

COLBAR-EUROPE

Collective bargaining agreements in Visegrád countries – same path or different trajectories?

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Similarities in background conditions

- Similar collective bargaining systems developed:
 - Decentralisation
 - Horizontally and vertically not well-coordinated
 - Declining power and density of Tus
 - Gradual erosion of impact of collective bargaining on working conditions – slow but steady decline in higher-level bargaining
 - Official databases maintained but very limited in use

CBA sample

Table 1 Division of CBAs sampled per sector and per bargaining level in each Visegrád country

Bargaining level		Sector				Total
		commerce	construction	manufacture	public	
HIGHER	CZ	2	0	0	1	3
	HU	2	1	0	2	5
	PL	0	0	0	2	2
	SK	4	1	0	0	5
	Higher Total	8	2	0	5	15
SINGLE	CZ	2	1	0	4	7
	HU	1	0	2	2	5
	PL	4	1	3	0	8
	SK	1	0	0	4	5
	Single Total	8	2	5	10	25
Total		16	4	5	15	40

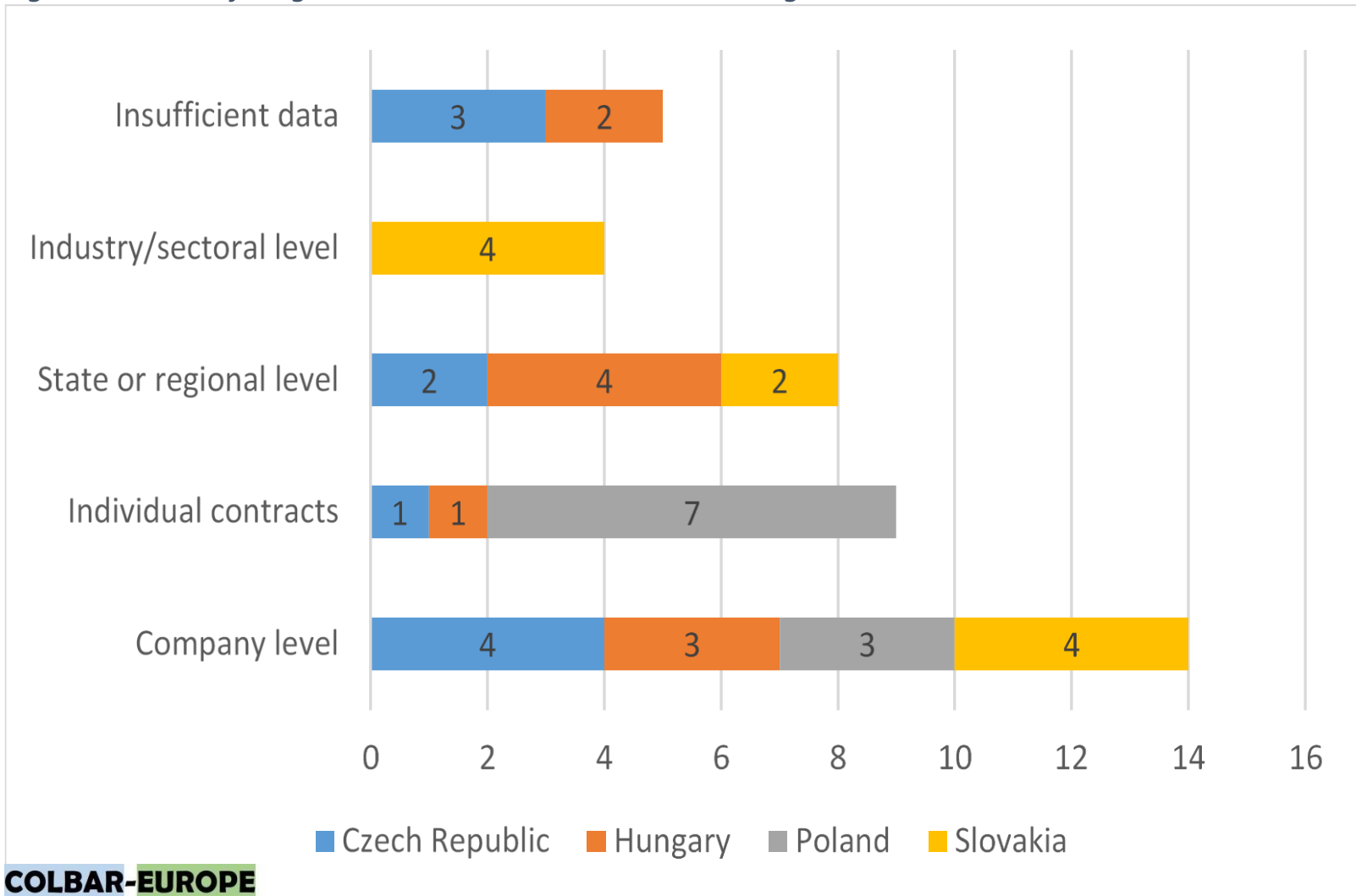
Source: WageIndicator CBA Database, selection Visegrád countries, accessed 25 Jan 2021

