

The support for the parity social funds in the building industry

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The Integrated Trade Union (IOZ)

- The Integrated Trade Union, since January 1, 2009 is the successor of:
 - The Stavba SR trade union
 - Trade union for transport, road-traffic and car repairing industries
 - The Slovak Trade union of textile, clothing and leather industries

The parity in the social systems management

- Stands for the willingness of the social partners to manage and supervise the financing of the social security.
- It's important for the social systems to be set up and work upon the consent of all social powers and especially all social partners.
- The systems of the social security are the matter of course for all inhabitants during their whole life.

1. The basic obligatory system for the social insurance

The system for the social insurance in Slovakia, in years 1993 - 2003

- In 1993, the first public corporation was established in Slovakia – The National Insurance Company
- The first tripartite managing bodies with equal managing positions of the government, trade unions and employer organizations representatives were established
- In 1995 the **Social Insurance Company** (a public corporation) was separated and managed the health and retirement insurance

The Social Insurance Company and its bodies 1995 - 2003

Managing Board:

- Tripartite parity representation,
- The National Council of the SR elected and called off the members,
- **powers:** to discuss the draft budget and the statement of finances, elect and call off the members of the Supervisory Board and the director, approve the annual report of the activities of The Social Insurance Company and other documents.

Supervisory Board:

- The inspecting and supervising body,
- **Members are:** the experts from the fields like the health insurance and retirement security
- Nominated by the **social partners.**

The reform of the social security, administration of the Social Insurance Company

- In 2003, the Act 461/2003 regarding the social insurance passed.
- Essential parametric changes in the pension insurance system, the reform of the health, casualty and unemployment insurance.
- Elimination of the parity in the managing bodies of the Social Insurance Company, less importance for the participation of the social partners in managing
- Limitation upon powers of the autonomous bodies

The Social Insurance Company and its managing bodies, 2004-2006

Board of Managers

- Collective executive board,
- Was elected and called off by the Government of SR,
- The president and two vice-presidents were nominated by the Minister of social affairs, family and work,
- The trade unions and employers nominated one director each,
- Took over all powers after the former Managing Board

Supervisory Board

- Cared for supervising and control over the economy,
- 15 members,
- Following the Act, the president was the Minister of social affairs, family and work,
- Other members were elected and called off by the National Council of SR,
- 5 members were nominated by the trade unions and pensioner associations,
- 5 members by the employers,
- And 4 members by the Government.

Retirement pension insurance – the privatization of the public pension resources

In 2005, within the frame of the reform,

- Without being consulted with the trade unions, the representative of the most of insurants,
- The right-wing government made a change in the system of the compulsory pension income insurance,
- They redirected the half of the insurance payments from the public retirement income insurance into the capitalization second pillar,
- **In the 2nd pillar there are no parity bodies, or the participation of the social partners.**

2. Supplementary pension insurance

- In 1996 the Act about the supplementary pension insurance 123/1996 passed.
- The trade unions and employers participated actively on its development and tried to enforce their concepts how the such a system should work.
- The supplementary pension insurance companies were managed by the parity bodies of the social partners.
- These autonomous bodies made the system of the social security trustworthy and reliable.

The transformation of the supplementary pension insurance companies into joint-stock companies

- After the elections in 2002 and the beginning of the right-wing Government, the representative employers' organizations supported the Government in destroying the supplementary pension insurance companies which were managed bipartitely.
- **In 2004 the new Act 650/2004** about the supplementary pension insurance passed. Following this Act, all supplementary pension insurance companies had to transform themselves into **joint-stock companies**.
- **This new legal regulation does not count on the representation of the social partners in managing.**

Social dialogue, collective agreements - The IOZ building industry branches

IOZ and its social partners made four high-level collective agreements (HLCA), two of them in the Building industry branch.

- **1. HLCA made between IOZ and the Building industry entrepreneurs' union of SR for the years 2008-2011 for the building companies,**
- **2. HLCA made between IOZ and the Road-work entrepreneurs' association of SR for years 2002-2010 for the road-work companies.**

Social dialogue – IOZ collective agreements in the companies

- Collective bargaining at the ground organizations level - IOZ is active in 223 enterprises; the organizational collective agreements are valid and effective in 207 of them (i.e. 92.8%).



Thank you for your attention!