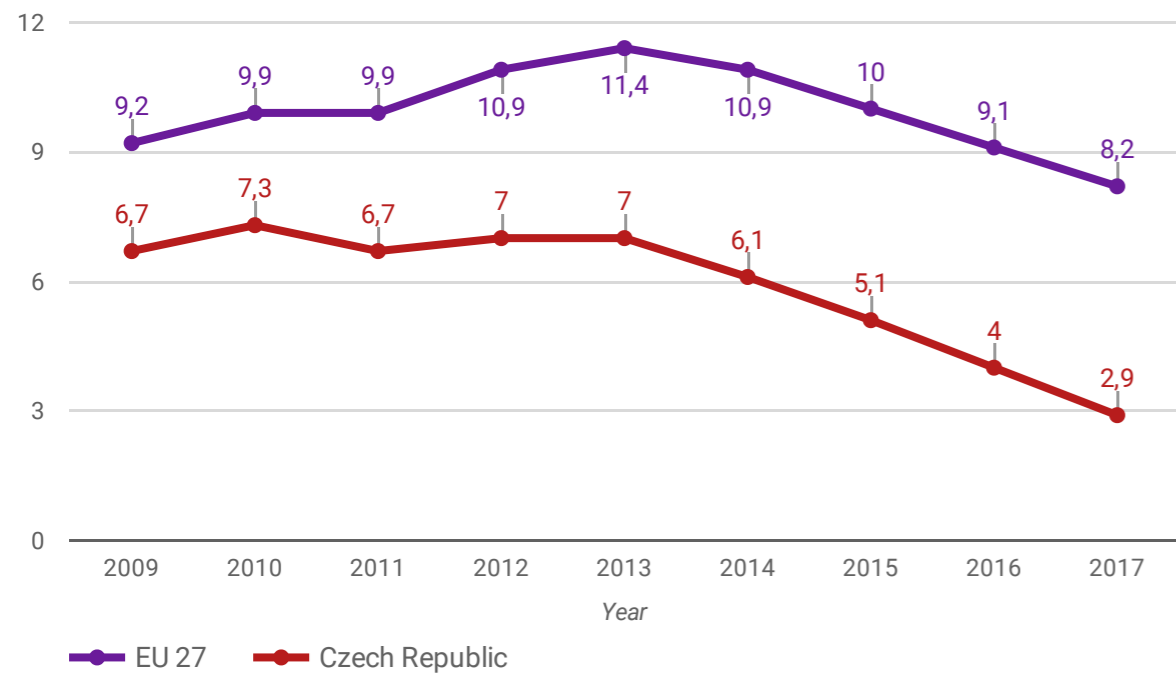


Labour Market Characteristics and Policies

EMPLOYMENT



Unemployment rate



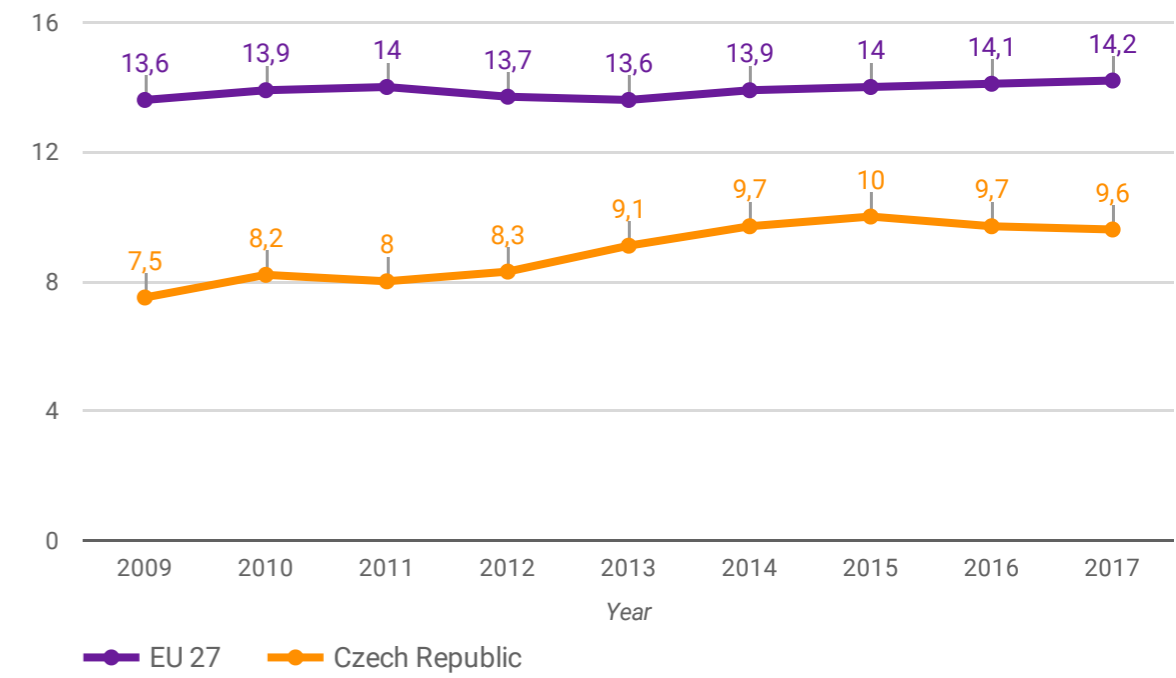
Temporary employment agency workers (% of total):

