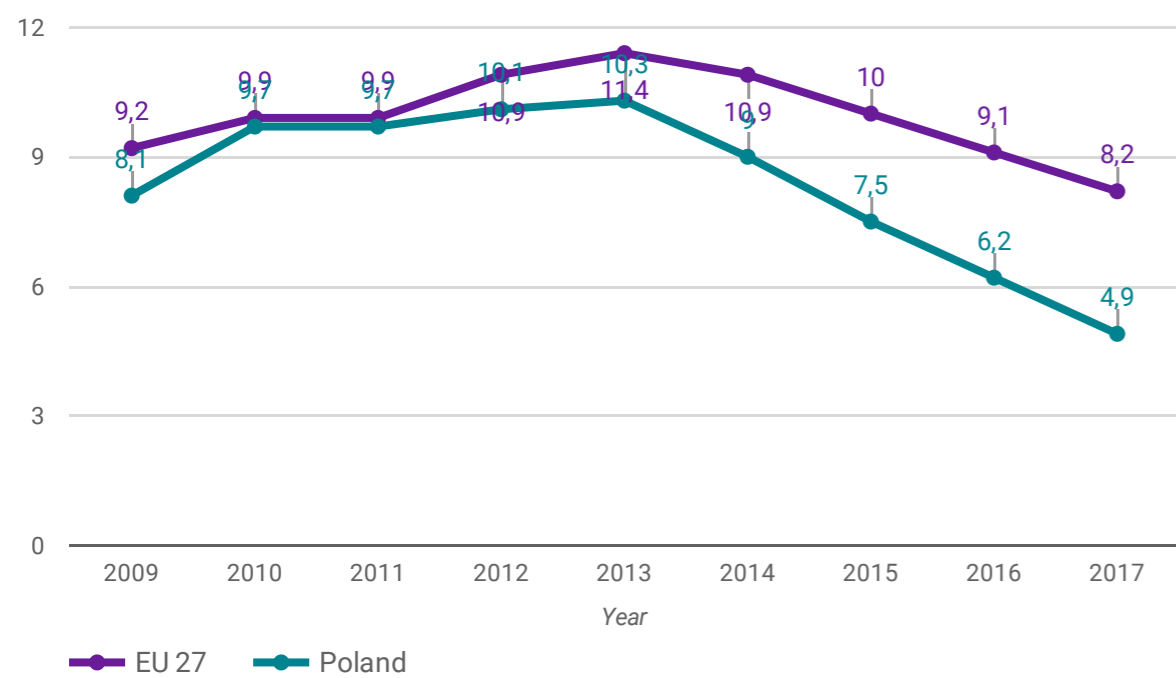


Labour Market Characteristics and Policies

EMPLOYMENT



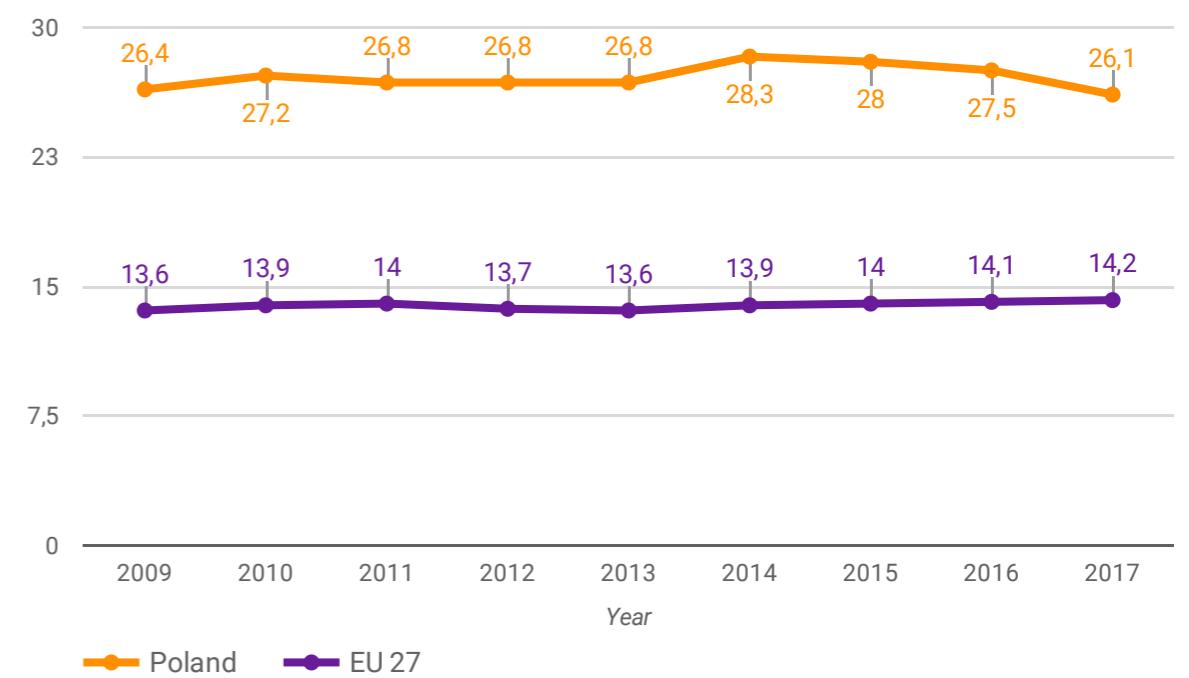
Unemployment rate



