



# Action Plan to Promote Collective Bargaining in Slovakia the Republic for the period 2026-2030

December 2025

## Contents

List of abbreviations .....	3
1. Legal basis of the “Action Plan to Promote Collective Bargaining in the Slovak Republic for the period 2026–2030 .....	4
2. Legal basis of collective bargaining in the Slovak Republic .....	7
3. Brief description of the collective bargaining mechanism in the Slovak Republic.....	11
4. Legislative changes adopted with the aim of increasing employee coverage by collective agreements .....	16
5. Current coverage and overall analysis of employee coverage by collective agreements, together with developments over the period 2015 / 2020–2025...	18
6. Support for capacity-building of the social partners .....	22
6.1 Alliance of sectoral councils.....	22
7. Process of drafting the Action Plan.....	25

7.1	Summary of background materials submitted by the social partners .....	27
8.	List of measures of the Action Plan .....	29
	<b>Action No. 1</b> Analysis of barriers/obstacles/problems in collective bargaining (social partners) .....	30
	<b>Action No. 2</b> Analysis of barriers/obstacles/problems in collective bargaining (Ministry of Labour, Social Affairs and Family of the Slovak Republic) .....	31
	<b>Action No. 3</b> Establishment of a regular (working) group to monitor problems in the field of collective bargaining .....	32
	<b>Action No. 4</b> Preparation of draft legislative amendments and discussion with social partners....	33
	<b>Action No. 5</b> Implementation of expert meetings/workshops on legislative and practical problems in the field of collective bargaining .....	34
	<b>Action No. 6</b> Supplementing the website of the Ministry of Labour, Social Affairs and Family of the Slovak Republic with data on the percentage coverage of employees by collective agreements....	35
	<b>Action No. 7</b> Public awareness-raising by trade unions, employers' organisations and the Ministry of Labour, Social Affairs and Family of the Slovak Republic in support of collective bargaining ....	36
	<b>Action No. 8</b> Enforcement and inspection in the field of compliance with collective bargaining legislation.....	37

## List of abbreviations

Action Plan	Action plan to promote collective bargaining in the Slovak Republic for the period 2026-2030
APZD	Association of Industrial Associations and Transport
ASR	Alliance of Sector Councils
AZZZ SR	Association of Employers' Associations of the Slovak Republic
OSH	Occupational safety and health
EC	European Commission
EAW	European Works Councils
ESC SR	Economic and Social Council of the Slovak Republic
IPS	Labour Inspectorate
KOZ SR	Confederation of Trade Unions of the Slovak Republic
KZVS	Higher Level Collective Agreement
MIRRI	Ministry of Investments, Regional Development and Informatization of the Slovak Republic
MOP	International Labour Organisation
MPSVR SR	Ministry of Labour, Social Affairs and Family of the Slovak Republic
	Ministry of Education, Research, Development and Youth of the Slovak Republic
RÚZ	National Union of Employers
ROKSP	Developing the expertise of social partners
SOS	Joint Trade Unions of Slovakia
SR	Slovak Republic
ZMOS	Association of Towns and Municipalities of Slovakia
ZoDzP	Act No 595/2003 on income tax, as amended
ZoKV	Act No. 2/1991 Coll. on collective bargaining, as amended
ZoSf	Act No. 152/1994 Coll. on the Social Fund and on the amendment of Act No. 286/1992 Coll. on Income Taxes, as amended
ZoSZ	Act No 5/2004 on employment services, as amended
ZoVD	Act No 292/2024 on adult education, as amended
ZoZO	Act No 83/1990 on the association of citizens, as amended
HCP	Act No 311/2001 on the Labour Code, as amended

## 1. Legal basis for the “Action Plan to Promote Collective Bargaining in the Slovak Republic for the period 2026-2030”

On the basis of Article 4(2) of Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union,<sup>1 2 3</sup> and pursuant to Section 31a of the ZoKV, the Ministry of Labour, Social Affairs and Social Affairs of the Slovak Republic was required to draw up, by 31 December 2025, an Action Plan to promote collective bargaining, which is intended to provide a framework of basic conditions for collective bargaining and the promotion of collective bargaining, with a view to gradually increasing the collective bargaining coverage rate in a country where such a collective bargaining coverage rate is below the 80% threshold, respecting the autonomy of the social partners, which includes their right to collective bargaining and excludes any obligation to conclude collective agreements. The threshold of 80% collective bargaining coverage should only be interpreted as an indicator triggering the obligation to draw up an Action Plan.

The action plan drawn up by the Ministry of Labour, Social Affairs and the Family of the Slovak Republic is based on the basis of the EU directive in question and the aim of the action plan is to provide a starting point for national rules on collective relations, the level of collective bargaining coverage and to define measures which should contribute to gradually increasing the level of collective bargaining coverage and to meeting the objectives of the directive.

On 1 January 2025, an amendment to the ZP entered into force (Act No 289/2024), which, in addition to the obligations under Directive (EU) 2022/2041, amended the following:

1. The definition of the collective bargaining coverage rate has been defined (within the meaning of Article 3(5) of Directive (EU) 2022/2041 and Section 31a of the ZoKV) – the result is to define the

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<sup>1</sup> Document 32022L2041 - <https://eur-lex.europa.eu/legal-content/en/ALL/?uri=CELEX:32022L2041>

Having regard to the Treaty on the Functioning of the European Union, and in particular Article 153(2), point (b), in conjunction with Article 153(1), point (b), thereof, Having regard to the proposal from the European Commission, Having regard to the opinion of the European Economic and Social Committee<sup>(123)</sup>, Having regard to the opinion of the Committee of the Regions<sup>(124)</sup>, Acting in accordance with the ordinary legislative procedure,

<sup>3</sup> The Treaty on European Union aims at the EU, inter alia, to promote the well-being of its peoples and to work for the sustainable development of Europe based on a highly competitive social market economy, aiming at full employment and social progress, as well as a high level of protection and improvement of the quality of the environment, while promoting social justice and equality between women and men. Similarly, on the basis of Article 9 TFEU, the EU takes into account, inter alia, requirements linked to the promotion of a high level of employment, guarantees adequate social protection and combats social exclusion.<sup>125</sup> Furthermore, Article 151 TFEU provides that the EU and the Member States, while respecting fundamental social rights as set out in the ESC, shall have as their objectives, inter alia, the promotion of employment, improved living and working conditions, so as to make possible their harmonisation while the improvement is being maintained, adequate social protection, social dialogue and dialogue between the social partners.

threshold at which the MPSVR SR is obliged to draw up an Action Plan. In practice, the level of collective bargaining coverage will be implemented by the statistical survey methodology - similarly to Directive (EU) 2022/2041, the ZKV only sets the framework and the provision of Section 31a of the ZoKV does not deviate from the definition of Article 3(5) of Directive (EU) 2022/2041, i.e. in the first place, the EC will evaluate whether Directive (EU) 2022/2041 fulfils its purpose, whether there are any problems with the definitions in the law.

