



Industrial relations and social dialogue
**Slovakia: Metadata for the
Eurofound database of collective
agreements for low-paid workers**

Minimum wages for low-paid workers
in collective agreement

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This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

General information

Collective agreements were obtained from four sources:

1. The website of the Ministry of Labour, Social Affairs and Family of the Slovak Republic, where some multi-employer collective agreements are registered. An archive of these collective agreements for selected industries, such as construction, food industry, manufacture of glass and glass products, mechanical engineering and others is also available here.
2. Central register of contracts, where specific company-level contracts can be searched, e.g. according to the supplier (company name), contract name or the date of publishing an agreement. In this case, the search term was "collective agreement", or "addendum to the collective agreement". It is important to note that the central register of contracts does not only concern collective agreements: it is therefore not to be intended as a register of collective agreements.

In the central register of contracts, contracts are published by obliged persons pursuant to § 2 of Act no. 211/2000 Coll. on Free Access to Information and on Amendments to Certain Acts (Freedom of Information Act), as amended, with the exception of the National Bank of Slovakia.
3. Trade unions and business associations. Multi-employer collective agreements are usually published on their respective websites, while company-level collective agreements must be specifically requested.
4. Web pages of specific organisations or companies.

When sampling, the priority was to obtain multi-employer collective agreements and collective agreements covering the largest number of employees (e. g. collective agreements of large companies). If multi-employer collective agreement or the largest companies' agreements could not be obtained for a given case, any obtainable agreements were used, regardless of coverage or level of bargaining.

There is no complete register of collective agreements in Slovakia. Collective agreements often do not contain information on the number of covered employees, which must be drawn from other sources. Some contracts, especially higher-level collective agreements, that list the enterprises to which they apply, include NACE codes, while others do not.

A special issue is related to obtaining company-level agreements, which employers are generally not willing to provide, not even for research purposes. There are also NACE-2 sectors of interest in which trade unions do not organise employees and collective agreements are usually not concluded.

1 - Agriculture

Background information

The main employers' organisations operating in NACE-2 sector of interest A-01 (crop and animal production, hunting and related service activities) are the following:

- Slovenská poľnohospodárska a potravinárska komora / SPPK (Slovak Chamber of Agriculture and Food).
- Agrárna komora Slovenska (Agrarian Chamber of Slovakia).
- Zväz poľnohospodárskych družstiev a obchodných spoločností Slovenskej republiky (Union of Agricultural Cooperatives and Commercial Companies of the Slovak Republic).
- Several unions operating in the agricultural sector are also members of SPPK - like Slovenský zväz olejníarov (Slovak Union of Oil Growers), Únia hydínarov Slovenska (Poultry Union of Slovakia), Zväz chovateľov ošípaných na Slovensku (Association of Pig Breeders in Slovakia), Zväz chovateľov oviec a kôz na Slovensku (Association of Sheep and Goat Breeders in Slovakia), Zväz pestovateľov a spracovateľov kukurice (Association of Corn Growers and Processors), Zväz vinohradníkov a vinárov Slovenska (Union of Winegrowers and Winemakers of Slovakia).

The main trade unions organisation in the sector is OZ pracovníkov poľnohospodárstva na Slovensku (Trade union of agricultural workers in Slovakia).

Currently, only company-level collective agreements are concluded in the sector. However, there are few such single-employer collective agreements, only in larger agricultural companies.

Trade unionists estimate a collective bargaining coverage at around 5% in this NACE-2 sector of interest.

Sampling information

As mentioned in the Background section, sector-level collective bargaining does not exist in NACE-2 sector of interest A-01 (crop and animal production, hunting and related service activities).

Moreover, the existing company-level collective agreements are not often publicly available.

Nonetheless, we have managed to get access to five agreements, all included in the sample.

