



ZDS Association of Employers of Slovenia

Project SSD-SMM

Ljubljana, Kick-off meeting, 24 January 2012



About ZDS and its role in social dialogue:

- ZDS is the first voluntary economic interest association in Slovenia, which was founded in 1994.
- ZDS has over 1,400 members that represent over 65% of business by the number of employees and total revenue.
- Our members are organised in 11 sections of activity, of which each has its board.
- ZDS also practices advisory committees, in which experts from companies are actively involved, such as wage policy committee, labour and social policy committee, committee for taxation, etc.



ZDS – Association of employers of Slovenia



Main tasks

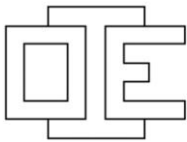
- to **ENSURE THE COMPETITIVENESS OF COMPANIES** on both the domestic and foreign markets, mostly from the standpoint of labour market, taxes, etc.
- to **ENSURE A PROFESSIONAL BASE AND CONDUCT NEGOTIATIONS OF COLLECTIVE AGREEMENTS** at all levels
- to actively **CO-OPERATE IN THE PREPARATION AND ADOPTION OF NEW LEGISLATION** in the field of industrial relations
- to **MONITOR, PUSH FORWARD AND REPRESENT ENTREPRENEURS' INTERESTS**
- to **PROMOTE EMPLOYERS' VIEWS IN SOCIAL DIALOGUE**

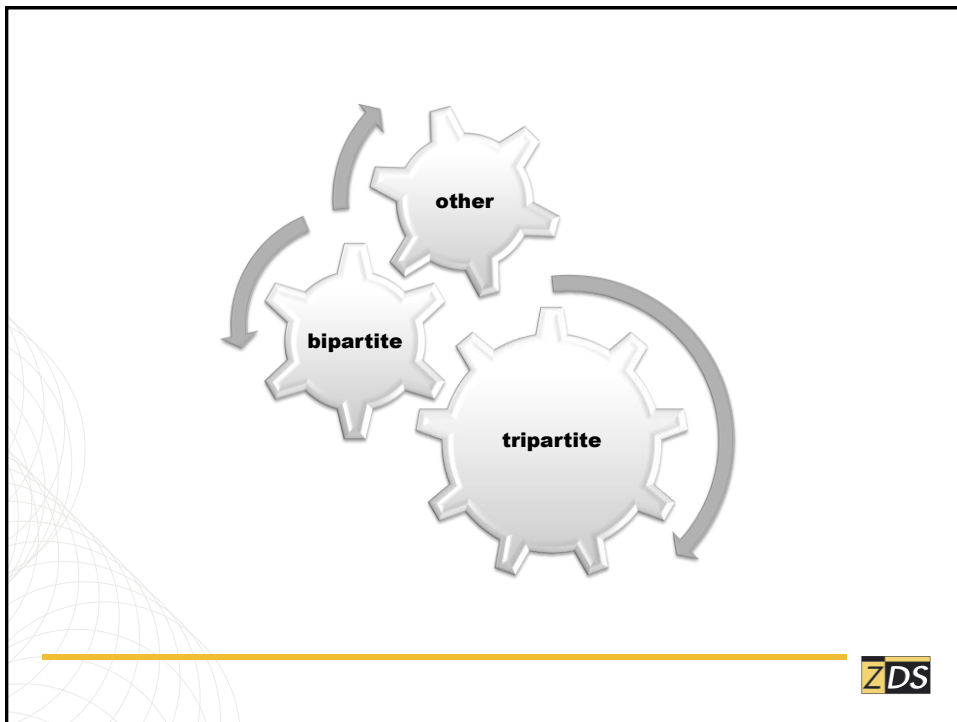
ZDS – Main activities



ZDS is member of

BUSINESSEUROPE





Economic and social dialogue in Slovenia

Tripartite

- Economic and Social Council
- Social Agreements: 1995, 1996, 2003-2005, 2007-2009
- Wage Policy Agreements (until 2005)
- Tripartite bodies (health, pensions, employment, etc.)

Bipartite

- General collective agreements for private sector in 1990, 1993, 1997, 2000
- 2006: 1st bipartite wage policy CA for private sector, excluding existing sectoral CA
- Collective agreements on sectoral level (activities)
- Collective bargaining on company level

Economic and Social Council

Established in 1994

Consists of three groups of representatives:

- › Employers (ZDS, ZDOPS, GZS, OZS, TZS)
 - › **Trade unions** (7 representative confederations on national level)
 - › Government
- Regular sittings, rotating presidency – 1st half 2008 – 1st half 2009 employers

The opinion of Council is respected in parliament when adopting a law on social and economic status of employees



ZDS is engaged as (social) partner in various ways

- Assembly & Governing board of the **Health Insurance Institute** of Slovenia (ZZZS)
- Assembly of the **Pension and Disability Insurance Institute (ZPIZ)**
- Council of the **National Employment Office of the Republic of Slovenia (ZRSZZ)**
- Supervisory Board of the **Public Guarantee and Maintenance Fund**
- **National Council** of the Republic of Slovenia (Državni svet)
- Board of **Safety and Health at Work of the Republic of Slovenia**
- Etc.



**Thank you for your
attention!**

