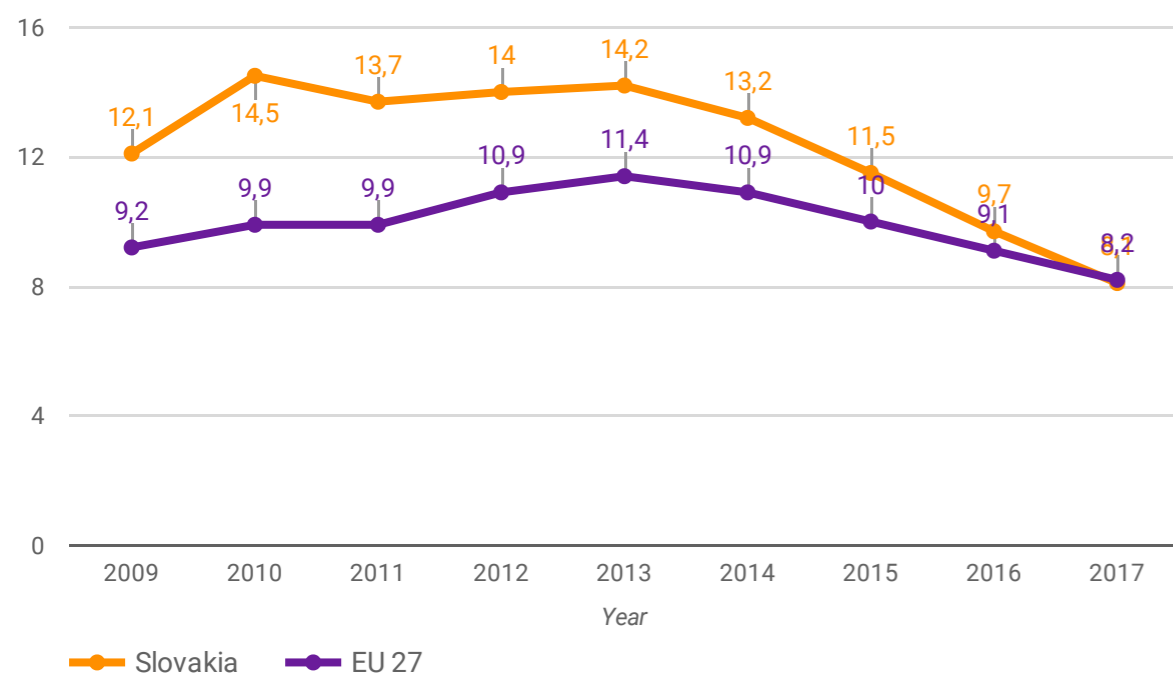


Labour Market Characteristics and Policies

EMPLOYMENT



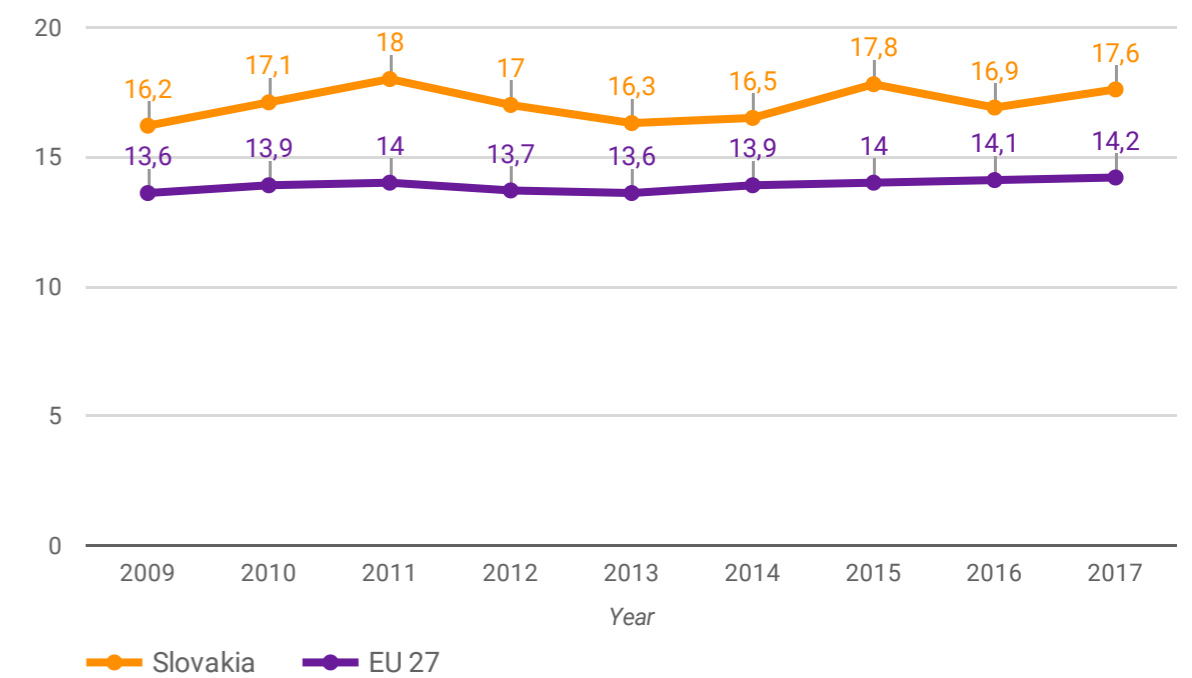
Unemployment rate



