



Industrial relations and social dialogue

**Czechia: Metadata for the
Eurofound database of collective
agreements for low-paid workers**

Minimum wages for low-paid workers
in collective agreements

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This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

General information

There is no public register of company-level collective agreements in the Czech Republic. Only higher-level collective agreements are registered in full text form. Registration has been provided by the Ministry of Labour and Social Affairs since 2007 on its website <https://www.mpsv.cz/kolektivni-smlouvy-vyssiho-stupne-ulozene-na-mpsv-od-1.1.2007>. The Ministry also registers collective agreements extended to other employers <https://www.mpsv.cz/kolektivni-smlouvy-vyssiho-stupne-zavazne-pro-dalsi-zamestnavatele> based on the so-called notification of the Ministry of Labour and Social Affairs published in the Collection of Laws.

For the purposes of the research project, collective agreements have been selected from the above-mentioned register of so-called higher-level collective agreements.

As for company-level agreements, trade unions may (voluntarily) enter data referring to such agreements into the TREXIMA (a private company) program. Some unions hand over collective agreements directly to TREXIMA in paper form, and TREXIMA subsequently prepares an annual overview for the Ministry of Internal Affairs and Communications from the data (for the year 2021, for example, it is available at https://www.kolektivnismlouvy.cz/download/2021/IPP_2021.pdf). Published on the website <https://www.kolektivnismlouvy.cz/>.

The collective agreements recorded in this system mainly come from trade unions part of the largest trade union confederation, the Czech-Moravian Confederation of Trade Unions (ČMKOS). There are also other confederations and separate trade unions and organisations whose collective agreements are not provided by the information system described above. At the same time, not all trade unions associated with ČMKOS provide information to the system, because recording data from collective agreements into the system is voluntary. In 2019, for example, only 19 out of 32 ČMKOS affiliated unions contributed data from collective agreements to the system. Therefore, such data cannot be considered to be fully representative.

The provision of a sample of company-level collective agreement can be directly negotiated with the signatory trade union; however, employers are generally reluctant to make company-level collective agreements publicly available.

1 - Agriculture

Background information

Employees of companies operating in the NACE-1 agriculture sector are covered by company-level collective agreements as well as by the higher-level (sectoral) collective agreement, signed by the main actors active in the sector's industrial relations:

- The Agricultural Association of the Czech Republic (ZSCR).
- The Trade Union of Agricultural and Nutrition Workers - Association of Free Trade Unions of the Czech Republic (OSPZV - ASO ČR).
- The "Czech-Moravian Association of Agricultural Entrepreneurs" (CMSZP).

This sector-level collective agreement was not extended to other employers in 2020, while in the other monitored years 2015-2019 and 2021-2022 the collective agreement was always extended.

Sampling information

The sector-level agreement mentioned in the Background section, included in the official register of collective agreements with communication No. 91/2020 Coll., Ministry of Labour and Social Affairs, has been listed in the sample.

The information concerning coverage comes from the signatory employers' organisation Agricultural Association of the Czech Republic (ZSCR).

Table 1: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	82,289	82,289	LFS
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	30,000	35,000	LFS and info from EO

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 1 - Agriculture 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Agriculture

Eurofound identifier	CA-CZ-1979
Title (native language)	Agriculture
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	30,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	30,000
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 1 - Agriculture (as defined in the project)
- A good fraction (20% to 49%) of those workers in 1 - Agriculture (as defined in the project), which are covered by a collective agreement.

2 - Manufacture of food, leather, textiles, and clothes

Background information

As for NACE-2 sectors of interest C-13 (manufacture of textiles), C-14 (manufacture of wearing apparel), and C-15 (manufacture of leather and related products), the main actors are the following:

- The Association of Textile-Clothing–Leather Industry (ATOK).
- The Trade Union of Textile, Clothing, and Leather Industry Workers of Bohemia and Moravia (OS TOK).

On 17 December 2019, the above-mentioned organisations concluded a sector-level collective agreement for 2020 valid until 30 June 2021 at the latest. This collective agreement covered 3,500 employees. From September 1, 2020, the collective agreement was extended to other employers in the NACE-2 sectors of interest C-13, C-14, and C-15. After the extension, it covered approximately 34,300 employees, which means most of the employees of the NACE-2 sectors of interest C-13, C-14, and C-15.

Sector-level collective agreements have been concluded annually since 2016 in the NACE-2 sectors of interest C-13, C-14, and C-15, and have also been extended to other employers in the sector.

