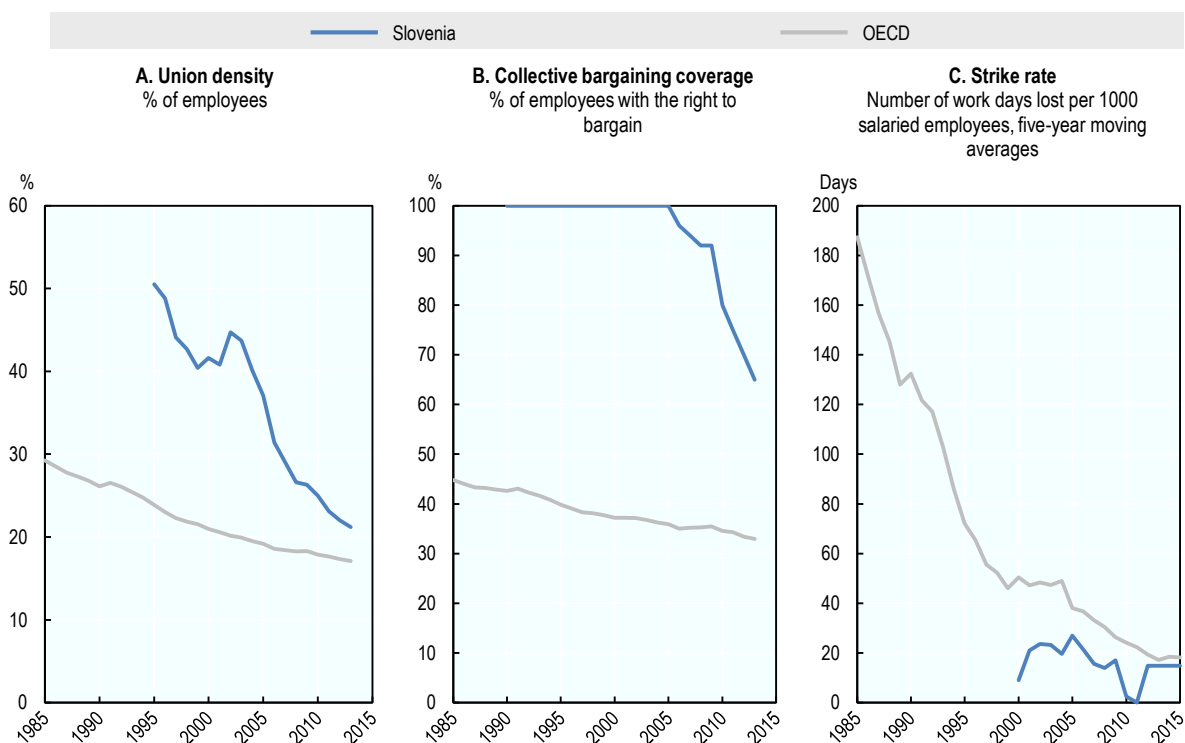


Slovenia

KEY FEATURES OF THE COLLECTIVE BARGAINING SYSTEM IN 2015

Predominant level	Sectoral
Degree of centralisation/decentralisation	Centralised
Co-ordination	No
Trade union density in the private sector	10-20%
Employer's organisation density	60-70%
Collective bargaining coverage rate	60-70%
Quality of labour relations	Low

TRENDS IN INDUSTRIAL RELATIONS IN SLOVENIA, 1985-2015



BUILDING BLOCKS OF COLLECTIVE BARGAINING

The detailed description of the building blocks of collective bargaining mainly relies on information provided by the responses to the policy questionnaires that were sent to Labour Ministries, employer organisations and trade unions in 2016. The information reported in the questionnaires represents the situation in **December 2015**.

Use of *erga omnes* clauses

Legal application of a sector level agreement in the absence of administrative extensions	Only to members of signing organisations but in practice to all workers of signing firms.
Legal application of a firm-level agreement	All workers

Use and coverage of extensions

Use of extensions of sectoral collective agreements	Yes
Procedure	The Government issues the extension upon request.
Representativeness criteria	Employers have to cover >50% of employees concerned and TUs must be representative.
Public interest criteria	No
Exemptions or possibility of appeal	There are no exemptions but the decision can be appealed.

Duration of collective agreements

Average duration	12 months
Maximum duration of collective agreements	No but some sectors may have it (from one to several years).
Can contracting parties terminate an agreement before its expiry date?	After two years, parties in metal industry may give three month notice.

Ultra-activity of collective agreements

Is maximum duration of after-life/ultra-activity of agreements fixed by law?	Yes, 12 months.
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Retroactivity of agreements

Do firms have to pay arrears in case of late renewal?	No legal obligation, but parties may agree on that.
Does retroactivity apply only to members of signatory parties or does it cover all parties?	To signatory parties including the non-union members in member firms of signatory employer organisation.

Use of the favourability principle

Favourability principle always applies.

Use and scope of derogations and opt-out

Derogations from the law	Possible to favour agreements between social partners on some topics related to employment protection legislation, overtime work, particular working time arrangements, sanctions, bonuses.
Derogations from collective agreements	
Scope	Not relevant
Topics	Not relevant
Rationale	Not relevant
Criteria	Not relevant
Other	Not relevant

Forms of co-ordination

Mode of co-ordination	Inter/intra-associational
Degree of co-ordination	Limited

Enforcement of collective agreements

	Sector-level agreements	Firm-level agreements
Do agreements typically include a peace clause?	No	Not relevant
Do agreements typically include a mediation/arbitration procedure?	Yes	Not relevant
Is it compulsory?	No	Not relevant

Worker representation at the workplace

Work council and union or union representatives but union predominant.

Board-level employee representation

Public sector	Yes
Private sector	Yes
Scope	At least two of the following conditions: 1. >50 employees, 2. Sales turnover>8.8 M, 3. Asset value>4.4 M.
Proportion/number of workers' representatives	<ul style="list-style-type: none"> • Dualistic: min. 1/3 up to 1/2 of the supervisory board but not the chair (defined by articles of association). • Monistic: 1/4, min. one (defined by articles of association).
Nomination of candidates	Appointment by the work council.
Appointment mechanism	Not relevant

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