



Industrial Relations **Slovakia: Developments in working life 2018**

[Working life in 2018 – Annual review](#)

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Political context affecting working life aspects

On 15 March 2018, the Prime Minister, Mr Robert Fico resigned and Mr Peter Pellegrini (both from the SMER –SD leading party of the government coalition) became the Prime Minister on 22 March. Changes also took place at some ministries. The Minister of Interior, Mr Robert Kalinak was substituted by Ms Denisa Sakova, Mr Gabor Gal became the Minister of Justice, Ms Andrea Kalavska the Minister of Health Care and Ms Lubica Lassakova became the Minister of Culture. These changes did not impact the previous distribution of seats in the government originally belonging to political parties in the government coalition (SMER–SD, SNS and Most-Hid) and there were no relevant changes in the political context in 2018 affecting working life aspects. Hence the continuation in the political climate contributed to stable industrial relations system and employment conditions.

Labour market reforms or major packages of working life regulations

In 2018, the economy developed quite well. The employment rate has been increasing and the unemployment decreased to its lowest level in the history of Slovakia. For instance, in Q3 2018 it was 6.4% (LFS). To support this trend, and to respond to the resulting increasing labour shortage, some partial labour market measures have been adopted (e.g. better support to labour market mobility, better access of third countries' workers to Slovak labour market, employment of long-term unemployed).

Social partners' views and reactions on changes in governments and working life policies

Changes in the government did not bring relevant changes in relations between the government and social partners and in working life policies in the country. Social dialogue played equally important role in communication of the government with trade unions and employers. The government consulted all relevant policy documents with social partners in tripartite Economic and Social Council (Hospodárska a socialna rada - HSR). Social partners were further involved in the European Semester process.

Developments in industrial relations 2018

Changes affecting the national-level actors and institutions in 2018

Actors

In the tripartite Economic and Social Council, trade unions were represented by the Confederation of Trade Unions (KOZ SR). Employers were represented by the Federation of Employer Associations (AZZZ SR), the National Union of Employers (RUZ SR) and the Association of Cities and Municipalities (ZMOS). Since 20 August 2018, the Association of Industry Unions (APZ) became a member of the HSR. The more than one year long dispute, whether the APZ is representative to participate in the national level tripartite social dialogue at the HSR, was finally settled in favour of APZ by the decision of the arbitrator, from 30 June 2018. Participation of APZ in the tripartite social dialogue also had an impact on the distribution of seven seats available for employers in the HSR. Now, the AZZZ SR has three seats, the RUZ SR two seats and one seat belongs to the ZMOS and APZ.

On 24 October, the Joint Trade Unions of Slovakia (Spoločné odbory Slovenska – SOS) was established. It associates five trade unions – the New Education Trade Unions, Trade Union Association of Nurses and Midwives, New Trade Union Association of Police, Modern Trade Unions Volkswagen and Modern Trade Unions AIOS (automotive, information, commerce and service), which previously operated outside the KOZ SR. SOS membership is about 28,000 workers and does not yet allow it to participate at the national level tripartite HSR.

Representativeness

Representativeness of social partners in the tripartite HSR was regulated by the Act No. 103/2007 on national tripartite consultations. In 2018, there were no changes.

Institutions

National level social dialogue took place at the Economic and Social Council and there were no legislative or institutional changes in the HSR.

Changes affecting the sectoral and company level social dialogue 2018

Changes concerned implementation of extension of multi-employer collective agreements according to new rules. Since 1 September 2017, (according to amendments to the Act No. 2/1991 on collective bargaining) only representative multi-employer collective agreements can be extended. In 2018, multi-employer collective agreements in the glass industry, construction, mechanical engineering, electrical industry and metalurgy, extractive industry and geology sectors were extended. More or less, the same collective agreements used to be extended also before implementation of the representativeness criteria.

Innovation in collective bargaining

Since 15 October 2018, amendments to the Act No. 2/1991 on collective bargaining (Act No. 268/2018 as of 12 September) allow the conclusion of multi-employer collective agreements in the public service for more than one year. Thus trade unions concluded the multi-employer collective agreement for civil service and for public service with the government for 2019-2020 on 28 November 2018. This follows the pattern used in the private sector, where collective agreements are usually concluded for two and more years, and are updated by annexes. This allows more stable industrial relations in companies.

