

## 9.2 WORKING TOOLS

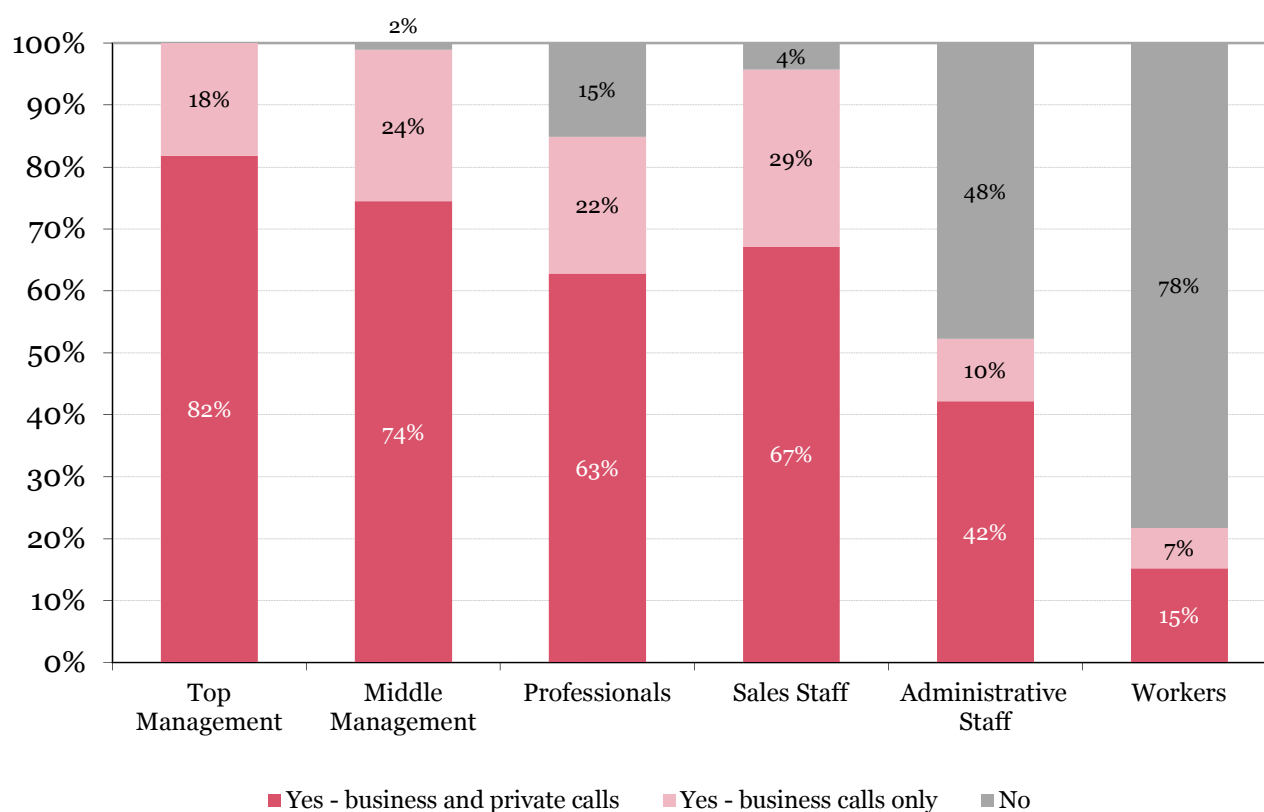
### 9.2.1 Mobile phones

99 % of the companies provide mobile phones to some of their employees. The possibility of using the phones for private purposes is then, of course, an employee benefit.

**Table 68: Use of company mobile phones**

	Top Management	Middle Management	Professionals	Sales Staff	Administrative Staff	Workers
Yes - business and private calls	82%	74%	63%	67%	42%	15%
Yes - business calls only	18%	24%	22%	29%	10%	7%
No	0%	1%	15%	4%	48%	78%
Number of answers	88	90	86	70	90	46

**Graph 27: Use of company mobile phones**



The majority of companies set limits for individual employee categories separately, most frequently by defining a certain monthly financial limit.

**Table 69: Policy of reimbursement of private calls**

	Top Management	Middle Management	Professionals	Sales Staff	Administrative Staff	Workers
All private calls	42%	23%	16%	22%	16%	0%
All calls up to a monthly limit	42%	58%	66%	63%	71%	57%
Private calls up to a certain amount per one call	0%	0%	0%	0%	0%	0%
Private calls not paid	15%	19%	18%	14%	13%	43%
Number of answers	73	69	56	49	38	7

If the companies pay for all telephone calls up to a certain amount, the following limits apply to the individual employee categories:

**Table 70: Monthly limits**

	Top Management	Middle Management	Professionals	Sales Staff	Administrative Staff	Workers
Average	CZK 3,693	CZK 1,929	CZK 1,535	CZK 1,637	CZK 1,191	-
1st decile	CZK 1,000	CZK 700	CZK 500	CZK 500	CZK 202	-
1st quartile	CZK 1,500	CZK 1,000	CZK 600	CZK 1,000	CZK 500	-
Median	CZK 1,900	CZK 1,500	CZK 1,200	CZK 1,500	CZK 1,000	-
3rd quartile	CZK 5,000	CZK 3,000	CZK 2,000	CZK 2,125	CZK 1,500	-
9th decile	CZK 9,700	CZK 4,200	CZK 3,030	CZK 3,045	CZK 2,480	-
Number of answers	22	31	29	28	25	2

### 9.2.2 Notebook computers (laptops)

56 % of companies provide certain employees with a notebook computer, even for private use. Notebook computers are rarely provided to Administrative Staff or Workers. On the other hand, it is a habit to offer notebooks for private use to Sales Staff and higher positions.

**Table 71: Provision of notebook computers**

	Business need	Not eligible	Number of answers
Top Management	100%	0%	81
Middle Management	96%	4%	83
Professionals	86%	14%	80
Sales Staff	86%	14%	64
Administrative Staff	45%	55%	74
Workers	11%	89%	36