European Foundation for the Improvement of Living and Working Conditions

Social dialogue and conflict resolution in Slovenia

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Context

This report is part of a series of projects from the Foundation which focus on aspects of industrial relations in the run-up to enlargement. The national report for Slovenia is part of the second phase of a project on Social dialogue and EMU carried out by the European Foundation for the Improvement of Living and Working Conditions in 2002-3, in cooperation with the Swedish Work Life and EU Enlargement programme. This phase of the project looked at the current mechanisms for resolving industrial conflicts prevailing in each of the ten acceding countries involved in the project: Cyprus, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia and Slovenia.

The main report provides an overview of the whole project and is available online at http://www.eurofound.eu.int/publications/EF0421.htm. It looks specifically at the role of social dialogue in resolving industrial relations conflicts. In most of these countries, both the systems of industrial relations as well as conflict resolution mechanisms are relatively new and have been subject to intense upheaval during the transition phase to market economy. Collective and individual industrial disputes are a new phenomenon for these countries as well. The report gives an overview of the existing institutional and regulatory frameworks for industrial action prevailing in each country, then goes on to describe the various systems in place to deal with conflict resolution. The overall aim of the research is to show how social dialogue can be harnessed to devise a road map for industrial peace.

Introduction

The history of social dialogue in Slovenia underwent essential changes in the years 1989 to 1990 and 1993 to 1994. It was something completely new to the associative regulation of industrial relations of the time, when in 1989 the fundamental Employment Act introduced collective agreement as the method of determining mutual rights and obligations between workers and employees for the whole country. Until then, only private employers had regulated their industrial relations with collective agreements. A year later, the state Employment Act of 1990 regulated collective agreement in more detail. Most of the provisions on collective agreement are still in effect today without major changes. In accordance with this new legislation, the first general collective agreement for economic activities was concluded in 1990, the next one in 1993, and the currently valid one in 1997.

These legal sources for economic activities served as a model for regulating industrial relations in the public sector as well, following the rule that industrial relations in the entire country should be uniformly regulated, except where stated otherwise for civil servants. Thus, the general collective agreement for non-profit activities was concluded in the public sector already in 1991, and it remains valid to the present day in its broadest terms and with annexes. Alongside both general collective agreements, a web of collective agreements grew up for individual economic activities and activities in the public sector. The number of these has gradually increased, so that at present there are 27 collective agreements concluded for economic activities and 8 collective agreements in the public sector.

The chapter of law relating to collective agreement precisely stipulates that, in accordance with the law, the collective agreement shall regulate in detail the rights, obligations and responsibilities of workers, as well as the rights and obligations of employers. A collective agreement may be concluded for the state or for individual activities. Representative trade unions and the Chamber of Commerce and Industry of Slovenia or another general association of companies or employers are authorised to conclude collective agreements. The law also stipulates that with the collective agreement, the parties agree to honour social peace, so that while the collective agreement is in effect, no unilateral withdrawal from the collective agreement occurs.

In the collective agreement, the parties are also required to define the process of concluding and changing the agreement, as well as the method of resolving collective disputes. The law stipulates that, in the event that the two parties to the

agreement do not agree on concluding, changing or amending the collective agreement, an arbitration council shall settle the disputes. It is possible to conclude from the phrasing of the law that the disputes must be resolved through an arbitration process initiated by one of the parties. The decision of the arbitration council then becomes an integral part of the collective agreement and remains in effect until the parties to the agreement conclude otherwise.

Collective agreements can be concluded for definite or indefinite periods. If concluded for a definite period, an agreement is automatically extended unless cancelled in the due cancellation period, which is usually three months. Some collective agreements are concluded for an indefinite period. These usually do not specify the cancellation or termination mechanism. It is possible to gather from judicial practice that a cancellation of a collective agreement is not possible following purely the principles of civil law. In such procedures, labour courts and social courts hold the view that the fact of changed circumstances, which prevent the implementation of the collective agreement, must be proven beyond doubt. At the same time the court concedes that any decline in the operations due to increased competition in the market, liquidity problems etc., is to be considered a normal risk of business operations.

An important characteristic of collective agreements in Slovenia is that they apply to all employees, regardless of whether the workers are members of a trade union. This advantage is guaranteed to them by the fact that collective agreements on a national level (activities and general) are concluded only by representative organisations of trade unions. The effect of a representative trade union s actions is valid for all employees. And on the other side, for employers, this representation is guaranteed by a transitional provision of the law, granting authority to the Chamber of Commerce and Industry of Slovenia and to the Chamber of Craft of Slovenia to conclude collective agreements. Because membership in them is obligatory for all economic subjects, the legal effect of such collective agreements is binding for all employers in a particular activity.