The above-mentioned trade union concluded about 25 company-level collective agreements in in the NACE-2 sectors of interest C-13, C-14, and C-15 in 2020. The number of employees covered is not available. However, they are all covered by sector-level collective agreement as well.

These company-level collective agreements are not publicly available.

As for NACE-2 sector of interest C-10 (manufacture of food products), collective bargaining takes place only at company level. The number of collective agreements in these sectors is not available.

With regard to actors of industrial relations in C-10, the Independent Trade Union of Workers in the Food Industry and Related Fields of Bohemia and Moravia operates on the employees' side, while the Food Chamber of the Czech Republic acts on the employers' side. However, they are not involved in collective bargaining at sectoral level.

Sampling information

The sector-level agreement mentioned in the Background section, included in the official register of collective agreements with communication No. 353/2020 Coll., Ministry of Labour and Social Affairs, has been listed in the sample.

Following the extension of the collective agreement to all employers in the NACE-2 sectors of interest C-13, C-14, and C-15, according to the Collective Bargaining Act this agreement applies only to employers with 20 or more employees.

As already mentioned in the Background section, no sector-level agreements exist in NACE-2 sector of interest C-10, and company-level agreements are not publicly available. Therefore, no agreements applicable to this sector have been included in the sample.

Table 2: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	139,629	139,629	LFS (NACE 10,13,14,15)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 2 - Manufacture of food, leather, textiles, and clothes 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Textile industry

Eurofound identifier	CA-CZ-1974
Title (native language)	Textilní průmysl
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	3,500
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	3,500
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project)

- A good fraction (20% to 49%) of those workers in 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project), which are covered by a collective agreement.

3 - Construction excl. civil engineering

Background information

The main actors in industrial relations in the NACE-2 sectors of interest F-41 (construction of buildings) and F-43 (specialised construction activities) are the following:

- Association of entrepreneurs in the construction industry in the Czech Republic (SPS)
- Trade union Stavba CR (OS Stavba ČR).
- Trade union of transport, road management and car repair workers of Bohemia and Moravia (OS DOSIA).

On 2 April 2019, the above-mentioned organizations concluded a sector-level collective agreement for the years 2019 - 2024. The collective agreement applies to NACE- 2 sectors 08, 16, 22, 41, 42, 43, therefore covering (inter alia) also the two NACE-2 sectors of interest F-41 and F-43.

On 9 July 2019, the agreement was extended to all above-mentioned sectors.

After its extension, the contract covers more than 100,000 employees the two NACE-2 sectors of interest F-41 and F-43 working in companies of 20 employees or more.

The number of company-level collective agreements in the NACE-2 sectors of interest F-41 and F-43 is not available. According to the trade unions' estimates, about 150 company-collective agreements have been concluded in total in NACE-2 sectors 08, 16, 22, 41, 42, 43 together.

Sampling information

The sector-level agreement mentioned in the Background section, included in the official register of collective agreements with communication No. 181/2019 Coll., Ministry of Labour and Social Affairs, has been listed in the sample.

As already mentioned in the Background section, following its extension, this collective agreement covers 102,118 employees in the NACE-2 sectors of interest F-41 (construction of buildings) and F-43 (specialised construction activities). However, according to the Collective Bargaining Act this agreement applies only to companies with 20 or more employees.

The listed collective agreement has been extended in the whole relevant period (2015-2022).

Company-level collective agreements can be found online, for example the agreement concluded for 2022 and 2023 in the company METROSTAV A.S. (more than 5,000 employees; see <https://odborymetrostav.cz/wp-content/uploads/2022/01/KS-MTS-2022-2023.pdf>). The company is also covered by the aforementioned higher-level collective agreement, that is therefore the only one included in the sample in order to avoid overlaps in terms of coverage.

Table 11: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the	200,613	200,613	LFS 2020 (NACE 41,43)

sampled sectors of interest, which are not excluded from collective bargaining			
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 3 - Construction excl. civil engineering 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Construction industry

Eurofound identifier	CA-CZ-1962
Title (native language)	Stavebnictví
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	55,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 3 - Construction excl. civil engineering (as defined in the project)
- Nearly all (90% to 100%) of those workers in 3 - Construction excl. civil engineering (as defined in the project), which are covered by a collective agreement.

4 - Retail

Background information

A sector-level collective agreement applicable to the NACE-2 sector of interest G-47 (retail trade, except of motor vehicles and motorcycles) has been identified. It is signed by the main actors in the sector:

- Trade and Tourism Association of the Czech Republic (SOČR ČR).
- Union of trade, logistics and service employees (UZO, formerly known as the Trade Workers' Union).

The collective agreement has been renewed several times in the relevant period 2015-2022.

