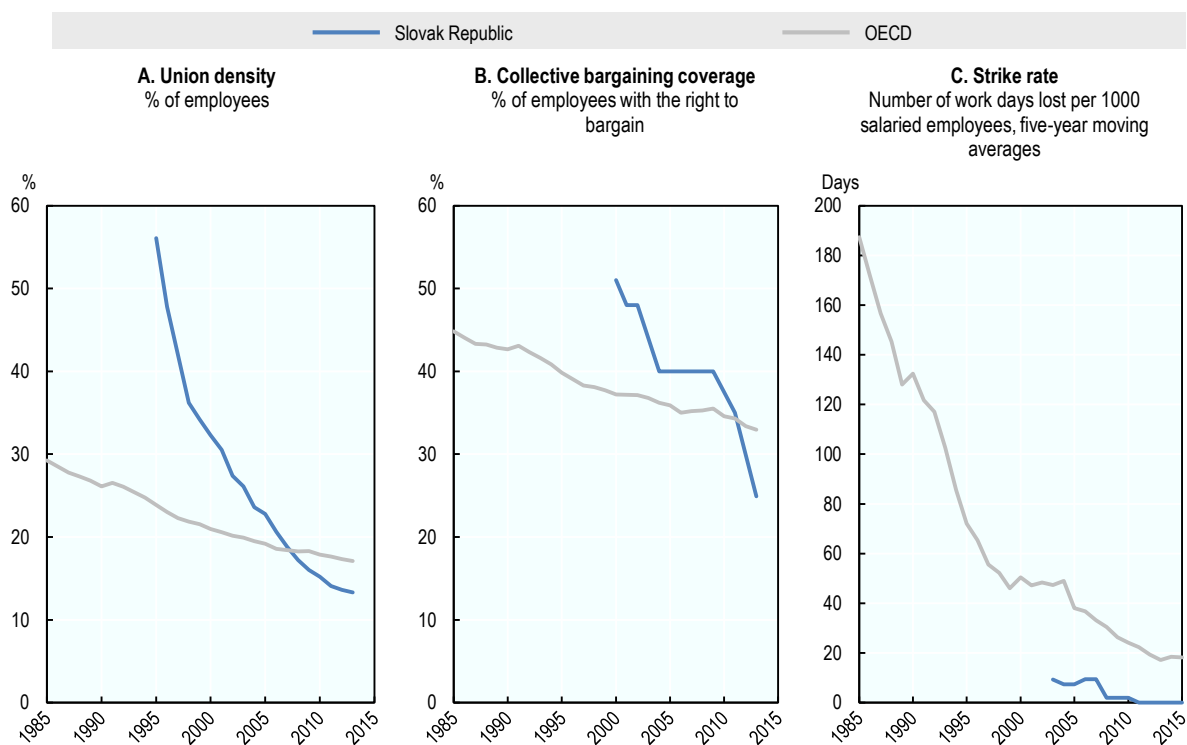


Slovak Republic

KEY FEATURES OF THE COLLECTIVE BARGAINING SYSTEM IN 2015

| | |
|---|------------------|
| Predominant level | Company/Sectoral |
| Degree of centralisation/decentralisation | Decentralised |
| Co-ordination | No |
| Trade union density in the private sector | 10-20% |
| Employer's organisation density | 30-40% |
| Collective bargaining coverage rate | 20-30% |
| Quality of labour relations | Medium |

TRENDS IN INDUSTRIAL RELATIONS IN THE SLOVAK REPUBLIC, 1985-2015



BUILDING BLOCKS OF COLLECTIVE BARGAINING

The detailed description of the building blocks of collective bargaining mainly relies on information provided by the responses to the policy questionnaires that were sent to Labour Ministries, employer organisations and trade unions in 2016. The information reported in the questionnaires represents the situation in **December 2015**.

Use of *erga omnes* clauses

| | |
|---|-------------------|
| Legal application of a sector level agreement in the absence of administrative extensions | <i>Erga omnes</i> |
| Legal application of a firm-level agreement | All workers |

Use and coverage of extensions

| | |
|---|---|
| Use of extensions of sectoral collective agreements | Yes, but uncommon. |
| Procedure | The Government issues the extension upon request and follows a binding advice of a tripartite Commission. |
| Representativeness criteria | Yes for employers. |
| Public interest criteria | No |
| Exemptions or possibility of appeal | Firms can be exempted but no appeal. |

Duration of collective agreements

| | |
|--|---|
| Average duration | 12 months |
| Maximum duration of collective agreements | Yes, agreed by social partners (at firm and sectoral levels). |
| Can contracting parties terminate an agreement before its expiry date? | Yes, but parties have to renegotiate it. |

Ultra-activity of collective agreements

| | |
|--|-----------------|
| Is maximum duration of after-life/ultra-activity of agreements fixed by law? | Yes, 12 months. |
|--|-----------------|

Retroactivity of agreements

| | |
|---|--------------|
| Do firms have to pay arrears in case of late renewal? | No |
| Does retroactivity apply only to members of signatory parties or does it cover all parties? | Not relevant |

Use of the favourability principle

Favourability principle always applies.

Use and scope of derogations and opt-out

Derogations from the law Not relevant

Derogations from collective agreements

Scope Not relevant

Topics Not relevant

Rationale Not relevant

Criteria Not relevant

Other Not relevant

Forms of co-ordination

Mode of co-ordination Not relevant

Degree of co-ordination Not relevant

Enforcement of collective agreements

| | Sector-level agreements | Firm-level agreements |
|--|-------------------------|-----------------------|
| Do agreements typically include a peace clause? | Not relevant | Not relevant |
| Do agreements typically include a mediation/arbitration procedure? | Not relevant | Not relevant |
| Is it compulsory? | Not relevant | Not relevant |

Worker representation at the workplace

Work council and union or union representatives but work council predominant.

Board-level employee representation

Public sector Yes

Private sector Yes

 Scope

- Private: >50 (or less if provided by articles of association).
- State-owned companies.

 Proportion/number of workers' representatives

- 1/3 of the supervisory board (up to 1/2 if provided for by articles of association).
- 1/2 of the supervisory board (but not the chair).

 Nomination of candidates

- Trade union, employees (10%).

 Appointment mechanism

- Unspecified
- Election.
- Election.

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