



Ministerstvo práce, sociálnych vecí a rodiny SR



Social Dialogue in the Slovak Republic



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management

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Main Goals

- **To support all forms of social dialogue**
 - **Tripartite** on the
 - national, sector, regional (local) levels
 - **Bipartite** on the
 - industrial (sector), corporate (organizations) levels
- **To strengthen existing institutional forms of social dialogue**
 - Improving solutions for specific issues in the area of
 - economic and social development (area of the labour market)
 - decreasing existing regional differences
 - increasing social cohesion of regions lagging behind
- **To support expert capacities of social partners on all levels**
 - quantitatively and qualitatively



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Specific Objectives

1. Build the **Social Dialogue Centre**
 - analyses, studies, counseling, documentation activities, platform for solving crises in social dialogue, training activities, conferences, ...
2. Build an **active space** for discussions, bargaining between social partners and SR institutions affecting the policy of the labour market
3. Support for establishing and operating the **coordination centre network** for social dialogue on the regional level
4. Establish **support mechanisms for training structures** in social dialogue
5. Establish support mechanisms for **generating the interest** of employers and employees **in social dialogue**



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Implementation Method

- the national SVK and BSR project



Project Financing

- **Operation Programme Employment and Social Inclusion**
 - **Priority Axis 3:** *Support of Employment, Social Inclusion and Building Capacities in the BSR – 11.14 %*
 - **Priority Axis 4:** *Building Capacities and Enhancement of the Quality of General Government - 88.86 %*



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Project Preparation Process

Step 1

Defining **the requirements of social partners for the content** of the national project

Step 2

Defining the **preparation working group** represented by:

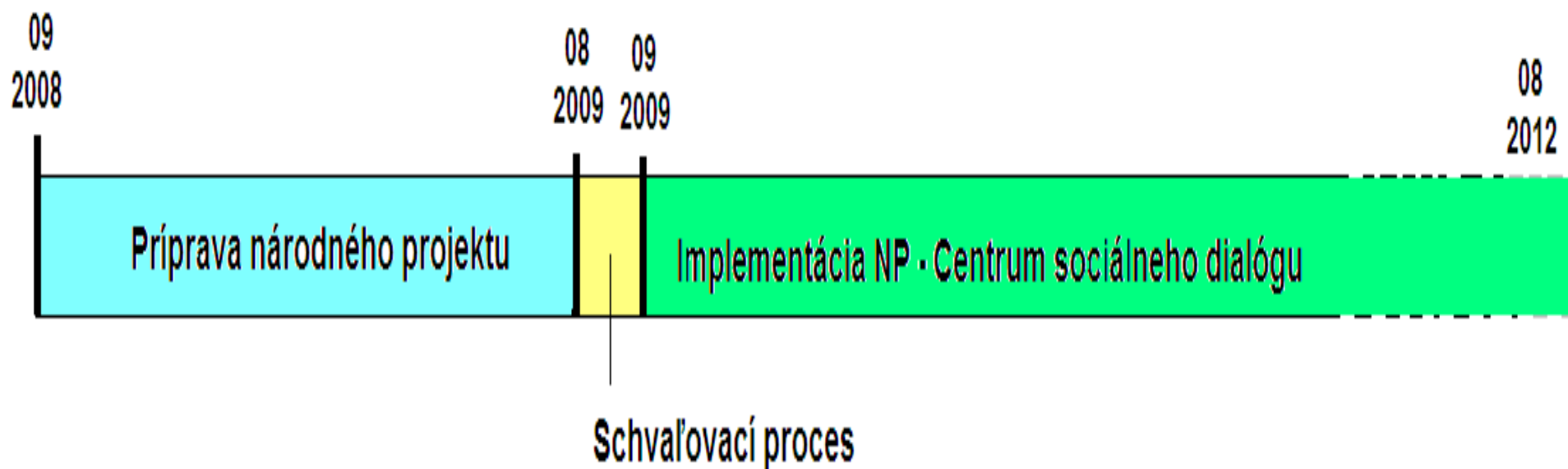
- *employers* – the Association of Employers' Unions and Associations, the National Union of Employers, the Association of Towns and Municipalities of Slovakia
- *trade unions*
- *Ministry of Labour, Social Affairs and Family of the Slovak Republic*
 - team project manager responsible for procedures,
 - team experts responsible for content