1,9

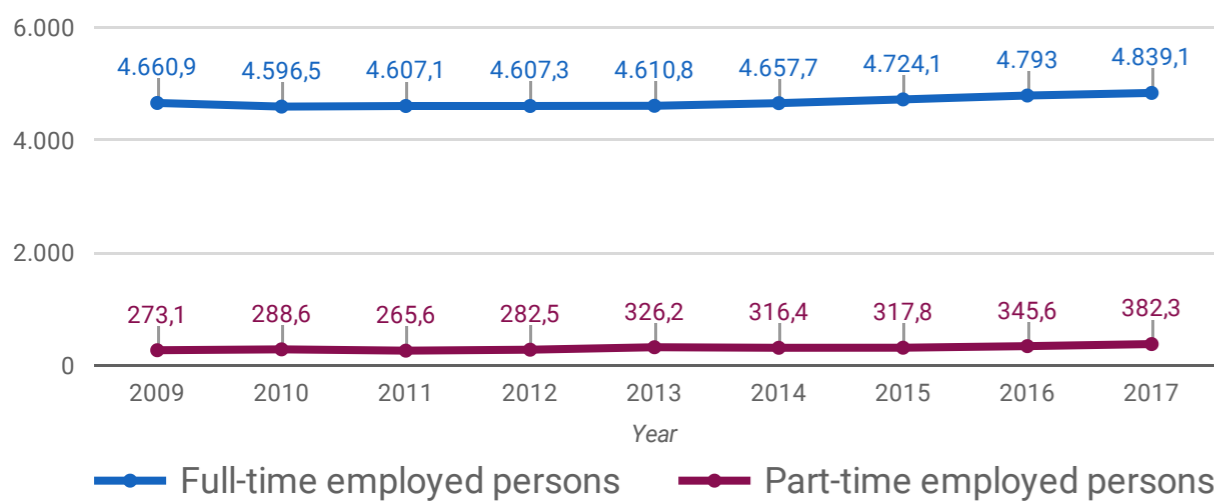
Employees with involuntary temporary contracts (% of temporary contracts):

