

The background of the slide is a photograph of a sunset. The sky is filled with golden and orange clouds. In the foreground, there is a silhouette of a building with several towers or spires. To the left of the building, a street lamp with a glowing globe is visible. The overall mood is warm and atmospheric.

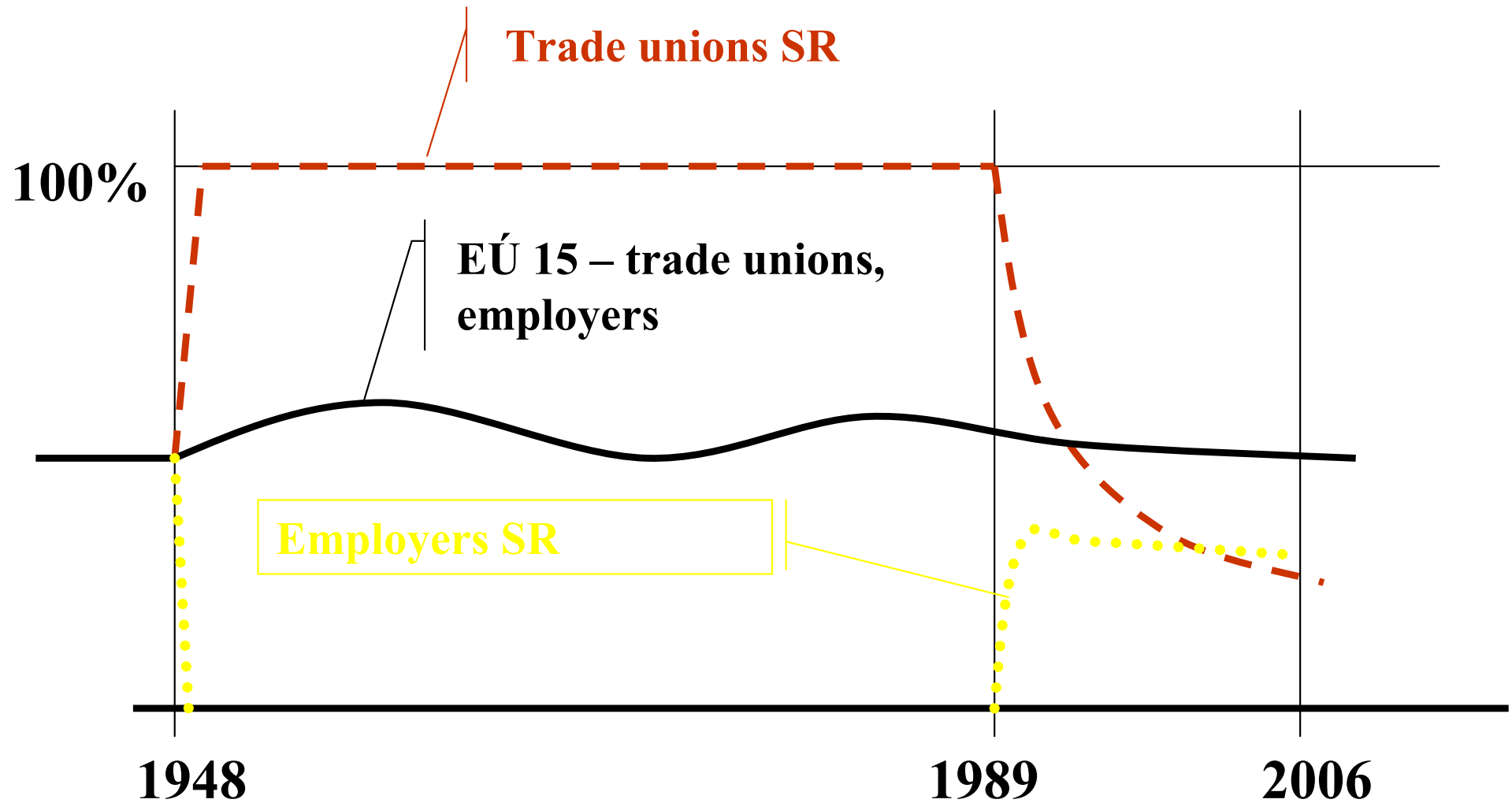
*Industrial relations in Europe –
example of Slovakia*

Ing. Juraj Borgula
Leading negotiator - mechanical
engineering industry association

Basic facts about social dialogue

- Modern social collective dialogue started 1990
- Tripartite body established 1991
- Review of basic legislation concerning social dialogue 1990 -1992
- Two levels arrangement of collective bargaining
- 2150 mio of employed, 9% unemployed
- 95 600 employers
- REPRESENTATIVENESS OF TRADE UNIONS AND EMPLOYERS
- 38 CA of the branch level and 3500 CA of the company level
- Coverage of CA less than 30%
- Labour code fight started 1999
- Real representativeness

REPRESENTATIVENESS OF TRADE UNIONS AND EMPLOYERS



A photograph of a sunset or sunrise. The sun is a bright, glowing orb on the left side of the frame, partially obscured by a dark, silhouetted landmass or island on the right. The sky is a gradient of warm colors, from deep orange near the horizon to a darker, brownish-orange at the top. The overall mood is contemplative and dramatic.