A similar effect is created by the fact that collective agreements in the public sector are concluded by the Government of the Republic of Slovenia as the employer. This system does not require the institution of expanded validity of the collective agreement , as it is known in a few countries. Thus it creates a transparent network of collective agreements as a superstructure to the legislation. Where no collective agreement for a particular activity exists, the employer uses the general (cover) collective agreement, which together with the law sets out the guaranteed minimum rights. In Slovenian collective law, the system is complemented by collective agreements in companies, concluded between the company s trade union and the employer. Usually these agreements are concluded by large employers.

Industrial relations framework for conflict resolution

The social dialogue in the early nineties of the last century developed fairly quickly, especially since Slovenia gained its independence in 1991. We can note that the number of participants in the general collective agreement for economic activities from 1990 and the agreement for non-profit activities from 1993 was on the rise. There was no longer one central trade union organisation as a signatory on the part of trade unions, and no longer only the two Chambers as signatories on the part of the employers. Rather, the number of nationally representative central trade union organisations grew from one to four and later to six central trade union organisations. A rich development in the organisation of trade unions, which also produced 18 branches of central trade union organisations, dictated the need for the new Representation of Trade Unions Act, passed in 1993. This act defines the criteria for and authority of the trade union organisation, if it is representative. This gives it the right to represent interests on the national level, in tripartite national bodies, and the authority to conclude national collective agreements.

A similar process can be traced on the side of the employers. The two Chambers are not the only associations of employers, and The Bank Association of Slovenia, the Slovenian Insurance Association and the Slovenian Forestry Association had all successfully been concluding collective agreements. But nevertheless, in 1993 and 1994, the

Employers Association of Slovenia was formed on the national level, and it connects enterprises - employers in all economic activities. Alongside with it, the Association of small employers and craftsmen (Association of Handicraft Employers of Slovenia) was formed. Since they were founded, these two have played an active role in the process of collective agreement in economic activities.

It is typical of both trade union organisations and employers organisations that, with very few exceptions, they are organised separately for the economic sector and for the public sector. Mixed membership is only found in two central trade union organisations: the Association of Free Trade Unions of Slovenia and the Pergam Confederation of Trade Unions.

The Collective Contracts Act, currently in the legislative procedure, will presumably solve other issues that have been appearing in practice. The Act has been in the process of drafting since 1994, but has not been passed yet. One of the most important issues for the Act to resolve is the question of whether or not to preserve the system of representation of the parties to the collective agreement and the effect of its validity for all employees. Despite the principle of voluntary collective agreement, the principle of legal certainty requires equal treatment of citizens before the law or under various regulations, regardless of membership of organisations or associations.

In 1994 social dialogue began to take place in Slovenia on the tripartite level. The government, employers and trade union organisations wanted to conclude a social agreement that would primarily regulate the area of wage policy. Although no social agreement was signed that year despite long negotiations, the social partners signed an offprint titled Agreement on wage policy for the year 1994 . With this document they were able to found a tripartite national body, the Economic and Social Council.

This body has operated since its foundation without interruption and without any major crisis. Its founding members have equal numbers of representatives: the government, employers and trade unions each hold five seats. The council is in session at least once a month to discuss issues of a social and economic nature and form opinions on them. Mostly they are legal problems, in which case the Economic and Social Council forms an opinion by common consent and communicates it to the parliament.

Although it is not binding to the parliament, the opinion of the Economic and Social Council has by now gained such importance that, if it has not been formed, the parliament will require it. What is interesting about this body is that it was founded and is mostly active in the field of economic activities, as it is defined in the Agreement. Rules of operation guarantee that its sessions are public, so the material for the sessions is delivered to all representative trade union confederations, even non-members, while representatives of the public sector also have the possibility of discussion.

In 1998, some circles, especially the public sector, asked for the status of the Economic and Social Council to be legally regulated. These endeavours were unproductive, however, since it turned out that the established organisation and the customary method of operation of the Economic and Social Council was better than any new and untested models.

Legal basis for conflict resolution

Resolving collective industrial disputes is regulated differently for legal disputes and disputes over interests. In principle collective legal disputes are settled in court, while disputes over interests are resolved through peaceful dispute settlement.

Part of this is covered in the Strike Act of 1990. It defines a strike as an exercise of economic and social rights and interests arising from labour. The Act states that a strike must be organised and conducted in such a manner as not to

jeopardise the safety and health of persons and property, and so as to allow normal work to resume after the strike is over. The Act explicitly states that workers not participating in the strike may not be prevented from working neither by the strike committee nor by the striking workers. A strike must be announced in advance. From the day it is announced to the day it takes place, the employer and the strike committee must endeavour to solve the problems causing the strike in mutual agreement. The strike is over if both the strike committee and the employer agree to end it, or if this is declared by the trade union which began the strike. The striking workers are entitled to a reimbursement for the time of the strike only if this is anticipated in the collective agreement. Most collective agreements provide for such a reimbursement for a period of three to five days, but only on condition that the strike is legal. Any dispute over the legality of the strike is resolved by the labour and social court. The Strike Act does not provide for the possibility of an employer s lockout.