According to the signatory trade union, around 55,000 employees in NACE-2 sectors G-46 (not of interest for the purposes of this project) and G-47 were covered in 2020. The number of workers covered in the NACE-2 sector of interest G-47 alone is not available.

These employees might be also covered by company-level collective agreements. In 2020, the aforementioned trade union concluded 48 company-level collective agreements. The number of employees covered by these company collective agreements in NACE-2 sector of interest G-47 is not available.

Sampling information

The sector-level agreement mentioned in the Background section, included in the official register of collective agreements with communications No. 88/2018 Coll., 93/2019 Coll. and 26/2021 Coll. Ministry of Labour and Social Affairs, has been listed in the sample.

Some of the employees in the sector are covered by both the higher-level collective agreement and a company-level collective agreement.

Table 3: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	293,601	293,601	LFS (NACE 47)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			according TU records

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 4 - Retail 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Retail and wholesale

Eurofound identifier	CA-CZ-1981
Title (native language)	Maloobchod a velkoobchod
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	55,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 4 - Retail (as defined in the project)
- A small sample (less than 20%) of those workers in 4 - Retail (as defined in the project), which are covered by a collective agreement.

5 - Postal, courier, land transport and warehouses

Background information

Main sectoral actors:

- Trade union of transport, road management and car repair workers of Bohemia and Moravia.
- Transport Association of the Czech Republic.
- Trade union of transport.

In NACE-2 sector of interest H-49 (land transport), there exist two sector-level collective agreements.

The first is signed by the Transport Association of the Czech Republic (road transport section) and the Trade union of transport. The collective agreement has been extended to cover approximately 70,000 workers employed mainly in NACE 49.41 and 49.39. According to information provided by the trade union, the number of covered employees roughly tripled after the expansion.

The second is signed by the Transport Union of the Czech Republic (urban public transport section) and the Trade union of transport, road management and car repair workers of Bohemia and Moravia. The collective agreement was not extended and, according to information from the trade unions, it covers approximately 25,000 workers, employed mainly in NACE 49.3. and 49.4.

In NACE 49.2 collective bargaining only exists at company-level.

In the road management sub-sectors of NACE H-52 (warehousing and support services for transportation) there exist two sector-level collective agreements (NACE 52.21 and 52.29). The first applies to commercial companies, while the second applies to public companies established by regions or municipalities.

They cover, together, approximately 11,000 employees (2020 estimates).

As for NACE-2 sector of interest H-53 (postal and courier activities), collective bargaining only exists at company-level, the coverage of which is not available.

Sampling information

The sector-level agreements mentioned in the Background section, included in the official register of collective agreements with communication No. 2/2020 Coll. of Ministry of Labour and Social Affairs, have been listed in the sample.

In terms of coverage after extension, the collective agreement concluded between the Transport Association of the Czech Republic (road transport section) and the Trade union of transport has the widest impact.

For NACE 49.31, there is an enterprise collective agreement concluded in the Transport Company of the Capital City of Prague for the period 2022 to 2026. The above-mentioned enterprise is not covered by a collective agreement of a higher level. No other enterprise collective agreements in the transport sector were found.

Table 4: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	258,967	258,967	LFS (NACE 49,52,53)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 5 - Postal, courier, land transport and warehouses 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Road management

Eurofound identifier	CA-CZ-1989
Title (native language)	Silniční hospodářství
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	11,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	11,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Road transport

Eurofound identifier	CA-CZ-2500
Title (native language)	Silniční doprava
Bargaining level	National industry/sector level agreement

Number of workers covered by the agreement in total	20,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	20,000
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 5 - Postal, courier, land transport and warehouses (as defined in the project)
- A good fraction (20% to 49%) of those workers in 5 - Postal, courier, land transport and warehouses (as defined in the project), which are covered by a collective agreement.

6 - Hospitality

Background information

The two main actors in NACE-2 sectors of interest I-55 (accommodation) and I-56 (food and beverage service activities) are:

- The Trade and Tourism Association of the Czech Republic.
- The Czech-Moravian Trade Union of Hospitality, Hotels and Tourism.

The above-mentioned organizations concluded a sector-level collective agreement for the years 2020 and 2021, covering around 61,000 employees in the NACE-2 sectors of interest I-55 and I-56.

Company-level agreements also exist (around 2,000 unionized workers might be covered by around ten company collective agreements, according to information provided by the relevant trade union).

However, these company-level agreements are not available.

Sampling information

The sector-level agreement mentioned in the Background section, included in the official register of collective agreements with communication No. 26/2021 Coll. of the Ministry of Labour and Social Affairs, has been listed in the sample. It is the agreement that, in terms of coverage, has the largest impact in the NACE-2 sectors of interest I-55 and I-56.