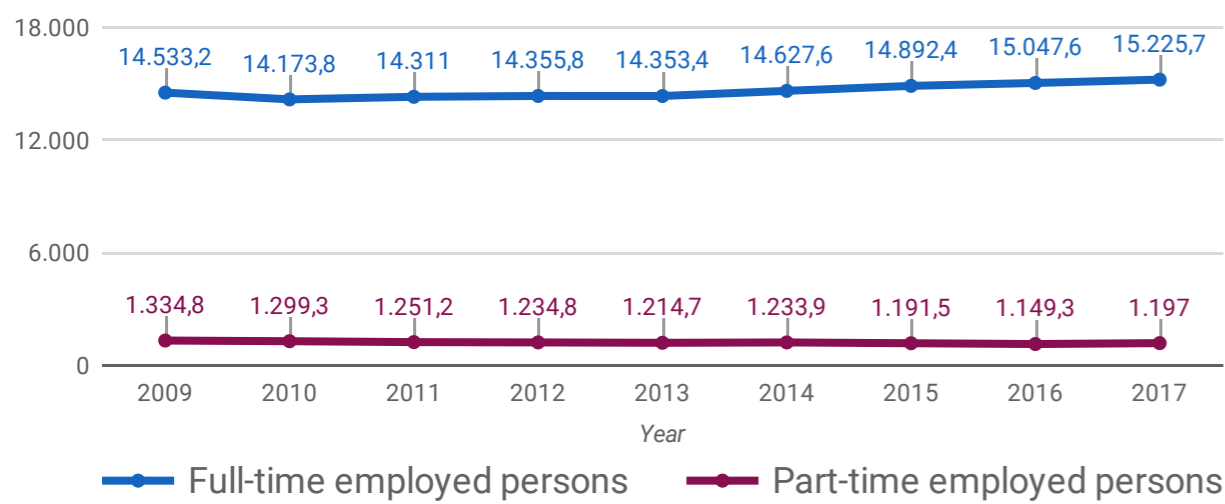
Temporary employment agency workers (% of total): **1,8**

Employees with involuntary temporary contracts (% of temporary contracts): **60,2**