In 2000, a special research team at the Chamber of Commerce and Industry of Slovenia prepared a research paper titled Strikes and the position of the employer with relation to labour law . The research sheds an interesting light on the problems of carrying out strikes in the years from 1990 to 2000. It was done on the basis of a sample of 75 companies individually visited by the research team.

In accordance with the Labour and Social Courts Act of 1994, collective disputes of a legal nature are resolved in the procedure for collective industrial disputes before this court. Such disputes include:

- disputes between the parties to the collective agreement or between the parties and other persons about the existence or non-existence of a collective agreement and its execution;
- disputes about the authority of the parties to conclude collective agreements;
- disputes about mutual congruence of collective agreements and their compliance with the law.

The labour court only resolves legal disputes. Disputes of interests are intended to be resolved through peaceful means for settling disputes, of which Slovenian collective law offers the conciliation committee and the arbitration council. The authority of these two bodies is set out in most collective agreements both for economic activities and for the public sector.

Conflict resolution mechanisms

In the General collective agreement for economic activities from 1990 and 1993, resolving disputes over interests is left only to the arbitration council. This was amended in 1997, so that now in the first phase, disputes over interests are resolved before a conciliation committee within 30 days from the day the dispute arises. If this procedure is unsuccessful, either party may initiate a procedure before an arbitration committee in the next 30 days. Either the arbitration agreement or the conciliation committee agreement must be in writing. The difference between them is only that in conciliation, the committee tries to influence both parties to find a possible solution on their own, or it suggests itself what the possible solutions might be. The parties must come to a solution themselves in the form of a written agreement.

In the procedure before the arbitration council, however, this body comes to a decision by itself, instead of the parties to the collective agreement, and this decision then becomes a part of the collective agreement. The agreement of the parties in the conciliation process and the decision of the arbitration council must be communicated to the authority carrying out the registration of collective agreements, and made public in the same way as the collective agreement. The chapter on resolving collective disputes is usually short, not longer than ten articles. In content, the organisation is the same in the economic and public sectors.

The obligation part of the collective agreement, in which the parties to the collective agreement define the procedures of conciliation and arbitration and the procedures of changing and cancellation of the collective agreement, usually also defines the role of the collective agreement provision interpretation committee. This committee is important as the body which prevents collective and individual disputes from arising in practice. This committee is composed of representatives of both parties and is usually a body of experts, not representing individual interests.

The committee makes its decisions in the form of explanations, opinions and recommendations. The committee s explanations and opinions have a significant influence on unified implementation of the collective agreement. If it is considered that a certain issue needs to be dealt with differently, because the law requires it, the committee may form a recommendation for the parties to the collective agreement. After 1997, most collective agreements define it as a duty of the parties to make the decision of the interpretation committee public in the same way as the collective agreement. This rule is not applicable only for expert opinions.

It is interesting to see whether a procedure of collective settlement of disputes is provided for in all collective agreements. This area is regulated in all collective agreements for economic activities and the public sector. The current General collective contract for economic activities anticipates a conciliation process even in the event that a program of collective redundancy is being prepared.

Arbitration as a non-obligatory procedure of resolving a dispute over interests is also defined in the Worker Participation in Management Act. It stipulates that a body of arbitration can be formed as a constant or ad hoc arbitration for resolving disputes between the workers council and the employer. The decision of this arbitration is final and can be contested only by special legal action, as settlements between parties are usually contested. If an action against the decision of the arbitration is brought to court, the labour court decides on the settlement of the dispute.

Statistics on collective industrial disputes

The number of collective industrial disputes in the decade from 1992 to 2002 can only be estimated. Part of the official data is comprised of court statistics, but it only includes those disputes that were taken to court. These disputes are found in court records only since 1994, when they were included in the Labour Courts Act. Strike movements as one of the most important forms of collective disputes were not statistically recorded. It is interesting to note that in 1995 the Association of Free Trade Unions prepared a study of the main characteristics of strikes in Slovenia for the period from 1992 to 1996. But unfortunately it only included strikes organised by trade unions. However, because this covers a large majority of all strikes organised in Slovenia, the sample is somewhat representative.

According to their data, 648 strikes were staged in the above-mentioned period. The largest number of strikes were organised by the Trade union of metal and electrical industry of Slovenia (290). The average number of strikes per year would be 130. Reasons for strike were mostly non-payment of wages for a month or more, non-payment of the reimbursement for annual leave and late payment of wages. The longest strike in this period, according to the analysis, was in Ljubljana in the activity of trade, and lasted for 112 days. Data collected over the six-year period indicates a slight decrease in the number of strikes during this time.