Table 1: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	47,000	47,000	Eurostat, lfsa_egan22d
B. Total number of employees in the sampled sectors of	2,000	3,000	Trade union of agricultural workers in Slovakia

interest, estimated to be covered by collective bargaining			
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 1 - Agriculture 5 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Agricultural Paying Agency

Eurofound identifier	CA-SK-2108
Title (native language)	Poľnohospodárska platobná agentúra
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	600
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	600
Quality of the figure	Numbers are best estimates

Breeding service

Eurofound identifier	CA-SK-2112
Title (native language)	Plemenárske služby
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	150
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	150
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

State Veterinary and Food Administration

Eurofound identifier	CA-SK-2115
Title (native language)	Štátna veterinárna a potravinová správa
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	150
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	150
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Poľno SME Palarikovo

Eurofound identifier	CA-SK-2116
Title (native language)	Poľno SME Palárikovo
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	60
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	60
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Central control and testing institute

Eurofound identifier	CA-SK-2117
Title (native language)	Ústredný kontrolný a skúšobný ústav
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	600
Quality of the figure	Numbers are best estimates

Number of workers covered by the agreement in the low paid sector of interest	600
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 1 - Agriculture (as defined in the project)
- A good fraction (20% to 49%) of those workers in 1 - Agriculture (as defined in the project), which are covered by a collective agreement.

2 - Manufacture of food, leather, textiles, and clothes

Background information

With regard to NACE-2 sector of interest C-10 (manufacture of food products), the total number of employees is estimated to be around 46,500 (Eurostat Database - 2020).

The main business organisations in NACE-2 sector of interest C-10 are the following:

- Agrárna komora Slovenska (Food Chamber of Slovakia).
- Slovenský mliekarenský zväz (Slovak Dairy Association).
- Slovenský cukrovarnícky spolok, s.r.o. (Slovak Sugar Association).
- Slovenský zväz spracovateľov mäsa (Slovak Association of Meat Processors).
- Asociácia výrobcov nealkoholických nápojov a minerálnych vôd na Slovensku (Association of producers of soft drinks and mineral waters in Slovakia).
- Slovenské združenie výrobcov piva a sladu (Slovak Association of Beer and Malt Producers).
- Slovenský konzervársky zväz (Slovak Cannery Association).
- Združenie výrobcov liehu a liehovín na Slovensku (Association of alcohol and spirits producers in Slovakia).
- Slovenský zväz pekárov, cukrárov a cestovinárov (Slovak Union of Bakers, Confectioners and Pasta Makers).

As for trade unions, the most relevant in NACE-2 sector of interest C-10 is Odborový zväz potravinárov Slovenskej republiky (Trade union of food producers of the Slovak Republic).

In 2020, two multi-employer collective agreements and 28 single-employer agreements were concluded.

As for NACE-2 sectors of interest C-13 (manufacture of textiles), C-14 (manufacture of wearing apparel) and C-15 (manufacture of leather and related products), the estimated number of employees (according to Eurostat in 2020) is around 7,400 (C-13), 13,900 (C-14) and 11,400 (C-15).

The main business organisation operating in the three NACE-2 sectors is Asociácia výrobcov a distribútorov textilu (Association of Textile Manufacturers and Distributors), while the main trade union is represented by Integrovaný Odborový zväz (Integrated Trade Union).

In 2020, no multi-employer collective agreement and a total of 14 company-level collective agreements were concluded in these three NACE-2 sectors of interest (C-13, C-14 and C-15) considered together.

Trade unions estimate a collective bargaining coverage of around 23% in these four NACE-2 sectors of interest considered together.

Sampling information

The trade union of food workers of the Slovak Republic provided the number of employees who are covered by each listed collective agreement. We propose to include both multi-employer collective agreements and five single-employer collective agreements in consideration of the coverage level they provide.

We estimate that the seven listed collective agreements provide, together, roughly a 20% coverage of workers employed in the NACE-2 sectors of interest C-10 (manufacture of food products), C-13 (manufacture of textiles), C-14 (manufacture of wearing apparel) and C-15 (manufacture of leather and related products) who are covered by collective bargaining.