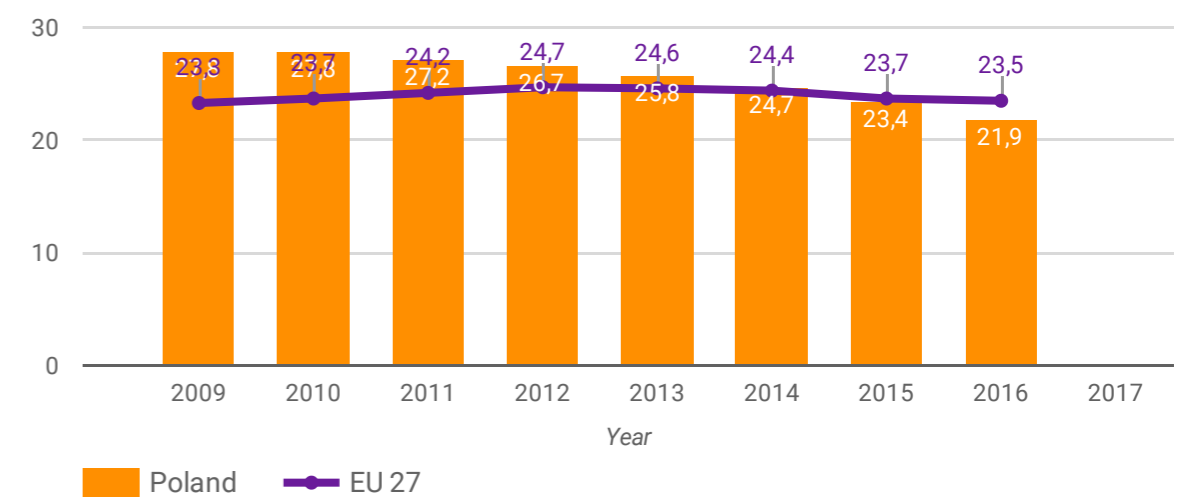
Temporary employees (% of total)



Employed persons (in thousands)

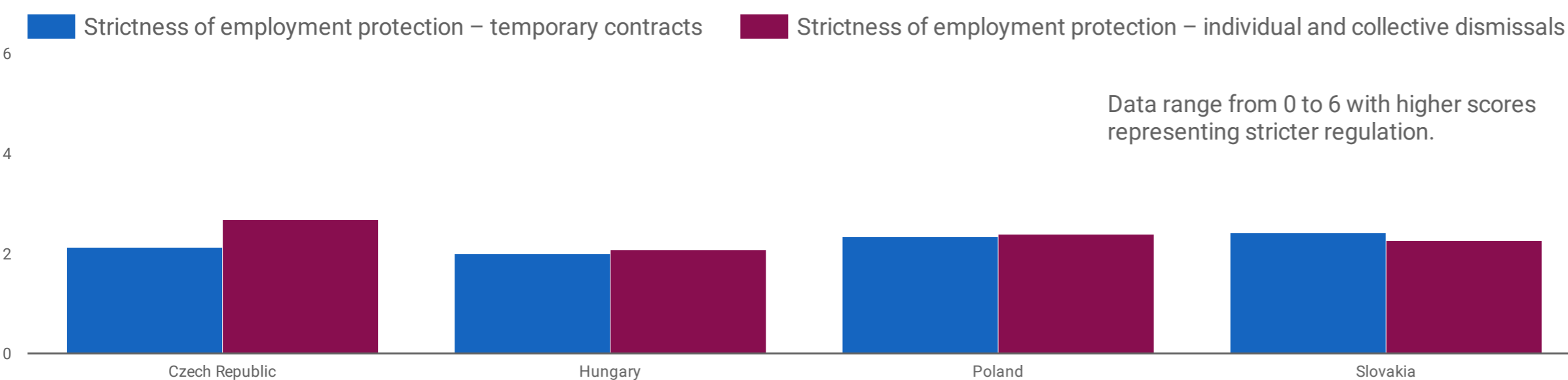


People at risk of poverty or social exclusion, %



Source: Eurostat, 2009-2017

OECD indicators of employment protection in Visegrad countries



Source: OECD, 2013-2015

WAGES



Year	Minimum wages (EUR/month)	Gross average wages (EUR/month)
2009	307,21 €	882,93 €
2010	320,87 €	957,83 €
2011	348,68 €	1.023,6 €
2012	336,47 €	950,5 €
2013	392,73 €	996 €
2014	404,4 €	1.018,66 €
2015	409,53 €	860,87 €
2016	433,88 €	863,08 €
2017	453,48 €	null
2018	502,75 €	null