The other interesting study on strike characteristics, performed by the Chamber of Commerce and Industry of Slovenia on the basis of interviews about strikes, done in 12 selected companies chosen from among the 75 companies included in the survey, shows different reasons for strikes. Reasons for workers going on strike are mostly late payment or non-payment of wages and other income, disputes regarding issues connected to the implementation of the collective agreement, disputes between the director and the leaders of the trade union, non-approval of management as regards the placement of workers, temporary wage reduction, promotion of the company s trade union or promotion of the

representative state trade union. The strike committees that were formed had from 3 to 22 members, and as a rule included external members, especially representatives of the state confederation. There were only 3 cases where the strike committee did not adhere to the legally prescribed deadlines. Generally the management was not provided with strike rules to review when it asked for them.

The demands of the striking workers were very varied. Mostly they had several demands, which included reasons of a legal nature and of interests. Among these reasons, the most common demands were for a raise in wages, for payment of the reimbursement, for improvement of the material conditions for the trade union s work, for assurance of safety at work, for withdrawal of disciplinary procedures, demands for concluding a company s collective agreement, demands for the director s resignation and the resignation of individual members of the management.

Two companies made the decision not to negotiate with the strike committee at all. In one case the management refused negotiations with the strike committee, and in other cases it participated in the negotiations. The research shows that strike demands change and increase as negotiations proceed, which annuls the result of negotiations. The surveyed company managements all believe that at this point trade unions mostly want to give ultimatums and so are impossible to negotiate with.

Often strikes occurred under external pressures. Company managements stressed that external trade unions are especially harsh and want to prolong negotiations. They also judged political motives to be an important factor. It is interesting that in two cases, the management and the strike committee agreed to seek an external, independent opinion on whether the strike was justified.

Company managements pointed out some disputed methods of carrying out strikes, which is especially stressed in the analysis. These are unauthorised use of company resources and preventing workers who are not on strike from working.

Strikes have lasted a few hours, one working day, 3-4 working days, 45 days and 50 days. Most strikes are finished within one working week - within a month at the latest. In connection with payment for the days of strike, the research found the following:

- in two companies, the workers put in extra hours to compensate for the lost time;
- in one case the court ruled that the strike was illegal;
- in two cases workers received wage compensation for all the days of the strike;
- in three cases the procedure was initiated to prove the unlawfulness of the strike;
- in four cases the striking workers did not receive payment because the management judged the strike to be illegal.

Conclusion

It is anticipated that the issue of resolving collective industrial disputes in a peaceful manner will be wholly regulated by the Collective Contracts Act. It will probably draw ideas on the methods of resolving these disputes from the present experience of collective agreements in Slovenia.

Some years ago, a group of experts offered the possibility for the Economic and Social Council Act to provide for the settling of collective industrial disputes as part of the operation of the Economic and Social Council. The idea was dismissed because collective industrial relations are bipartite, while the Economic and Social Council is a tripartite body of social dialogue.

During the preparation of the last social agreement in 2003, social partners widely supported methods of peaceful dispute settlement for individual and collective industrial disputes. So it was agreed that the state would co-finance the expenses incurred by presidents of institutions for peaceful settlement of collective disputes.

To the present day no expert study has been conducted in Slovenia about the state of resolving collective disputes informally. The most complete collected data about this area of study is gathered in the EIRO study from 2002. It is anticipated that it will be necessary to form methods of tracking the appearance of collective disputes, not only those that are brought to court but also those that are resolved informally. This data will necessarily include the occurrence of strike movements.

Metka Penko Natlacen, Independent counsellor

Annex 1: National development project

Enforcement of the social environment of industrial relations by developing the role of mediators in local conflict resolution

Revision of collective bargaining

Slovenia has had a relatively short history of collective bargaining, which, however, has flourished in the twelve years of its use, both in the private and in the public sectors. Since 1990, collective agreements have provided for methods of peaceful resolution of collective disputes, but in practice they are rarely used. The rarity of such disputes must partly be due to the fact that many such mutual conflicts are resolved in further negotiations, which are not officially marked as conciliation, and arbitration never occurs. The system of collective bargaining in Slovenia is quite flexible and able to generally adapt to new economic and other situations over longer periods of time. Generations of collective agreements in the private sector can clearly be marked out: 1990-1993, 1993-1996, 1997-2003. With relation to the new employment act, a complete revision of collective bargaining is currently in progress.

This revision is supposed to begin with a reworking of the general collective agreement, according to established practice. The collective agreement is the fundamental starting point and a minimum for the entire economic and non-profit field. In the profit sector, individual collective agreements of activities are formed in such a way as to constitute a transparent and complete system. There is virtually no overlapping. Where a collective agreement for a specific activity does not exist, any minimum not provided for by the law is regulated by the general collective agreement.