Similarities in CBA content

- In all countries, CBAs mostly contain the following provisions:
 - Wages
 - Working hours
 - Social security and pensions
 - Medical assistance, health and safety policies
- The least covered areas in CBAs are the following:
 - Trial periods
 - Training options
 - Job descriptions / job classifications
 - Clauses on maternity / paternity leave (“work-life balance”)
 - Discrimination, gender equality clauses

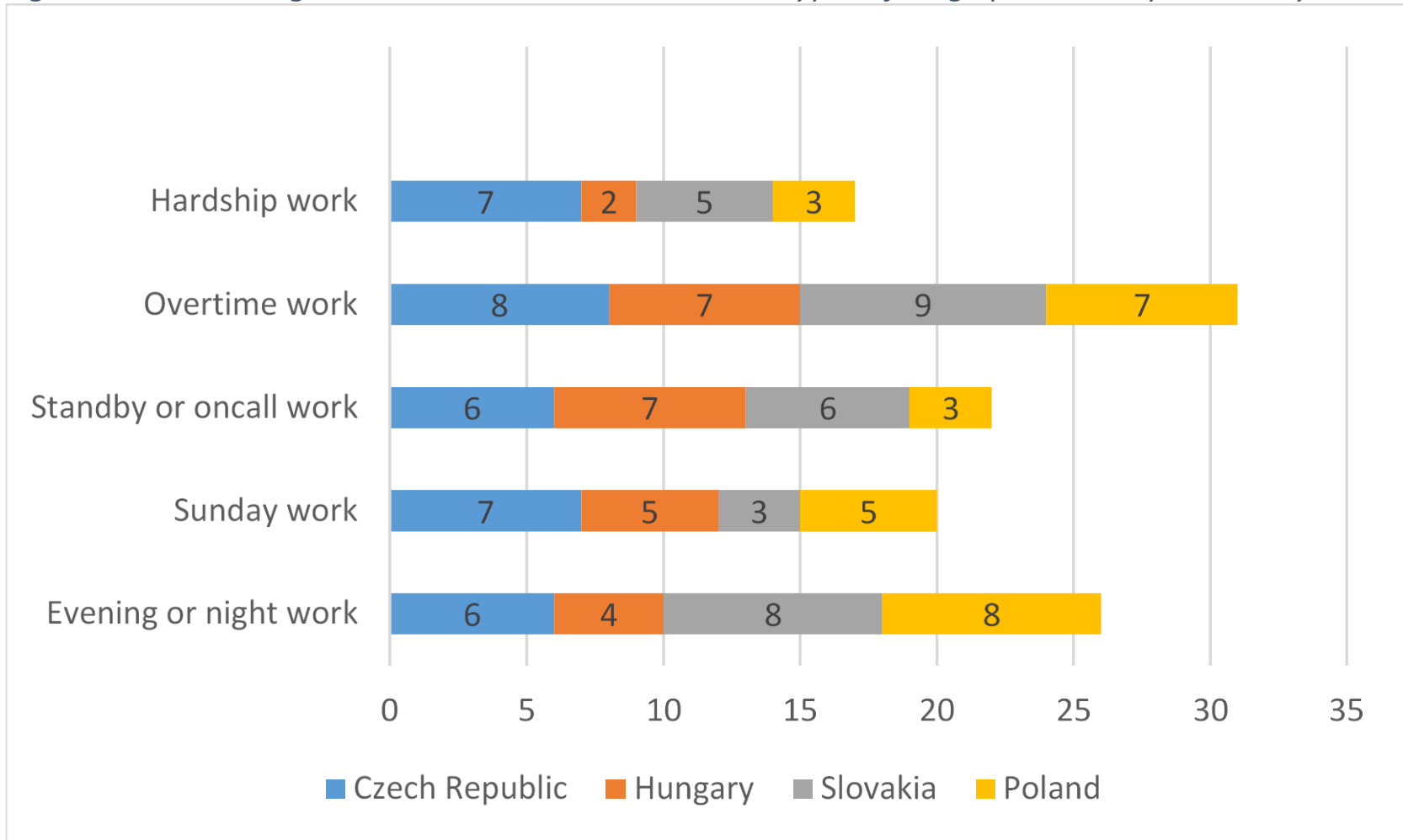
Levels of wage determination

Figure 1 Levels of wage determination within collective agreements



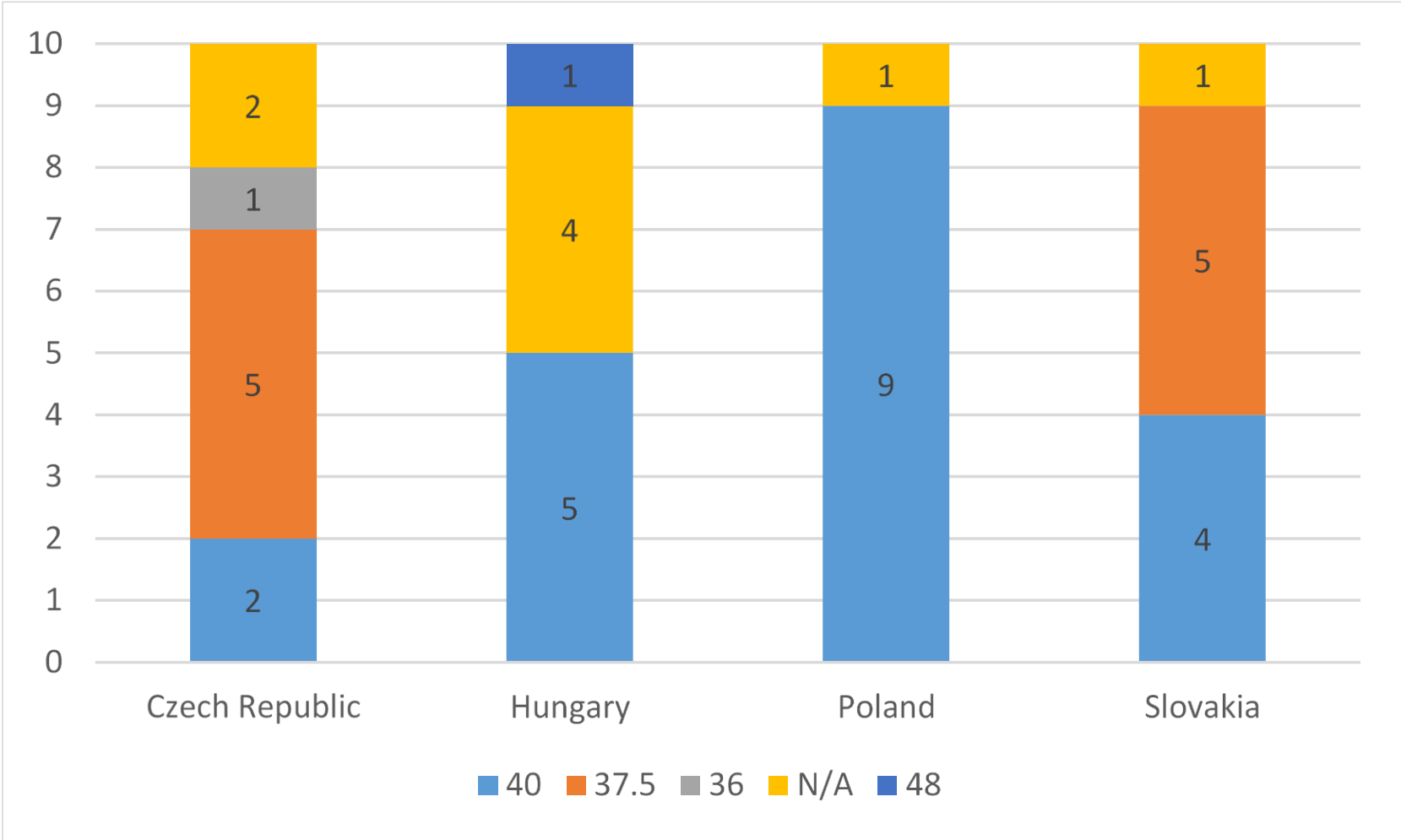
Types of wage premiums

Figure 1 Collective agreements with clauses on various types of wage premiums, per country



