 139
8331 Motorised farm and forestry plant operators	276	14 272
8332 Earth-moving- and related plant operators	137	15 984
9132 Helpers and cleaners in offices, hotels and other establishments	21 945	9 188
9141 Building caretakers	2 374	13 074
9143 School caretakers	6 298	11 338
9152 Doorkeepers, watchpersons and related workers	2 302	10 955
9161 Garbage collectors	1 890	9 827
9169 Other workers not elsewhere classified	2 115	9 334
9312 Construction and maintenance labourers: roads, dams etc.	473	12 553
9323 Yard labourers	832	10 978
9339 Other transport, stock or post labourers	1 292	11 585

AEIS - non-business sector

NS-M5

**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
13 511	16 989	22 824	8.2	1.1	13.9	9.7	3.4	178.8
11 270	14 768	17 550	6.5	0.4	11.6	10.2	0.1	178.4
8 913	11 289	14 310	5.0	0.3	10.2	10.3	0.0	175.0
7 890	10 456	12 513	6.2	0.2	9.2	10.5	0.0	171.5
9 968	14 308	19 218	3.9	1.8	16.4	9.5	0.6	178.2
12 046	15 641	20 380	4.2	1.6	19.8	10.1	0.7	180.1
8 592	10 283	12 329	5.6	0.2	13.2	10.6	0.0	174.6
11 329	15 427	22 452	8.5	1.9	14.1	9.4	1.1	185.2
14 067	19 596	24 800	1.9	3.3	20.5	9.2	1.7	186.2
13 179	17 777	22 828	7.0	3.0	14.8	8.8	1.1	192.2
13 392	16 016	18 372	7.7	1.2	13.8	9.4	5.9	181.7
13 369	16 175	18 669	7.4	1.0	17.6	9.8	4.3	181.3
11 868	14 237	16 746	6.4	0.9	11.8	10.4	4.5	180.0
13 575	15 903	18 884	7.1	1.2	14.2	9.9	5.2	180.8
7 356	9 018	11 132	5.5	0.2	8.7	10.0	0.0	169.8
8 918	12 900	17 216	6.3	0.5	12.7	9.9	0.5	175.5
8 305	10 911	14 861	6.6	0.2	10.8	9.8	0.1	171.1
7 845	10 429	14 805	4.2	0.9	15.9	9.8	0.1	171.1
7 055	9 041	13 797	4.2	0.3	8.9	9.6	0.4	175.7
6 858	8 340	13 485	4.1	0.2	7.3	9.5	0.0	174.0
10 212	12 292	15 671	7.8	0.4	10.6	10.4	2.6	176.1
7 402	10 238	15 773	4.1	0.6	9.6	10.0	0.6	176.5
8 472	11 160	15 441	4.9	0.6	12.0	10.2	0.2	176.2