Table 2: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	79,200	79,200	Eurostat, lfsa_egan22d
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	18,000	18,000	Trade union of manufacturing

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 2 - Manufacture of food, leather, textiles, and clothes 7 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Association of Slovak Sugar Producers

Eurofound identifier	CA-SK-2028
Title (native language)	Slovenský cukrovarnícky spolok
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	308
Quality of the figure	Numbers are best estimates

Number of workers covered by the agreement in the low paid sector of interest	308
Quality of the figure	Numbers are best estimates

Považ sugar factory Trenčianska Teplá

Eurofound identifier	CA-SK-2118
Title (native language)	Považský cukrovar Trenčianska Teplá
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	180
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	180
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Tate&Lyle Boleráz

Eurofound identifier	CA-SK-2119
Title (native language)	Tate&Lyle Boleráz
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	260
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	260
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Slovak Association of Beer and Malt Producer

Eurofound identifier	CA-SK-2122
Title (native language)	Slovenské združenie výrobcov piva a sladu
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,150

Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	1,150
Quality of the figure	Numbers are best estimates

Tatra Dairy Kežmarok

Eurofound identifier	CA-SK-2123
Title (native language)	Tatranská mliekareň Kežmarok
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	280
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	280
Quality of the figure	Numbers are best estimates

Kysuca bakery

Eurofound identifier	CA-SK-2124
Title (native language)	Kysucké pekárne
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	180
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	180
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Heineken

Eurofound identifier	CA-SK-2125
Title (native language)	Heineken
Bargaining level	Enterprise/company or establishment level agreement

Number of workers covered by the agreement in total	250
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	250
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project)
- A good fraction (20% to 49%) of those workers in 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project), which are covered by a collective agreement.

3 - Construction excl. civil engineering

Background information

The key actors in collective bargaining in NACE-2 sectors of interest F-41 (construction of buildings) and F-43 (specialized construction activities) are Zväz stavebných podnikateľov Slovenska (Association of Construction Entrepreneurs of Slovakia) and Integrovaný odborový zväz (Integrated Trade Union), that concluded a multi-employer collective agreement together. The collective agreement was concluded back in 2012 and is now valid until 2024. There is a considerable share of self-employed among workers operating within NCE-2 sectors of interest F-41 and F-43 sectors.

As we do not have access to any company-level agreements, there is no risk of overlap between sectoral and single-employer agreements in the provided sample. The number of existing agreements is not available.

Sampling information

The multi-employer collective agreement mentioned in the background section is publicly available; however, no further agreements covering NACE-2 sectors of interest F-41 (construction of buildings) and F-43 (specialized construction activities) were identified (but they might exist).

Amonf the largest sector employers we can mention Strabag pozemné staviteľstvo, IN VEST, Metrostav Slovakia and Luga Trade ((250-499 employees each). There is also YIT Slovakia (200 - 249 employees), Strabag pozemné a inžinierske staviteľstvo (100 - 149 employees) and other smaller companies. We are not aware of whether company-level agreements exist or not.

Table 11: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	200,700	200,700	Eurostat, lfsa_egan22d
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	5,800	9,000	Trade union

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 3 - Construction excl. civil engineering 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Association of Construction Entrepreneurs

Eurofound identifier	CA-SK-2046
Title (native language)	Zväz stavebných podnikateľov
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	5,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	5,000
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A small fraction of all agreements related to 3 - Construction excl. civil engineering (as defined in the project)
- A small sample (less than 20%) of those workers in 3 - Construction excl. civil engineering (as defined in the project), which are covered by a collective agreement.

4 - Retail

Background information

As for NACE-2 sector of interest G-47 (retail trade, except of motor vehicles and motorcycles), on the employees' side the key actor is Odborový zväz pracovníkov obchodu a cestovného ruchu (Trade and Tourism Workers' Trade Union). Two business organisations are active: Zväz obchodu SR (Slovak Union of Trade) and Slovenská aliancia moderného obchodu (SAMO - Slovak Alliance of Modern Trade).