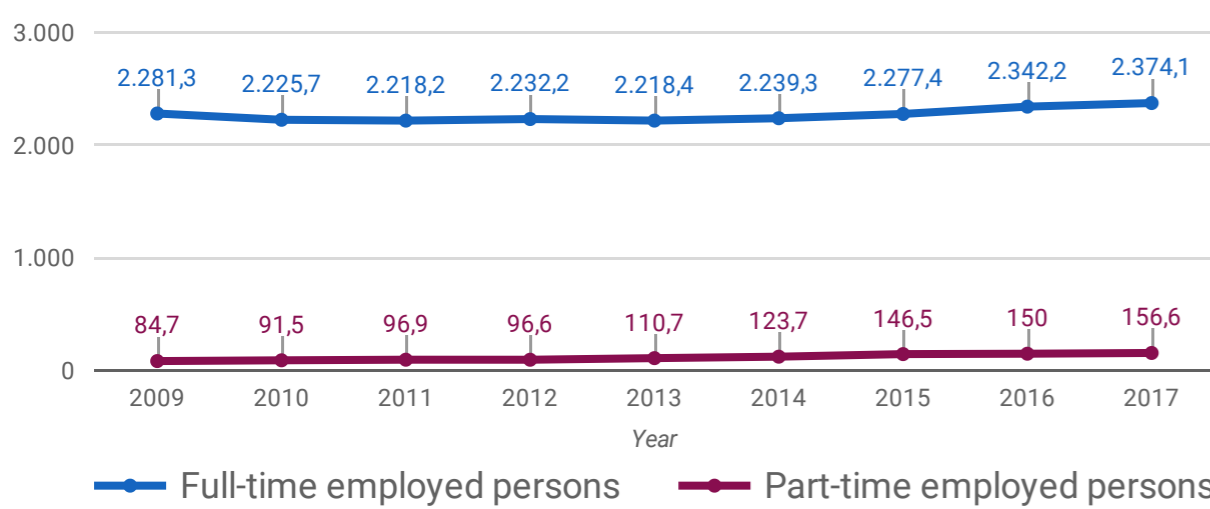
Temporary employment agency workers (% of total): **2,6**

Employees with involuntary temporary contracts (% of temporary contracts): **81,9**