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

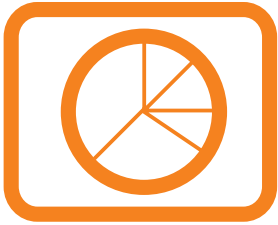
CZ-ISCO unit group of occupations (only occupations taking up more than 1% share in its major group are published)	Number of employees adjusted to full month	Worked time		Not worked time		
		total	of which overtime	total	of which	
		hrs./mth.	hrs./mth.	hrs./mth.	sick leave hrs./mth.	leave hrs./mth.
1121 Senior govern. officials of embassies, legations and consulate	469	155.3	0.0	2.5	0.1	2.2
1125 Senior government officials of state offices	618	150.7	0.4	3.1	0.4	2.1
1127 Senior government ministry officials	6 623	150.5	0.2	3.2	0.5	2.1
1128 Senior government police and safety officials	1 218	155.2	0.5	3.1	0.4	1.7
1150 Senior officials of district and local governments	6 710	151.6	0.3	3.2	0.5	2.1
1210 Directors and chief executives	4 861	144.3	0.1	3.8	0.3	3.1
1225 Production and operat. dpt. manag. in restaurants and hotels	1 868	146.3	0.2	3.1	0.5	2.1
1229 Production and operat. dpt. manag. not elsewhere classified	1 345	155.2	5.5	3.2	0.4	2.2
1231 Finance and administration department managers	1 362	151.2	0.5	3.1	0.5	1.9
1239 Other department managers not elsewhere classified	482	151.1	0.2	3.1	0.5	1.8
1319 General managers not elsewhere classified	3 383	144.7	0.1	3.8	0.4	3.0
2139 Computing professionals not elsewhere classified	1 815	151.8	0.7	3.1	0.5	2.0
2211 Biologists, botanists, zoologists and related professionals	2 083	147.3	0.9	3.4	0.5	1.4
2221 Medical doctors, excl. dentists	10 572	168.1	20.1	3.2	0.5	2.2
2321 Secondary education general subjects teaching professionals	14 234	145.6	5.3	4.2	0.5	3.2
2322 Secondary educ. vocational subjects teaching professionals	9 322	146.0	5.4	4.2	0.5	3.2
2331 Primary education teaching professionals	43 206	143.7	3.4	4.3	0.6	3.2
2332 Pre-primary education teaching professionals	13 836	137.3	0.2	4.5	0.8	3.2
2341 Special education general subjects teaching professionals	5 208	141.3	2.6	4.5	0.7	3.2
2353 Primary artistic school teaching professionals	4 123	142.1	2.6	4.0	0.4	3.2
2411 Accountants	2 712	149.6	0.2	3.3	0.6	2.0
2432 Librarians	2 035	145.5	0.2	3.4	0.9	1.7
2446 Social work professionals	2 281	147.5	0.2	3.7	0.9	2.1
2470 Administrative professionals not elsewhere classified	32 432	153.1	0.3	2.9	0.7	1.7
3118 Draughtspersons	3 180	145.4	0.1	4.0	1.2	2.1
3119 Physical and engineering science technicians n. e. c.	2 738	149.7	1.5	3.4	0.8	2.0
3211 Life science technicians	4 528	152.2	9.6	3.9	0.9	2.2
3226 Physiotherapists and related associate professionals	2 379	142.5	1.0	4.0	1.2	2.2
3231 Nursing associate professionals	30 421	143.8	4.1	3.6	1.0	2.2
3233 Child's nurses	3 570	143.6	3.4	3.5	1.0	2.1
3235 Intensive care nurses	3 715	147.2	8.1	3.5	0.9	2.1
3311 Tutors in children's institutions	10 232	137.8	1.2	4.3	0.8	3.0
3341 Foremen of vocational training	5 533	140.1	0.4	4.4	0.6	3.3
3431 Administrative secretaries and related associate professionals	2 671	148.4	0.3	3.5	0.8	2.0
3433 Bookkeepers	13 218	149.2	0.3	3.3	0.7	2.1
3439 Administrative associate professionals not elsewhere classif.	21 157	155.3	1.4	2.7	0.6	1.4
3442 Government tax and excise officials	11 880	144.2	0.1	3.8	1.0	2.1
3443 Government social benefits officials	5 593	148.1	0.0	3.4	0.9	2.2
3451 Police inspectors and detectives	34 567	167.1	4.3	1.1	0.3	0.0
3460 Social work associate professionals	4 383	145.8	0.2	3.7	1.0	2.1
4111 Stenographers and typists	2 068	147.3	0.1	4.2	0.8	2.0
4112 Word-processor and related operators	1 570	146.5	0.3	3.6	1.0	2.1