The largest multinational companies in commerce, Tesco, Kaufland, Metro, Lidl and Billa, left the established sector-level employers' association Zväz obchodu a cestovného ruchu (ZOOCR) in 2014 and established a new employers' organization: Slovak Alliance of Modern Stores (SAMO) that is, however, not entitled to negotiate higher-level collective agreements. Therefore, bargaining within the SAMO member companies is related only to the company level.

There are two multi-employer collective agreements:

- The collective agreement concluded between the Slovak Union of Trade (Zväz obchodu SR), which currently has 87 members out of which approx. one-third operates within NACE-2 sector of interest G-47, and the Trade and Tourism Workers' Trade Union. This collective agreement covers approx. 120,000 employees working within various sectors out of a total of 188,700 employees in NACE-2 sector of interest G-47.
- The collective agreement concluded between the Coop Jednota Employers' Organization Group and the Trade and Tourism Workers' Union, which covered 28 members of the Coop Jednota Employers' Organization with a total of approx. 12,000 employees. These operate either within the NACE-2 sector (not of interest for the purposes of this research project) G-46 (15 member organisations) or within G-46 (also not of interest), and G-47 (of interest) sectors (13 member organisations between G-46 and G-47).

The sector's rate of collective bargaining coverage is estimated at approximately 15%. This figures, however, refers to the entire NACE-1 sector, not being possible to get access to data on coverage for NACE-2 sector of interest G-47 only.

Sampling information

The Trade and Tourism Workers' Trade Union provided the number of employees covered by multi-employer collective agreements. One multi-employer collective agreement (binding for a relatively large group of employees) and two company-level collective agreements are included in the sample. Some major company-level agreements are missing and that is either because it was not possible to get access to them (such as Kaufland) or because they were not valid in the relevant period (such as Lidl). Largest sector companies include Coop Jednota (approximately 14,000 employees), Tesco (approximately 7,500), Lidl (approximately 6,000 employees), Kaufland (approximately 6,000 employees) and Billa (approximately 4,000 employees). As these are company-level collective agreements, they are not publicly available, and no access to them was provided.

Table 3: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	188,700	188,700	Eurostat, lfsa_egan22d
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			15% estimate for entire commerce, BARCOM

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 4 - Retail 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

COOP Jednota

Eurofound identifier	CA-SK-1958
Title (native language)	Organizácia zamestnávateľov skupiny COOP Jednota
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	12,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	12,000
Quality of the figure	Numbers are best estimates

Association of commerce

Eurofound identifier	CA-SK-1959
Title (native language)	Zväz obchodu SR
Bargaining level	National industry/sector level agreement

Number of workers covered by the agreement in total	120,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	120,000
Quality of the figure	Numbers are best estimates

Metro Cash & Carry

Eurofound identifier	CA-SK-2066
Title (native language)	Metro Cash & Carry SR
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	1,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	1,000
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 4 - Retail (as defined in the project)
- A small sample (less than 20%) of those workers in 4 - Retail (as defined in the project), which are covered by a collective agreement.

5 - Postal, courier, land transport and warehouses

Background information

In NACE-2 sectors of interest H-49 (land transport and transport via pipelines), H-52 (warehousing and support activities for transportation), and H-53 (postal and courier activities, collective bargaining is mainly carried out by the following trade unions:

- The umbrella organization Konfederácia odborových zväzov (Confederation of Trade Unions).
- Integrovaný odborový zväz (Integrated Trade Union).
- Odborový zväz pôšt a logistiky (Post and Logistics Trade Union).
- Slovenský odborový zväz pôšt a telekomunikácií (Slovak Post and Telecommunications Trade Union).

