THE DEFENCE AND ADVANCE OF COLLECTIVE BARGAINING:
REGAINING TRADE UNION STRENGTH
Case of Slovenia –

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AGAINST PRIVATIZATION OF PORT KOPER

https://www.youtube.com/watch?v=ymRiX_feCfs&feature=youtu.be
BACKGROUND

- Union density 2004 40% - 2014 23% (decrease)
- Industrial relations between “west” and “east” “south” and “north”
- MULTIUNIONISM in different levels
- Slovenian Trade Unions movement
- Still 88% of workers covered by Collective Agreements (2014). 2000- 100% (decrease)
- Very precise data on Collective Agreements in sectoral level
- No data about Collective Agreements in company level
BACKGROUND

• Changes in the owner structure – privatization
• Changes in Employers organization (from Austrian model to...)
• Influence of Crises
• Big differences in postions of TU, workers, social dialog – in macro and micro level.
• Hierarchic legalization (labour law – sectoral Collective Agreement – Company CA)
Transport and Telecomm sectors

• No covering overall Collective Agreement for sector
• Different position of TU, workers rights, wages..
• Still big influence of state owning companies (Railways, Post, Telecom, Motorways, Harbour) – big pressure for privatization.
• One company – one sector (Railways, Airtransport, Maritime...)
Transport and Telecomm sectors

- Problems of definition with these sectors
- Extended validity
- No CA at all in some sectors (freight road transport, telecomm)
- In freight road transport – small employers, no more big companies
- Telecom Slovenia – state owned company CA – 11 TU in Telecom Slovenia
ADRIA AIRWAYS

- Radical industrial action for new CA
- 100 %TU density
- Privatization
- Strike as pressure
- Very clear goals
- Negotiation
- TU cooperation (pilots and cabin crew)
- Recognition CA of new owner
- Successful story
PRESSURE OF EMPLOYERS

• From sectoral to company
• In sectoral level minimum standards
• Sectoral level CA refer to company CA (it will be in company CA)
• In some sectors no interests for negotiation at all or no representative employer organization.
• Validation of some cancelled CA still in use
PRESSURE OF EMPLOYERS

• Wages – problem of minimum wage –
• Decline of supplements (night hours, overtime work)
• Decline of rights of vulnerable groups (older, disabled...)
• Wages move to flexibility (EBIDA...)
• Working time – flexibility reallocation (56 hours in week- 40 in week in one year period)
• Decline of holidays – main issue.
• Decline of Union rights
TRADE UNION STRATEGY

• Defend sectoral CA (legalization, industrial actions, radicalism)
• Cooperation between Unions (in sector, oversector, public and private sector...)
• Advantage of company level CA
• Disadvantage of company level CA
• Different role for Trade Unions, Conferderations
• Power of Union at company level
CONCLUSIONS

• Decline in Union density brought decline in sectoral level social dialogue
• There are no data about company level CA
• Current economic situation directly influential in the bargaining process (road freight sector, privatization......)
• Move from sector to company level CA is fact
• Facts bring different role for TU and Confederations
• Industrial actions still weapon in workers hand and influential in the bargaining process.