

**Monthly labour costs by item of labour costs and size of reporting unit**

**Table: 19**  
**Czech Republic**  
**Year: 2008**

**in CZK / month per 1 employee**

Item of labour costs	Total	of which by size of reporting unit								
		1 - 9 employees	10 - 19 employees	20 or more employees	of which					
					20 - 49 employees	50 - 99 employees	100 - 249 employees	250 - 499 employees	500 - 999 employees	1000 or more employees
a	1	2	3	4	5	6	7	8	9	10
<b>1. TOTAL WAGES FOR TIME WORKED</b>	<b>20 778</b>	<b>15 144</b>	<b>17 359</b>	<b>21 646</b>	<b>18 115</b>	<b>21 949</b>	<b>20 941</b>	<b>21 429</b>	<b>21 509</b>	<b>23 975</b>
basic wages	15 789	13 641	14 558	16 112	14 920	17 352	15 559	15 406	15 288	17 094
bonuses paid at fixed periods	2 179	1 340	1 735	2 301	1 731	2 142	2 611	2 591	2 654	2 244
bonuses based on economic results	863	64	573	966	648	1 165	1 077	1 071	956	933
bonuses paid from profit	53	2	22	61	30	25	65	89	109	64
bonuses not paid at each period	267	10	82	310	94	141	243	382	364	498
overtime additional pays	177	26	59	203	69	132	157	227	270	302
other premium	1 102	50	260	1 285	510	829	893	1 147	1 291	2 219
wages in kind	20	0	7	23	6	5	20	58	38	23
bonuses for being on call to work	58	0	5	69	8	30	49	66	88	127
other wages	270	11	58	316	99	128	267	392	451	471
<b>2. WAGE COMPENSATION (paid by employer)</b>	<b>2 445</b>	<b>1 424</b>	<b>1 846</b>	<b>2 600</b>	<b>2 085</b>	<b>2 676</b>	<b>2 475</b>	<b>2 542</b>	<b>2 656</b>	<b>2 922</b>
paid leave	2 112	1 246	1 607	2 242	1 829	2 346	2 118	2 152	2 262	2 521
paid idle time and other impediments on employer's side	30	0	1	36	2	11	18	41	47	72
paid impediments on employee's side	90	6	22	105	39	79	99	105	118	152
paid public holidays	213	172	216	217	215	240	240	244	229	177
<b>1. - 2. DIRECT COSTS</b>	<b>23 223</b>	<b>16 568</b>	<b>19 205</b>	<b>24 246</b>	<b>20 200</b>	<b>24 625</b>	<b>23 416</b>	<b>23 971</b>	<b>24 165</b>	<b>26 897</b>
<b>3. SOCIAL BENEFITS</b>	<b>499</b>	<b>56</b>	<b>198</b>	<b>571</b>	<b>228</b>	<b>298</b>	<b>502</b>	<b>571</b>	<b>582</b>	<b>926</b>
company products at reduced price	2	0	0	2	0	4	1	2	3	3
housing contributions	74	0	1	88	1	2	6	10	16	286
company cars also for private purposes	81	37	11	93	9	15	165	140	146	92
contributions to catering, canteens	271	19	180	305	205	252	289	335	317	377
contributions to employees' savings and sharing funds	4	0	0	4	1	1	1	4	7	8
expenditures from social fund	67	0	6	79	12	24	40	80	93	160
incl.: contributions to trade-union organization	6	0	1	7	1	2	3	6	9	14
<b>4. SOCIAL COSTS AND EXPENDITURES</b>	<b>8 367</b>	<b>5 774</b>	<b>6 759</b>	<b>8 769</b>	<b>7 139</b>	<b>8 736</b>	<b>8 470</b>	<b>8 614</b>	<b>8 719</b>	<b>9 934</b>
statutory social security contributions	8 027	5 757	6 645	8 377	7 011	8 565	8 099	8 227	8 311	9 282
non-statutory social security contributions	167	9	70	190	77	120	141	203	222	300
compensation for absence due to sickness paid by employer	3	0	0	4	0	1	3	9	5	5
severance pay	150	8	43	174	48	45	214	153	152	296
other social benefits paid by employer	20	0	1	24	3	5	13	22	29	51
<b>5. PERSONNEL COSTS</b>	<b>421</b>	<b>114</b>	<b>157</b>	<b>476</b>	<b>164</b>	<b>221</b>	<b>380</b>	<b>464</b>	<b>513</b>	<b>819</b>
recruitment costs	70	8	13	80	16	28	54	69	70	166
costs of training apprentices	7	1	3	9	3	1	20	6	13	9
vocational training costs	177	58	68	199	71	102	172	215	229	313
costs of working clothes, uniforms	125	42	65	139	64	87	116	137	155	212
other personal costs	42	5	8	49	10	3	18	37	46	119
<b>6. TAXES AND SUBSIDIES</b>	<b>-42</b>	<b>-56</b>	<b>-28</b>	<b>-42</b>	<b>-26</b>	<b>-45</b>	<b>-81</b>	<b>-88</b>	<b>-24</b>	<b>-14</b>
taxes and sanctions related to employment	7	3	2	8	1	2	33	4	2	2
subsidies related to employment	49	59	30	50	27	47	114	92	26	16
<b>3. - 6. INDIRECT COSTS</b>	<b>9 245</b>	<b>5 888</b>	<b>7 086</b>	<b>9 774</b>	<b>7 505</b>	<b>9 210</b>	<b>9 271</b>	<b>9 561</b>	<b>9 790</b>	<b>11 665</b>
<b>1. - 6. TOTAL LABOUR COSTS</b>	<b>32 468</b>	<b>22 456</b>	<b>26 291</b>	<b>34 020</b>	<b>27 705</b>	<b>33 835</b>	<b>32 687</b>	<b>33 532</b>	<b>33 955</b>	<b>38 562</b>