As regards employers' organisations, the following should be mentioned:

- Zväz autobusovej dopravy (the Bus Union).
- Zväz zamestnávateľov mestskej hromadnej dopravy (Union of Public Transport Employers), which represents employers of public transport companies in Slovakia.
- Únia dopravy, pôšt a telekomunikácií (Union of Transport, Posts and Telecommunications).
- Únia zamestnávateľov v civilnom letectve (Union of Employers in Civil Aviation).

There is a sector-level collective agreement, concluded between Zväz autobusovej dopravy (Bus transport union) and Odborový zväz KOVO (KOVO trade union), that covers only employees operating within NACE sectors 49.31, 49.39 and 49.41.

However, multiple single-employer agreements exist (such as Slovak Post, Bratislava transport company, etc...).

Estimates of the collective bargaining coverage cannot be reliably provided.

Sampling information

There are multiple single-employer agreements (such as Slovak Post, Bratislava transport company, etc) and one multi-employer collective agreement. The higher-level agreement covers only employees operating within NACE 49.31, 49.39 and 49.41 sectors (15 specific bus companies), therefore an overlap between sector and company level agreement is unlikely.

The nine listed collective agreements have been selected on the basis of their coverage.

We are not aware of any missing major agreements; however, we were not able to obtain any agreement covering employees within the NACE-2 sector of interest H-52 (warehousing and support activities for transportation), which includes large companies such as Amazon Fulfilment Slovakia (2,000 - 2,999 employees), Národná diaľničná spoločnosť (2,000 - 2,999 employees) and DHL Exel Slovakia and DHL Logistics (1,000 - 1,999 employees each).

Table 4: Estimates on sector related bargaining coverage

	From	To	Source
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A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	161,500	161,500	Eurostat, lfsa_egan22d
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 5 - Postal, courier, land transport and warehouses 9 collective agreements were listed, and out of these 5 were approved for coding and fully included in the database.

Slovak Post

Eurofound identifier	CA-SK-2033
Title (native language)	Slovenská pošta
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	12,019
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	12,019
Quality of the figure	Numbers are (relatively) precise and reliable

Bratislava transport company

Eurofound identifier	CA-SK-2034
Title (native language)	Dopravný podnik Bratislava
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	2,700

Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	2,700
Quality of the figure	Numbers are (relatively) precise and reliable

Bus transport union

Eurofound identifier	CA-SK-2037
Title (native language)	Zväz autobusovej dopravy
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	3,800
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	3,800
Quality of the figure	Numbers are best estimates

CARGO railway company

Eurofound identifier	CA-SK-2040
Title (native language)	ZSSK CARGO
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	4,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	4,000
Quality of the figure	Numbers are best estimates

Railway company Slovakia

Eurofound identifier	CA-SK-2043
Title (native language)	ŽSS 2019 - 2020
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	5,900
Quality of the figure	Numbers are best estimates

Number of workers covered by the agreement in the low paid sector of interest	5,900
Quality of the figure	Numbers are best estimates

Žilina Transport Company 2016 - 2024

Eurofound identifier	CA-SK-2061
Title (native language)	Dopravný podnik Žilina
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	270
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	270
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Košice Transport Company 2015 - 2020

Eurofound identifier	CA-SK-2063
Title (native language)	Dopravný podnik mesta Košice
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	982
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	982
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Prešov Transport Company 2020 - 2023

Eurofound identifier	CA-SK-2064
Title (native language)	Dopravný podnik Prešov 2020 - 2023
Bargaining level	Enterprise/company or establishment level agreement

Number of workers covered by the agreement in total	310
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	310
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Civil aviation

Eurofound identifier	CA-SK-2065
Title (native language)	Únia zamestnávateľov v civilnom letectve 2015 - 2023
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	900
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	900
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 5 - Postal, courier, land transport and warehouses (as defined in the project)
- A good fraction (20% to 49%) of those workers in 5 - Postal, courier, land transport and warehouses (as defined in the project), which are covered by a collective agreement.