2. The process of implementing and updating the Action Plan to promote collective bargaining, where the collective bargaining coverage rate is below 80%, has been modified to increase its coverage and the involvement of social partners in its development (Article 4(2) of Directive (EU) 2022/2041 and Article 31a of the ZoKV). An Action Plan will therefore be drawn up, with the involvement of the social partners, identifying problems and proposing solutions, followed by a deduction. Pursuant to Section 31a of the ZoKV, the Action Plan is drawn up for five years in cooperation with the social partners and its measures are implemented through soft law – the law does not determine the content of the Action Plan.
3. The legislation on the binding nature of the representative KZVS was reintroduced and also applies to other employers in the sector or in part of the sector, which was in force until 28 February 2021 and was repealed by the amendment to ZP No 76/2021 (Sections 7, 7a, 9a and 9b of the ZoKV) in order to increase the coverage of employees by collective bargaining and collective agreements, thereby increasing the coverage by collective bargaining, and thus Slovakia will make the progress foreseen in Directive (EU) 2022/2041 (e.g. point 25 of the recitals of Directive (EU) 2022/2041); at the same time, it concerns the implementation of the Programme Statement of the Government of the Slovak Republic for the period 2023-2027<sup>2</sup>, where the renewal of this legislation is directly mentioned.
4. The rules on the remuneration of intermediaries and arbitrators have been clarified, a mechanism has been set for their automatic indexation in relation to the increase in the average wage (Articles 3a, 12, 13 and 15 of the ZoKV) in order to promote the activity of intermediaries and arbitrators and the quality of that activity, and thus to promote collective bargaining and the conclusion of collective agreements – to increase the interest in the activity of intermediaries and arbitrators and the 4 quality of their activities, given that the remuneration will reflect more closely the time spent on their

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<sup>4</sup> See <https://www.nrsr.sk/web/Dynamic/DocumentPreview.aspx?DocID=535376> p. 43.

activities.

5. The circle of entities on the part of employers' associations that are obliged to bargain collectively has been extended, as employers' associations have registered as business associations of legal persons or as general civic associations on the one hand, but on the other have become members of employers' associations at tripartite level. Thus, on the one hand, they wished to benefit from membership of an employers' association but, on the other hand, they did not wish to implement their basic obligations as employers' associations to bargain collectively (second sentence of Paragraph 2(2) of the ZoKV).

The action plan will be reviewed regularly, at least every five years, and revised if necessary.<sup>5</sup> The action plan and any amendments thereto will be notified to the Commission and published on the website of the Ministry of Labour, Social Affairs and Family of the Slovak Republic. At the same time, the Action Plan and any update to it will be drawn up in consultation or agreement with the social partners or at the joint request of the social partners in agreement between them.

## 2. Legal basis for collective bargaining in the Slovak Republic

Collective bargaining is a key instrument for regulating industrial relations and a mechanism for social dialogue between employers and employees in modern democratic states. The legal basis for this process is the Constitution of the Slovak Republic, the ZKV as well as the provisions of the ZP, while the Slovak Republic is also bound by the relevant international ILO conventions governing the right to collective bargaining and freedom of association. Collective bargaining takes place between the employer or employers' associations and employees duly represented by a trade union, with the aim of reaching a binding agreement - a collective agreement that regulates the working, wage and other social conditions of employees beyond the statutory minimum. This mechanism contributes to the balance of rights and obligations between the parties to the employment relationship and promotes the stability and predictability of employment relationships and, at the time the collective agreement is concluded, 'exists' a social settlement at the workplace.

The legal basis for collective bargaining in the Slovak Republic can be divided into three levels:

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<sup>5</sup> Document 'Report Expert Group Transposition of Directive (EU) 2022/2041 on adequate minimum wages in the European Union', available at <https://www.taxheaven.gr/attachment/18681> .

## 1. The constitutional level

It defines the constitutional basis for social dialogue and collective bargaining. It defines the right to associate citizens, including in trade unions, and the right to collective bargaining. The Slovak Constitution (Article 37)<sup>6</sup> guarantees employees the right to association, collective bargaining and strike (with certain restrictions, e.g. in the security forces).

## 2. The legal plane

Issues of association and collective bargaining are developed by laws such as *lex generalis* – ZZO and ZKV, as well as *lex specialis* laws regulating some specific aspects of collective bargaining for certain groups of employees (e.g. Act No 55/2017 on the civil service and amending certain acts, as amended).

The director of the ZoZO is the Ministry of the Interior of the Slovak Republic and the director of the ZoKV is the Ministry of Labour, Social Affairs and Family of the Slovak Republic.

As regards the association of citizens, the ZZO is based on the so-called registration principle, as opposed to the registration principle for other citizens' associations, and thus provides for more relaxed rules for the formation of trade unions and employers' associations, thereby maintaining the rules stemming from the ILO conventions that the State leaves these associations autonomy. This also applies to their internal organisation. It follows directly from the Slovak Constitution (second sentence of Article 37(2)) that 'limiting the number of trade union organisations, as well as favouring some of them in an undertaking or in a sector, is inadmissible'. Thus, in general, all trade unions operating in the workplace have the right to bargain collectively, but collective bargaining is centralised in the form of one collective bargaining agreement for all parties and one collective agreement. In the event of disagreement on the part of trade unions, in order not to block collective bargaining, a mechanism has been put in place to resolve the dispute as to which trade union the employer is to sign a collective agreement with (Section 3a of the ZoKV). Exceptions to the rule of one collective agreement are entities in whose workplaces there are employees with different status, e.g. central state administration bodies, where a company collective agreement is concluded specifically before employees pursuant to Act No 552/2003 Coll. on the performance of work in the public interest, as amended, and Act No 553/2003 Coll. on the remuneration of certain employees in the performance of work in the public interest and amending certain

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<sup>6</sup> See Article 37 of the Slovak Constitution - <https://www.slov-lex.sk/esbierky/legal-regulations/SK/ZZ/1992/460/>.

acts, the so-called performance of work in the public interest, and specifically for employees pursuant to Act No 55/2017 Coll. on the civil service and amending certain acts, as amended, the so-called civil servants.

The ZKV is the basic law for collective bargaining and regulates, in particular, the ‘procedural’ aspect of collective bargaining. The law does not focus on questions of the content of collective agreements, but on the procedures for its negotiation.

This law systematically regulates, for example:

- a) types of collective agreements;
- b) the parties and the procedure for the parties, (c) the formal requirements of the collective agreement, (d) the binding nature of the collective agreement, the ‘general’ binding nature of the public service delegation (in the case of a representative public service delegation),
- e) the collective bargaining procedure;
- f) collective disputes and how to resolve collective disputes (proceedings before an intermediary and arbitrator and their status);
- g) the means of labour ‘combat’ – strike and lock-out, its limits (unlawfulness of strike and lock-out).

The HIC defines the material content of collective agreements, in particular in the areas of:

- a) wage negotiations;
- b) reduction of working hours,
- c) extension of rest leave beyond the scope of the law;
- d) higher severance pay or severance pay than the minimum laid down by law,
- e) laying down more favourable conditions for the granting of leave on obstacles to work for reasons of general interest and on important personal obstacles to work;
- f) the granting of leave and, where appropriate, funding for the training of staff.

This framework allows the Parties to agree on adjustments to rights and obligations beyond the statutory minimum, tailored to a specific sector or undertaking. The ZKV provides a procedural legal basis, regulating the negotiation procedure itself, mechanisms for resolving any disputes when concluding collective agreements by means of a procedure before an intermediary and a procedure before an arbitrator. The combination of the two legislations thus ensures that collective agreements have a clearly defined content and are concluded according to established rules, while protecting the right of the



parties to a fair and orderly negotiation.