In the private sector, this system does not function so transparently, the actual validity (area of application) of collective agreements for activities sometimes overlaps, the issue of abiding by collective agreements for vocations is raised. In the public sector, the awareness of the content and purpose of collective bargaining on the part of the employers party is not as present and clear as in the profit sector. Often various forms of pressure by trade unions in the public sector are more efficient than those in the private sector, even when their argumentation is weaker.

On the level of companies, collective dispute resolution between employers and trade unions is at a high level. It can also be said for this level of collective bargaining that only exceptionally do situations occur where disputes need to be settled through conciliation and arbitration as out-of-court solutions. Problems of disagreements over interests are usually satisfactorily resolved by concluding new collective agreements for companies. If a collective dispute of a legal nature occurs, the submitter of the dispute will usually leave it to a court to settle. Not only because the labour procedure law provides for this area to be under court jurisdiction, but also because it is common in Slovenian cultural tradition for disputes over rights to be resolved in court. Despite this customary approach, the total number of collective disputes in courts is not beyond control. Undoubtedly it could be reduced further by entrenching and affirming the idea that the primary method of resolving disputes should always be the possibility of compromise between parties, only then a court settlement.

Currently a revision is in progress of the general collective agreement for the public sector. Apart from the harmonisation of principles with the new law, it will contain particularly a revised chapter on resolving collective disputes peacefully. The drafters of the text have additionally furnished the procedures with individual deadlines, which are meant to accelerate the process of their implementation.

Regarding individual industrial disputes, the new Employment Act of January 1, 2003, enacts the possibility that the parties to the employment agreement agree on resolving their dispute of a legal nature by arbitration, if this is provided for by the collective agreement. This provision opens the way to setting up arbitration bodies on the level of companies, activities, or the entire commercial and non-profit sectors. While preparing an expert draft for such arbitration activity

for the entire sphere of commercial activities, it was found that individual companies had no interest in setting up company arbitration bodies, because they were too reminiscent of the former complaint commissions, which resolved labourers complaints in connection with their industrial relations. It is, however, possible that such arbitration bodies could be set up by agreement between representative associations of employers and confederations of trade unions, on the level of collective agreements for individual activities. These tendencies were noticeable in certain traditional commercial industries, such as construction and metal industry.

Social Agreement

In the Social Agreement, concluded for the period 2003-2005, the social partners and the government agreed that the area of consolidating and promoting the possibilities of peaceful solutions is an important area that needs to be given special attention and allocated a source of funds for its operation.

With this, the contracting parties to the Social Agreement wished to emphasise the importance of the culture of solving collective and individual mutual disputes. The general attitude in the recent time introduces greater possibilities of peaceful dispute resolution, without the intervention of a judge, into the judicial system. This indirectly affirms methods of peaceful dispute resolution in the area of labour law as well.

Timeframe for conflict resolution system

It is appropriate to set out a rough time schedule for the promotion and consolidation of the peaceful collective dispute settlement system, and to outline the content of individual stages. The following points have been set out by Slovenia s representatives as an ideal programme for the promotion and establishment of this area:

- write a report to the Economic and Social Council and to various social partners bodies about the implementation of the peaceful dispute resolution project, organised by the Foundation in Dublin, and providing information about the final conference at the end of the project in April 2004 in Slovenia;
- form a chapter on collective dispute resolution in general collective agreements for the public and private sectors, now being prepared;
- after signing these two documents, form a conciliation committee and arbitration committee for both sectors; the committees would be permanent bodies or have a permanent list of members;
- participate in forming the chapter on peaceful dispute settlement of the Collective contract act, which, apart from the usual practice, would also include possibilities of settling legal disputes in the same way; if necessary, influence the change of certain provisions in connection with the Procedure before labour courts act, in the chapters on resolving collective industrial disputes.

Participants in the process

Undoubtedly it will be social partners on the national level and the government who will have to become involved in the above-mentioned activities. The social partners who are especially important are the ones on the Economic and Social Council and those concluding both general collective agreements - for the commercial and the non-profit sector. Later on it will be necessary to harmonise collective agreements of individual activities with this system and appropriately encourage the social partners participating on this level.

The parliament is also indirectly involved in this process as a body passing both the mentioned acts. An important role in the parliamentary procedure is played by the Economic and Social Council as the body giving preliminary assessment for these two acts before they are passed.

Role of the social partners

The social partners and the government, each in their own field, must actively help to promote the peaceful dispute resolution system in the area of collective labour law in collective bargaining procedures on the national level. The role of social partners and the government as the employers representative in the public sector is of great importance in promoting this area.