Lowest and highest paying industries:

Accommodation and food service activities: € 613 / month
Information and communication: € 1653 / 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

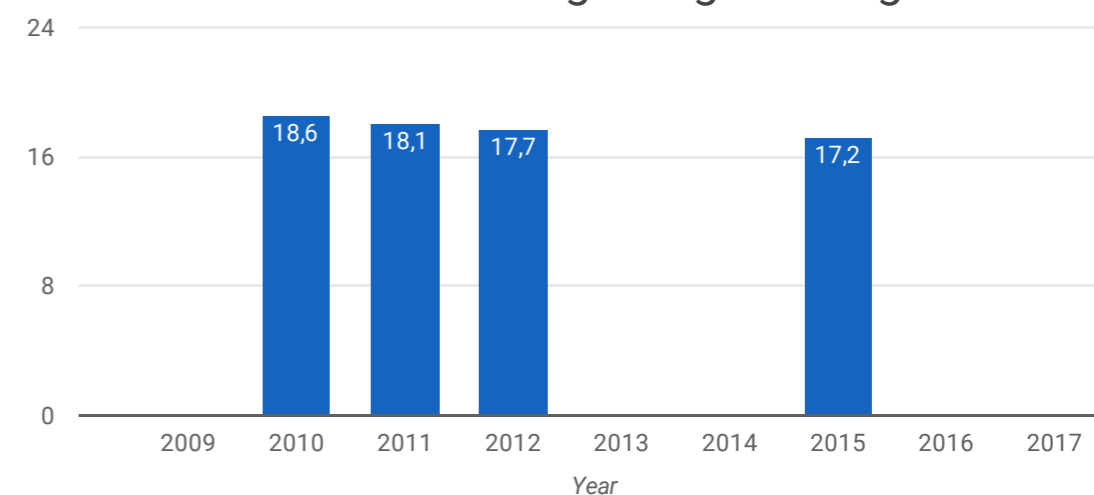
Throughout 2017 a pay-related dispute in public health-care and education sector. Protests by specific occupational groups, such as young doctors. Protest played major part in prompting the government to raise the planned allocation of public expenditure on health-care to 6% of the GDP. Three new tripartite sectoral committees emerged in road transport, food industry and culture and media.

Source: Eurofound, 2017



Bargaining coordination (Eurofound, 2017) - Bargaining is extremely decentralized without a central mechanism of wage bargaining coordination. In practice, the only legally set threshold for wage bargaining is the minimum wage. The predominant level of bargaining is the company level. Until the end of 2015, 8,032 single-employer agreements were registered for nearly 1.8 million workers (1 million in public sector). 86 multi-employer agreements covered merely 390,000 employees. Due to lack of multi-employer agreements in most sectors, the relevance of formal horizontal coordination is limited.