### 3. International law

Slovakia is bound in particular by the European Social Charter – revised version (1996), the Convention for the Protection of Human Rights and Fundamental Freedoms (1953), ILO Convention No 98 on the Implementation of the Principles of the Right to Organise and to Bargain Collectively (1949), ILO Convention No 154 on the Promotion of Collective Bargaining (1981) and European Union law, while EU rules place emphasis on social dialogue and in many places also allow for the so-called autonomy of the social partners, i.e. the negotiation of different rules from the text of the Directive.<sup>7</sup>

In 1949, the ILO adopted Convention No 98,<sup>8</sup> the purpose of which was and is to ensure that workers have the possibility of association and collective bargaining. This Convention enshrines the prohibition of discrimination against persons precisely because they are members of trade unions and also obliges States to take such measures as promote and permit voluntary collective bargaining between employers and workers.

In 1981, Convention No 154 on the Promotion of Collective Bargaining was adopted.<sup>9</sup> Its content obliges Member States to create the legislative and institutional conditions for collective bargaining to operate in all relevant economic sectors.

### 3. Brief description of the collective bargaining mechanism in the Slovak Republic

Collective bargaining is an essential pillar of social dialogue between employers and workers' representatives. It results in collective agreements that include agreed working, wage and social conditions beyond the minimum standards guaranteed by HICs. The collective agreement is the basis of social peace in the workplace and after its conclusion it is forbidden to strike according to the ZoKV.

However, the negotiation process itself is often accompanied by tensions, diverging interests of the parties and the risk of no agreement and no signing of a collective agreement. For such cases, the

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<sup>7</sup> Cf. Directive 2003/88/EC concerning certain aspects of the organisation of working time – Art. 18 derogations under collective agreements and e.g. § 87(2) ZP.

<sup>8</sup> Ratification see: No 470/1990 Coll. and 33rd item of the Notice of the Ministry of Foreign Affairs of the Slovak Republic No 110/1997 Coll.

<sup>9</sup> Ratification see: Notification No 14/2010 of the Ministry of Foreign Affairs of the Slovak Republic

special scheme of the ZKV, which provides mechanisms for the resolution of collective disputes, serves.

The ZKV defines collective bargaining based on a bipartite principle between the competent bodies of trade unions and employers in order to achieve social peace, defines the scope of the relationships governed by collective agreements, regulates the scope of the entities authorised to conclude collective agreements, the types of collective agreements (company/KZVS), the way of dealing with situations where several trade unions coexist with the employer and do not act in concert within the collective bargaining process, the validity<sup>10</sup> and effectiveness of collective agreements, the binding nature of collective agreements, the representativeness and exceptions to the binding nature of the representative KZVS, the procedure for concluding collective agreements, the imposition of KZVS and arbitrators' decisions concerning KZVS, the procedure for verifying compliance with the conditions of the representative KZVS and publishing a notice of its conclusion, collective disputes, the resolution of disputes before an intermediary and arbitrator, the selection and examination of the professional competence of intermediaries and arbitrators, the method of calculating the remuneration for intermediaries and arbitrators, a possible strike in a dispute over the conclusion of a collective agreement (procedural procedure for implementation, labour claims, liability for damages), situations where the strike is considered illegal, lock-out (legal/illegal) and, in the conclusion of the ZKV, defines the newly introduced concept of the level of collective bargaining coverage.

Under Paragraph 2(2) of the ZoKV, the entities which may conclude a collective agreement include the competent trade union bodies and employers or their organisations<sup>11</sup> (the extension of the circle of entities on the part of employers was intended to reverse a trend which led to a reduction in collective bargaining coverage for entities which were considered by the employers' associations themselves only for the purposes of their choice). On behalf of the contracting party referred to in Paragraph 3 of the ZKV, a representative of the competent trade union body whose authority derives from the statutes of the trade union or, where appropriate, from an internal/internal regulation of the competent trade union body, the statutory body<sup>12</sup> or another authorised representative of the employer organisation, may negotiate and conclude a collective agreement, a natural person who employs

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<sup>10</sup> A collective agreement is invalid in the part which is contrary to generally binding legal regulations and which regulates employees' claims to a lesser extent than KZVS.

<sup>11</sup> For the purposes of the ZKV, an interest association of legal persons and a civic association shall also be considered an employers' organisation if they are associated with an employers' association pursuant to a special regulation (ZoZO).

<sup>12</sup> Section 9 ZP - In employment relationships, he performs legal acts on behalf of an employer who is a legal person, a statutory body or a member of a statutory body; an employer who is a natural person acts in person. Employees authorised by them may also take legal action in their place. Other employees of the employer, in particular the heads of its organisational units, are entitled, as organs of the employer, to perform legal acts on behalf of the employer resulting from their functions determined by the organisational regulations.

employees in the course of business; a representative of the relevant employers' organisation whose authorisation to conclude a collective agreement derives from an internal regulation of the organisation; a representative authorised by the government in the case of KZVS pursuant to Paragraph 2(3)(c) of the ZoKV; a representative authorised by the government and representative representatives of employers in the case of KZVS pursuant to Section 2(3)(d) of the ZoKV.

Collective agreements shall be valid if they are concluded and signed in writing on the same instrument by authorised representatives of the relevant trade union bodies and employers or, where appropriate, representatives of their organisations. At the same time, however, it is necessary to provide a list of employers in accordance with Section 4(1)(b) of the ZKV. The exception is the KZVS concluded for employers who proceed with remuneration in accordance with Section 1(1) of Act No 553/2003 on the remuneration of certain employees in the performance of work in the public interest and amending certain acts.-to supplement the Civil Service Act

Collective agreements within the meaning of the ZKV are concluded for a period expressly specified therein. In the absence of such determination, the collective agreement shall be concluded for a period of one year. The ZKV does not know how to negotiate a collective agreement of indefinite duration, so in practice a collective agreement is negotiated for a certain period of time, e.g. three years, after which a new collective agreement is negotiated, or such a collective agreement is extended by amendments. The subsequent effect of the negotiated collective agreement shall begin on the first day of the period for which it was concluded and shall end on the expiry of that period, unless the period of effect of certain obligations is agreed in the collective agreement in derogation.

The ZKV also regulates the so-called representative KZVS. Under Paragraph 7(2) of the ZoKV KZVS, it is representative of the sector or part of the sector in which it meets the conditions defined under Paragraph 7(1).<sup>13</sup> In the event that such a collective agreement is concluded, the contracting party or parties to the KZVS may notify the Ministry of Labour, Social Affairs and Family that they have concluded such a collective agreement. Such notification must include the particulars contained in the provision of Paragraph 9a of the ZoKV. Representative employers' associations and representative trade union associations have the right to express their views on the data contained in the notification in a committee based on the tripartite principle established by the Ministry of Labour, Social Affairs and Family. The representative KZVS is published in the Collection of Laws of the Slovak Republic on the

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<sup>13</sup> Exceptions to the mandatory nature of the representative KZVS are contained in the provisions of Paragraph 7a of the ZoKV.

basis of an immediate request for publication by the Ministry of Labour, Social Affairs and Family of the Slovak Republic. If the KZVS is not representative, the Ministry of Labour, Social Affairs and Family will also immediately request the publication of a notice of such fact in the Commercial Gazette and at the same time notify the fact on the website of the Ministry of Labour, Social Affairs and Family. The mechanism of representative CFCs increases the coverage by collective agreements, since that collective agreement also binds an employer who is not associated with an employers' association which has negotiated that CFC.