78,2

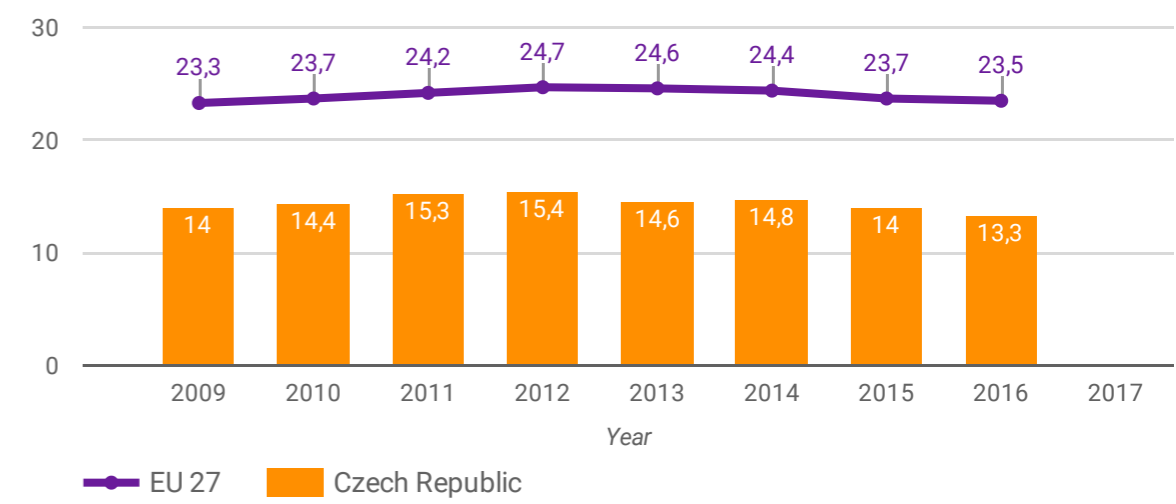
Temporary employees (% of total)



Employed persons (in thousands)

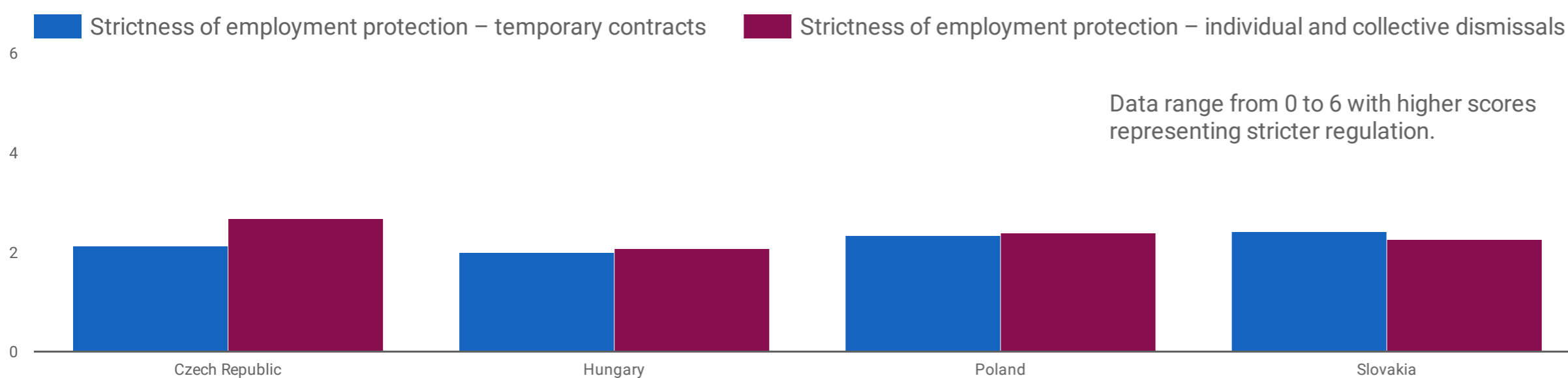


People at risk of poverty or social exclusion, %



Source: Eurostat, 2009-2017

OECD indicators of employment protection in Visegrad countries



Data range from 0 to 6 with higher scores representing stricter regulation.

Source: OECD, 2013-2015

WAGES



| Year | Minimum wages (EUR/month) | Gross average wages (EUR/month) |
|------|---------------------------|---------------------------------|
| 2009 | 297,67 € | 1.059,13 € |
| 2010 | 302,19 € | 1.082,47 € |
| 2011 | 319,22 € | 1.201,67 € |
| 2012 | 310,23 € | 1.105,9 € |
| 2013 | 318,08 € | 1.104,03 € |
| 2014 | 309,91 € | 1.070,38 € |
| 2015 | 331,71 € | 924 € |
| 2016 | 366,35 € | 965,15 € |
| 2017 | 407,09 € | null |
| 2018 | 477,78 € | null |

Lowest and highest paying industries:

Accommodation and food service activities: € 616 / month
Financial and insurance activities: € 1978 / month



Minimum wage (Eurostat): monthly national minimum wages
Gross average wages are provided by the **UNECE Statistical Database**, compiled from national and international (OECD, EUROSTAT, CIS) official sources.