**Average time worked and not worked monthly
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	leave
4113 Data entry operators	432	146.1	0.4	3.5	1.0	2.1
4115 Secretaries	5 199	147.5	0.4	3.5	0.8	2.1
4121 Accounting and bookkeeping clerks	454	149.5	0.3	3.3	0.7	2.1
4131 Stock clerks	1 438	147.0	0.6	3.5	1.0	2.0
4133 Transport clerks	373	150.3	2.4	3.5	0.8	2.0
4141 Library and filing clerks	2 637	145.8	0.2	3.6	0.9	2.0
4142 Mail carriers and sorting clerks	267	147.0	0.3	3.8	1.0	2.1
4190 Other office clerks	2 654	147.6	0.3	3.4	0.8	2.1
4211 Cashiers in banks	673	148.5	0.5	3.3	0.8	2.0
4214 Ticket clerks	186	142.5	1.7	3.7	0.7	1.9
4222 Receptionists	435	147.2	4.0	3.4	0.9	2.0
4223 Telephone switchboard operators	588	140.3	2.0	4.1	1.4	2.0
4224 Information clerks	346	147.6	1.0	3.4	0.9	2.0
5121 Housekeepers and related workers	1 151	144.4	0.9	3.7	1.0	2.1
5122 Cooks	20 693	141.8	1.0	3.9	1.3	2.0
5132 Institution-based personal care workers	15 376	141.9	3.6	3.9	1.3	2.2
5133 Home-based personal care workers	1 482	143.7	0.9	3.9	1.3	2.1
5139 Personal care and related workers not elsewhere classified	1 212	139.9	0.7	4.0	1.4	2.1
5162 Police officers	4 064	146.6	5.3	3.8	1.0	2.1
5169 Protective services workers not elsewhere classified	737	149.7	8.3	3.4	0.9	1.9
6113 Gardeners, horticultural and nursery growers	735	146.2	2.8	3.9	1.2	2.1
6115 Mixed-crop growers	90	142.1	0.3	4.0	1.5	2.4
6121 Livestock producers	57	148.0	9.5	4.3	1.8	1.9
6125 ZOO animals producers	251	148.3	2.8	3.7	1.2	2.0
6129 Other animal producers and related workers n. e. c.	88	156.9	11.3	3.5	0.7	1.3
6141 Forestry workers	31	148.4	4.1	3.8	0.8	2.1
6142 Loggers	16	137.2	1.5	4.9	1.7	2.1
7122 Bricklayers and stonemasons	604	145.5	2.2	4.0	1.4	2.1
7124 Carpenters and joiners	204	143.2	1.9	4.2	1.8	2.1
7125 Building fitters	188	152.4	4.7	3.7	0.8	2.2
7129 Building frame and related trades workers n. e. c.	433	147.4	2.6	3.7	1.1	2.1
7136 Plumbers and pipe fitters	984	151.4	6.8	3.7	1.3	2.1
7137 Building and related electricians	482	154.2	7.2	3.4	0.9	2.1
7141 Painters and related workers	126	147.5	2.0	3.6	1.1	2.1
7222 Tool-makers and related workers	1 054	148.6	3.2	3.7	1.2	2.0
7231 Motor vehicle mechanics and fitters	909	149.6	3.6	3.6	1.1	2.0
7232 Aircraft engine mechanics and fitters	87	147.3	1.2	3.8	1.3	2.2
7235 Agricultural- or industrial-machinery mechanics and fitters	92	148.7	3.2	3.7	1.0	2.1
7239 Other machinery mechanics not elsewhere classified	117	149.6	1.8	3.5	1.0	1.7
7241 Electrical mechanics and fitters	451	150.9	4.3	3.6	1.0	2.0
7243 Electronics mechanics and servicers	140	157.0	9.7	3.2	0.7	2.1
7246 Electrical line installers	77	150.0	1.2	3.4	1.0	2.1