In the case of the imposition of KZVS, including the list of employers and the arbitrator's decisions relating to KZVS, the contracting party on the employers' side is obliged to hand over the MPSVR SR for deposit within 15 days from the date of signing the KZVS or the delivery of the arbitrator's decision to the contracting parties.<sup>14</sup> This procedure makes it possible to carry out an assessment of the representativeness of CHP compared to another CHP, since for each CHP a list of employers and SK NACE codes for sectors/parts of sectors is also annexed.

The procedure for concluding either company collective agreements or CFCs involves, at the primary stage, the submission of a written proposal for the conclusion of a collective agreement by one of the parties. Subsequently, the Party receiving this proposal is obliged to respond to it in writing within 30 days at the latest (unless the Parties agree otherwise). At the same time, the parties are obliged to enter into negotiations for the conclusion of a new collective agreement and to cooperate at least 60 days before the expiry of the concluded collective agreement.

Thus, the law imposes an obligation to communicate, i.e. a party is obliged to start collective bargaining at the request of the other party, although it is not obliged to conclude a collective agreement. The parties may also agree in a collective agreement on the possibility of amending the collective agreement and its scope. Such an amendment shall follow a procedure similar to that followed for the conclusion of a collective agreement.

In situations where, in the context of social dialogue and negotiations on the conclusion of a new collective agreement, the parties are unable to agree on the content, the ZKV provides a two-stage system for resolving disputes concerning the conclusion of a collective agreement, which is intended to facilitate the conclusion of a collective agreement and thus also contributes to increasing the coverage of collective

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<sup>14</sup> See Paragraph 9 of the ZoKV.

agreements:

1. Paragraph 11 of the ZKV proceedings before an intermediary

- It has the nature of a conciliation and mediation procedure.
- It starts with the agreement of the parties to a specific person of the intermediary. If no agreement is reached, the intermediary is appointed by the Ministry of Labour, Social Affairs and Family at the request of one of the parties.
- For its activities, the intermediary shall be entitled to remuneration and travel expenses. If no agreement is reached on the amount of the remuneration, the ZKV sets it as 0.5 times the average wage in the Slovak economy for the year preceding the opening of the proceedings. The remuneration shall be paid by the parties to the dispute in equal shares.

2. Paragraph 13 of the ZoKV proceedings before an arbitrator

- It constitutes a binding ‘arbitration’ mechanism, the result of which is either a decision having the effect of a collective agreement or a decision on the performance of an existing collective agreement (in the case of a dispute concerning the performance of obligations under a collective agreement).
- Proceedings before the arbitrator start either on the basis of an agreement of the parties who jointly request the arbitrator, or if an agreement is not possible and it is a dispute where it is forbidden to strike (e.g. in critical infrastructure sectors) or a dispute about the implementation of a collective agreement, the arbitrator is appointed by the Ministry of Labour, Social Affairs and Family of the Slovak Republic on a proposal from one party.
- However, an arbitrator may not be a person who has acted as a mediator in the same dispute, thereby strengthening the principle of impartiality.
- In the case of a dispute concerning the conclusion of a collective agreement, by serving the decision on the parties, the collective agreement is deemed to have been concluded. The law does not explicitly provide for the possibility of judicial review of the arbitrator's decision.

#### 4. Legal changes made to increase the coverage of employees by collective agreements

Even before the publication of the draft directive, its approval and the obligation to draw up an action plan, the Ministry of Labour, Social Affairs and Family evaluated practical initiatives that could have been obstacles to collective bargaining, such as making it impossible or slowing it down, and dealt with them by amending laws (or was involved in solutions if the amendment had been submitted in the National Council of the Slovak Republic). These were situations where there were barriers to the creation or strengthening of unions in the workplace, where trade unions were formed but did not pursue the interests of the collective, or where the employers' association avoided collective bargaining with reference to the legal form, although in the past it had collectively negotiated and remained part of the structures of the higher employers' federations (members of the tripartite).

Over the past two decades, the Ministry of Labour, Social Affairs and Family has repeatedly reflected on ideas from application practice with a view to removing existing barriers to social dialogue in the field of collective bargaining. Legislative interventions aimed at increasing the transparency of trade union activities, streamlining collective bargaining processes and strengthening the representativeness of the entities entitled to act as contracting parties. At the same time, measures have been taken to resolve conflict situations between trade unions and to allow a wider range of employers' associations to join the collective bargaining system. This has ensured that legislation responds flexibly to changing working conditions and the needs of the social partners.

Overview of legislative changes adopted to promote collective bargaining:

Paragraph 3a of the ZoKV

- Adopted: Act No 328/2007, in force since 1 September 2007.
- Purpose: the regulation of disputes between trade unions concerning the designation of a trade union authorised to conclude a collective agreement with an employer. In doing so, the legislator has strengthened legal certainty in the collective bargaining process and avoided parallel enforcement of conflicting claims and has made it possible to resolve such disputes within a short period of time through an arbitrator mechanism.

Section 230a ZP

- Adopted: Act No 76/2021, in force since 1 March 2021.

- Purpose: the introduction of the condition that an employer is obliged to recognise only a trade union which has members in an employment relationship with that employer. The aim was to prevent ‘external/fictitious’ trade unions from operating without a real membership base with the employer, thereby strengthening the authenticity of employee representation and removing the barrier to collective bargaining in the form of an apparent plurality of trade unions that had to be respected.

#### Section 230b ZP

- Adopted: Act No 350/2022, in force since 1 November 2022.
- Purpose: addressing the issue of trade union communication with domestic workers. The amendment created a legal framework for the operation of trade unions in a virtual environment and imposed an obligation on the employer to provide employees with the basic identification data of the trade union, unless an agreement is reached on another means of communication. It has also been ensured that a trade union can adequately inform employees about its existence and activities and thus strengthen its position in the workplace.

#### Paragraph 2(2) of the ZoKV

- Adopted: Act No 289/2024, in force since 1 January 2025.
- Purpose: extension of the definition of ‘employers’ organisations’ to include business associations of legal persons and civic associations if they are members of an employers’ association under the ZZO or under Section 20f of the Civil Code. The aim was to ensure that employers’ associations (which they declare through their membership of such an association) do not circumvent and avoid collective bargaining obligations through another legal form, thereby increasing collective bargaining coverage, promoting social dialogue and eliminating legal uncertainty in the field.

### 5. Current coverage and analysis of employee coverage by collective agreements together with developments for the period 2015 / 2020 - 2025

The obligation to draw up an action plan exists only if the collective bargaining coverage rate is less than 80% (Paragraph 31a(2) of the ZoKV, in conjunction with Paragraph 31a(1) of the ZoKV). In this respect, the Ministry of Labour, Social Affairs and Family had to assess the extent of coverage by collective agreements in the Slovak Republic and whether it was therefore obliged to draw up an Action Plan. The collection of statistical data in the field of working conditions and wage conditions, including the collection of data on whether a collective agreement has been concluded with the employer or whether

a collective agreement applies to the employer, is carried out by TREXIMA Bratislava, spol. s r. o. in the context of sectoral statistical surveys. The collection of data is always carried out in the month of July of the relevant calendar year, and the data are collected as of 30 June. When calculating the proportion of employees covered by company collective agreements, the duration of those agreements shall not be taken into account. This means that all company collective agreements are included in the calculations, regardless of whether they were valid for the whole calendar year or only for part of it.