6 - Hospitality

Background information

There is one trade union operating in this sector: Odborový zväz pracovníkov obchodu a cestovného ruchu (Trade and Tourism Workers' Trade Union), and two business associations: Zväz cestovného ruchu SR (Slovak Tourism Association) and Asociácia hotelov a reštaurácií Slovenska (Slovak Hotels and Restaurants Association).

Even though, there is no multi-employer collective agreement covering the NACE-2 sectors of interest I-55 (accommodation) and I-56 (food and beverage service activities).

In contrast, several company-level agreements exist.

Collective bargaining coverage in these two NACE-2 sectors of interest is not available.

Sampling information

Regarding the number of employees, the largest and best-known employers in the sector include e.g. McDonald's Slovakia (250 - 499 employees), Medusa Restaurants and Medusa Services (250 - 499 employees each), SOREA (250 - 499 employees), Delirest Slovakia (500-999 employees), Grand hotel Permon (200 - 249 employees), among others.

However, company-level collective agreements are not publicly available.

Table 5: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	93,900	93,000	Eurostat
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

7 - Business support services

Background information

According to 2020 Eurostat data, the NACE-2 sectors of interest N-78 (employment activities), N-80 (security and investigation activities), N-81 (services to buildings and landscape activities) and N-82 (office administrative, office support and other business support activities) employ, respectively, 4,200 workers (N-78), 20,700 workers (N-80), 12,500 workers (N-81) and 12,500 workers (N-82).

Main employers' organisations:

- Asociácia personálnych agentúr Slovenska (Association of Personnel Agencies of Slovakia).
- Slovenská komora súkromnej bezpečnosti (Slovak Chamber of Private Security).
- Komora kominárov Slovenska (Chamber of Chimney Sweeps of Slovakia).

Among the main trade unions, we should mention SLOVES – Slovenský OZ verejnej správy a kultúry SLOVES (Slovak trade union of public administration and culture), which includes workers in the public administration; it is the signatory of a multi-employer collective agreement for employees in the public interest, but these employees are only in small numbers in the sector.

There is one multi-employer collective agreement and several single-employer collective agreements within NACE-2 sectors of interest N-78.

In contrast, there are no collective agreements in the three other NACE-2 sectors of interest N80, N81 and N82.

The estimated bargaining coverage in NACE-2 sector of interest N-78 is around 50%.

In the entire NACE-1 N sector it might be around 20%.

Sampling information

The multi-employer collective agreement mentioned in the background section is publicly available. Several single-employer collective agreements are also publicly available.

The multi-employer collective agreement and the single-employer collective agreement of Labor Offices have been included in the sample.

The multi-employer collective agreement covers several sectors (about 230,000 employees in total), but only about 10,000 employees within NACE-2 sector of interest N-78.

The listed company-level agreement covers employees of labour offices.

Both of these collective agreements overlap: the coverage of the company-level agreement should not be added to the one already provided by the sector-level agreement. This explains the inconsistency in the sector meta data provided, since it is not possible to account for this (rather large) overlap in terms of coverage.

Table 6: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the	45,600	45,600	Eurostat, lfsa_egan22d

Disclaimer: This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.

sampled sectors of interest, which are not excluded from collective bargaining			
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 7 - Business support services 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Public servants

Eurofound identifier	CA-SK-2127
Title (native language)	KZ VS zamestnanci vo verejnom záujme
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	230,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	10,000
Quality of the figure	Numbers are best estimates

Labour offices

Eurofound identifier	CA-SK-2128
Title (native language)	KZ pre úrady práce
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	8,000
Quality of the figure	Numbers are best estimates

Number of workers covered by the agreement in the low paid sector of interest	8,000
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 7 - Business support services (as defined in the project)
- A good fraction (20% to 49%) of those workers in 7 - Business support services (as defined in the project), which are covered by a collective agreement.

8 - Residential and social care

Background information

Several trade unions and associations operate in the human health sector, but most of them cover medical workers (such as hospital doctors and other ambulatory care providers), that is to say NACE-2 sector Q-86, not of interest for the purposes of this database.