National social dialogue in 2018 – Scope and Contribution

Theme	Description	Social dialogue interaction	Social dialogue outcome and/or output
<i>Employment - labour shortages - employment of foreign workers</i>	Strategy of job mobility of foreigners in the Slovak republic - Strategia pracovnej mobility cudzincov v Slovenskej republike. Rokovania HSR 24.9.2018, bod 16. The Strategy responds to the demands of employers suffering from present lack of qualified workforce in the country. It also presents a comprehensive strategy for management of participation of foreigners in Slovak labour market.	The elaboration of the Strategy is in line with the Programme of the government, which promised employers to respect their demands, particularly for available workforce. It was under the initiative of the Minister of Labour, Social Affairs and Family who prepared it on the ground of own initiative. The Minister submitted the Strategy to tripartite consultations between the government and social partners at the meeting of HSR on 24 September 2018.	The HSR considered the Strategy and social partners agreed that they will further discuss the proposed strategy. The meeting of HSR recommended to the Minister of Labour, Social Affairs and Family to submit the Strategy to the meeting of the government and suggested to the government to approve it for implementation in cooperation with other concerned government bodies. In relation to this, amendments to related legislation will be implemented. For instance, amendments to the Act No. 5/2004 on employment services were adopted by the Parliament on 7 December 2018.
<i>Employment - Implementation of National Employment strategy</i>	Assessment of implementation of the National employment strategy in Slovakia - Informácia o vyhodnotení plnenia Národnej stratégie zamestnanosti Slovenskej republiky do roku 2020 vrátane návrhu na jej aktualizáciu. Rokovania HSR 25.6.2018, bod 10. The national employment strategy is a complex document aimed at ensuring higher employment and reduction of unemployment in the country.	Implementation of the National Employment Strategy is a continuous process and is a regular subject of tripartite consultations. The Minister of Labour, Social Affairs and Family, prepares the information about its implementation till 30 June each year. The Assessment was subject of tripartite consultations between the government and social partners at the meeting of Economic and Social Council (Hospodarske a socialna rada - HSR) on 25 June 2018.	Representatives of the government and social partners assessed the progress in realisation of individual measures included in the National strategy. Social partners considered the provided Information and provided their comments. Tripartite HSR recommended to the government to consider the assessment at its meeting.
<i>Skills, training and employability - Vocational education</i>	Changes in regulation of vocational education - Navrh zakona, ktorým sa mení a doplna zákon č. 61/2015 Z. z. o odbornom vzdelávaní a príprave a o zmene a doplnení niektorých zákonov a ktorým sa menia a doplnajú niektoré zákony. Rokovania HSR 16.4.2018, bod 3.	Amendments to the Act No. 61/2015 on vocational education were prepared by the Ministry of Education, Science, Research and Sport, in cooperation with employer organisations and other state administration bodies. The proposal was consulted with social partners at the meeting of tripartite HSR on 16 April 2018.	Social partners agreed with the proposed amendments in the law without critical comments and the HSR recommended to proceed the legislation process aimed at the implementation of changes in the law.
<i>Pension reforms - Broader package of pension reform</i>	The Proposal of a group of MPs to issue a Constitutional Act amending the Constitution of the Slovak Republic (Act No. 460/1092) to ensure the operation of the second pillar of old age pension system and to fix the ceiling of pensionable age at 64 years of age. Rokovanie HSR 5.11.2018, bod 1. Beforehand, the government considered the Proposal on its meeting on 17 October 2018. Proposed changes are aimed at the elimination of possible attempts to abolish the second pillar of pension system and to limit continuously increasing pensionable age in Slovakia.	The Proposal was submitted to the tripartite Economic and Social Council - HSR, by a group of MPs on 5 November 2018. Trade unions in KOZ SR welcomed the proposal and agreed with it. At the side of employers, ZMOS SR and APZ considered the proposal but AZZZ SR and RUZ SR disagreed with it.	The HSR obtained opinions of social partners to the proposal and after discussion considered it. Presently, the Parliament deals with it.

Theme	Description	Social dialogue interaction	Social dialogue outcome and/or output
<i>Wage setting - Remuneration of public servants</i>	Changes in the remuneration of public servants - Navrh zakona ktorym sa meni a doplna zakon c. 553/2003 Z. z. o odmenovaní niektorých zamestnancov pri vykonaní práce vo verejnom zaujme a o zmene a doplnení niektorých zákonov v znení neskorších predpisov. Rokovania HSR 20.8.2018, bod 1.	Proposed changes in remuneration were elaborated by the Office of the Government and submitted to consultations with social partners at the meeting of HSR on 20 August 2018. Representatives of trade unions as well as employers, with the exception of ZMOS, which pointed out the need for increasing financial resources of municipalities, agreed with the proposed changes without critical comments.	The HSR agreed with the proposed amendments to the Act No. 553/2003 and recommended to proceed the legislation process aimed at the adoption of the related law. The amending Act No. 318/2018 was adopted by the Parliament and entered into effect on 1 January 2019.
<i>Health, safety and well-being at work - Occupational health and safety</i>	Report on the state of the occupational safety and activities of state bodies in the field of labour inspection in 2017 - Správa o stave ochrany práce a o činnosti orgánov štátnej správy v oblasti inspekcie práce v roku 2017. Rokovania HSR bod 6.	The assessment of the state of occupational safety and results of activities of the national bodies in the field of labour inspection is a regular subject of tripartite consultations. The Minister of Labour, Social Affairs and Family, prepares the information every year. The Assessment was subject of tripartite consultations between the government and social partners at the meeting of HSR on 25 June 2018.	Employer organisations AZZZ SR, RUZ SR and ZMOS considered the document without making any comments. Confederation of Trade Unions KOZ SR criticised the trend to replace core workers by self-employed and temporary agency workers and recommended to put the document on the agenda of the government. Tripartite HSR recommended the government to consider the document at its meeting on 25 June.