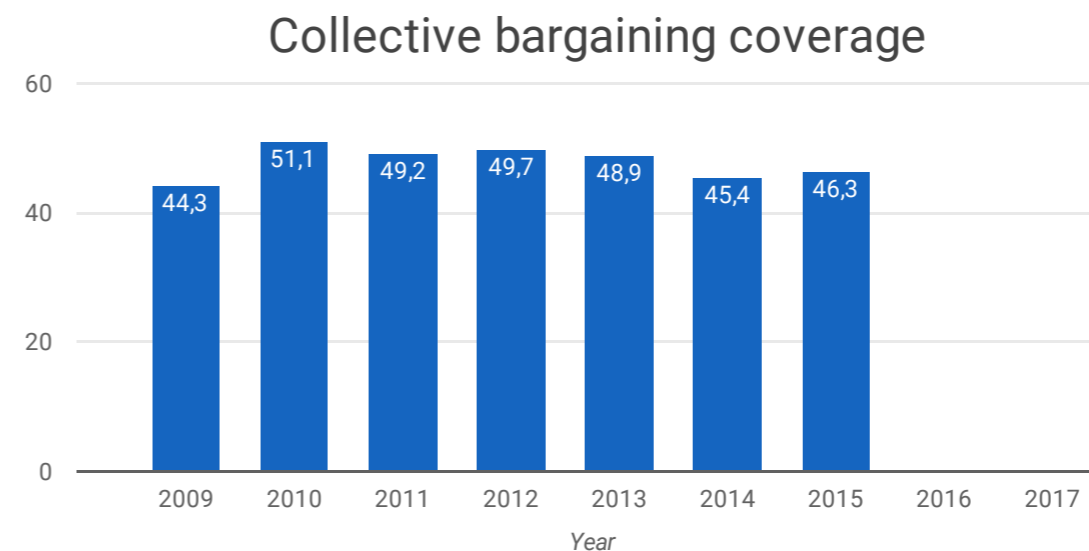
Collectively agreed wages

No major changes in legislation, institutions or practice of collective bargaining and social dialogue at sector-level and company-level in 2017.

Source: Eurofound, 2016



Bargaining coordination (Eurofound, 2017) - No coordination mechanism for collective (wage) bargaining, but higher-level collective agreements usually give minimum standards for collective bargaining at the company level.