Collective bargaining coverage



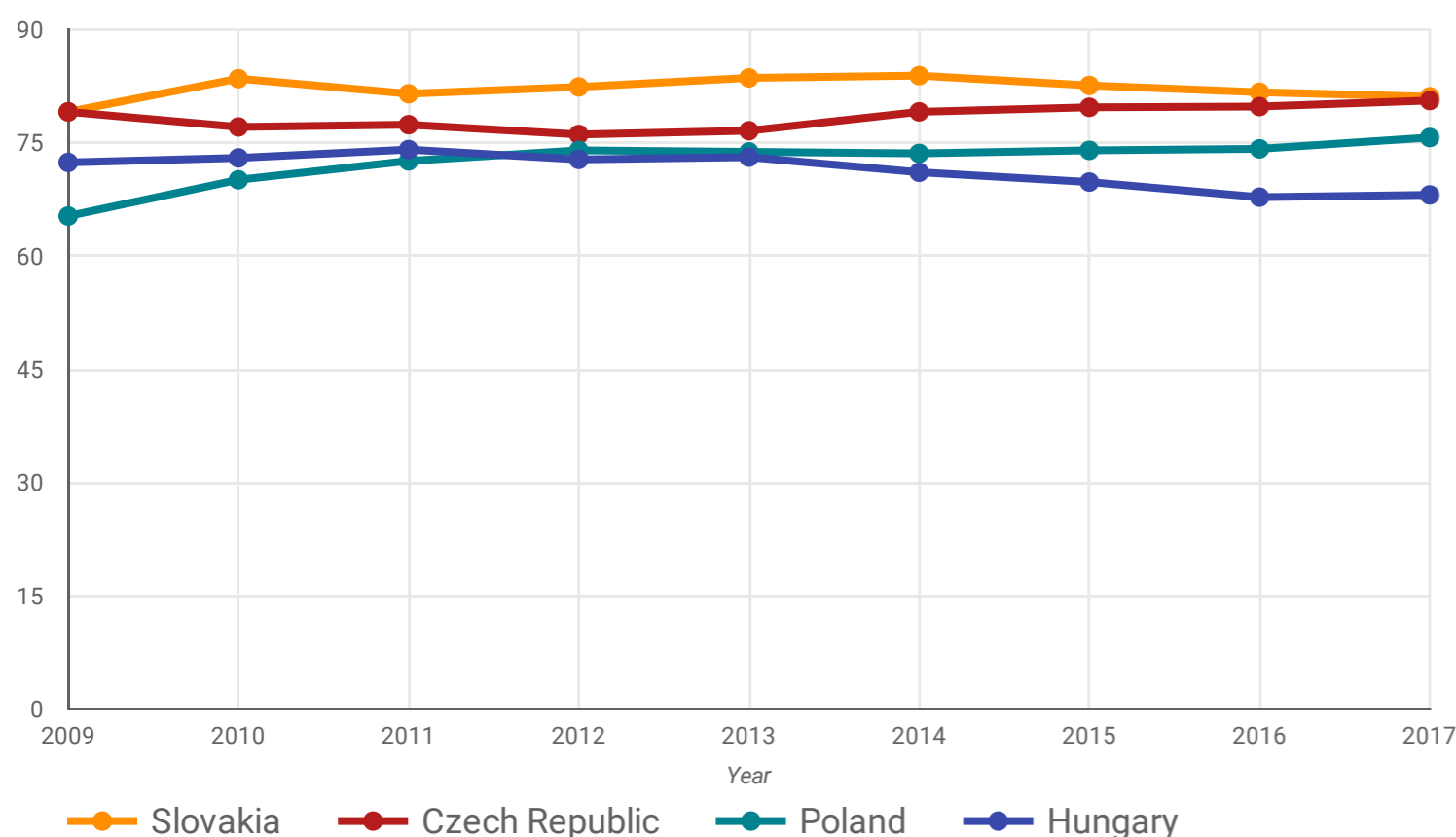
Source: ILO, 2009-2017

ECONOMY



Source: Czarzasty, 2019, ETUI book
Collective Bargaining in Europe

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



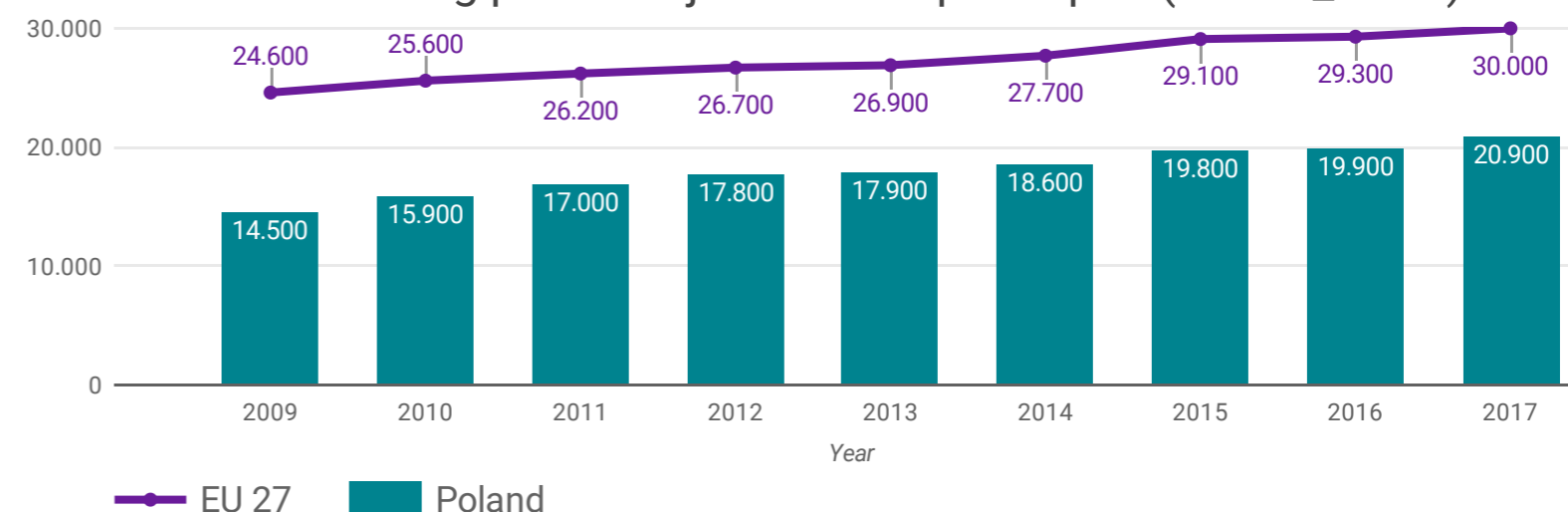
Employment in Foreign Controlled Enterprises (% total persons employed, 2015)

28,8

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

35,47

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

- 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

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

- Definition of collective dismissal

- 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

- All workers on open-ended contracts: 2w<6m, 1m>6m, 3m>3y. 2w for school leavers in first job. Calculation (for EPL indicators): 9 months tenure: 1 month, 4 years tenure: 3 months, 20 years tenure: 3 months.

- Usually none, but 1 month in case of termination due to disability or retirement. Severance pay totaling: i) a one-month pay provided that the employee has been employed with a given employer for less than two years, ii) a two-month pay if the employee has been employed with a given employer for 2-8 years, iii) a three-month pay if the employee has been employed with a given employer for more than 8 years. Calculation (for EPL indicators): average of personal reasons and redundancy: 9 months: 0.5 months; 4 years: 1 month; 20 years: 1.5 months.

