Collective bargaining agreements in Visegrád countries – same path or different trajectories?

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Similarities in background conditions

• Similar collective bargaining systems developed:
  – Decentralisation
  – Horizontally and vertically not well-coordinated
  – Declining power and density of Tus
  – Gradual erosion of impact of collective bargaining on working conditions – slow but steady decline in higher-level bargaining
  – Official databases maintained but very limited in use
# CBA sample

Table 1 Division of CBAs sampled per sector and per bargaining level in each Visegrád country

<table>
<thead>
<tr>
<th>Bargaining level</th>
<th>Sector</th>
<th>Commerce</th>
<th>Construction</th>
<th>Manufacture</th>
<th>Public</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIGHER</td>
<td>CZ</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>HU</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>PL</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>SK</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>Higher Total</td>
<td></td>
<td>8</td>
<td>2</td>
<td>0</td>
<td>5</td>
<td>15</td>
</tr>
<tr>
<td>SINGLE</td>
<td>CZ</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>HU</td>
<td>1</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>PL</td>
<td>4</td>
<td>1</td>
<td>3</td>
<td>0</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>SK</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Single Total</td>
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<td>8</td>
<td>2</td>
<td>5</td>
<td>10</td>
<td>25</td>
</tr>
<tr>
<td>Total</td>
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<td>16</td>
<td>4</td>
<td>5</td>
<td>15</td>
<td>40</td>
</tr>
</tbody>
</table>

Source: WageIndicator CBA Database, selection Visegrád countries, accessed 25 Jan 2021
Similarities in CBA content

- In all countries, CBAs mostly contain the following provisions:
  - Wages
  - Working hours
  - Social security and pensions
  - Medical assistance, health and safety policies
- The least covered areas in CBAs are the following:
  - Trial periods
  - Training options
  - Job descriptions / job classifications
  - Clauses on maternity / paternity leave ("work-life balance")
  - Discrimination, gender equality clauses
Levels of wage determination

Figure 1 Levels of wage determination within collective agreements

- Insufficient data: 3 (Czech Republic) / 2 (Other)
- Industry/sectoral level: 4 (Czech Republic)
- State or regional level: 2 (Czech Republic) / 4 (Hungary) / 2 (Other)
- Individual contracts: 1 (Czech Republic) / 1 (Other) / 7 (Other)
- Company level: 4 (Czech Republic) / 3 (Hungary) / 3 (Poland) / 4 (Slovakia)
Types of wage premiums

Figure 1 Collective agreements with clauses on various types of wage premiums, per country

<table>
<thead>
<tr>
<th>Type of Work</th>
<th>Czech Republic</th>
<th>Hungary</th>
<th>Slovakia</th>
<th>Poland</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hardship work</td>
<td>7</td>
<td>2</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>Overtime work</td>
<td>8</td>
<td>7</td>
<td>9</td>
<td>7</td>
</tr>
<tr>
<td>Standby or oncall work</td>
<td>6</td>
<td>7</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>Sunday work</td>
<td>7</td>
<td>5</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>Evening or night work</td>
<td>6</td>
<td>4</td>
<td>8</td>
<td>8</td>
</tr>
</tbody>
</table>

Czech Republic  Hungary  Slovakia  Poland
Working hours

Figure 1 Collective agreements providing for working hours per week, per country

Table showing the number of collective agreements for working hours per week in different countries. The table includes the following data:

- Czech Republic: 2 agreements for 40 hours, 5 agreements for 37.5 hours, 1 agreement for 36 hours, 1 agreement for N/A, and 1 agreement for 48 hours.
- Hungary: 1 agreement for 40 hours, 4 agreements for 37.5 hours, 1 agreement for 36 hours, 1 agreement for N/A, and 1 agreement for 48 hours.
- Poland: 1 agreement for 40 hours, 9 agreements for 37.5 hours, 1 agreement for 36 hours, 1 agreement for N/A, and 1 agreement for 48 hours.
- Slovakia: 1 agreement for 40 hours, 5 agreements for 37.5 hours, 1 agreement for 36 hours, 1 agreement for N/A, and 1 agreement for 48 hours.
Job classification systems

Figure 1 Collective agreements containing a job classification system in each country

- Czech Republic: 2 No, 8 Yes
- Hungary: 5 No, 5 Yes
- Poland: 8 No, 2 Yes
- Slovakia: 2 No, 8 Yes
Uptake of various social security and pension funds

Figure 1 Collective agreements with provisions on social security and pension funds, per country
Health and safety workplace policy

Figure 1: Collective agreements with provisions on health and safety workplace policies, per country

- **Czech Republic**: 1 Yes, 5 Yes but not in CBA, 1 No
- **Hungary**: 1 Yes, 3 Yes but not in CBA, 6 No
- **Poland**: 1 Yes, 5 Yes but not in CBA, 1 No
- **Slovakia**: 2 Yes, 1 Yes but not in CBA, 7 No

[Chart showing the breakdown for each country]
Gender equality and/or violence

Figure 1: Collective agreements with provisions on equality and/or violence at workplace, per country

- Czech Republic: 7 Yes, 3 No
- Hungary: 2 Yes, 8 No
- Poland: 3 Yes, 7 No
- Slovakia: 4 Yes, 6 No
Thank you for your attention!

The whole report can be downloaded from