

## INTRODUCTION

This publication contains the final results of the annual survey on the labour cost for 2018. The core of the survey is a specific Labour Cost Survey (LCS), which is enhanced by additional statistical sources on employment and earnings levels in order to obtain the elementary indicators as accurate as possible. These results show the level of labour costs broken down by branch (NACE Section, rev. 2), region and the size of reporting units. These data are revised and are therefore not identical to the data in the annual publication Labour costs.

Reporting units were the incorporated businesses of business sphere, since 2009 there have also been included the unincorporated natural persons regardless of the number of employees, and organizations of non-business sphere, with the inclusion of information on the Ministry of Defence of the CR and the Ministry of the Interior of the CR which includes information on the organisations under the ministries without own legal personality – i.e. data on civilian employees and regular members of the armed forces and the police of the CR. LCS encompassed all branches of the national economy and all size groups of reporting units. LCS among units up to 250 employees was on a selective basis, the survey covered all units with 250 employees or more. The results based on the statistical set were weighted to the full number of units of the basic set based on the CSO Business Register by branch and size group.

From a methodological point of view, labour costs are broken down into:

direct costs

- *total wages for time worked*, including wages in kind credited to earnings;
- *wage compensation* for time not worked, i.e. paid leave, paid holidays, paid impediments on employer's side and employee's side;

indirect costs

- *social benefits*, i.e. contributions to catering, canteens, housing contributions, expenditures from social fund including contributions to trade-union organization, company cars also used for private purposes, the company's products provided to employees at reduced price, etc.;
- *social costs and expenditures*, i.e. statutory social security contributions, non-statutory social security contributions, compensation for absence due to sickness paid by employer, severance pay, etc.;
- *personnel costs*, e.g. recruitment costs, training of apprentices, vocational training costs, costs of working clothes and similar personal costs;
- *taxes and sanctions* related to employment and *subsidies* related to employment.

Total labor costs are expressed in terms of hours actually worked (including overtime) or per employee per month or per year. For calculation purposes, the Czech Republic uses the average number of employees converted to full-time employees by length of working hours, depending on the determined weekly working time for the employer.

The data are sorted by branch of economic activity by CZ-NACE (Czech version of the international classification NACE, rev. 2), valid from January 1<sup>st</sup>, 2008, according to the activity prevailing in the whole enterprise. Territorial breakdown is done by region (NUTS3 level, classification CZ-NUTS), where the business headquarter is registered (the so-called business method), and not on the place where the employees really worked. Regional figures should be analysed with regard to this fact.

As the resulting data are first calculated and then rounded off, the sums in some cases may differ.

The level of average monthly wage in individual years in this publication is not consistent with that mentioned in former publications of the Czech Statistical Office because of the population frame of annual surveys. It differs from short-term statistical surveys on wages in many aspects, especially in the sample scope and the size of reporting units.

The symbol of dot ( . ) shows that the figure is not available or cannot be relied on.

In the tables sorted by size of reporting unit in the row "TOTAL" there are included data for those units, which according to the Business Register belong to the category "no employees", but for which labour costs have been estimated on the basis of administrative sources.

**Dalibor Holý**

Director of Labour Market and Equal Opportunities  
Statistics Department

*Text not edited for language.*