The calculation factors are determined on the basis of the similarity of undertakings by size, sector and region. The selection of enterprises is not linked to the existence of a trade union, therefore this variable cannot be included either in the additions or in the selection of organisations themselves. The resulting percentages of coverage are thus an estimate based on a combination of actually observed data and additions according to the structure of the SK-NACE economic sectors.<sup>15</sup>

In addition to processing a single summary figure on the coverage of collective agreements, the Ministry of Labour, Social Affairs and Family analysed the coverage of various collective agreements (company and public service contracts) as well as the impact of the size of the employer on the coverage of collective agreements. These data represent an important analytical basis, which made it possible to more accurately evaluate the current state of collective bargaining in Slovakia and identify the scope for taking concrete measures to support it.

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<sup>15</sup> Pursuant to Regulation (EC) No 1893/2006 of the European Parliament and of the Council of 20 December 2006 establishing the statistical classification of economic activities NACE Revision 2.



Table 1: Share of employees covered by company collective agreements by sector of SK-NACE classification in 2020-2025. Values reflect the percentage of employees within a given sector who have been covered by collective bargaining at company level. <sup>14</sup>

SK-NACE code	SK-NACE name	Share of employees covered by company collective agreements in the sector					
		2020					
A	Agriculture, forestry and fishing	8,52%	8,92%	11,00%	9,43%	6,55%	6,86%
B	Mining and quarrying	71,92%	85,96%	83,53%	76,28%	64,10%	58,39%
C	Manufacturing	49,11%	44,74%	48,51%	47,45%	48,06%	47,90%
D	Electricity, gas, steam and air conditioning supply	88,37%	84,83%	87,88%	81,44%	63,21%	79,62%
E	Water supply; sewage treatment and disposal, waste and remediation services	48,49%	53,50%	60,66%	52,54%	59,98%	68,95%
F	Construction	28,41%	23,01%	19,31%	22,67%	24,60%	18,90%
G	Wholesale and retail trade; repair of motor vehicles, motorcycles	27,46%	23,13%	19,69%	21,04%	19,85%	14,58%
H	Transport and storage	62,47%	59,00%	58,84%	56,65%	53,21%	57,82%
I	Accommodation and food services	13,35%	8,13%	9,27%	7,78%	6,21%	13,85%
J	Information and communication	16,96%	20,82%	16,41%	18,12%	17,37%	18,05%
K	Financial and insurance activities	46,81%	63,40%	61,24%	54,06%	52,01%	54,66%
L	Real estate activities	36,38%	24,88%	51,95%	36,23%	37,91%	35,49%
M	Professional, scientific and technical activities	25,05%	27,91%	34,08%	38,60%	44,97%	34,31%
N	Administrative and support services	13,01%	15,81%	8,13%	13,49%	5,84%	11,65%
O	Public administration and defence; compulsory social security	80,80%	82,30%	80,90%	81,29%	75,46%	71,47%
P	Education	86,61%	80,90%	72,81%	83,65%	84,82%	76,67%
Q	Health and social work activities	63,30%	67,12%	69,59%	66,87%	69,79%	60,28%
R	Arts, entertainment and recreation	50,79%	55,59%	56,79%	51,72%	53,10%	55,42%
S	Other activities	17,64%	12,06%	10,92%	9,19%	11,15%	10,64%

The shares for the period 2020-2025 were calculated from the added figures, the figures for the earlier period (before 2020) were not added and are therefore not included.

Table 2: Share of employees covered by company collective agreements or CFCs by sector SK- NACE for 2020-2025. The figures show how large a percentage of employees in a given sector have working conditions regulated by collective agreements at company or sectoral level. <sup>15</sup>

SK-NACE code	SK-NACE name	Share of employees covered by company collective agreements or CGIs in the sector					
		2020	2021	2022	2023	2024	2025
A	Agriculture, Forestry	9,61%	9,11%	11,35%	9,78%	6,95%	7,35%
B	Mining and quarrying	73,22%	87,35%	84,97%	78,32%	64,10%	61,28%
C	Manufacturing	49,59%	46,00%	49,32%	47,88%	48,24%	48,21%
D	Supply of electricity, gas.	88,37%	84,83%	87,88%	81,73%	87,31%	79,62%
E	Water supply; cleaning;	59,33%	64,88%	60,66%	53,46%	59,98%	68,95%
F	Construction	29,78%	24,54%	20,58%	23,54%	25,58%	19,25%
G	Wholesale and retail trade	27,80%	23,98%	21,31%	21,70%	20,80%	15,45%
H	Transport and storage	63,06%	59,68%	59,28%	57,31%	53,89%	57,95%
I	Accommodation and food	13,35%	8,13%	9,27%	7,78%	6,21%	13,85%
J	Information and	20,68%	20,98%	20,16%	18,12%	18,70%	18,05%
K	Financial and Insurance	46,81%	63,40%	61,24%	54,06%	52,41%	54,66%
L	Real estate activities	37,28%	24,88%	51,95%	36,23%	40,34%	35,97%
M	Professional, scientific	25,35%	28,19%	34,55%	39,03%	45,10%	34,95%
N	Administrative and	13,14%	16,01%	8,24%	13,66%	5,95%	11,65%
O	Public administration and	80,80%	82,30%	80,90%	81,29%	75,46%	71,47%
P	Education	86,61%	80,90%	72,81%	83,65%	84,82%	76,67%
Q	Health and social	67,05%	67,59%	70,86%	67,06%	69,79%	61,17%
R	Arts, entertainment and	50,79%	55,59%	56,79%	51,72%	53,10%	55,42%
S	Other activities	17,64%	12,06%	10,92%	9,19%	11,15%	10,64%

<sup>14</sup> Source TREXiMA Bratislava, spol. s r. o.

<sup>15</sup> Source TREXiMA Bratislava, spol. s r. o.

Table 3: Comparison of the share of employees covered by company collective agreements and the share of employees covered by company collective agreements or CFCs in the Slovak Republic in the period 2015-2025. <sup>16</sup>

year	Share of employees covered Corporate Collective Agreements in Slovakia	Share of employees covered by corporate collective agreements or KZVS in the SR
2015*	58,24%	-
2016*	56,82%	58,75%
2017*	53,50%	55,61%
2018*	54,07%	55,55%
2019*	54,64%	56,23%
2020	50,92%	51,79%
2021	48,24%	49,01%
2022	48,98%	49,73%
2023	49,08%	49,42%
2024	48,82%	49,46%
2025	47,25%	47,58%

Table 4: Share of employees covered by company collective agreements or CFCs in Slovakia by size of organisations (organisations with 50 or more employees and organisations with 100 or more employees). <sup>17</sup>

year	Share of employees covered by company collective agreements or CFCs in Slovakia	
	in organisations with 50 or more employees	in organisations with a workforce of 100 or more employees
2015*	-	-
2016*	61,03%	64,42%
2017*	59,29%	63,23%
2018*	58,58%	62,51%
2019*	59,58%	63,13%
2020	57,50%	61,15%
2021	54,85%	58,85%
2022	56,85%	60,93%
2023	54,61%	58,60%
2024	53,97%	57,37%
2025	53,09%	57,12%

#### Main findings:

##### 1. Coverage in organisations with 50+ employees

- It stood at 61.03 % in 2016.
- Since then, there has been a gradual decrease, to 53.09% in 2025.
- This is a decrease of almost 8 percentage points over the period under review.