Table 5: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	134,633	134,633	LFS (NACE 55, 56)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	61,000	61,000	from TU records

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 6 - Hospitality 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Tourism

Eurofound identifier	CA-CZ-1991
Title (native language)	Cestovní ruch
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	61,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	61,000
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 6 - Hospitality (as defined in the project)
- A good fraction (20% to 49%) of those workers in 6 - Hospitality (as defined in the project), which are covered by a collective agreement.

7 - Business support services

Background information

No collective agreements have been identified in NACE-2 sectors of interest N-78 (employment activities), N-80 (security and investigation activities), N-81 (service to buildings and landscape activities), and N-82 (office administrative, office support and other business support activities).

There are no known organizations of social partners involved in collective bargaining in these sectors.

Data regarding the number of employees in these sectors come from the 2020 EU Labour Force Survey.

Sampling information

As mentioned in the Background section, no collective agreements in NACE-2 sectors of interest N-78 (employment activities), N-80 (security and investigation activities), N-81 (service to buildings and landscape activities), and N-82 (office administrative, office support and other business support activities) have been identified.

Table 6: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	83,346	83,346	LFS
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			d.k.

8 - Residential and social care

Background information

In NACE-2 sectors of interest Q-87 (residential care activities) and Q-88 (social work activities without accommodation), trade unions associated with the Health and Social Care Trade Union of the Czech Republic are involved in collective bargaining at company-level.

In the NACE-1 sector Q (human health and social work activities) there are no sector-level collective agreements.

Approximately 340 company-level collective agreements cover about 150,000 employees in NACE-1 sector Q (data provided by the relevant trade unions). However, these agreements are not publicly available.

The number of company-level collective agreements - and consequently the number of covered employees - applicable to the NACE-2 sectors of interest Q-87 and Q-88 only is not available.

Data on the number of employees in the NACE-2 sectors of interest Q-87 and Q-88 is drawn from the 2020 EU Labour Force Survey and from data provided by the relevant trade unions.

Sampling information

As mentioned in the Background section, no collective agreement applicable to NACE-2 sectors of interest Q-87 (residential care activities) and Q-88 (social work activities without accommodation) is available for coding.

Table 7: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	115,033	115,033	LFS (NACE 87, 88)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			no data for NACE 87, 88

9 - Arts, gambling and sports

Background information

No sector-level collective agreements have been identified in NACE-2 sectors of interest R-90 (creative, arts and entertainment activities), R-92 (gambling and betting activities), and R-93 (sports activities and amusement and recreation activities).

Company-level collective agreements rarely apply to company operating in these NACE-2 sectors of interest.

However, the main actors are the following:

- In R-90, identified actors are: the Trade Union of Orchestral Musicians of the Czech Republic; the Trade Union of Cultural Facilities Workers; the Union of Interpreters and Translators; the Actors Association trade union. They negotiate collectively at company-level.
- In R-92 and R-93, no organizations of social partners have been identified.

Data on the number of employees in these NACE-2 sectors of interest is drawn from the 2020 EU Labour Force Survey.

Sampling information

In NACE-2 sectors of interest R-90 (creative, arts and entertainment activities), R-92 (gambling and betting activities), and R-93 (sports activities and amusement and recreation activities), no collective agreement is available for coding, as mentioned in the Background section.

Table 8: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	41,477	41,477	LFS
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	800	1,400	estimated for NACE 90

10 - Personal services

Background information

No collective agreement has been identified in NACE-2 sector of interest S-96 (other personal service activities).

No trade unions or employers' organisations were identified in this sector.

Disclaimer: This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.

Data on the number of employees in this NACE-2 sector of interest is drawn from the 2020 EU Labour Force Survey.

Sampling information

As mentioned in the Background section, no collective agreements applicable to NACE-2 sector of interest S-96 (other personal service activities) have been identified.

Table 9: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	12,198	12,198	LFS
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	0	0	d.k.

11 - Domestic personnel

Background information

No collective agreements have been identified in NACE-2 sector of interest T-97 (activities of households as employers of domestic personnel).

No trade unions or employers' organisations were identified in this sector.

Data on the number of employees in the NACE-2 sector of interest T-97 is drawn from the 2020 EU Labour Force Survey.

Sampling information

As mentioned in the Background section, no collective agreements applicable to NACE-2 sector of interest T-97 (activities of households as employers of domestic personnel) have been identified.

Table 10: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	602	602	LFS
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			d.k.

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