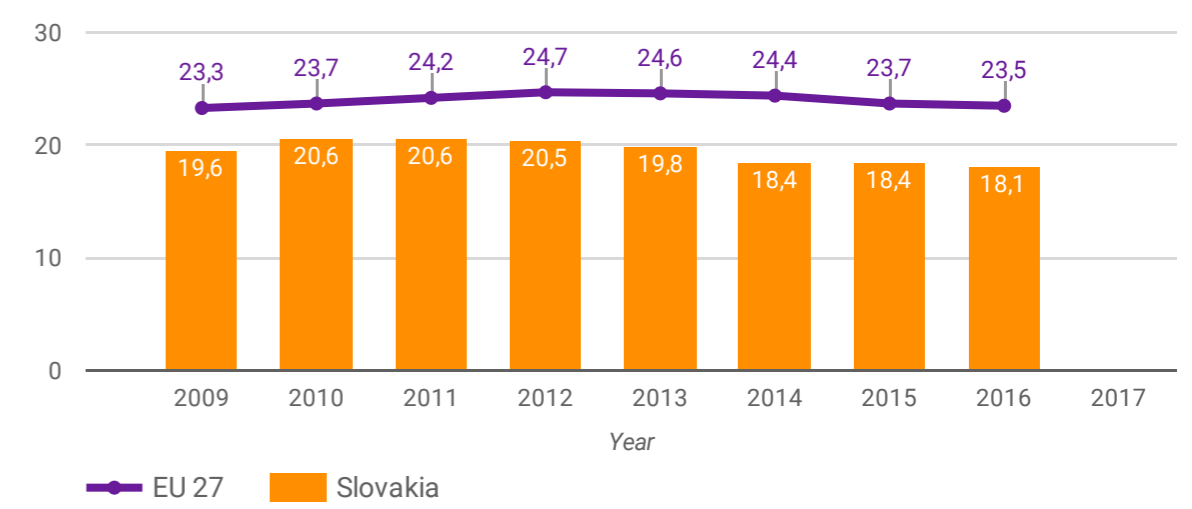
Temporary employees (% of total)



Employed persons (in thousands)

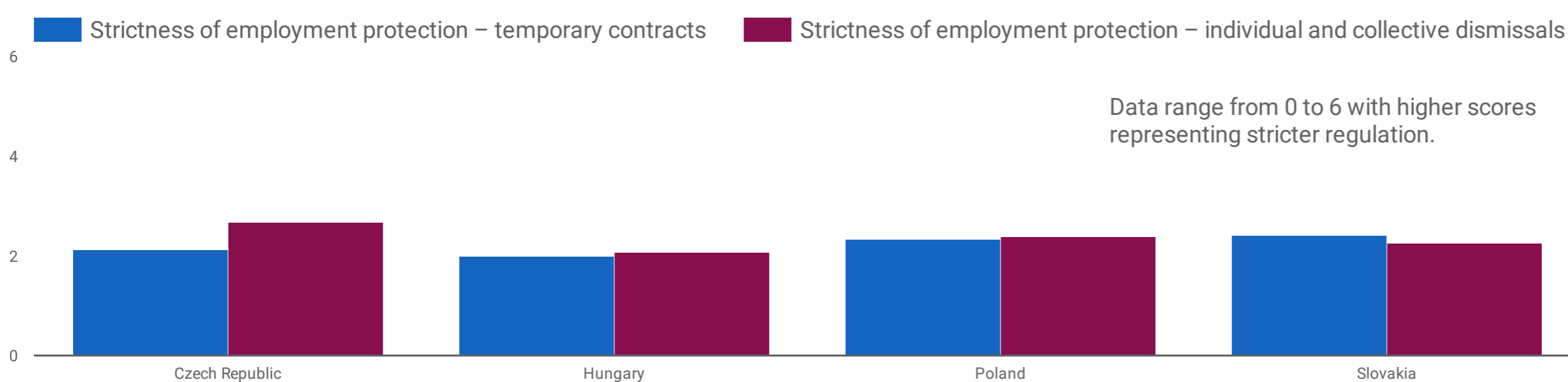


People at risk of poverty or social exclusion, %



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	295,5 €	1.024,45 €
2010	307,7 €	1.026,24 €
2011	317 €	1.108,03 €
2012	327 €	1.045,75 €
2013	337,7 €	1.105,14 €
2014	352 €	1.124,56 €
2015	380 €	970,69 €
2016	405 €	989,95 €
2017	435 €	null
2018	480 €	null

Lowest and highest paying industries:

Accommodation and food service activities: € 554 / month
Financial and insurance activities: € 1747 / 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.