No major social dialogue debates were held on the following themes: Benefits; Taxation and non-wage related labour costs; Terms and conditions of employment; Working time; Work-life balance.

Selected major labour disputes of national significance

In 2018, 21 labour disputes were registered by the Ministry of Labour, Social Affairs and Family. The most of them were, however, settled by conciliation and arbitration procedures. Among important labour disputes, which could potentially result in strike, wage bargainings on company collective agreements in Embraco Slovakia in Spisska Nova Ves - mechanical engineering sector, and Kia Motors in Žilina and PSA Peugeot Citroën Slovakia in Trnava – automotive sector, can be mentioned as the most important. More detail information was provided in Latest working life developments in Q1 2018.

Working time 2018

Changes in the regulation of working time 2018

Legislation on working time duration or organisation

Amendments to the Labour Code implement higher wage supplements since 1 May 2018. Wage supplements increased for the night work to 30% of the hourly rate of the minimum wage and to 35% at risky jobs. Supplements for working during a public holiday were increased to 100% of the average wage of the employee. In some companies, exceptions can be agreed in collective agreements. A new wage supplements were introduced for working on Saturdays and Sundays (25% and 50% respectively of hourly minimum wage). Exceptions are also possible in some companies. More detail information was provided in Latest working life developments in Q2 2018.

Collective bargaining outcomes on working time duration or organisation

No changes in this field.

Major debates concerning working time duration or organisation

Employers criticised the introduction of above-mentioned new wage supplements. The government partly accepted the objections of employers and decided on step-by-step implementation of wage supplements. For instance, supplements for working on Saturdays will increase to 50% and on Sundays to 100% from 1 May 2020.

Health and well-being at work 2018

Physical working environment

New legislation on the protection of workers from the impact of radiation was adopted. Act. No. 87/2018 regulates working activities performed in a working environment with radiation and occupational safety and health requirements and defines related responsibilities of employers. It is effective from 1 April 2018. The Government Order No. 33/2018 developed employees' protection in working conditions influenced by chemicals. It is effective from 1 May 2018.

Psychosocial working environment

No relevant changes in this field

Employment status 2018

No major changes in 2018 for: 'Standard' employment contracts; Self-employed; Fixed term contracts; Temporary agency workers; Posted workers; Seasonal workers; Zero hour contracts.

References

Informácia o vyhodnotení plnenia Národnej stratégie zamestnanosti Slovenskej republiky do roku 2020 vrátane návrhu na jej aktualizáciu. [Rokovania HSR 25.6.2018, bod 10.](#)

Stratégia pracovnej mobility cudzincov v Slovenskej republike. [Rokovania HSR 24.9.2018, bod 16.](#)

Navrh zákona, ktorým sa mení a doplna zákon č. 61/2015 Z. z. o odbornom vzdelávaní a príprave a o zmene a doplnení niektorých zákonov a ktorým sa menia a doplnajú niektoré zákony. [Rokovania HSR 16.4.2018, bod 3.](#)

Návrh skupiny poslancov Národnej rady Slovenskej republiky na vydanie ústavného zákona, ktorým sa mení a dopĺňa Ústava Slovenskej republiky č. 460/1992 Zb. v znení neskorších predpisov /parlamentná tlač 1015/ [Rokovanie HSR 5.11.2018, bod 1](#)

Navrh zákona ktorým sa mení a doplna zakon c. 553/2003 Z. z. o odmenovaní niektorých zamestnancov pri vykonaní práce vo verejnom zaujme a o zmene a doplnení niektorých zákonov v znení neskorších predpisov. [Rokovania HSR 20.8.2018, bod 1.](#)

Vládny návrh zákona, ktorým sa mení a dopĺňa zákon č. 5/2004 Z. z. o službách zamestnanosti a o zmene a doplnení niektorých zákonov v znení neskorších predpisov a ktorým sa menia a dopĺňajú niektoré zákony.

Navrh nariadenia vlády slovenskej republiky ktorým sa ustanovuje suma minimalnej mzdy na rok 2019. [Rokovania HSR 24.9.2018, bod 13.](#)

Správa o stave ochrany práce a o činnosti orgánov statnej spravy v oblasti inspekcie práce v roku 2017. [Rokovania HSR 25.06.2018, bod 6.](#)

Informačný systém o pracovných podmienkach –ISPP 2017, 2018. Trexima Bratislava and MPSVR SR

Act. 311/2011, on the Labour Code, as amended.

Zákon č. 87/2018 o radiačnej ochrane a o zmene a doplnení niektorých zákonov [Act. No. 87/2018](#)

Nariadenie vlády Slovenskej republiky č. [355/2006](#) Z. z. o ochrane zamestnancov pred rizikami súvisiacimi s expozíciou chemickým faktorom pri práci v znení neskorších predpisov

[Government Order No. 33/2018](#)

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