

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](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 positions 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
- -Sectoral CA <http://www.sindikatsdpz.si/index.php?page=novice/tekst94>

# 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.