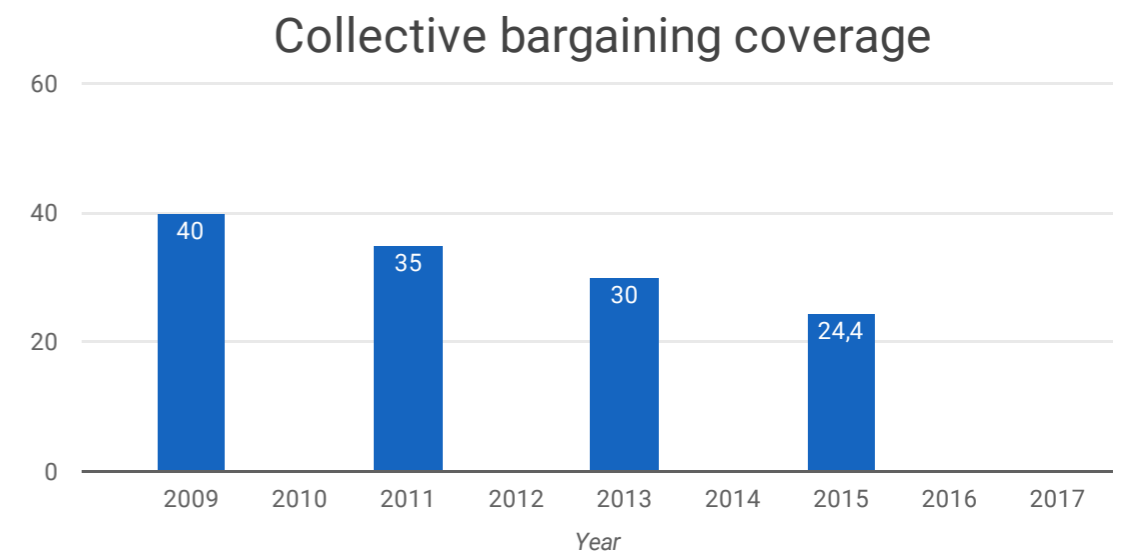
Collectively agreed wages

The system of 'erga omnes' extensions to multi-employer collective agreements, in force since 2009, was declared unconstitutional in 2016. In 2017, new extension rules introduced: only representative higher-level collective agreements can be extended. Noteworthy industrial action in 2017: the 6-day strike at Volkswagen Bratislava brought a new collective agreement with gradual wage increases up to 14.1%, lump-sum benefits of 500 Eur and one extra paid holiday. This motivated trade unions in other car manufacturing companies to negotiate wage increases.

Source: Eurofound, 2017



Bargaining coordination (Eurofound, 2017) - Transparent structure of bargaining actors, legislative support for bargaining and extension of collective agreements, but little vertical coordination between sector/multi-employment and company-level bargaining. Collective bargaining in individual sectors is formally independent without formalised horizontal coordination. According to the Labour Code, in company collective agreements, provisions can only be agreed that are equal or more favourable for employees than statutory provisions or provisions in multiemployer collective agreement