##### 2. Coverage for employers with 100+ employees

- Despite a year-on-year decline, this segment is still better covered by collective agreements than employers between 50 and 100 employees.

<sup>16</sup> Source TREXiMA Bratislava, spol. s r. o.

<sup>17</sup> Source TREXiMA Bratislava, spol. s r. o.

### 3. Comparison by size

- Larger employers (100+) have steadily higher collective agreement coverage, with a gap of around 2-4 percentage points in favour of larger organisations.
- This confirms that collective bargaining is more effective in larger companies where trade unions operate and where there is more pressure on formalised industrial relations.

The decline in both categories shows that the problem of coverage of employees by collective agreements is systemic and not just a matter of the size of the enterprise. Larger companies are becoming more and more unionised, but there is also a gradual decline in coverage, signalling a weakening of collective bargaining across the economy. On the other hand, the overall share in Slovakia distorts precisely the minimum representativeness in trade unions with an employer with up to 20 employees. However, those employers are also not the target group of trade unions, since the creation of trade unions for such small units requires the incurring of costs which, as a rule, may not be efficient. Such a trade union does not even have the resources to, for example, afford to finance an expert for certain activities (e.g. lawyer, economist), even if, for example, 50 % of the employer's employees become members of a trade union, as the amount of contributions collected is very low. Nor can it therefore be expected that there will be a significant increase in the coverage of collective agreements resulting from collective bargaining between trade unions and the employer at that level. Similarly, in the case of a representative CFC, an employer who employs fewer than 20 employees is excluded from the effectiveness of such a collective agreement and is therefore not required to comply with it (Paragraph 7a of the ZoKV).

It therefore also raises the relevant question of the extent to which the percentage coverage of collective agreements for all employers should be taken as a basis and the question of whether the percentage coverage for employers with a certain number of employees should not be taken as a basis.

## 6. Support for capacity building of social partners

In Slovakia, there is systematic support for capacity-building of social partners addressed through other instruments, e.g. in the field of social dialogue - Alliance of Sector Councils, in the field of OSH - Section 149 ZP (support for the activities of trade union inspectors for OSH) .

In order to increase the coverage of collective agreements and to encourage the conclusion of collective agreements, the ZoSF provides for the possibility of a higher creation of a social fund with an employer who agrees a further allocation to the social fund of 0.5% above the statutory mandatory

allocation in the range of 0.6% to 1% of the basis pursuant to Section 3(1) of the ZoSF. This additional allocation can only be agreed in a collective agreement.

In addition to the above, the ZoSF also provides for the possibility for the Social Fund, on an exceptional basis, to provide, in addition to employees, social fund resources for the benefit of a trade union to cover its costs for the processing of analyses and expertise or other services supporting collective bargaining between the competent trade union body and the employer, the amount of which is earmarked and can only be agreed in a collective agreement, provided that the maximum ceiling can be up to 0.05% of the basis laid down in Paragraph 4(1) of the ZoSF (i.e. the annual amount of wages to be charged to employees).

The ZDzP provides tax relief for employers when paying a member to employers' associations (Paragraph 19 – application of tax expenditure, paragraph 2(n) membership fees resulting from non-compulsory membership of a legal person established for the purpose of protecting the interests of the payer in the aggregate up to 5% of the taxable amount, up to a maximum of EUR 30 000 per year).

## 6.1 Alliance of Sector Councils

ASR was established as an interest association of legal entities on 1 February 2023. Its activities and objectives are defined in the ZSZ as well as in the ZVD. Since 2010, it has been formed through projects funded by the European Social Fund as a project activity, and the commitment from the project was its sustainability as a real institution.

The members of the ASR reflect the composition of the Slovak ESC, where representatives of the state are represented by the Ministry of Labour, Social Affairs and Family of the Slovak Republic and the Ministry of Education, Research and Sport of the Slovak Republic. The ASR establishes sectoral councils that represent the sectors of our national economy (24 currently). They involve between 500 and 1 500 experts on an ongoing basis (mostly on short-term ad hoc assignments). Each of them shall have a chairman, who shall be responsible for the performance of its tasks and shall be the guarantor of the relevant employers' or workers' representatives' association. In principle, expert capacity is thus covered across the entire national economy of the Slovak Republic (including the necessary coverage of small, medium-sized and large enterprises and academic land) and the whole of Slovakia (including regional coverage).

Within the framework of the ASR, the National Project ROKSP is being implemented,<sup>16</sup> which aims at strengthening social dialogue and supporting the professional capacities of key partners in the labour market. The project is implemented by a number of organisations representing employers, trade unions and sector councils, with the aim of better linking labour market needs with employment policies, removing barriers to labour market entry and promoting sustainable economic growth.

The ASR focuses on the area of labour market policy, in particular the analysis of shortage occupations, the promotion of labour mobility and the removal of barriers for disadvantaged groups of the population. This project also created the Social Dialogue Index working group to deliver a measurable indicator of the quality of social dialogue from 2026 onwards.

At the end of November 2024, the conference ‘Social Dialogue for a Better Labour Market’ was organised by the ASR together with the AZZZ SR.

The ROKSP project shows that systematic cooperation between trade unions, employers and the state is essential for the sustainable development of the labour market. The partners' outputs are intended to contribute to a more efficient functioning of social dialogue, improved conditions for both employees and employers, and better quality public policies.

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<sup>16</sup> Source: <https://www.alianciasr.sk/development-expert-capacity-social-partners-2/>  
Implemented 10/2023-01/2029, with an allocation of ca. €23.6 million. Its partial objectives are: a stronger focus on capacity building of national social partners, pro-active involvement of social partners in EU policies and law-making at national level, increasing the representativeness of social partners' umbrella organisations, qualitative and quantitative monitoring of the level of social dialogue as well as the quality of the legislative process in Slovakia, support for regional social dialogue. Social dialogue topics also include: Social Dialogue Quality Index.

## 7. Progress of the Action Plan

The start of the development of the Action Plan began with the sending of a call from the Ministry of Labour, Social Affairs and the Family to the social partners in March 2025 to submit proposals and documents for incorporation into the Action Plan under preparation, with the deadline for their delivery set at 30 April 2025. Following the receipt and subsequent evaluation of the proposals sent and their summary by the Ministry of Labour, Social Affairs and Family, the process was moved to the next stage – direct negotiation with the social partners.

The first joint working meeting took place on 12 August 2025 at the Ministry of Labour, Social Affairs and Family of the Slovak Republic and opened a discussion on the basic areas of the planned measures and the coordination of the way forward. The representatives of the Ministry of Labour, Social Affairs and Family presented the current situation regarding the coverage of employees by collective agreements. They pointed out that the coverage of employees of company and higher collective agreements for employers with more than 20 employees is around 49.5%,<sup>19</sup> compared to 58.75% in 2016. They added that data for employers up to 20 employees is not collected, as the coverage there is at least up to zero. The discussion showed that in practice trade unions do not work with these employers and trade unions do not focus so much on recruiting members in this group. Taking into account both groups of employers, the overall % coverage would thus be:

- around 33% if there were zero coverage in a group of up to 20 employees;
- around 36% if 10% coverage were modelled in this group.