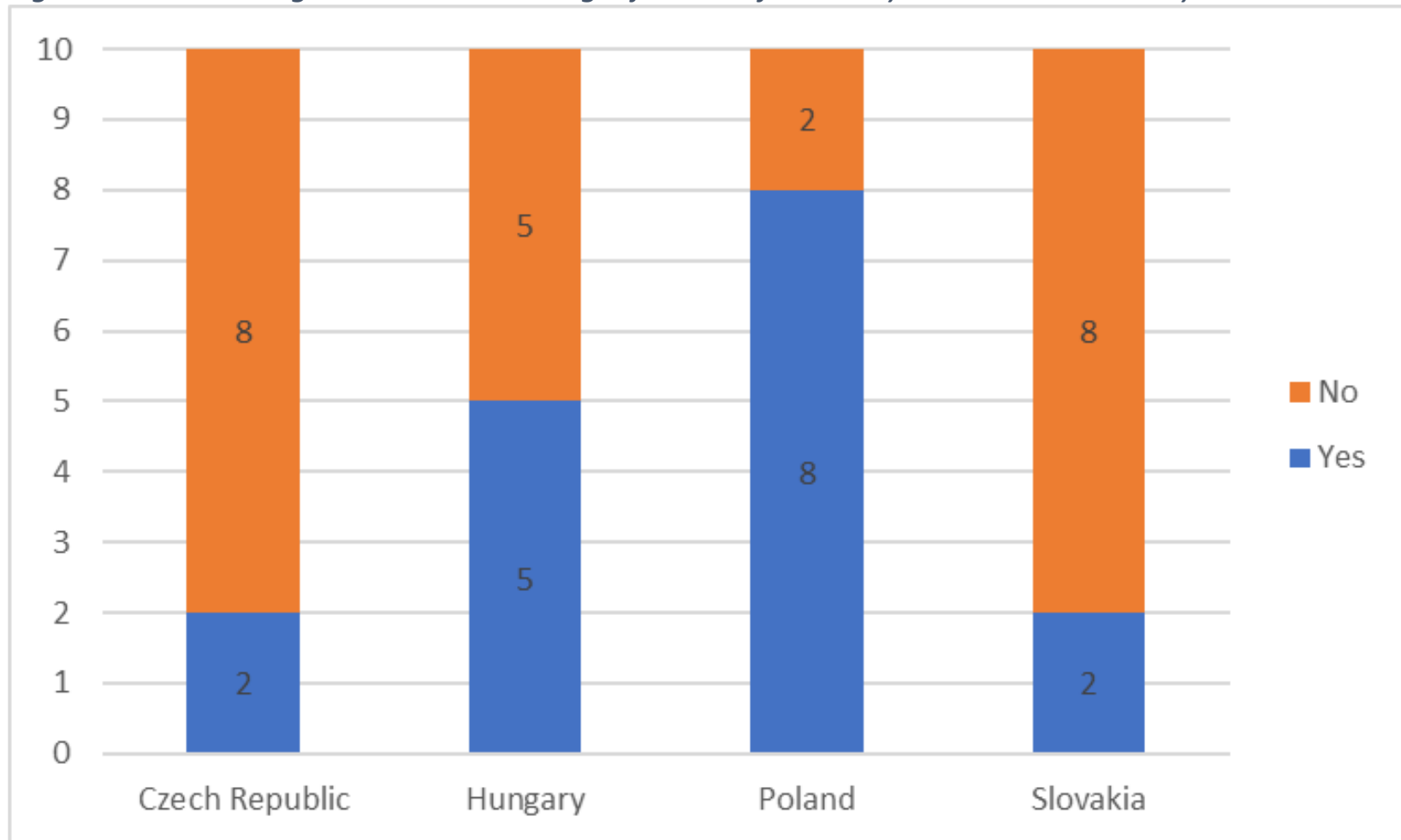
Working hours

Figure 1 Collective agreements providing for working hours per week, per country