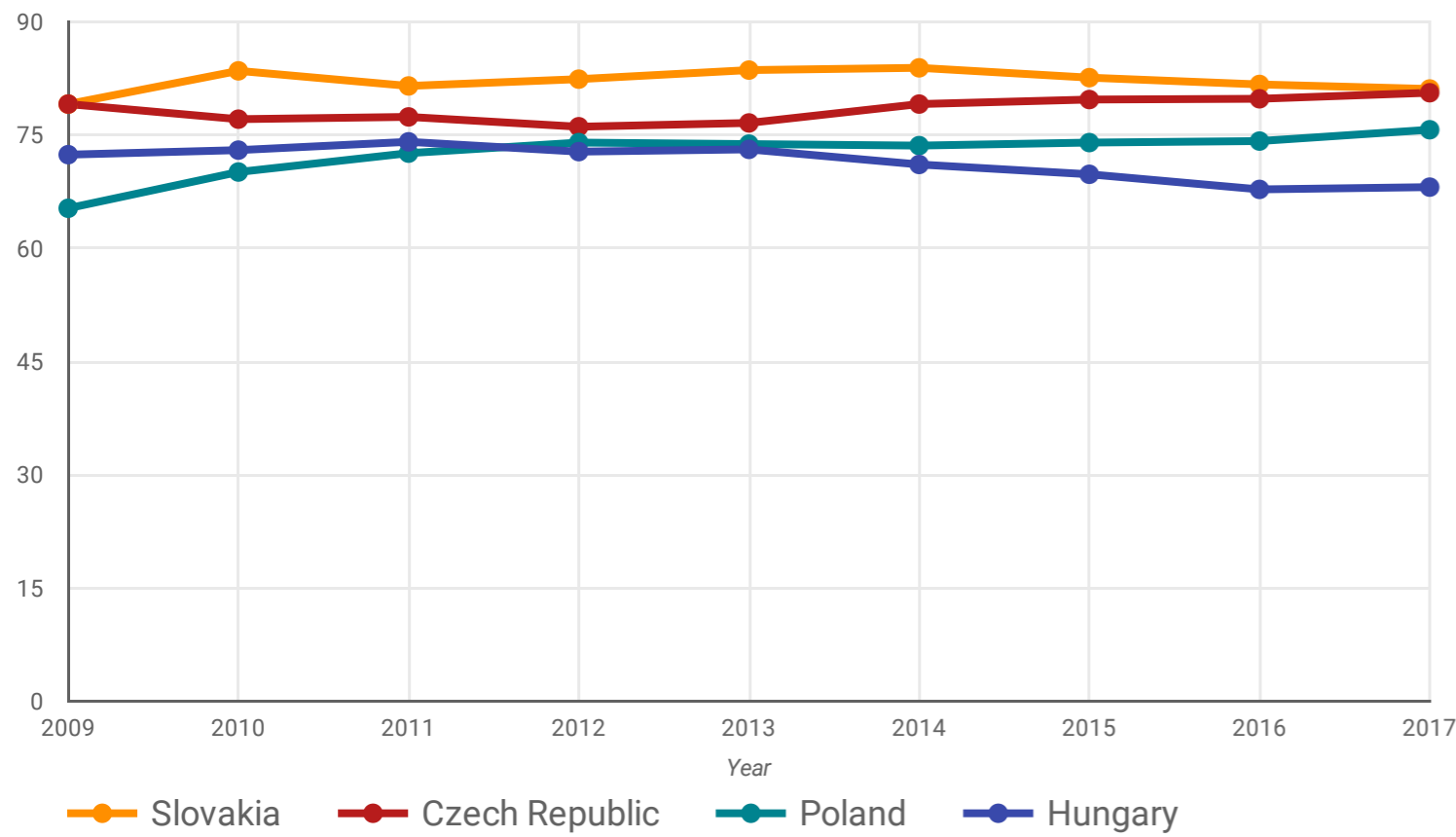
Source: Kahancova et al., 2019, ETUI book Collective Bargaining in Europe