As for NACE-2 sectors of interest Q-87 (residential care activities) and Q-88 (social work activities without accommodation), the most relevant actors are Slovenský odborový zväz zdravotníctva a sociálnych služieb (Slovak Trade Union of Health and Social Services) and Asociácia poskytovateľov sociálnych služieb v SR (Association of Social Service Providers in the Slovak Republic).

Many employers operating in NACE-2 sector of interest Q-87 are governed by Act No. 553/2003 on the remuneration of employees in the public sector and the respective multi-employer collective agreement; it is likely that single-employer agreements also exist.

Sampling information

The sector-level collective agreement is publicly available, but it is difficult to provide reliable estimates of coverage in the specific NACE-2 sectors of interest Q-87 (residential care activities) and Q-88 (social work activities without accommodation).

This agreement has been coded in the database, although it is a multi-sectoral collective agreement that is not only valid for human health and social work activities.

Eight company-level agreements are listed in the sample, but not coded (as they all refer to the public employees' wage table provided by Act No. 553/2003, and therefore do not provide own minima).

We are not aware of the existence of major company-level collective agreements missing from the sample.

Table 7: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	69,800	69,800	Eurostat, lfsa_egan22d
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 8 - Residential and social care 9 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Work in Public Interest

Eurofound identifier	CA-SK-2086
Title (native language)	Výkon práce vo verejnom záujme
Bargaining level	Cross-sectoral national level agreement
Number of workers covered by the agreement in total	230,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	50,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Via Lux 2020

Eurofound identifier	CA-SK-2087
Title (native language)	Via Lux 2020
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	150
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	150
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Social Services Home Stupava 2020

Eurofound identifier	CA-SK-2088
Title (native language)	DSS Kaštieľ, Stupava 2020
Bargaining level	Enterprise/company or establishment level agreement

Number of workers covered by the agreement in total	100
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	100
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Retirement & social services home Záhonok 2020

Eurofound identifier	CA-SK-2089
Title (native language)	Domov dôchodcov a domov soc. služieb Záhonok
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	100
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	100
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Centre of Social Services Žarec 2020

Eurofound identifier	CA-SK-2090
Title (native language)	Centrum soc. služieb Žarec 2020
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	100
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	100
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Centre of Social Services Zákamenné 2020

Eurofound identifier	CA-SK-2091
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Title (native language)	Centrum soc. služieb Zákamenné 2020
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	50
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	50
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Social Services Home Sibírka 2020

Eurofound identifier	CA-SK-2092
Title (native language)	DSS Sibírka 2020
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	50
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	50
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Social Services Facility "Jeseň života" 2020

Eurofound identifier	CA-SK-2094
Title (native language)	Jeseň života 2020
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	25
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	25
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Social Services Centre Jesienka - 2020

Eurofound identifier	CA-SK-2096
Title (native language)	CSS Jesienka - 2020
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	25
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	25
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 8 - Residential and social care (as defined in the project)
- A good fraction (20% to 49%) of those workers in 8 - Residential and social care (as defined in the project), which are covered by a collective agreement.

9 - Arts, gambling and sports

Background information

According to 2020 Eurostat data, the NACE-2 sectors of interest R-90 (creative, arts and entertainment activities), R-92 (gambling and betting activities) and R-93 (sports activities and amusement and recreation activities) employ, respectively, 9,600 workers (R-90), 4,600 workers (R-92) and 11,300 workers (R-93).

Among the relevant business associations, we should mention ASDO – Asociácia slovenských divadiel a orchestrov (ASDO – Association of Slovak Theaters and Orchestras), while among the relevant trade unions:

- SLOVES – Slovenský OZ verejnej správy a kultúry (SLOVES – Slovak OZ of public administration and culture) (includes workers in public administration).
- SOZ SP – Slovenský OZ slobodných povolání (SOZ SP – Slovak trade union of liberal professions).
- UNIA OZ PHS - Odborový zväz profesionálnych hudobníkov Slovenska (UNIA OZ PHS - Trade union of professional musicians of Slovakia).
- SSN – Slovenský syndikát novinárov (SSN – Slovak Syndicate of Journalists).