On the condition that the goals are clearly set and the tasks correctly distributed among social partners, it is possible to reasonably presume that the promotion of peaceful dispute resolution will influence the promotion of peaceful resolution of individual industrial disputes, which has no legal tradition yet in Slovenia.

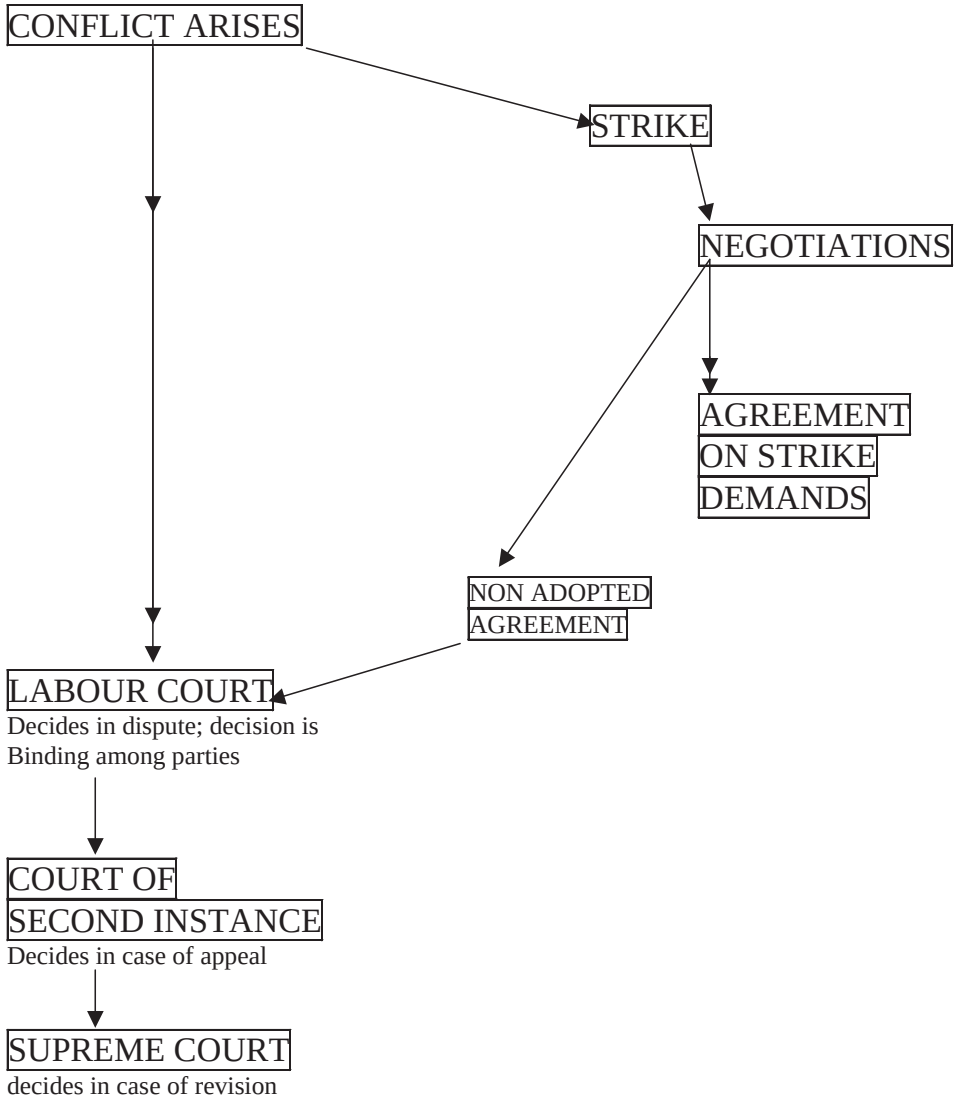
Resources

To implement such an ambitious project, it is necessary to include all possible methods of promotion and resources, especially:

- signatories to the social agreement for the period of 2003-2005;
- the two competent ministries for financing;
- expert publications, informative workshops and reports of experts for this area, especially associates in this project.