**Average time worked and not worked monthly
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.
7311 Precision-instrument makers and repairers	80	152.1	5.3	3.3	0.6	1.7
7422 Cabinet makers and related workers	113	148.9	2.2	3.7	1.1	2.1
7433 Tailors, dressmakers and hatters	404	145.8	1.2	3.7	1.1	2.1
7436 Sewers, embroiderers and related workers	92	139.8	0.6	4.0	1.5	2.1
8162 Steam-engine and boiler operators	865	152.9	7.9	3.2	0.8	1.9
8163 Water-treatment and -supply operators	266	151.3	7.4	3.6	0.9	2.1
8264 Bleaching-, dyeing- and cleaning-machine operators	1 677	141.8	1.1	4.1	1.6	2.1
8321 Car and van drivers	2 086	158.1	9.5	3.3	0.8	2.0
8322 Ambulance car drivers	2 178	160.8	19.3	3.2	0.7	2.1
8323 Bus and tram drivers	158	168.9	16.4	2.8	0.4	2.0
8324 Heavy truck and lorry drivers	3 125	150.4	6.1	3.9	1.2	2.1
8326 Special vehicle drivers	1 345	151.0	5.1	3.7	1.1	1.6
8331 Motorised farm and forestry plant operators	301	146.4	4.3	4.2	1.3	2.2
8332 Earth-moving- and related plant operators	151	147.0	5.4	4.2	1.5	2.1
9132 Helpers and cleaners in offic., hotels and other establishments	23 865	140.3	1.0	3.8	1.3	2.0
9141 Building caretakers	2 523	148.6	2.2	3.4	0.9	2.0
9143 School caretakers	6 717	144.2	0.8	3.4	1.0	2.1
9152 Doorkeepers, watchpersons and related workers	2 507	142.2	4.3	3.8	1.3	1.8
9161 Garbage collectors	2 065	145.6	1.0	3.8	1.4	1.9
9169 Other workers not elsewhere classified	2 278	146.4	0.6	3.5	1.3	1.9
9312 Construction and maintenance labourers: roads, dams etc.	533	138.7	2.0	4.7	1.9	2.1
9323 Yard labourers	912	145.2	2.3	3.9	1.5	1.9
9339 Other transport, stock or post labourers	1 402	145.9	2.4	3.8	1.4	2.0



Technical annex

- technical description of survey

Technical Annex – technical description of the survey

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

Survey framework

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

Coverage of the AEIS survey

For the purposes of AEIS the economic entities have been divided into business and non-business sectors according to law, these 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 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 non-business sector.

There are 2 853 business sector economic entities representing approx. 1.137 million employees, included in the AEIS statistical survey for the 4th Quarter of 2004. 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 1 000 and selective for the economic entities (firms) with 10 to 999 employees.

The survey is complete for non-business sector. There are 13 881 economic entities representing approx. 664 thousand employees included in the non-business sector part of the AEIS statistical survey for the 4th Quarter of 2004.

The table below shows the structure of the AEIS sample data set without non- response (further sample data set) for the 4th Quarter of 2004.

AEIS sample data set		
	Business sector	Non-business sector
Number of Economic Entities	2 853	13 881
Number of Employees [thousand]	1 137	664

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
A,B Agriculture, hunting and forestry, fishing	337	12
C Mining and quarrying	29	0
D Manufacturing	1 120	1
E Electricity, gas and water supply	102	5
F Construction	265	3
G Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	286	0
H Hotels and restaurants	50	233
I Transport, storage and communication	116	33
J Financial intermediation	96	0
K Real estate, renting and business activities	274	179
L Public administration and defence; compulsory social security	11	3 843
M Education	29	7 652
N Health and social work, veterinary activities	46	1 084
O Other community, social and personal service activities	92	836

Table 2

AEIS sample data set by region (No. of Economic Entities)			
NUTS 3	Region	Business sector	Non-business sector
CZ011	Capital Prague	455	1 045
CZ021	Středočeský	246	1 895
CZ031	Jihočeský	150	923
CZ032	Plzeňský	142	746
CZ041	Karlovarský	101	418
CZ042	Ústecký	150	766
CZ051	Liberecký	132	542
CZ052	Královéhradecký	151	899
CZ053	Pardubický	154	859
CZ061	Vysočina	214	828
CZ062	Jihomoravský	339	1 734
CZ071	Olomoucký	164	1 021
CZ072	Zlínský	172	855
CZ081	Moravskoslezský	283	1 350

Table 3

Sample frame

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

The non-business sector part of the AEIS (AEIS-NS) is surveyed completely, as a census. The business part of the AEIS database (AEIS-BS) consists of active economic entities registered in BR, employing 10 and more employees, which belong into institutional sectors such as non-financial and financial enterprises.

Sample of the business sector part

Selection of economic entities of the business sector into AEIS follows the One-Stage Stratified Sampling method (for economic entities with 10 to 999 employees). The basic dataset is taken from BR and divided by:

- Regions
- Size
- Industry

Region is defined as an area (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.