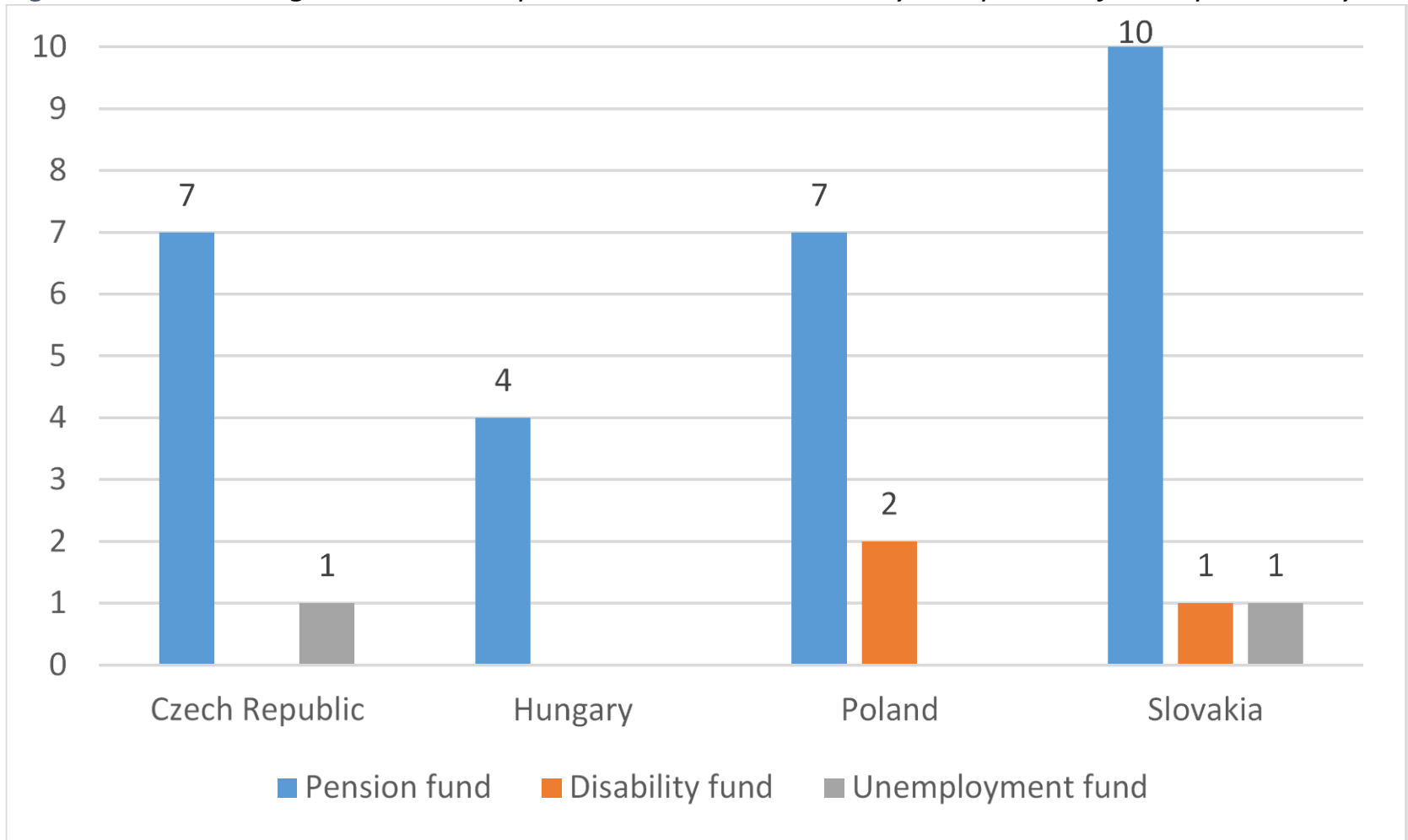
Job classification systems

Figure 1 Collective agreements containing a job classification system in each country