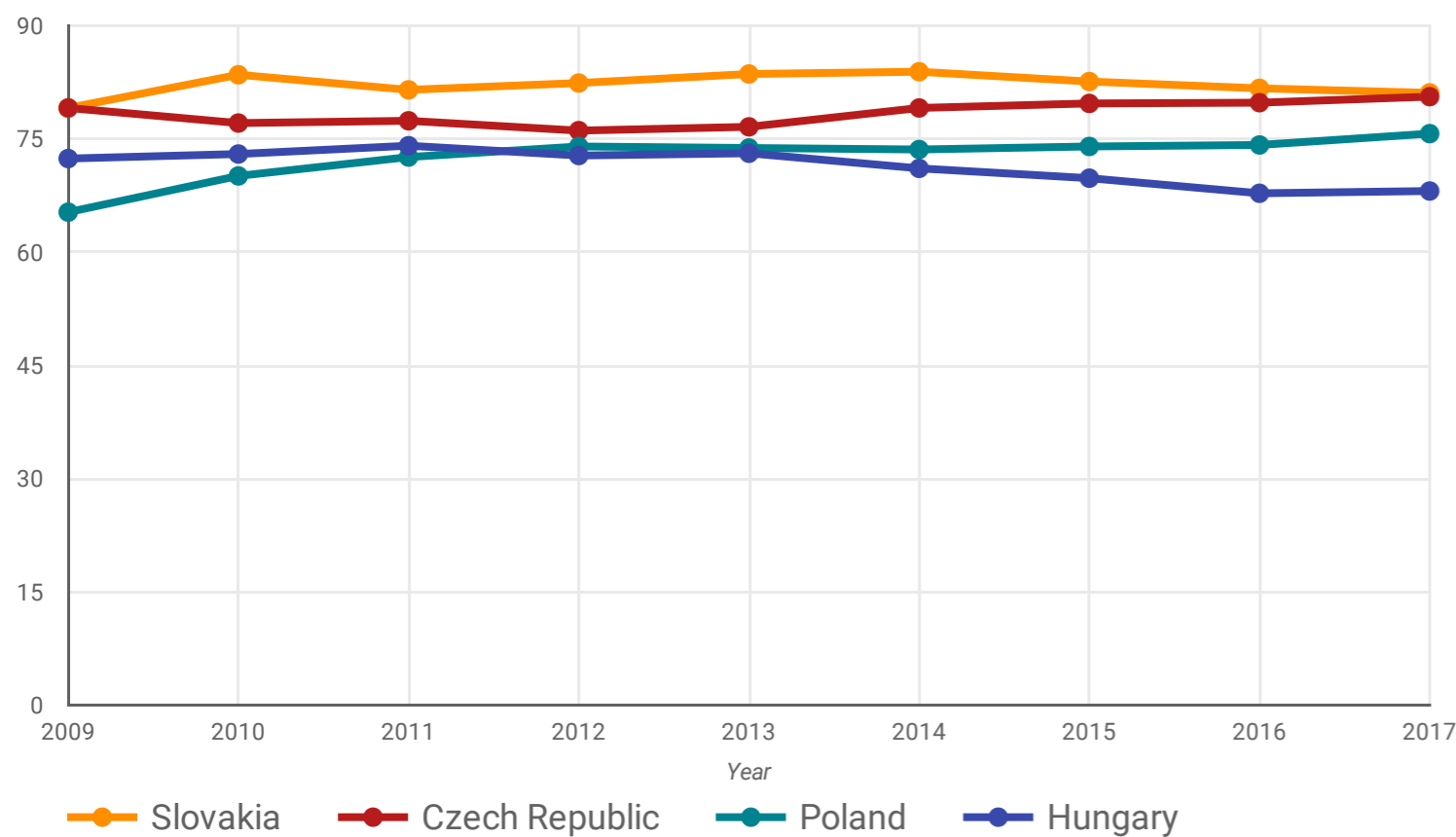


Source: ILO, 2009-2017

ECONOMY



Labour productivity per person employed and hour worked (EU28=100) %



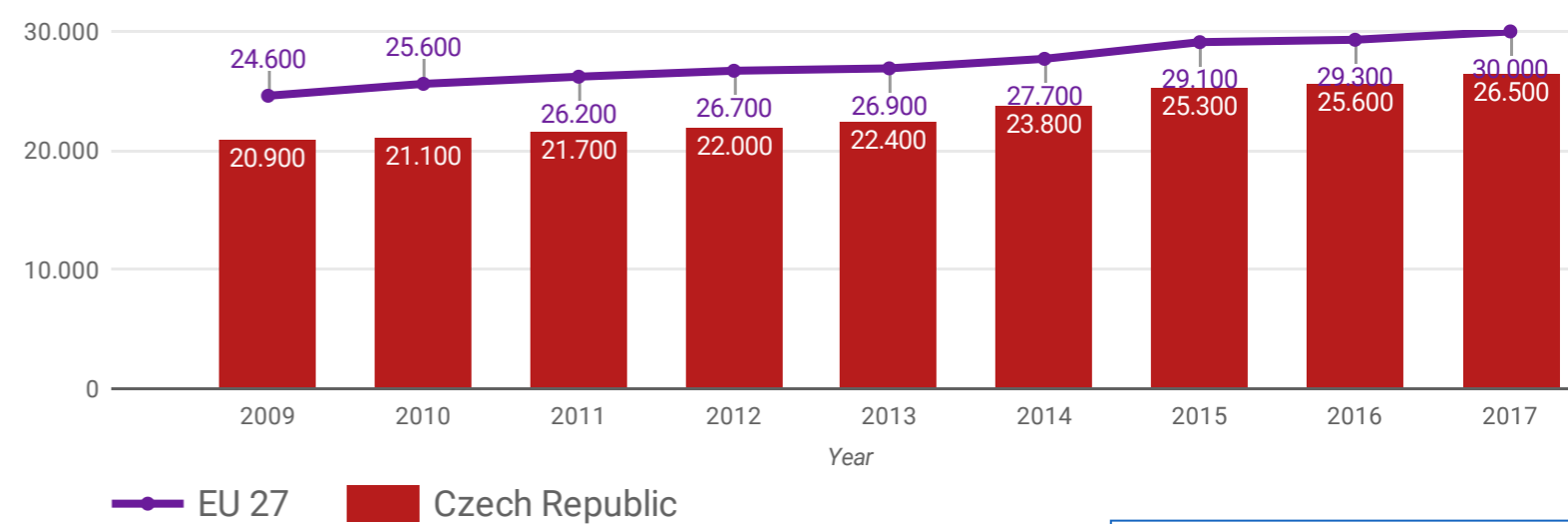
Employment in Foreign Controlled Enterprises (% total persons employed, 2015)