Source: ILO, 2009-2017

ECONOMY



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



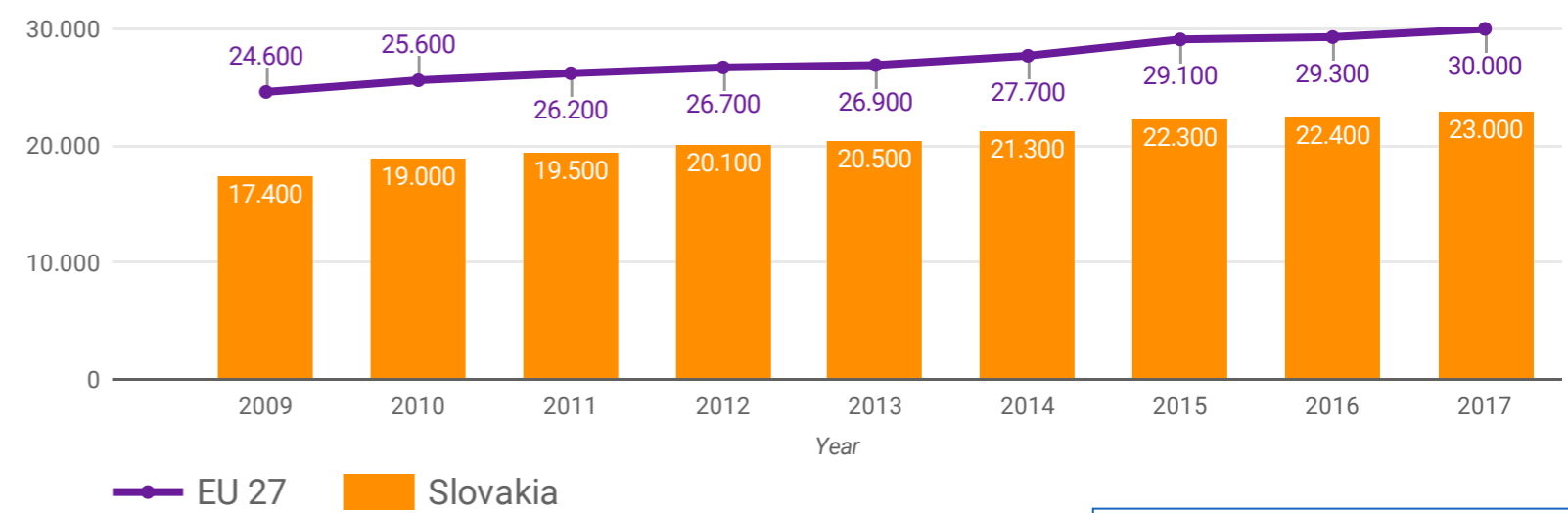
Employment in Foreign Controlled Enterprises (% total persons employed, 2015)

25,97

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

45,83

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

- Termination for organizational reasons. Termination for health or personal reasons.
- Terminated by notice for organisational or health reasons, A) Worked at least 2 years but less than 5 years, entitled to one month severance pay B) At least 5 years but less than 10 years, two month severance pay C) At least 10 years but less than 20 years, three month severance pay D) At least 20 years, four month severance pay. Dismissal for personal reasons - no severance. Occupational injuries -specific 10 times of average wage.
- Specified in the Labour Code.
- A probationary period may not be prolonged.
- The employee may be entitled to a wage compensation amounting up to 36 months.

- Fixed-term employment agreed for a maximum of 2 years, extended or renewed twice within the 2-year period.
- The cumulated duration of successive fixed-term contracts may reach a maximum of 36 months.
- Employer may agree on temporary assignment with the using employer only where there are objective operational reasons for such assignment.
- No for assignments. Same restrictions as for fixed-term contracts if the contract between the agency and the worker is fixed-term.
- No for assignments. Same restrictions as for fixed-term contracts if the contract between the agency and the worker is fixed-term.

- Working conditions must be at least as favourable as those of comparable workers at the user firm.
- Labour Code provides that collective redundancy shall occur if an employer or a part of an employer terminates within 30 days.
- The employer shall be obliged to provide the competent trade union body with all necessary information and to inform National Labour Office.
- Employer obliged to discuss measures allowing prevention or limitation of collective redundancies. The employer may give notice to employees to the Labour Office. The Office of Labour, Social Affairs and Family may make a reasonable reduction of this period.
- Consultation/ Severance pay type of negotiation required.

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