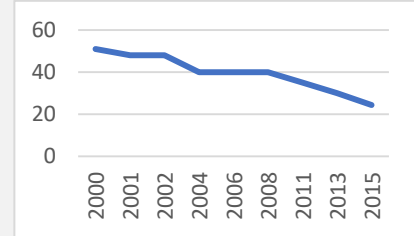
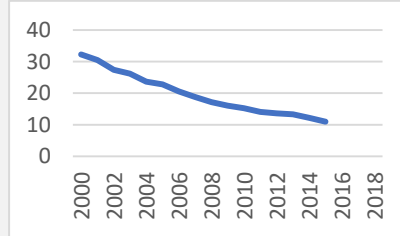
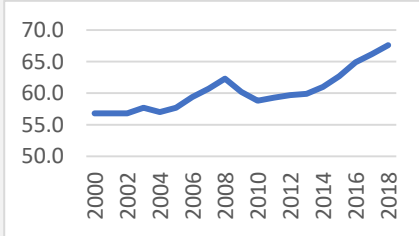


Enhancing the Effectiveness of Social Dialogue Articulation in Europe (VS/2017/0434)



Slovakia

General indicators for labour markets and industrial relations



Employment rate (%), Eurostat

Trade union density (%), OECD

Bargaining coverage (%), OECD

National social dialogue (SD)

- 30 years of national tripartism, dedicated legislation (Act No. 103/2007 on Tripartism), also national industrial bipartism
- One trade union confederation (**KOZ SR**), four employers' organizations (**AZZZ**, **RÚZ SR**, **APZ** and **ZMOS**) and the government

1. Fragmentation of employers after lowered representativeness thresholds for tripartism
2. Outcomes of tripartism advisory, not binding
3. Increasing trend to introduce legislation outside of the SD procedure (via members of parliament)

Actors and priorities

Challenges to SD effectiveness

Sectoral social dialogue (SD)

- Sectoral SD between **OZPOCR** (union) and two employers' federations (**ZOCR** and **SAMO**); bargaining at company and multi-employer level; direct lobbying of employers
- Topics: wage levels and wage differences across retail chains, employers critical towards regulation of multinational retail chains, minimum wage increases, gov. interference in pay regulation
- Successful articulation: agreement on shop closure during holidays is now part of legislation

- Established and well-functioning SD between **IOZ** (union) and **ZSPS** (employers)
- Sectoral tripartism with **Ministry of Transport and Construction**, for access to information and shaping legislative proposals
- Relevant topics: employment contracts, working time, outsourcing labour especially in firms engaged in public procurement
- Direct access to industrial bipartism and tripartism

- Part of public sector SD between the **government**, **OZPŠaV** and **NKOS. NŠO** union outside of sectoral/national SD.
- Topics: teachers' wages and working conditions
- Fragmentation in strategies: new unions and non-union actors opt for public protests, strikes and bottom-up establishment of unions and bargaining in schools instead of established sectoral SD structures
- Despite fragmentation, SD produces binding outcomes including wage increases

- SD separate for state-run and smaller hospitals, three unions (**SOZZaSS**, **LOZ** and **OZSaPA**) and one employers' org. per cluster (**AŠN SR** and **ANS**); sectoral tripartism for information sharing and legislative proposals without binding outcomes
- Relevant topics: wage regulation through legislation
- Employer challenge to meet wage increase demands
- Fragmentation in strategies: new unions opt for public protests/strikes instead of SD/bargaining
- Direct access to tripartism

COMMERCE

CONSTRUCTION

EDUCATION

HOSPITALS

Articulation between national SD and EU-level SD

- Involvement of Slovak social partners in EU-level SD mainly through membership in EU-level/sectoral EU-level associations
- European semester involvement of social partners limited, social partners expect more consultation
- Participation in EU-level SD perceived as an additional resource for improving the effectiveness of national SD

Main priorities

1. Digitalization, skill mismatch, labour shortages and migration, working time priority of Slovak unions and employers in EU SD
2. National unions from Slovakia and neighbouring countries successfully articulated wage convergence as a topic for EU-level SD, but no binding outcomes at the EU-level yet

Further information

Kahancová, M., Martišková, M. and Szüdi, G. (2019) Enhancing the Effectiveness of Social Dialogue Articulation: Country Report for Slovakia, EESDA Deliverable 3.2, CELSI Research Report No. 29, available at <https://celsi.sk/en/projects/detail/28/>