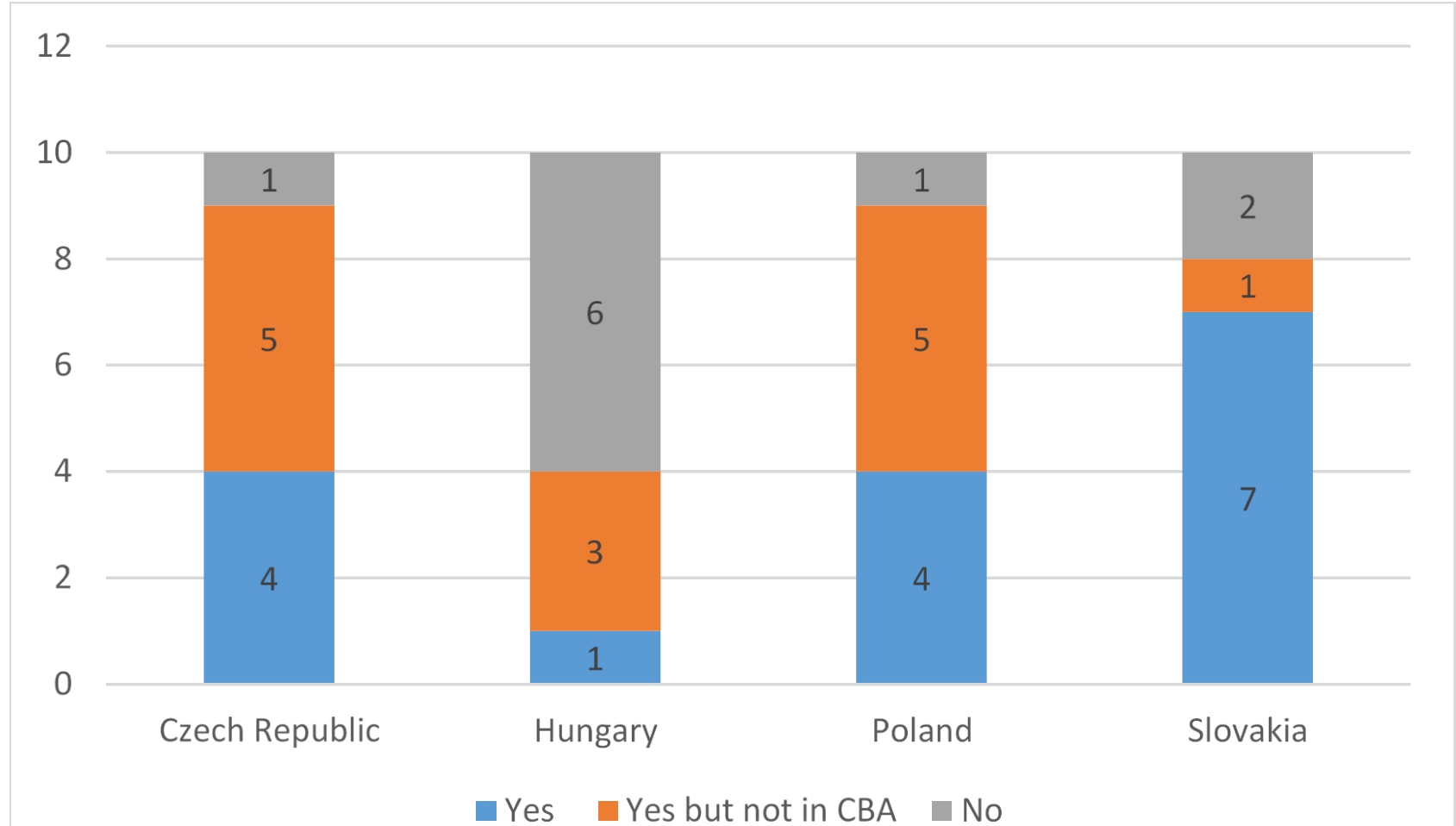
Uptake of various social security and pension funds