26,83

Value Added in Foreign Controlled Enterprises (% total value added, 2015)

41,78

Purchasing power adjusted GDP per capita (in PPS_EU28)



Source: Eurostat, 2009-2017

EMPLOYMENT PROTECTION POLICY



- Length of notice period at different tenure durations
- Severance pay at different tenure durations

- Definition of unfair dismissal

- Length of trial period

- Compensation following unfair dismissal

- All workers: 2 months.
- (a) once his average (monthly) earnings if lasted less than one year; (b) twice his average earnings if lasted at least one year and less than two years; (c) three times his average earnings if lasted at least two years; (d) the sum of three times his average earnings and the amounts laid down in (a) to (c) where his employment relationship is terminated in a period when he is subject to a working hours account. In cases of dismissal due to work-related accident or illness: 12 months.
- Dismissals based on discrimination (age, sex, colour, religion, union membership, etc.)
- Maximum 6 months for managerial employees; 3 months for other workers For all employees, the trial period may not be longer than one half of the agreed period of the employment relationship.
- If reinstatement is not requested by the employee, compensation is made through severance pay and award of lost earnings during the court case. There is no maximum amount for compensation. Calculation (for EPL indicators): Typical compensation at 20 years tenure: 6 months.

- Maximum number of successive standard Fixed Term Contracts (initial contract plus renewals and/or prolongations)
- Maximum cumulated duration of successive standard Fixed Term Contracts
- Types of work for which temporary work agency (TWA) employment is legal
- Are there restrictions on the number of renewals and/or prolongations of TWA assignments?
- Maximum cumulated duration of TWA assignments

- 3
- May not exceed three years.
- In case of employment by temporary assignment, TWAs are not allowed to mediate employment for persons with disabilities and foreign nationals from third countries.
- No.
- May not temporarily allocate the same employee to work at the same user for a period longer than 12 consecutive calendar months.

- Do regulations ensure equal treatment of regular workers and agency workers at the user firm?
- Definition of collective dismissal

- Equal treatment on wages and conditions.
- Termination of employment relationships within a period of 30 calendar days based on notice given by the employer to no less than: a) Ten employees of an employer employing from 20 to 100 employees, or b) 10% of employees of an employer employing from 101 to 300 employees, or c) 30 employees of an employer employing more than 300 employees.
- Duty to inform competent employment representatives. Notification of district labour office.
- Information to trade union and PES office 30 days before implementation.

- Additional notification requirements in cases of collective dismissal
- Additional delays involved in cases of collective dismissal

- Other special costs to employers in case of collective dismissals

- Consultation on alternatives to redundancy and measures for finding new jobs. To submit a written report to the labour office about the results of discussions with the relevant union body or employee council.

Source: Employment protection legislation OECD database - Regulations in force on 1st January 2013