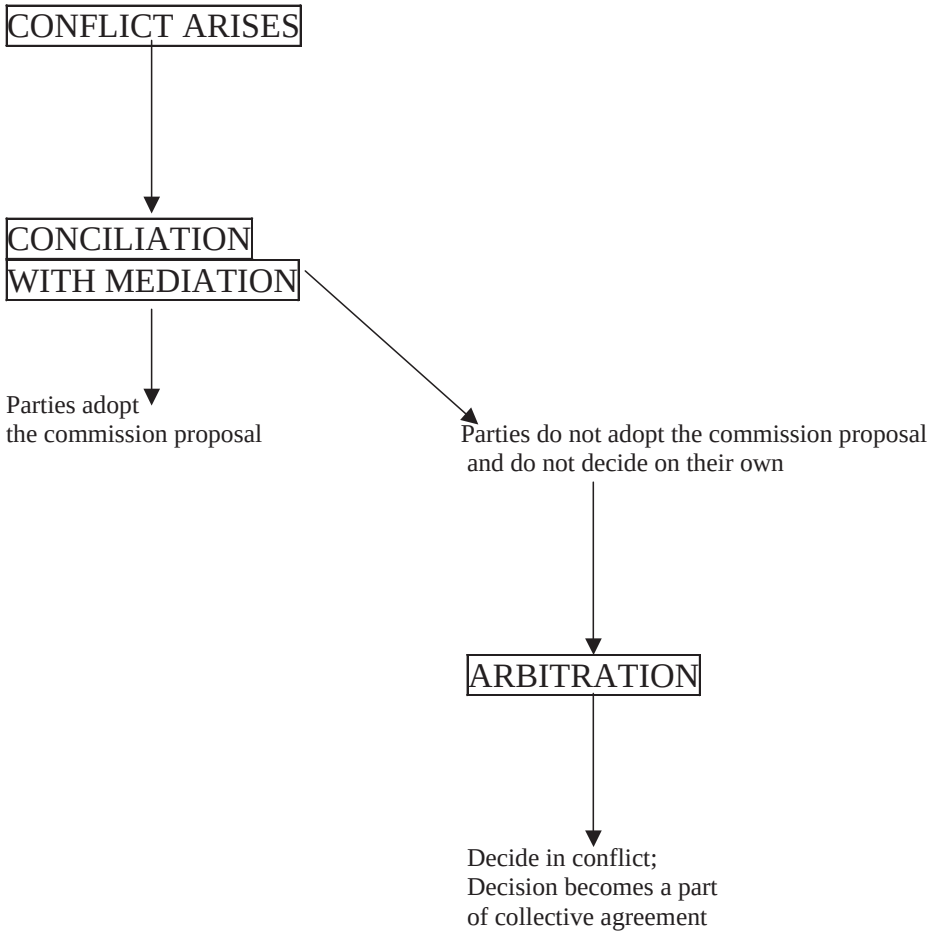
Annex 2: Road maps for conflict resolution

1. Collective disputes of rights [1]



[1] Voluntary system, stipulated by Law on Strikes (1990) and Law on Labour Court Procedure (2003); for individual disputes of rights, a similar system is stipulated under Law on Labour Relations (2002).

2. Collective disputes of interest [2]



[2] Voluntary system, stipulated by Law on Labour Relations (2002) and collective agreements themselves (in public and in private sector). For individual disputes of interest such a system is not provided for nor practised.

Annex 3: Overview of conflict resolution in current collective agreements

Economic activities

Collective agreement	Positive implementing principle	Negative implementing principle	Conciliation	Arbitration	Interpretation committee for CC
GCA for economic activities	Article 57; YES	Article 58; YES	Article 61 to Article 65; YES	Article 61 to Article 65; YES	Article 66; YES
CA for the agricultural and food-manufacturing industry of Slovenia	Article 63; YES	Article 64; YES	Article 67 to Article 72; YES	Article 67 to Article 72; YES	Article 73; YES
CA between workers and small businesses			Article 67 to Article 72; YES	Article 67 to Article 72; YES	Articles 17 to 19; YES
CA for the electricity industry	Article 113; YES	Article 114; YES	Article 117 to Article 120; YES	Article 121 to Article 123; YES	Article 124 to Article 125; YES
CA for the coal industry of Slovenia	Article 8; YES	Article 9; YES	Article 12 to Article 14; YES	Article 15 to Article 16; YES	Article 17; YES
CA for the cellulose, paper and paper processing industry	Article 22; YES	Article 23; YES	Article 26 to Article 30; YES	Article 26 to Article 30; YES	Article 31; YES
CA for the graphics, newspaper-informational, publishing and book-selling activity	Article 59; YES	Article 60; YES	Article 63 to Article 67; YES	Article 63 to Article 67; YES	Article 68; YES
CA for the graphics activity	Article 61; YES	Article 62; YES	Article 65 to Article 69; YES	Article 65 to Article 69; YES	Article 70; YES
CA for the chemical and rubber industry of Slovenia	Article 75; YES	Article 76; YES	Article 79 to Article 83; YES	Article 79 to Article 83; YES	Article 84; YES
CA for textiles, clothing, leather and leather processing activities			Article 23 to Article 24; YES	Article 23 to Article 24; YES	Article 25; YES
CA for the construction activity	Article 69; YES	Article 70; YES	Article 73 to Article 77; YES	Article 73 to Article 77; YES	Article 78; YES
CA for wood economy of Slovenia	Article 58; YES	Article 59; YES	Article 61 to Article 65; YES	Article 61 to Article 65; YES	Article 66; YES
CA for the forestry of Slovenia	Article 106; YES	Article 106; YES	Article 107 to Article 108; YES	Article 107 to Article 108; YES	Article 109; YES
CA for postal and telecommunication activities			Article 63 to Article 65; YES	Article 63 to Article 65; YES	Article 63; YES
CA for road passenger traffic	Article 57; YES	Article 58; YES	Article 60 to Article 63; YES	Article 60 to Article 63; YES	Article 64; YES
CA for the activity of road transport of goods	Article 63; YES	Article 64; YES	Article 67 to Article 69; YES	Article 70 to Article 71; YES	Article 72; YES
CA for the activity of railway traffic	Article 5; YES	Article 6; YES	Article 9 to Article 13; YES	Article 9 to Article 13; YES	Article 14; YES
CA for the activity of carrier, storage and maritime agencies	Article 88; YES	Article 89; YES	Article 92 to Article 96; YES	Article 92 to Article 96; YES	Article 97; YES
CA for the road sector	Article 91; YES	Article 92; YES	Article 95 to Article 99; YES	Article 95 to Article 99; YES	Article 100; YES
CA for the activity of banks and savings banks in the Republic of Slovenia	Article 160; YES	Article 161; YES	Article 95 to Article 99; YES	Article 95 to Article 99; YES	Article 170 to Article 172; YES
CA for trade activities in Slovenia	Article 59; YES	Article 60; YES	Article 63 to Article 67; YES	Article 63 to Article 67; YES	Article 68; YES
CA for catering and tourism	Article 73; YES	Article 74; YES	Article 77 to Article 81;	Article 77 to Article 81;	Article 82; YES