Subsequently, the representative of the Ministry of Labour, Social Affairs and Family summarised the proposals of the social partners that had been received at the invitation of the Ministry of Labour, Social Affairs and Family. The proposals identified as relevant were those related to the elimination of barriers and obstructions to collective bargaining and issues of union activity in the workplace (in particular situations where unions do not operate or there are several unions in the workplace).

The Ministry of Labour, Social Affairs and Family sent the second draft of the Action Plan to the social partners on 30 September 2025.

The second joint working meeting of the social partners took place on 22 October 2025 and

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<sup>19</sup> Source: TREXIMA Bratislava, spol. s r. o.

aimed at discussing the social partners' comments and proposals on the first draft of the Action Plan sent by the Ministry of Labour, Social Affairs and the Family to the social partners on 30 September 2025.

In the introduction, representatives of the Ministry of Labour, Social Affairs and Family stated that the material itself had undergone an internal assessment and that the aim of this meeting was to reach a consensus on the key areas of the envisaged measures. They stressed that this is not a general material to promote social dialogue, but a practical tool for implementing concrete measures aimed at increasing the coverage of employees by collective agreements.

The representatives of the social partners pointed to the need to clarify point 8 of the proposal and agreed that this input could be used in formulating Action 1 and discussed at the same time in the relevant working groups.

It was further agreed that the Action Plan would be conceived as a dynamic and flexible document that could be continuously updated according to the needs of practice. There was a request from the social partners to determine the frequency of evaluation of the implementation of the measures, for example under Action 3, where the working group would assess the implementation of the Action Plan at regular intervals and propose updates.

The representatives of the social partners agreed that Actions 2 and 3 may also, where appropriate, initiate proposals for legislative changes, if this emerges from the results of the analyses of Action 1 and if all partners agree on their need. In such a case, the Ministry of Labour, Social Affairs and Family would prepare draft legislative amendments and submit them for further expert discussion.

Other points of discussion concerned e.g. the feasibility of research into collective bargaining in higher education in the form of the introduction of a study subject and proposals for the creation of a database of company collective agreements – it was noted that it was currently not possible to carry out the tasks.

Participants agreed on the need to set up a working group in early 2026, which will thematically elaborate the different areas and prepare a meeting schedule with clearly defined topics and timelines.

Finally, the social partners also agreed on the proposal that the minutes of the meetings of the working groups should be published on the website of the Ministry of Labour, Social Affairs and Family

of the Slovak Republic as supporting and information material within the period of validity of the Action Plan.

The representatives of the Ministry of Labour, Social Affairs and the Family concluded that, even in the event of any changes at the level of European legislation, the Action Plan platform would remain as a permanent coordination mechanism for cooperation between the social partners and the Ministry of Labour, Social Affairs and the Family.

The Ministry of Labour, Social Affairs and Family sent the second draft of the Action Plan to the social partners on 7 November 2025.

The third joint working meeting of the social partners took place on 9 December 2025, in an entirely online format, in order to discuss the last comments submitted to the Ministry of Labour, Social Affairs and Family by the social partners.

In the introduction, the representatives of the Ministry of Labour, Social Affairs and Family took stock of the comments submitted and pointed to their implementation through the measures contained in the Action Plan. Subsequently, the commentators were also given the opportunity to clarify their comments, while other social partners were given the opportunity to respond to those comments.

As a result of the discussion, the social partners also removed the last substantive ambiguities in the meeting and agreed that the meeting was the last one and that the actual process of preparing the Action Plan was completed, with which all representatives present agreed.

## 7.1 Summary of submissions from social partners

The social partners made a number of comments on the Action Plan. Taking into account the content of Action 1 and the establishment of a regularly meeting working group on promoting collective bargaining, the proposals put forward will be part of the social partners' analyses presented in 2026 and only a brief summary of them is provided in the text of the Action Plan.

Trade union representatives pointed out, for example, the need to address delays and obstruction in collective bargaining (e.g. a situation where the employer is inactive in collective bargaining and does not respond to trade union proposals and calls for bargaining), to resolve certain issues related to



collective disputes and proceedings before an arbitrator (e.g. § 3a of the ZoKV and the methodology for determining trade union membership), as well as to extend the proceedings of arbitrators to other disputes (e.g. § 240(3) of the ZP), problems with ‘fictitious’ trade union organisations, conflicts of rights between trade union organisations and works councils. They further pointed to the need for increased protection of trade union officials against dismissal (amendment of Section 240(9) and (10) ZP), better access to information at the employer’s premises and improved regulation of the possibility of communicating with employees, thereby increasing the share of the membership base.

Employers’ representatives pointed out, for example, the need to remove barriers and barriers that complicate collective bargaining, to extend the possibility of collective bargaining on the part of employees’ representatives to other entities, to address the plurality of trade unions in the workplace, where there is currently a lack of clear mechanisms and deadlines for dealing with situations of non-cooperation, to address the issue of a non-functioning trade union that has not announced its termination with the employer, to a heavily regulated HIC, which limits the scope for truly functional collective bargaining, and to the need to introduce flexible clauses in collective agreements to respond to a change in the economic situation, the inefficiency of the HCC extension mechanism.

## 8. List of Action Plan measures

In the course of 2025, three meetings were held with the social partners, with the action plan taking its final form on the basis of the ideas discussed by the social partners. The complaints were assessed, generalised and supplemented by the Ministry of Labour, Social Affairs and Family and subsequently divided into different categories of measures. The Ministry of Labour also proposed its own measures.

## Action 1 Analysis of barriers/barriers/problems in collective bargaining (social partners)

### Description of the measure:

Thematic analyses focusing on barriers, barriers and problems encountered by the social partners in collective bargaining in practice, which prevent higher coverage by collective agreements or which identify the reasons for the decreasing coverage by collective agreements (as shown by the data in Part 4 of the Action Plan), the decrease in the number of concluded PPPs. These analyses will also build on the input sent to the Action Plan and elaborate on it in more detail, taking into account the real experience of, for example, individual sectors and businesses.

The outputs of the analyses will provide a detailed view of specific problems e.g. in the plurality of trade unions, mechanisms of extension of public service delegation / representative public service delegation, obstacles resulting from the current legislation, as well as from the lack of social dialogue. It should also include a proposal for recommendations, which can then be used for legislative or non-legislative action.

The objective of the measure is to obtain more detailed, sector-specific and practical input from the social partners (trade unions/employers' representatives) to identify the most significant problems of collective bargaining.

Deadline: by 30 September 2026

Responsible: social partners

## Measure 2 Analysis of barriers/obstacles/problems in collective bargaining (MPSVR SR)

### Description of the measure:

Developing an analysis of the legal framework for collective bargaining or an internal analysis to identify barriers, obstacles and problems that limit its effective functioning in areas that cause disputes or obstruction in practice – in particular, the plurality of trade unions in the workplace, the procedures for starting a trade union, the rules for the extension of CHPs/representative CHPs (also based on the outputs of Action 1 from the social partners). The current legal provisions (e.g. ZKV, ZP) will also be analysed to see whether they continue to serve their purpose and are not a barrier to collective bargaining.