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Project Implementation Time Horizon



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Basic Aspirations of the Project Content

Activity No.1: *Defining the current state of Social Dialogue in the SR*

Activity No.2: *Building the Social Dialogue Centre*

- organizational manual, statutes and working and content links

Activity No.3: *Activities of the Social Dialogue Centre*

Sections:

- Analytical-research,
- Social Partnership,
- Support for Establishing, Operating and Stabilizing Regional Structures
- Training in the area of bargaining, designing of collective agreements of all degrees, etc.
- Counseling activities for the legislative and legal areas,
- Activities in the area of economic and social development

Activity No.4: *Social Dialogue Public Portal in the Slovak Republic*



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Principle of Partnership



= **equal participation** in:

- national project preparation,
- managing posts in the national project,
- using financial sources acquired from the ESF non-repayable financial contribution.



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Project Budget

Overall volume of the national project
approximately **10.5 mil. EUR**

Direct activities evenly distributed among the partners of the tripartite actively involved in Social Dialogue in the SR:

- 33.4 % employers
- 33.4 % trade unions
- 33.2 % state



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Project Success Indicators

1. *Analyses, research, surveys and studies* (even distribution)

- **employers** – **33.4%** of the volume of funds planned for the activity – anticipated design of at least **9 materials**
- **trade unions** – **33.4 %** of the volume of funds planned for the activity – anticipated design of at least **9 materials**
- **public institutions** – **33.2 %** of volume of funds planned for the activity – anticipated design of at least **9 materials**

-
- design of **3 comprehensive materials** through the synthesis of partial materials from partners
 - design of **2 national documents** as a recommendation of the governmental tripartite



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Project Success Indicators

2. Support for the Establishment, Operation and Sustaining of Regional Structures:

- **the support of at least 50 employers' organizations** resolving issues of social dialogue and members of social dialogue in the SR
- **the support of at least 50 trade union organizations** involved in social dialogue in the SR

Ensuring of IT, a necessary link to the public portal, labour costs, training and consulting activities.



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Project Success Indicators

3. *Training in the Area of Bargaining and Topics of Collective Agreements of All Degrees*

- ***Training of at least***
 - **10** bargainers on the *national level*
 - **30** bargainers on the *sector level*
 - **70** bargainers on the *corporate level*
- ***Design of basic training topics for social dialogue e-learning training on the public portal***



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Project Success Indicators

4. *Counseling Activities for the Legislative and Legal Areas*

- establishment of a ***national database*** in electronic form and hard copy for all types of collective agreements of all degrees
- creation of an ***archive*** of the largest possible number of concluded collective agreements of all degrees
- building of the ***interactive electronic information centre*** at the Social Dialogue public portal



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Project Success Indicators

5. *Building of Our Own Coordination Unit of Social Dialogue in the SR*

- *permanent **staffing of professionals** for the management of processes*
- *permanent **communication with the expert public and professional representatives** regarding social dialogue issues*
- ***creating prequalifications for the permanent sustainability** of the coordination unit operations by creating financing from multiple sources*



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Project Success Indicators

6. *Establishment, Fulfillment and Sustainability of the SR Social Dialogue Public Portal*

- **enabling access** to all designed **documents** to the broad expert public and direct involved parties of social dialogue in the SR
- creating **space for complementing knowledge** for individual bargainers in form of e-learning training
- regular **monitoring of basic topics** for directly involved parties of social dialogue
- **discussion forum**
- **information on the members** of individual partners - employers, trade unions, the state
- direct **support of public discussions** on resolving possible issues before their occurrence and the proposal of possible methods for their solution
- **information centres** according to the needs of the members of social dialogue,...



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Risks to Project Success

- **shortage of funds** for permanent sustainability within the framework of combined follow-up financing
- **rapid political changes** in the basic aspirations of the state in resolving the issues of the tripartite
- **non-transparent representativeness of representatives** in the tripartite on the governmental level and thus affecting the correct relationships on the horizontal, regional and local levels



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