Figure 1 Collective agreements with provisions on social security and pension funds, per country



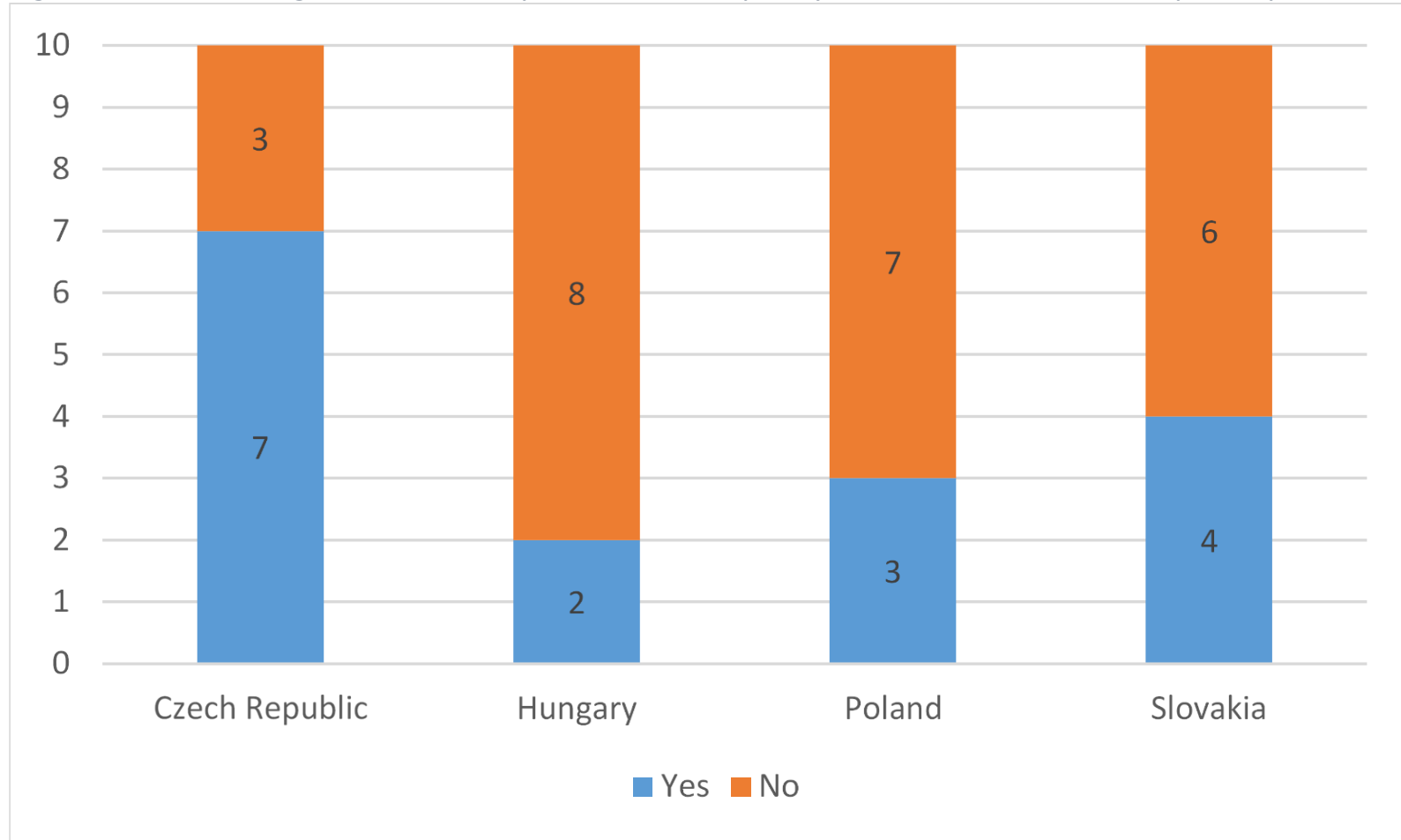
Health and safety workplace policy

Figure 1 Collective agreements with provisions on health and safety workplace policies, per country



Gender equality and/or violence

Figure 1 Collective agreements with provisions on equality and/or violence at workplace, per country



Thank you for your attention!

**The whole report can be downloaded
from**