Economic entities are to be selected in proportion given in advance from each particular section of BR, delimited by corresponding stratification criteria. Economic entities with 1000 or more employees 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 the actual state of BR at the end of the year. The sample of economic entities with 10 to 249 employees is permuted using the rotating panel method with 9 years periodicity of rotation, so that the permutation of all economic entities is done within 9 years.

Selected economic entities stay in the sample for a minimum of one rotation period, plus one year to facilitate their intake. Documentation is 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-BS

The following chapter gives the description of data collection for the AEIS-BS sample. Further information on classifications, nomenclatures, main input items on earnings and time worked is given.

Data collection

The economic entities, which are obliged to provide requested information to the AEIS-BS sample, provide information on all their employees to representatives of the state statistical services. The deadline for delivering the data by respondents is the end of the month, following the reference period.

Delivered data contains information on both employers and employees. The data is in the majority of cases taken directly from pay and personnel evidence information systems, i.e. 90 % of input data to AEIS-BS comes from pay and personnel system of the respondent. As regards of the form of data delivery, 3% of the reporting units deliver data in printed form, more than 50% electronically and the rest on diskette.

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

The Acquisition program solves the security of data transfer from the reporting unit to Trexima. For this purpose it uses hybrid encryption with a public and a private key. The public key is part of an acquisition program installation. The private key is placed on the internal server of Trexima. Encrypted data is 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 Labour 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 purpose of introducing extended Classification of occupation KZAM-R (62/1996 statute book).
- CZ-ICSE** **Classification of Status in Employment**; issued by CZSO provision from 20. October 1997, for the purpose of introducing the Classification of Status in Employment (90/1997 statute book).
- CBBE** **Classification of Basic Branches of Education**; issued by CZSO provision from 16. July 1998, for the purpose of introducing the Classification of Basic Branches of Education (68/1998 statute book); last update by CZSO provision was from 26. September 2002 on updating Classification of Basic Branches of Education (154/2002 statute book).
- CZ-NUTS** **Classification of Territorial Statistical Units**; issued by CZSO provision from 27. April 1999, for the purpose of introducing the Classification of Territorial Statistical Units (33/1999 statute book); last update by CZSO provision was from 15. June 2001 on updating the Classification of Territorial Statistical Units - CZ-NUTS (88/2001 statute book).
- CZ.NACE** **Industrial Classification of Economic Activities**; issued by CZSO provision from 1. December 1993 for the purpose of introducing the Industrial Classification of Economic Activities (77/1993 statute book); last update by CZSO was from 26. September 2002 (160/2002 statute book).
- ČZEM** **Classification of Countries** issued by CZSO provision from 7. May 1993 for the purpose of introducing the Classification of Countries (44/1993 Coll.); last update by CZSO was from 6. June (101/2002 statute book).
- FORMA** **Classification of legal form of ownership**

Earnings and time worked

AEIS monitors the earnings levels in particular occupations according to classification CZ-ISCO quarterly. For each employee from selected economic entity in a particular reference period (quarter) average hourly earnings are surveyed. Every employer has to calculate average hourly earnings for compensation's sake. Compensations are provided for time paid and 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 the reference period. Earnings are defined as 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 statute book 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 purpose of monthly gross earnings calculation. Another indicator of pay levels are monthly gross earnings, which shows the earnings level for the period from the beginning of the year till the end of the quarter. In addition to the total amount of earnings, the survey gives information on premiums and bonuses, overtime pay and other payments.

Besides remuneration for work, other payments in connection with work performance are also surveyed. 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 the reference period. AEIS survey enables as follow the structure of monthly gross earnings, which consists of the above mentioned earnings parts - premiums and bonuses, overtime pay and other payments, compensation for absence and bonuses for stand-by.

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

Data processing and analysis

The following chapter on data processing and analysis gives an overview of published earnings statistics, calculation methods 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 the main results of the AEIS survey. Table V5 shows the average hourly earnings by CZ-ISCO occupation subgroups level (4 digits CZ-ISCO). Only occupations, which are represented with at least 1 percentage point in each main occupation group, are published. 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 M5 table.

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

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 disaggregation by districts, where the units have their activity, or by industry in the CZ-NACE classification. The results by region are in this sense obtained by a method known as the workplace approach.