SLOVES is the signatory of a multi-employer collective agreement, but the number of employees covered by it in the NACE-2 R-90, R-92 and R-93 is not available.

There exist several company-level agreements too.

Around 70% of employees are covered within the NACE-2 sector of interest R-90.

Coverage in NACE-2 sectors of interest R92 and R93 could not be reliably estimated.

Within the entire NACE-1 sector R (arts, entertainment and recreation), around 25% of employees are covered by these collective agreements.

Sampling information

The following single-employer collective agreements have been included in the sample:

- Collective agreement for the Museum of Saint Anton (2019-2020).
- Collective Agreement State Theater Košice (2019-2020).
- Collective Agreement Slovak National Theater (2020).
- Collective Agreement Recreational services of the city of Senica (2020).

It is not possible to establish the rate of coverage provided by these four listed agreements in the NACE-2 sectors of interest R-90 (creative, arts and entertainment activities), R-92 (gambling and betting activities) and R-93 (sports activities and amusement and recreation activities), since very few data are available in terms of collective bargaining coverage in these three sectors (in particular, as mentioned in the background section, regarding R-92 and R-93).

Table 8: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	25,500	25,500	Eurostat, lfsa_egan22d
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	6,400	6,400	Trade union

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 9 - Arts, gambling and sports 4 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Museum of Saint Anton

Eurofound identifier	CA-SK-2129
Title (native language)	KZ Múzeum sv. Anton 2019-202
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	20
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	20
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

State Theater Košice

Eurofound identifier	CA-SK-2130
Title (native language)	KZ Štátne divadlo Košice 2019-202

Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	250
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	250
Quality of the figure	Numbers are best estimates

Slovak national theater

Eurofound identifier	CA-SK-2131
Title (native language)	KZ Slovenské národné divadlo 2020
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	500
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	500
Quality of the figure	Numbers are best estimates

Recreational services of the city of Senica

Eurofound identifier	CA-SK-2135
Title (native language)	KZ Rekreačné služby mesta Senica
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	25
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	25
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 9 - Arts, gambling and sports (as defined in the project)
- A small sample (less than 20%) of those workers in 9 - Arts, gambling and sports (as defined in the project), which are covered by a collective agreement.

10 - Personal services

Background information

According to the Confederation of Trade Unions, there is no trade union active in the NACE-2 sector of interest S-96 (other personal service activities).

As for business associations the following should be mentioned:

- Asociácia podnikateľov poskytujúcich služby a remeslá (Association of entrepreneurs providing services and crafts).
- SAMP – Slovenská asociácia malých a stredných podnikov a živnostníkov (SAMP – Slovak Association of Small and Medium Enterprises and Entrepreneurs).
- Slovenská asociácia pohrebných a kremačných služieb (Slovak Association of Funeral and Cremation Services).

There is no evidence of collective bargaining in this NACE-2 sector of interest.

Sampling information

As already mentioned in the Background section, there is no evidence of collective bargaining in the NACE-2 sector of interest S-96 (other personal service activities).

Table 9: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	24,700	24,700	Eurostat, lfsa_egan22
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

11 - Domestic personnel

Background information

Data for NACE-2 sector of interest T-97 (activities of households as employers of domestic personnel) is not available.

According to Eurostat, around 2,500 workers are employed in the sector in Slovakia. However, there is no reliable information on the existence of collective agreements and, consequently, on the number of employees covered by collective bargaining.

Sampling information

As already explained in the Background section, no collective agreement has been identified in NACE-2 sector of interest T-97 (activities of households as employers of domestic personnel).

Table 10: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	2,500	2,500	Eurostat, lfsa_egan22d
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

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