The analysis will also follow up and include an evaluation of the input received from the social partners, which will be discussed in the Working Group set up under Action 3 in the first half of 2027.

The results of the analysis will feed into legislative proposals and other measures that will remove ambiguities, reduce the risk of abuse of the current rules and allow for a smoother social dialogue/collective bargaining.

The aim of the measure is to increase the predictability and transparency of collective bargaining, to close legislative loopholes used to obstruct collective bargaining and to prepare the ground for legislative adjustments in favour of a more efficient functioning of social dialogue/collective bargaining.

Deadline: by 31 December 2026

Responsible: MPSVR SR

### Action 3 Establishment of a regular (working) group to monitor problems in collective bargaining

#### Description of the measure:

A regular working group shall be set up, composed of representatives of the Ministry of Labour, Trade Unions and Employers' representatives and, where appropriate, experts from the field. The task of this working group will be to systematically monitor current topics, problems and barriers in the field of collective bargaining, to evaluate input from application practice and to propose recommendations to address them. The group will act as a platform for the ongoing exchange of information, conflict resolution and drafting of proposals, which can then be incorporated into legislative or non-legislative measures.

The task of the Task Force will also be to evaluate the implementation of the Action Plan on an annual basis. The members of the working group may also propose updating and supplementing the Action Plan (e.g. with additional measures) in order to identify additional needs, developments in % collective bargaining coverage, etc.

The objective of the measure will be to ensure regular dialogue and, at the same time, coordinated action in addressing the challenges of collective bargaining. The measure in question should strengthen trust between the social partners and the State in addressing the current challenges that arise on the ground every year.

#### Deadline: during the 1st half of 2026

- Regular meetings – 2x per year (1x in the first semester, 1x in the second semester).
- Ad hoc meetings – as appropriate, in the event of acute problems or requests from the social partners.

Responsible: Ministry of Labour, Social Affairs and Family in cooperation with the social partners

## Action 4 Preparation of draft legislative amendments and discussion with social partners

### Description of the measure:

If the conclusions of the analyses and/or discussions with the social partners lead to findings that, according to the Ministry of Labour, Social Affairs and Family, barriers to collective bargaining must also be addressed by amending legislation, the Ministry of Labour, Social Affairs and Family will prepare draft amendments to the legislation and submit them to the social partners for discussion within the working group defined in Measure 3.

Deadline: by 30 June 2027

Responsible: MPSVR SR

## Action 5 Implementation of expert meetings/workshops on legislative and practical problems in the field of collective bargaining

### Description of the measure:

In order to improve collective bargaining, organise professional meetings and workshops with the involvement of social partners and representatives of the Ministry of Labour, Social Affairs and Family of the Slovak Republic, or experts from practice and academia, on a regular basis or as appropriate (e.g. on the basis of input from a working group). The aim of these events will be to identify and analyse both legislative and practical problems of collective bargaining, to find solutions to eliminate them and to share experiences from different sectors. These meetings can be initiated and implemented both by the Ministry of Labour, Social Affairs and Family of the Slovak Republic and by trade unions or employers' representatives, especially in cases where new problems or specific initiatives requiring discussion arise in practice.

Deadline: continuously

- Professional meetings and workshops will be held according to the current needs of the social partners and the Ministry of Labour, Social Affairs and Family of the Slovak Republic.

Responsible: Ministry of Labour, Social Affairs and Family in cooperation with the social partners

## Measure No 6 Addition of the website of the Ministry of Labour, Social Affairs and the Family to the figure of % coverage of employees by collective agreements

### Description of the measure:

On the official website of the Ministry of Labour, Social Affairs and Family, a new subsection entitled: ‘Data on the % coverage rate of employees by collective agreements’, in which information on the percentage coverage of employees by collective agreements will be published on a regular basis. This data will be supplemented annually on the basis of processed data from the previous calendar year. Transparent and regular disclosure of this information will contribute to better informing society about the state of collective bargaining in Slovakia and thus to strengthening awareness of its importance and benefits.

The objective of the measure is to provide publicly available, regularly updated and reliable information on the coverage of collective agreements, thereby promoting the transparency of the system and improving the societal image of collective bargaining.

The data will be presented clearly, annually and may also be accompanied by graphical representations or comparisons of developments with previous years.

### Deadline:

- First publication: after obtaining data for 2025 (at the latest during the 1st half of 2026).
- Update: each year, after processing available data from the previous year (at the latest during the first half of the following year).

Responsible: MPSVR SR



## Measure No 7 Publicity by trade unions, employers' associations, the Ministry of Labour, Social Affairs and the Family of the Slovak Republic on the promotion of collective bargaining

### Description of the measure:

The social partners and the Ministry of Labour, Social Affairs and Family of the Slovak Republic may jointly or separately carry out activities aimed at raising awareness of the importance of collective bargaining and its benefits for employees, employers and society. Publicity may include, in particular, information campaigns, publication of professional and popularisation articles, using web platforms, social networks or press releases. Discussion forums, roundtables or media outputs may also be organised, where appropriate, to present positive examples from practice and highlight the benefits of social dialogue.

Activities may include the preparation and implementation of information campaigns – joint campaigns by trade unions, employers' associations and the Ministry of Labour, Social Affairs and Family of the Slovak Republic, which will explain the importance of collective bargaining through the media, social networks and posters and leaflets. The campaign may also include a presentation of successful examples from practice where the collective agreement has brought concrete benefits to employees and the employer. Information brochures, leaflets, newsletters or short videos and infographics can bring collective bargaining closer to the general public in a simple way and the materials themselves can be available on the websites of the social partners and the Ministry of Labour, Social Affairs and Family of the Slovak Republic, but also distributed directly at the workplace. If discussion forums, workshops, conferences or round tables are organised to present new experiences/information in the field of collective bargaining, or research results or recommendations to improve the collective bargaining system, the results of such meetings may also be published through information brochures, leaflets, newsletters, short videos or by publishing such information through their websites.

Deadline: on an ongoing basis, with an emphasis on key milestones (publication of the results of analyses, evaluation of the coverage of collective agreements, adoption of new measures, etc.).

Responsible: MPSVR SR, social partners

## Action 8 Enforcement and inspection in the field of compliance with collective bargaining legislation

### Description of the measure:

Labour inspectorates play a key role in overseeing compliance with labour laws, including those relating to collective bargaining. Their work should also be strengthened and systematically focused on the area of collective industrial relations.

### Tasks for labour inspection:

- Control activity – regularly verify employers' compliance with the obligations arising from RBMs and HCPs, in particular as regards the provision of cooperation in collective bargaining and respect for the rights of employees' representatives.
- Monitoring of barriers and obstructions – record cases where employers or trade unions purposefully obstruct or delay the collective bargaining process and report regularly to the Ministry of Labour, Social Affairs and the Social Partners.
- Cooperation with the social partners – actively communicate with the social partners and the Ministry of Labour, Social Affairs and Family on the problems identified and contribute to proposals for solutions.
- Training of inspectors – systematically prepare labour inspectors also for collective bargaining, so that they can effectively identify breaches and help resolve them.

Deadline: continuously

Responsible: NIP, relevant IP