Economic activities (cont.)

Collective agreement	Positive implementing principle	Negative implementing principle	Conciliation	Arbitration	Interpretation committee for CC
CA for the activity of dealings in real-estate	Article 57; YES	Article 58; YES	Article 61 to Article 65; YES	Article 61 to Article 65; YES	Article 66; YES
CA for public utilities in the area of public utility activities and water management	Article 53; YES	Article 54; YES	Article 56 to Article 59; YES	Article 56 to Article 59; YES	Article 61; YES
CA for the activity of private protection	Article 56; YES	Article 57; YES	Article 60 to Article 64; YES	Article 60 to Article 64; YES	Article 65; YES
CA for the activity of metal materials and foundries, and for the metal and electricity industry of Slovenia	Article 78; YES	Article 79; YES	Article 81 to Article 90; YES	Article 81 to Article 90; YES	Article 91; YES
CA for activities of extraction and processing of non-metallic minerals of Slovenia	Article 70; YES	Article 71; YES	Article 74 to Article 78; YES	Article 74 to Article 78; YES	Article 79; YES
CA for postal and messenger activities	Article 59; YES	Article 60; YES	Article 63 to Article 67; YES	Article 63 to Article 67; YES	Article 68; YES
CA for insurance activities of Slovenia	Article 57; YES	Article 58; YES	In compliance with the provisions of the GCAa; YES	In compliance with the provisions of the GCA; YES	

Non-profit activities

Collective agreement	Positive implementing principle	Negative implementing principle	Conciliation	Arbitration	Interpretation committee
CA for non-profit activities	Article 1; YES	Article 2; YES	Article 5 to Article 9.a; YES	Article 5 to Article 9.a; YES	Article 10; Article 5 to 9.a; YES
CA for professional journalists	Article 69; YES	Article 70; YES	Article 72 to Article 75; YES	Article 72 to Article 75; YES	Article 76; YES
CA for research activity			Preliminary provisions; YES	Preliminary provisions; YES	Preliminary provisions; YES
CA for physicians and dentists in the Republic of Slovenia	Preliminary provisions of the obligation part; YES	Preliminary provisions of the obligation part; YES	Preliminary provisions of the obligation part; YES	Preliminary provisions of the obligation part; YES	Preliminary provisions of the obligation part; YES
CA for the activities of health care and social care	Point 4 of general provisions; YES	Point 5 of general provisions; YES	Points 8-10 of general provisions; YES	Points 8-10 of general provisions; YES	Point 11 of general provisions; YES
CA for cultural activities in the Republic of Slovenia	Point 1 of the obligation provisions; YES	Point 2 of the obligation provisions; YES	Points 4-8 of the obligation provisions; YES	Points 4-8 of the obligation provisions; YES	Point 9 of the obligation provisions; YES
CA for workers in health care	Point 1 of the obligation part; YES	Point 2 of the obligation part; YES	Points 4-7 of the obligation part; YES	Points 4-7 of the obligation part; YES	Point 8 of the obligation part; YES
CA for the activity of education and training	Article 3; YES	Article 4; YES	Article 6 to Article 9; YES	Article 10; YES	Article 11; YES