AEIS as a personal information system is a part of the public administration information systems. Currently the Czech Ministry of Finance has prepared implementation of salary information system (SIS) according to Act No. 143/1992 statute book on Salaries and Remuneration for Stand-By in Budgetary and Some Other Organizations and Institutions. ISP is held biannually, after the second and fourth quarter. ISP gives the source of complete information on earnings in non-business sector. The non-business sector results have the same structure as the business sector part.

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. However, directly surveyed items contains cumulative amounts for the period longer than one month, i.e. from a quarter till one year. It must be considered that employees do not necessary have to be in the evidence for the entire observed period.

Gross earnings are defined as the sum of remuneration for a work, the 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 accumulation from the beginning till the end of the 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 the reference period (input item of employee record);
- COMPENS_i* denotes earnings compensation of *i*-th employee in accumulation from the beginning till the end of the 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 the sum of time worked and time during which the 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 the number of calendar months. If the employee has been in the evidence for the time shorter than the period under observation, then the number of months paid *MONTHS_i* is calculated as the proportion of time in the evidence to the entire observed period. The number of months paid is calculated in a similar way for employee having any 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 comparisons in time.

Together with monthly gross earnings, the differentiation and the structure of gross earnings, we present the information on employee's time paid in the AEIS results part. This information shows the number of hours paid per month (time worked and time with compensation). This is consistent with the calculation of monthly gross earnings. Information on time worked and not worked (T5 Table) 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 the year 2002 the AEIS data collection structure enables to include employees being in the evidence just for a part of observed period into calculations, all employees can not be involved into calculations. There are following criteria for selection of an employee into the calculations:

- the employee is paid for at least one month,
- just employees in the employment status are selected,
- 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 defined in compliance with EUROSTAT criteria (at least 30 hours a week) for the purpose of AEIS.

Weighting method and solution to non-response

Weighting methods used in AEIS-BS (business sector only) make it possible to obtain characteristics of the business sector employment population by using data from the sample. Information on the 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 the 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-BS sample file and therefore they have the highest weights in the calculations.

The characteristics of the AEIS-BS sample file are given in the tables BS-V5, BS-M5, BS-T5, BS-D1, BS-D2, and BS-D3. Other tables in AEIS-BS 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-BS sample file.

The non-response problem, i.e. missing information from the selected economic entity, is solved by using a historical imputation method and further by the 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
BS-V0 to BS-V4, BS-V6 to BS-V9	Estimated characteristics of the average hourly earnings are calculated by using selection weights and weights as a consequence of non-response in the sample dataset.
BS-M0, BS-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.
BS-V5	Estimated characteristics of the average hourly earnings by occupational subgroups and units are calculated by using the sample dataset.
BS-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.
BS-D1 to BS-D3	Estimated characteristics of average hourly earnings are calculated using three-year panel data on the same economic entities from the sample.
BS-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 the 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 the number of employees is given in percentage points in aggregate tables. The purpose is to give an approximation of relative representation of categories published. The information on the number of employees in the Czech Republic are monitored by surveys conducted by the 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 the 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)

The estimated characteristics are subjects to two types of errors – sampling errors and non-sampling errors. The sampling errors arise randomly through the process of probability sampling. There is not possible to measure the random sampling error from the current AEIS-BS 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, the impact of this kind of errors is decreasing due to multistage monitoring mechanism and frequent contacts between the firm carrying out the AEIS-BS survey and reporting units.

Definitions

Economic Entity	The 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	The Reporting Unit is a legal person, a state’s organization unit or a natural person, which is required to provide information for the purpose of statistical surveys according to the Act No. 89/1995 statute book on the State Statistical Service.
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 purpose statistical units have been sorted into a business sector, if they apply Act No. 1/1992 statute book 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 purpose statistical units have been sorted into a non-business sector, if they apply Act No. 143/1992 statute book on Salaries and Remuneration for Stand-by in Budgetary Organizations and some other Organizations and Institutions.
Basic BS dataset	The basic AEIS-BS dataset consists of active economic entities registered in the Business Register, employing 10 and more employees and entities 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 characteristic 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).