- Which cannot be attributed to the employee's fault or the justified reasons as dismissal due to absence from work due to illness or other excused reasons for a long period stated in this provision.

- Three months.

- Compensation of up to 3 months depending on amount of salary earned in another job by the time of court decision. Calculation (for EPL indicators): Typical compensation at 20 years tenure (all workers): 3 months.

- Two successive fixed-term contracts allowed.

- No limit.

- 1. seasonal tasks, periodic tasks or ad hoc tasks; 2. tasks whose timely performance by the user company's permanent staff would be impossible; 3. tasks normally falling within the duties of a temporarily absent employee of the user company.

- No.

- Over a period of thirty-six successive months, the total period of temporary work performed by the temporary worker for a single user employer may not exceed 18 months.

- Worker cannot be treated less favourably with regard to working conditions and other terms of employment (remuneration included).

- 10 workers in firms with 20-99 employees. 10% in firms <300 employees. 30 workers in firms with 300 or more workers.

- Notification of employee representatives: Duty to inform competent trade unions. Notification of public authorities: Notification of local employment office.

- Information to trade union 20 days before implementation and notification to PES before start of notice period. Calculation (for EPL indicators): 20 days - 10 days for individual dismissals.

- Agreement with trade unions on alternatives to redundancy and ways to mitigate the effects.