REASONS?

Legal instability

- We in Slovakia experienced last 7 years and up to now one new Labour code and two significant amendments, changing almost all previous meaning of the Code including impacts to other social-related legislation.
- My concern , as employer, is that the basic law, customizing, relations between employees and employers becomes a political jack-in-the-box firstly for politician and subsequently for social partners too.

- § the labour code as a pushover for political program of any political party
- § Dependently on the orientation of governing party are the social partners preferred too.
- § short time for preparation - usually not more than six month from first draft to approval procedure in the parliament.
- § changes are pushed forward without time for deep discussion about necessity of changes among social partners
- § short time for preparation does not allow deeper study of the changes or even not some impact assessment, what leads to low quality and consequently to low sustainability of the particular provisions i.e. new turn of amendments
- § because of politically motivated changes, there is usually big fight of social partners to gain as much power/influence as possible with the limited intention of improving industrial relations

Although, we accept the right of election winner to make changes in the society, according to political program of the respective party, we do not accept that the change should be kind of bottom up.


Quality and content of social dialogue

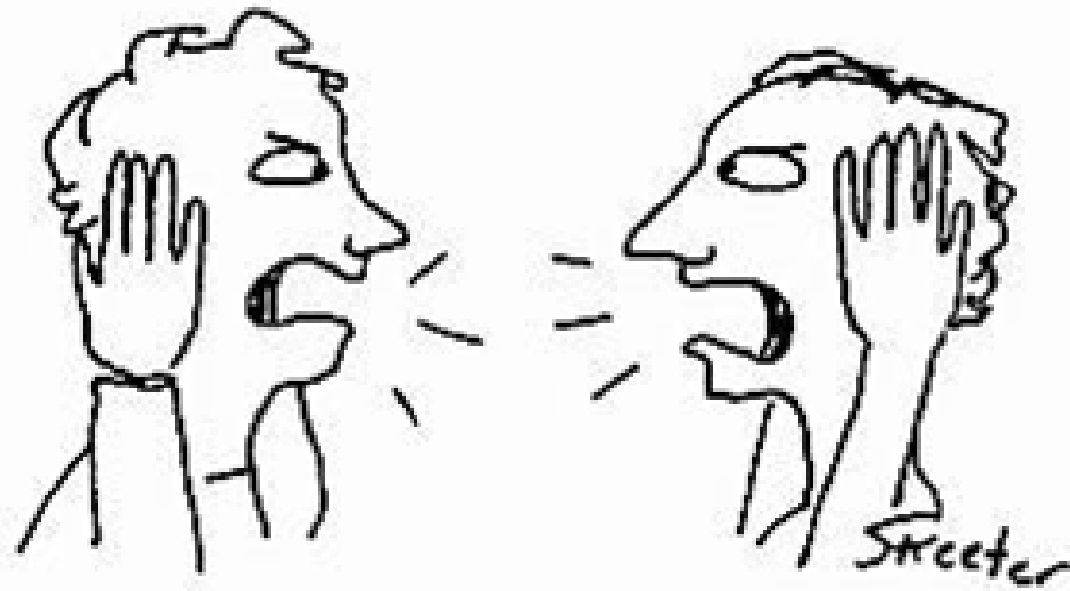
Social dialogue is usually measured in a number of meetings, number of persons represented and with its structure i.e. whether we have tripartite, bipartite, branch and company level social partners. From this point of view we in Slovakia, are just excellent.

- ✓ number of collective agreements on branch level is on decrease and the coverage naturally too
- ✓ content of collective agreements (at least branch level) are becoming more formal and less binding
- ✓ tripartite sessions are very often composed from three monologues

Reason for that is:

- ❖ Although everybody agrees, that social dialogue is precondition for social peace and social peace is precondition for growth of whole society, only approximately 30% of social partners cover all cost of social dialogue – in other words 70% of employers and workers are “free riders”.
- ❖ reluctance of governments to give up part of the power in favour of self governance of social partners
- ❖ growing number of provisions of legislation regulating or setting limits for issues normally being theme of collective bargaining
- ❖ formal hearings of social partners instead of social dialogue i.e. not the result but number of meetings show success of social dialogue

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- ❖ results of social dialogue achieved on the level of competent ministry are very often not accepted by government or/and parliament
 - ❖ there are no regular meetings of employers and employees representatives on the top level – means that issues of common interest of social partners are discussed under the sight of the government



Dialogue



